

Shephard- Wesnitzer Inc.



Shephard Wesnitzer, Inc.

Sedona

Snapshot: The company provides civil engineering and surveying services to private and municipal clients. The firm gathers input from public officials, fire marshals, city managers and local business owners while satisfying clients' needs for each project. It was originally funded with personal savings.

Preserving Beauty: The company seeks to retain as much of the natural environment as possible when working on an engineering project. Using creative project design, it achieves client goals while preserving the natural beauty of the site.

Faster Surveys: Using the latest survey equipment, one employee can complete a surveying project that would have required three or more people a few years ago. The new technology also allows the employee to make more precise measurements "in a fraction of the time it might have taken only a few years ago," says Wesnitzer.

An Inclusive Celebration: Instead of a holiday bash, the firm hosts a year-end party and encourages everyone to attend regardless of religious belief. In December 2005 the company had 60 employees; with spouses or dates invited, 105 people showed up at the party. "This attests to its popularity," says Wesnitzer.

Selling the 401(k): Only 80 percent of employees used to participate in the company's 401(k) program. Senior management took steps to educate everyone about the benefits of regular retirement investing and the added value of employer matching funds. This change has led to 100 percent staff participation.



"Teamwork has made us successful. But despite our growth, we continue to be perceived as a small company that understands both sides of the issues."

— John Wesnitzer, President/CEO

AT A GLANCE

Shephard-Wesnitzer Inc.

John Wesnitzer, President/CEO

Sedona

Founded: 1990

Primary Business: Engineering Services

Sites in Arizona: 4

Sites Elsewhere: 0

60 Full-Time Equivalent Employees in 2005

71 Full-Time Equivalent Employees Expected in 2006

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