



# Join Our Team

*Work with us and build a better you.*



**Day & Zimmermann**

*We do what we say.®*



**WHO WE ARE**

# GET TO **KNOW** US

Day & Zimmermann (D&Z) is a dynamic, diverse company offering innovative solutions to our customers. We are guided by four Core Values: **Safety, Integrity, Diversity** and **Success**. When you work with us, you'll discover that these values are rooted in the core of everything we do. As a family-owned business for more than a century, you can count on D&Z to be there in the future to help you Build a Better You.

Join our team and you'll get the benefit of doing challenging and rewarding work with talented people. Everyone has a voice, and we strive to create an inclusive environment where every individual feels appreciated, respected, and heard.



# OUR PURPOSE

We put people to work,  
we protect our freedoms,  
and we help our customers power  
and improve the world.

# OUR VISION

To accelerate the next  
generation of innovation.

# OUR PROMISE

We do what we say.®

# OUR VALUES



**SAFETY**



**INTEGRITY**



**DIVERSITY**

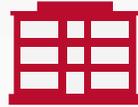


**SUCCESS**

# COMPANY SNAPSHOT



Global Workforce  
**41,000**



Founded in **1901**



**\$2.4 Billion** Annual Revenue



**150+** Worldwide  
Locations



Footprint at **60%** of the  
U.S. nuclear fleet



Ranked in the **Top 100**  
Defense Companies



**#1 Ranked** Operations &  
Maintenance Contractor for  
10 consecutive years (ENR)



**Ranked #165** on the  
Forbes America's Largest  
Private Companies List



Yoh Named to HRO Today's  
**RPO Baker's Dozen list**

# ONE ENTERPRISE—UNLIMITED OPPORTUNITY

Our Enterprise is one of largest privately owned companies in the U.S. with operations across the country and internationally. The enterprise is comprised of multiple brands that allow us to provide services and solutions to a multitude of industries.

## BRAND ARCHITECTURE

### MAINTENANCE AND CONSTRUCTION

Delivering innovative maintenance and construction services to industrial plant owners in the Nuclear, Fossil, and Process industries.



Day & Zimmermann



EMC

### GOVERNMENT SERVICES

Provider of architecture, engineering, global security, operations & maintenance, and staffing services to the U.S. Government and commercial clients.



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Mason & Hanger



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### MUNITIONS

Leading provider of munitions including close combat, medium to large caliber direct fire, large caliber indirect fire, and energetics and devices.



Day & Zimmermann



American Ordnance

### RECRUITING / WORKFORCE SOLUTIONS

Helping companies find workforce solutions and the professional talent they need to fill their most critical jobs for short or long-term engagements.



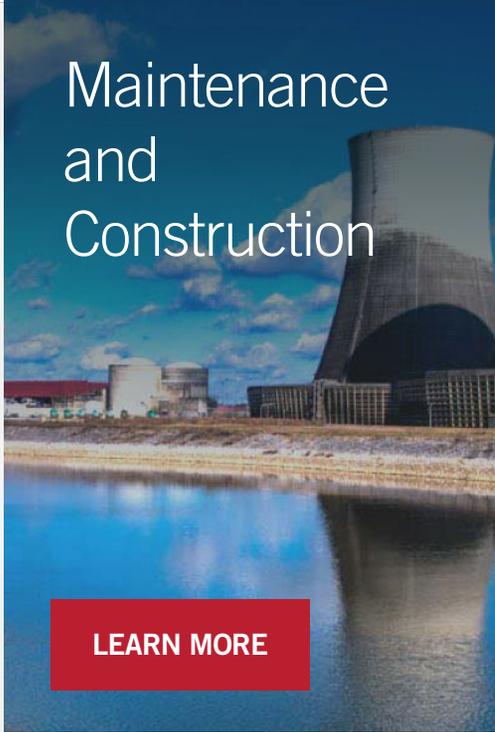
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**WHAT WE DO**

# ACCELERATING THE NEXT GENERATION OF INNOVATION

Simply stated, we put people to work, protect our freedoms and help our customers power and improve the world. We do that in a way that is aligned with our values: Safety, Integrity, Diversity and Success, and according to our brand promise, “We do what we say®.”



Maintenance  
and  
Construction

A photograph of a large industrial facility, likely a nuclear power plant, with a prominent cooling tower and several large cylindrical tanks. The facility is situated near a body of water, which reflects the sky and the structures. The sky is blue with some light clouds.

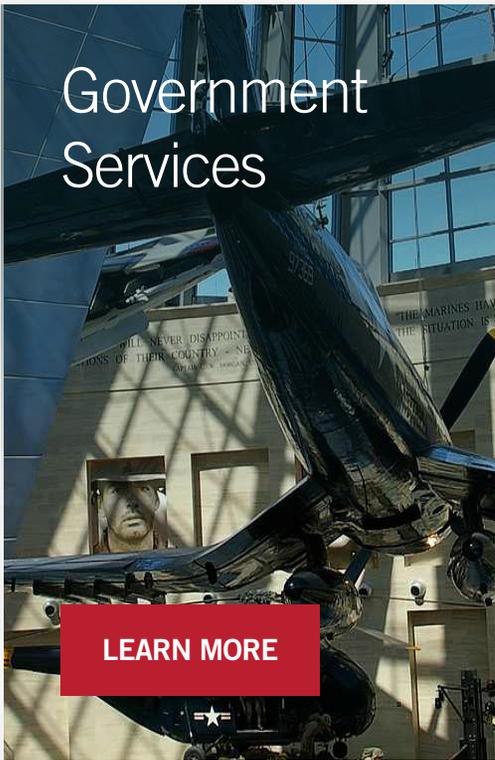
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Munitions

A close-up photograph of several blue and silver munitions or rocket motors. The blue parts are cylindrical and have a metallic finish. The silver parts are also cylindrical and have a textured surface. The background is dark and out of focus.

[LEARN MORE](#)



Government  
Services

A photograph of a large, dark-colored aircraft on display in a museum. The aircraft is a fighter jet, and its wings are spread. In the background, there is a large window and a wall with text that reads "THE MARINES LEAD THE SITUATION IS". There is also a portrait of a man on the wall.

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Recruiting &  
Workforce  
Solutions

A close-up photograph of a person's hands typing on a black keyboard. The keys are illuminated, and the person's fingers are positioned over the keys. The background is dark and out of focus.

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# HOW WE'RE INNOVATING

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## Innovating for our Armed Forces

Driven by re-invention, Day & Zimmermann implemented the loading of newly-developed Insensitive High Explosives into our latest field artillery projectiles, the M795. This accomplishment has resulted in being the only facility within the United States that can safely produce this ammunition and offer our forces the safety and capabilities it provides.

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# HOW WE'RE INNOVATING

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## Global Pharmaceutical Firm Workforce Solution

D&Z's Yoh division developed a Vendor Management System (VMS) for a global customer who was struggling to access information related to their contingent workforce (cost of hire, average contractor tenure and supplier performance). The VMS introduced robust reporting capabilities that have given stakeholders' control and visibility into their talent acquisition process through extensive workforce statistical data, metrics and financial reporting as well as real-time access to status and approvals.

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# HOW WE'RE INNOVATING

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## Protective Force at Nevada National Security Site

SOC, a Day & Zimmermann company, leads a team created specifically to set a new standard of protective force excellence. We apply our collective team experience to bring a fresh approach to sustain and strengthen all Nevada National Security Site Protective Force operations to ensure our Nation's critical assets are safeguarded, regardless of the potential threat.

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**WHAT MAKES  
US BETTER**



# BETTERMENT

We are The Original Betterment Company® — a family-owned diversified business founded more than a century ago by Charles Day, whose betterment reports helped modernize American factories.

Today, we're still in the business of betterment, delivering advanced talent and technical solutions in complex environments.

With 41,000 employees working around the world, together we help leading corporations and government agencies do their best work, better.

We believe that betterment — our unique approach to continuous improvement — is best achieved through accelerating cycles of innovation and efficiency occurring across all levels and all functions. Over time, this leads to exponential success in a changing world — for our customers and our employees.



# BUILD A BETTER YOU

We hire the best people who are aligned with our vision and are committed to creating Betterment for both themselves and our customers. Our goal is to make sure you know who we are, what we do and what we have to offer. If you decide to join us, you will have the opportunity to grow and develop and to Build A Better You.

Our Build a Better You program includes various elements of culture, work and rewards. It is designed to prepare you to discuss your expectations for these elements and ensure that Day & Zimmermann is the right fit for you and your desired career path.



# DIVERSITY & INCLUSION

We are a company that embraces diversity, is inclusive, and thrives on learning so that our employees feel respected and invited to contribute to the success of our company, clients, suppliers and communities. We foster a diverse workforce where employees feel comfortable bringing their unique perspectives to work.

We expect each individual—no matter what their level, role or function is—to play an active role in creating environments where people of a diverse range of backgrounds are excited to bring all of who they are and are motivated to do their best work.





# CULTURE

It's no secret that the stronger the company's culture, the more likely the company will be successful. Success is a Core Value at D&Z and building a great culture takes hard work. Giving people an ideal environment to work helps them feel proud and trusted in their jobs.

A career at D&Z can offer you an opportunity to Build a Better You—both personally and professionally. At D&Z, we are serious about finding the best people—those with a desire to dive deeper into complex issues, develop innovations big or small, and relentlessly pursue Betterment.



# INVEST IN YOUR CAREER

Our people are our greatest asset, which is why we will always invest in them, and why we will invest in you, too. We encourage you to keep your mind sharp and continually improve your skills through various learning and development programs.

There are an array of learning opportunities available so that you can continue to learn and grow with us. Opportunities include:

- › Challenging work
- › Mentoring
- › Cross-functional, collaborative project teams
- › Online learning curriculum
- › Training programs
- › Leadership development programs
- › Employee Resource Groups projects
- › Tuition reimbursement





# REMOTE-FRIENDLY AND FLEXIBLE OPPORTUNITIES

We want to provide our employees an environment where they can do their best work. Some people work best on-site, while others work best from a home office. To ensure the success of our employees, we offer flexible scheduling and remote options in many locations—giving our employees the work-life balance necessary to make them happier—and more productive.



We've always believed in making work better—both for our customers and for everyone working at Day & Zimmermann. That's why we're committed to building a future of work that's more connected, inclusive and flexible.

*\*Remote-friendly and flexible opportunities vary based on location and position.*

# LIFE AT DAY & ZIMMERMANN



## MARK MATES

*Design Technology Manager, Mason & Hanger*

As Design Technology Manager, I am fortunate to be innovative with technology. Two major technological initiatives we are working on are 3D Laser Scanning and Virtual Reality. These tools are helping us become more efficient with our engineering and architecture design work and bringing our projects to life for ourselves and for our clients.

Inclusion and innovation are welcomed here at D&Z and I am happy to be involved.



## LAUNIA TERRY

*VP, Talent Acquisition,  
Day & Zimmermann*

As a Veteran, I was looking for an organization that held similar values to what I gained through my time in the Air Force. Day & Zimmermann's values are closely aligned and the work we do has given me a sense of inclusion and has enabled me to grow and evolve with this organization!

## LT. MAYRA RODRIGUEZ

*Nevada National Security Site Contractor  
Protective Force, SOC*

The inclusive culture at Day & Zimmermann SOC has given me the tools to effectively lead others in securing our nation's assets while inspiring growth.



# EXPLORE OUR COMPANY

Before you interview with us, take time to learn about who we are and ensure that we are right for you. It's important that our purpose is in line with your values and that our culture aligns with yours.

Like any organization, our culture differs depending on your manager, team, building, function, division or country you are in. To get a real time peek into our company, take a look at our social media channels:



**Day & Zimmermann**

- [Website](#)
- [LinkedIn](#)
- [Facebook](#)
- [Twitter](#)
- [YouTube](#)



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**WE LOOK FORWARD  
TO GETTING TO KNOW YOU.**



**Day&Zimmermann**

*We do what we say.<sup>®</sup>*

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