



SERVE COMMUNITIES.
SHAPE WATER INFRASTRUCTURE.
GROW YOUR CAREER.

CULTURE GUIDE

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riley-eng.com

OUR STORY

Riley Engineering was founded in Tucson, Arizona, by Ronson Riley Chee, Ph.D., P.E., a member of the Navajo Nation. Growing up on the Navajo Nation, Dr. Chee saw firsthand how the lack of basic infrastructure affected everyday life and limited opportunities for communities. Those experiences inspired him to pursue civil engineering and dedicate his career to helping communities access the infrastructure they need to thrive.

After earning his Ph.D. in civil engineering and gaining experience at one of the nation's leading water engineering firms, Dr. Chee founded Riley Engineering in 2017. His goal was simple but meaningful: to help communities by engineering and delivering reliable water infrastructure that supports public health, economic growth, and a stronger future.

Water resources engineering is our core business because water is our most precious resource. It gives life, provides opportunity, and empowers people. We believe we were put on this earth to solve problems and improve the lives of those around us.

OUR MISSION

We engineer and implement solutions to provide society with water infrastructure.

OUR VISION

We are the premier engineering firm that ensures people and communities throughout the world have the necessary water infrastructure to thrive and facilitate economic well-being.

WATER IS OUR FOCUS.

WATER IS OUR PASSION.

WATER IS OUR PURPOSE.



OUR SERVICES

ARE ALWAYS GROWING & EXPANDING, CURRENTLY THEY INCLUDE:

Water and Wastewater Systems

- Water Distribution & Wastewater Collection Systems
- Water Treatment & Contaminant Removal
- Wastewater Treatment
- Planning & Site Design
- Infrastructure Upgrades
- Capacity & Cost Optimization
- Hydraulic & Operational Modeling
- System Planning & Optimization
- Technical Documentation & Reporting
- Pump Stations / Lift Stations

Permitting

- Flood Studies
- CLOMR/LOMR Submittals
- Development Services Permits
- Approval to Construct Water Facilities
- Alternatives Analysis
- Feasibility Studies
- Cost Estimation & Optimization
- Right-of-Way Permits

Construction Administration

- Bid Documents
- Construction Quality Assurance Plans
- Inspections and Coordination with Third-Party Material Testing Firms
- Contractor Selection Assistance
- Owner's Representative Services
- Project Management
- Construction Quality Assurance
- As-Built Reports

Hydrology and Hydraulics

- Hydrology and Hydraulics (H&H)
- Drainage Design
- Watershed Modeling
- Flood Studies
- Hydrology Studies
- Floodplain Modeling and Mapping
- Flood Risk Mitigation Assessments
- Flow Control Structures (Weirs, Spillways, Culverts, etc.)
- Drainage Reports
- Channel Design and Bank Protection Design
- Stormwater Management, Permitting, and Flood Studies

Site Civil Design

- Site Civil Plans
- Grading, Drainage, Roads, Streets and Transportation
- Subdivision Design
- Sewer, Water, Storm Drain and Utility Design
- Permitting Services
- Due Diligence / Feasibility Analyses
- Floodplain Use Permits
- Stormwater Retention/Detention
- Drainage Reports

Mining

- Permit Support
- Reclamation and Closure
- Drainage Design
- Stormwater Management
- Piping and Pumping System Design

MUNICIPAL | COMMERCIAL | TRIBAL | MINING | RESIDENTIAL



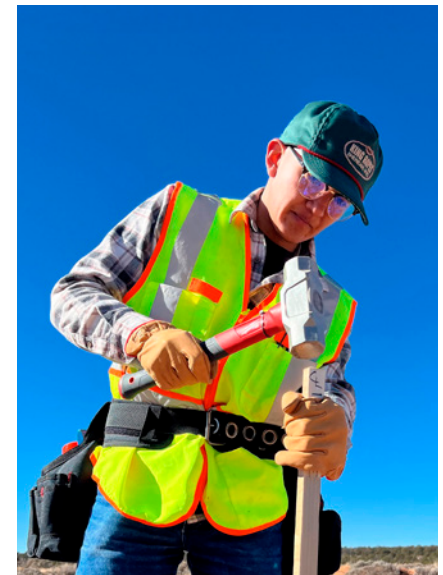
We Rise to Every Challenge.

Riley Engineering stands as a leader in civil and environmental engineering. Built on years of successful partnerships with government agencies, tribal communities, and private clients.

At Riley Engineering, we don't just meet expectations, we exceed them with effective results and a commitment to the communities we serve.

SEE CURRENT WORK.

Scan the QR code or visit riley-eng.com/projects to explore a living portfolio showing recent projects. We do work that matters.



CULTURE: WHY RILEY

Working at Riley means doing work that matters alongside people who care. Our engineers collaborate closely, learn from one another, and take pride in delivering solutions that support real communities. With a small, high-performing team, everyone has influence and room to grow.

We also make space to recharge. Whether it is stepping away from a model to talk through ideas or playing a quick game of pool in the office, we stay energized and connected. The result is a culture where people bring their best because they feel valued, supported, and part of something meaningful.

- ✓ **Community impact.**
- ✓ **Strong mentorship.**
- ✓ **High project ownership.**
- ✓ **True engineering rigor.**
- ✓ **Balanced work and life.**
- ✓ **Work hard. Rest hard.**
- ✓ **Unlimited potential.**
- ✓ **The work drives us, not our egos.**
- ✓ **Every voice matters.**

OUR CORE VALUES

PASSION

(1 Peter 4:10)

Engineering is our passion; we love what we do. Our natural talents and giftings align with the engineering profession. We believe this translates into higher energy, higher performance, more creativity, and high-quality work products.

EXCELLENCE

(Colossians 3:23)

We strive to do the best job we can regardless of the size of the project or task at hand. Mediocrity does not cut it.

INTEGRITY

(Proverbs 11:3)

We do the right and honest thing. We hold ourselves to a higher standard.

EDUCATION

(Proverbs 18:15)

We view life as though we are lifelong learners. We desire to learn more and to perfect our craft. We have the heart of a teacher and the mindset of a learner. We want to teach and empower those around us.

BALANCE

(Matthew 6:33)

We prioritize our faith, our families, then our business. We believe that the proper balance of life and work is the key to our success. Our employees come first then our clients.

HUMILITY

(Proverbs 15:33)

We approach our work with a servant mindset; we work as a team to meet the overall company mission and vision. Job titles and hierarchy are secondary. We serve each other in whatever capacity is necessary and is most beneficial to the team.

ADAPTABILITY

(Ecclesiastes 3:1)

We are not set in our ways or overly focused on our roles. We wear multiple hats when needed and take on the necessary task for the benefit of the team and the client.



OUR PURPOSE

We exist to help people. We exist to design and construct civil and water infrastructure correctly. We exist to create and build great things that last. We are tired of seeing things poorly designed and poorly constructed. We do things the right way, not the fast and cheap way. We design and build things with longevity in mind. We maximize our clients' return on investment. We are not wasteful. We design so that our systems are adaptable and sustainable, with a long-term vision and perspective.

We have a calling and carry a burden to help those in need. We have a heart for the poor and those who are less fortunate. We help because we want to be a light to the world. We are tired of seeing subpar engineering services being provided to underserved communities. We consider our talents and giftings as tools to help the world and to better our society.



WORK ETHIC

Our work is guided by our values. We practice integrity, responsibility, and a deep commitment to hard work. We take pride in delivering on our promises. We hold ourselves to high standards. We do what it takes to get the job done right.

THE RILEY CREDO

1 EVERY PROJECT MATTERS

We are as diligent with the small jobs as we are with the big ones. We don't skimp on a project just because it may be small. Our quality standard is the same regardless of the project. Being diligent with the small things will lead to big things.

2 QUALITY IS OUR TRADEMARK

We don't compromise our quality to save a dollar. If we can't do a job correctly, we don't do it at all. Good work will always get noticed.

3 WE DESIGN THINGS THAT LAST

We exist to create and build great things that last. We are tired of seeing things poorly designed and poorly constructed. We do things the right way, not the fast and cheap way. We design and build things correctly with longevity in mind. We maximize our clients' return on investment. We are not wasteful. We design so that our systems are adaptable and sustainable, with a long-term vision and perspective.

4 CHALLENGE CONVENTIONAL THINKING

Just because things have been done a certain way does not mean that's how it should remain. We question assumptions and seek better approaches. We find and look for new ways to do things more efficiently, smarter and faster. We are not afraid to invest in ourselves and our ideas.

5 TITLES ARE SECONDARY

We don't let our titles get in the way of what needs to be done. We aren't afraid to roll up our sleeves and get dirty. Ego does not have a place here.

6 THE BEST IDEA WINS

Great ideas can come from anyone on the team regardless of position. We put the project and community first.

7 HEART OF A TEACHER, MIND OF A STUDENT

We share knowledge and mentor generously. We teach and empower those around us. We are not afraid to invest in training and teaching. We are lifelong learners and always working on perfecting our craft.

8 NO ONE LEFT BEHIND

We look out for each other. When a teammate needs help, we step in. Quality requires commitment, and we deliver together.

9 WE STRIVE FOR EFFICIENCY

We identify and eliminate time wasters. We learn and don't repeat the same mistakes twice.

RILEY'S IDEAL CLIENT

We do our best to align with the right clients because it protects our work-life balance and makes our work more rewarding. We partner with those who see our value. Our ideal client is someone who:

- ✓ Values quality and craftsmanship over price.
- ✓ Understands good things take time and cannot be rushed.
- ✓ Understands that doing a job right the first time is worth it. It costs less to design and build it correctly the first time and is better than trying to rebuild it a second time.
- ✓ Trust us and our expertise.
- ✓ Understands that we have other clients.
- ✓ Values long term partnerships and relationships.
- ✓ Is not looking for a quick, cheap fix.
- ✓ Doesn't like to take shortcuts.



How We Support Our Team

BENEFITS + BALANCE AT RILEY

Working at Riley means doing work that matters alongside people who care. Our engineers collaborate closely, learn from one another, and take pride in delivering solutions. With a small, high-performing team, everyone has influence and room to grow.

BENEFITS

- ✓ Competitive pay
- ✓ 10 paid holidays per year
- ✓ 3 weeks PTO per year, increasing with tenure up to 6 weeks
- ✓ Health, dental, and vision insurance
- ✓ Company-paid life insurance
- ✓ Optional HSA, accident, critical illness, and disability plans
- ✓ 401(k) with 5% company match, full vesting immediately
- ✓ Profit share plan

BALANCE AT RILEY

- ✓ Healthy schedules
- ✓ Dependable planning
- ✓ Thoughtful workload management
- ✓ Comp time (cash out or extra time off option)

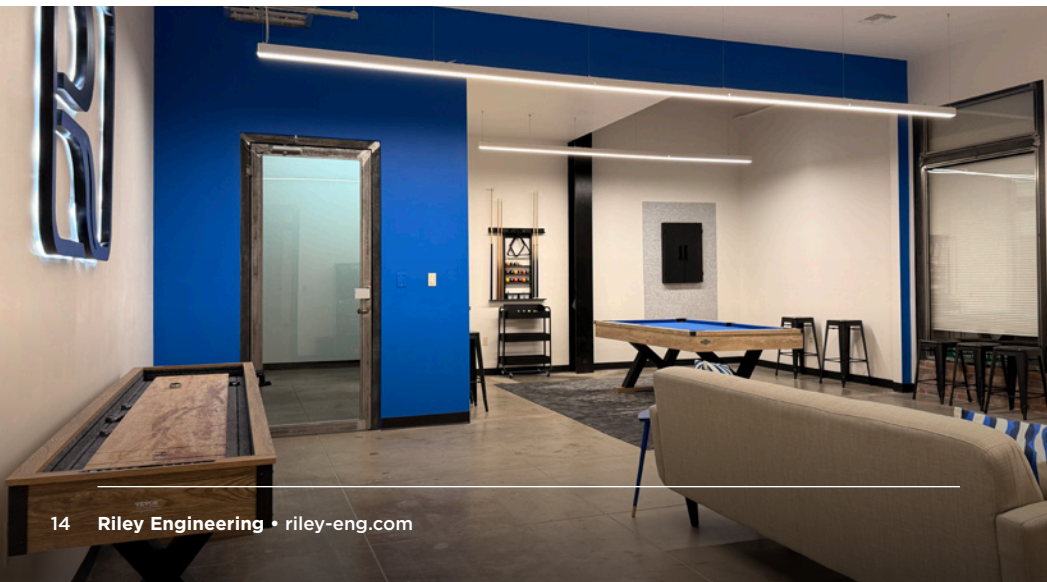


WORKING IN DOWNTOWN TUCSON

Downtown Tucson offers a walkable, easygoing environment with everything close at hand. Our office at 44 Broadway sits just steps from Historic Scott Avenue, surrounded by local restaurants, cafés, and community spaces. It is easy to grab lunch at places like The Monica or Jimmy John's, pick up coffee from a nearby shop, or take a quick stroll through the neighborhood to reset during the day.



Being downtown connects our team to the heart of Tucson and our community. The area is grounded, accessible, and filled with small businesses, arts, and activity. It is a setting that supports both focused work and a healthy pace, making it a great place to spend the workday.



Make An Impact

JOIN OUR TEAM

At Riley Engineering, we are always looking for people who care deeply about purpose, and high-quality engineering. If you are driven to solve meaningful challenges, and grow within a close knit, mission focused team, we invite you to explore our current opportunities.

Scan the QR code or visit riley-eng.com/careers to see where you can make an impact.





**BUILDING WATER INFRASTRUCTURE THAT
SUPPORTS COMMUNITIES FOR GENERATIONS.**



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