



Where talent meets opportunity

More Than Just a 9 to 5

The second you become a full-time team member, you'll gain access to a suite of career building resources and a comprehensive, individualized benefits package covering all aspects of wellness—physical, emotional and financial—to help you get ahead. Some perks include:

- Continuing Education/
Student Loan Assistance
- Professional Development
Programs
- Flexible Paid Time Off
- Remote Work Opportunities
- Health Benefits
- Financial Protection
- 401k Plan

A Culture of Caring and Invention

At CPL, we put people first.

Building a strong community is about establishing a prevailing sense of fellowship between partners, friends and neighbors, so we focus on cultivating channels of respect and camaraderie across all our teams. We're devoted to shaping an intentional work environment that promotes diversity, equality and inclusion, and guarantees growth opportunities for everyone.

Further driving our work approach is a commitment to purposeful work that serves humanity. Our project teams share a collective goal to design with intention, and create high-impact, sustainable solutions that support physical and emotional well-being. Outside-the-box thinking is paramount as we challenge ourselves to find more effective ways to activate beneficial change in our communities. We're proud to say that we've never settled for the status quo, and we never will.

Learning and Development Around

Pave your own path.

Joining the CPL family will connect you to a network of seasoned professionals who want to see you thrive. Our leadership team takes a vested interest in championing talent mobility, helping interns and new hires develop career paths that are uniquely tailored to individual strengths and enable steady advancements in the direction of your choosing.

Elevate your skills.

Education and innovation go hand in hand. We foster a culture of continuous learning by providing access to training webinars, design charettes, and a host of A/E/C conferences and events. We also encourage team members pursuing a degree or professional licensure, offering financial support for student loan payments, providing exam preparation resources,

reimbursing exam fees and granting additional time off for exam days. You'll also receive a \$1,000 bonus when you earn your professional state license.

Make a difference.

Driven to empower the next generation of creative visionaries, our specialty practice experts are eager to share their collective wealth of knowledge, acquired over decades in the business. Interns and new hires are exposed to active learning opportunities in the form of meaningful projects, from healthcare centers to elementary schools, and work alongside the industry's best and brightest to create purposeful designs that enrich people's lives.

Intern-al success stories



I interned with CPL for five years, gaining hands-on experience that I carried back into the classroom. Now as a full-time team member, I continue to learn new things every day alongside the leadership team who supports me directly by mentoring me and helping me prepare to take the ARE. **CPL has accelerated my growth** both as an industry professional and as a human being.

Erin H.



During my internship with CPL, I learned about the standards engineers are expected to uphold, as well as the vital role we play in facilitating everyday life. The leadership team immediately recognized my innate desire to grow in the profession and have supported that desire ever since. **The most rewarding thing** has been seeing projects that I designed progress through to completion – including a bridge down the street from my childhood home!

Jeremy T.



I interned with CPL through all four years of college, going into the field to inspect construction sites and aiding design efforts. In 2012 I was hired full-time, and with the guidance I received from my team leaders, I was able to meet all the requirements to become a Registered Architect in New York. **I'm now a shareholder with the company** and I manage the team in our Olean office. It has been an amazing ride, and I'm truly thankful for the opportunities that were available to me right from the start.

Ryne W.



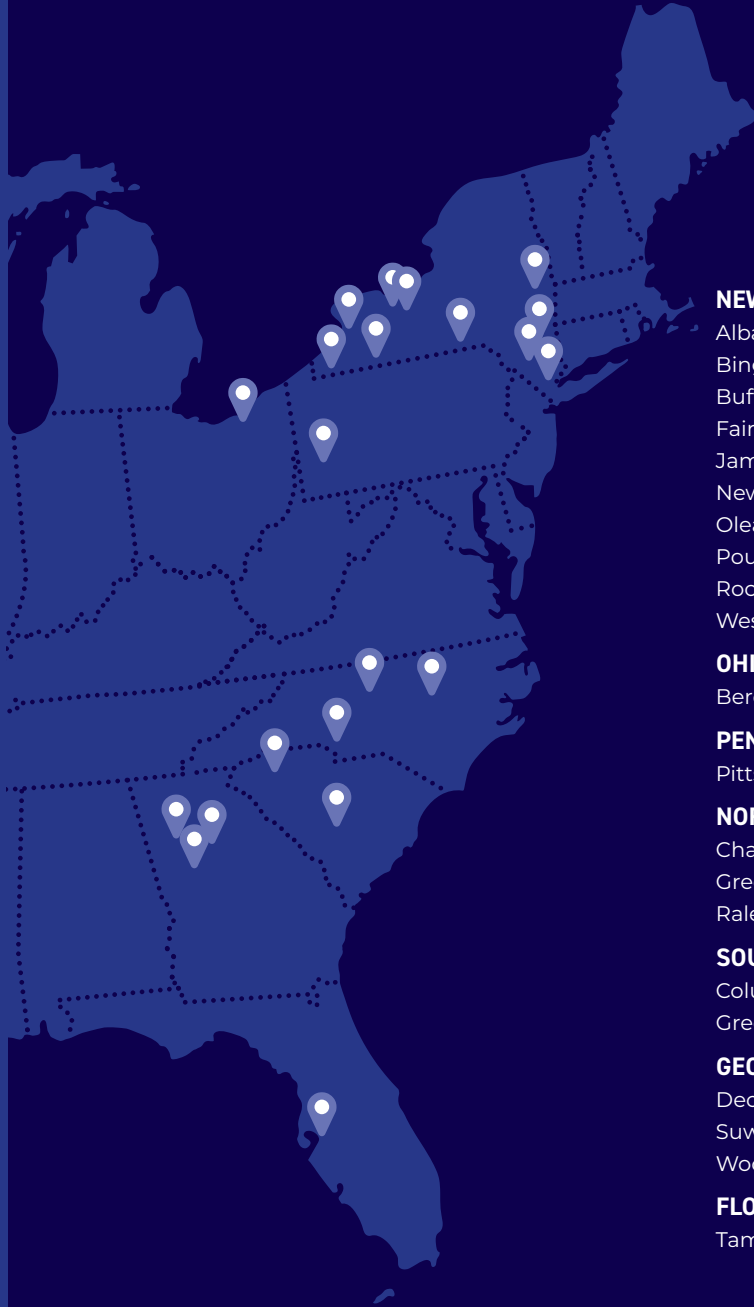
We Are CPL

What sets our team apart isn't what we create, it's how we create.

Exceptional design demands a partner who listens as much as they plan, and who becomes an extension of the neighborhoods we live and work in. Our process takes clients behind the curtain, inviting them to co-create with us to bring their visions to life. We work not just for them, but with them—and that's why what we create together lasts.

Visit our website to learn more about current openings and apply today.

www.cplteam.com/
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For more information visit CPLteam.com