Recruiting

Please list the schools/types of schools at which you recruit.

- **Ivy League schools:** Columbia University and Cornell University
- **Other private and public schools:** Arizona State University, Auburn University; Bowling Green State University; Bradley University; Bucknell University CA; Polytechnic State University—SLO; Cal State University, Chico; Cal State University, Fresno; Cal State University, Sacramento; Carnegie Mellon University; Case Western Reserve University; Catholic University of America; Clarkson University; Clemson University; Cleveland State University; Colorado State University; Columbia University; Cornell University; CUNY City College; Drexel University; Florida International University; George Washington University; Georgia Institute of Technology; Howard University; Indiana State University; Iowa State University; Kansas State University; Lafayette College; Lehigh University; Manhattan College; Massachusetts Institute of Technology; Michigan State University; Milwaukee School of Engineering; New Jersey Institute of Technology; New York Institute of Technology; New York University; Norfolk State University; North Carolina A&T University; North Carolina State University; Northeastern University; Ohio State University; Ohio University; Old Dominion University; Oregon State University; Pennsylvania State University; Polytechnic University; Pratt Institute; Purdue University; Rensselaer Polytechnic Institute; Rose Hulman University; Rutgers University; San Diego State University; Smith College; Stevens Institute of Technology; SUNY University at Buffalo; Temple University; Tennessee State University; Texas A & M University; Texas Technical University; Tufts University; University of Akron; University of Arizona; University of CA, Berkeley; University of CA, San Diego; University of Central Florida; University of Cincinnati; University of Colorado; University of Connecticut; University of Dayton; Turner Construction Co.

375 S Hudson Street
New York, NY 10014
Phone: (212) 229-6000
www.turnerconstruction.com/opportunity

**Locations**
Albany, NY • Anaheim, CA • Arlington, VA • Atlanta, GA • Baltimore, MD • Boston, MA • Buffalo, NY • Charlotte, NC • Chicago, IL • Cincinnati, OH • Cleveland, OH • Columbus, OH • Dallas, TX • Denver, CO • Detroit, MI • Henderson, NV • Houston, TX • Huntsville, AL • Indianapolis, IN • Kansas City, MO • Long Island, NY • Maumee, Ohio • Miami, FL • Milford, CT • Nashville, TN • New York, NY • Oakland, CA • Orlando, FL • Philadelphia, PA • Pittsburgh, PA • Portland, OR • Raleigh, NC • Sacramento, CA • San Diego, CA • San Francisco, CA • San Jose, CA • Seattle, WA • Somerset, NJ • Syracuse, NY • Tempe, AZ • Washington, DC

**The Stats**

<table>
<thead>
<tr>
<th>Employees</th>
<th>2007</th>
<th>2006</th>
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</thead>
<tbody>
<tr>
<td>US:</td>
<td>6,088</td>
<td>5,908</td>
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<tr>
<td>International:</td>
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<td>52</td>
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</tbody>
</table>

**Workforce**
During the 2006-2007 academic year, Turner hired 250 college recruits.
- 23 percent were women
- 19 percent were non-white males

In 2007, 40 percent of Turner’s employee population consisted of women and people of color.

**Employment Contact**
Rosemarie Demonte
Vice President, Director of Recruiting
University of Florida; University of Illinois-Chicago; University of Illinois-Urbana-Champaign; University of Kansas; University of Maryland; University of Miami; University of Michigan; University of Missouri—Rolla; University of NC, Charlotte (UNCC); University of Notre Dame; University of Pittsburgh; University of Tennessee; University of Texas @Austin; University of Toledo; University of Washington; Villanova University; Virginia Military Institute; Virginia Poly. Inst./VA Tech; Wentworth Institute of Technology; Worcester Polytechnic Institute

- **Historically black colleges and universities (HBCUs):** Howard University, Florida A&M University, North Carolina A&T, Tennessee State University
- **Hispanic serving institutions (HSIs):** California State University Fresno, California State University Northridge, Florida International University, University of Miami
- **Other predominantly minority and/or women’s colleges:** Smith College

### Do you have any special outreach efforts directed to encourage minority students and graduates to consider your firm?

- Hold a reception for minority students.
- **Conferences:** SHPE, SWE, NSBE National and Regional
- **Advertise in minority student association publication(s) or other minority-focused publications:** Job Choices: Diversity Edition
- Sponsor minority student association events.
- Firm’s employees participate on career panels at school.
- Scholarships or intern/fellowships for minority students.

### What activities does the firm undertake to attract minority and women employees?

- **Conferences:** SHPE, SWE, NSBE National and Regional
- **Participate at minority job fairs:** Same as above
- Seek referrals from other employees
- **Mentoring programs:** Women’s Professional Group
- Promote diversity and diverse workplace in collateral and on web site

### Do you use executive recruiting/search firms to seek to identify new diversity hires?

No.

### What activities does the firm undertake to recruit/intern at the high school level?

- Offer internships
- Mentorship programs
- **Other:** Turner has been a major partner of the The ACE Mentor Program of America. The program’s mission is to enlighten and increase the awareness of high school students to career opportunities in architecture, construction and engineering, and related areas of the design and construction industry through mentoring; and to provide scholarship opportunities for students in an inclusive manner reflective of the diverse school population. Turner has generated substantial growth by funding the establishment of chapters in major cities across the United States, including Atlanta, Dallas, Denver, Indianapolis, Miami, Charlotte, Columbus, Boston, Detroit and Houston. They also help fund the ACE scholarship program, which provides financial assistance for ACE graduates who plan to pursue careers in design and construction. But Turner’s involvement doesn’t stop with financing. Their employees give of themselves as well. In addition to serving on the ACE national board, they actively participate in local affiliates, where they mentor students, create summer internships and even provide the first jobs that get many young people’s careers off to a solid start.

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### Engineering Internships and Co-ops

**Turner BRIDGE Program**

**Deadline for application:** Varies by location

**Number of interns in the program in summer 2007 (internship) or 2007 (co-op):** 290 nationwide

**Pay:** Varies by location

Visit the Vault Diversity Channel for diversity program profiles of 100s of top employers, insider advice from executives about workplace diversity and more. Go to www.vault.com/diversity
**Length of the program:** Summer internship programs can range anywhere from six to 10 weeks

**Percentage of interns/co-ops in the program who receive offers of full-time employment:** We strive for 85 percent conversion rate.

**Web site for internship/co-op information:** careers.tcco.com/CampusRecruits/Coop.htm

The BRIDGE program is a structured series of events designed to provide participants with a well-rounded view of life at Turner. The typical sequence includes:

- Participating in new hire orientation
- Setting goals for learning and development
- Receiving guidance from Turner mentors
- Working on actual client projects and visiting job sites
- Interacting with other interns on specials projects
- Attending educational sessions with Turner executives and other speakers
- Enjoying social and professional networking events
- Receiving feedback and a formal evaluation from their immediate supervisor

Our ideal internship candidates are:

- Freshmen, sophomores or juniors currently enrolled at a four-year institution
- Majoring in engineering, construction management, safety, architectural studies, finance, accounting, or human resources
- Proactive, open-minded, eager to learn and willing to work hard as part of a team

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**Engineering Scholarships**

**ACE Mentoring Program**

**Deadline for application for the scholarship program:** Varies by location

**Scholarship award amount:** Varies by location

**Web site or other contact information for scholarship:** www.acementor.org

**AGC Turner Scholarship Program**

**Scholarship award amount:** $2,000 per year to college sophomores and juniors

**Web site or other contact information for scholarship:** careers.tcco.com/CampusRecruits/Scholarships.htm

In partnership with the Associated General Contractors of America, we operate an annual scholarship program designed to reward and carry on academic excellence among college students.

AGC undergraduate scholarships are available for $2,000 per year to college sophomores and juniors enrolled or planning to enroll in a full-time, four- or five-year ABET or ACCE accredited construction or civil/construction engineering program. This scholarship is renewable each year for up to $6,000 total. To renew the scholarship, each year students must furnish grade transcripts, maintain a minimum GPA of 2.0 and submit an upcoming class schedule.

High school students and college freshmen are not eligible.

**ASG-ACG National Student Competition**

**Deadline for application for the scholarship program:** Annual competition held in March

**Scholarship award amount:** Varies

**Web site or other contact information for scholarship:** careers.tcco.com/CampusRecruits/Scholarships.htm

Turner also sponsors an annual building competition that challenges students to use their classwork and creativity to deliver a successful project in a simulation of the real business world.

The Associated General Contractors of America and the Associated Schools of Construction have joined forces to form the Annual ASC-AGC National Student Competition. The competition is held every spring with competing teams from seven regions comprised of six students and one coach each. Students from across the country first participate in their regional competition. Those that win their region’s division qualify for the national competition.
Turner has proudly sponsored the Commercial Building division at the Annual ASC-AGC National Student Competition for the past five years. The competition offers students the chance to participate in scenarios that simulate real-life projects. The teams are judged on estimating, bidding, planning, scheduling, presentation skills, creativity, understanding of sound construction techniques, and thoughtful methodology. We as a company regard the competition as a chance to teach a group of bright and highly motivated students what it is like to work on a real-life project while interacting with real life clients.

**YouthForce 2020**

*Deadline for application for the scholarship program:* May  
*Sponsorship award amount:* $2,000 each year, a total of $8,000 after completing four years of college.  
*Web site or other contact information for scholarship:* careers.tcco.com/CampusRecruits/Scholarships.htm

Turner instituted the YouthForce 2020 to guide youths toward careers in the construction industry. Each year Turner selects high school seniors for college scholarships. The recipients must maintain a 2.75 grade point average majoring in civil, electrical or mechanical engineering; construction management or architecture and complete a four-year internship at Turner that begins immediately following the first full year of college.

Since the program’s inception in New York, Turner has awarded over 55 scholarships to students living in the five boroughs.

Each year, Turner’s New York business unit selects five graduating high school seniors from New York City schools to be recipients of the scholarship in the amount of $2,000 each year, a total of $8,000 after completing four years of college. As a scholarship recipient, students must maintain a 2.8 grade point average and complete a four-year summer internship at Turner that begins immediately following the first full year of college.

In addition to mentoring these students throughout their college education, Turner extends full-time employment to its scholarship recipients upon graduating from college.

**Returning Veteran’s Scholarship**

*Web site or other contact information for scholarship:* careers.tcco.com/CampusRecruits/Scholarships.htm

Turner is proud to be an active recruiter of transitioning military members. With the support of President and CEO Peter Davoren, Turner has made a commitment to create a scholarship for returning veterans to attend college and study fields related to construction, including real estate development, engineering, architecture and construction management. This scholarship has been established through a donation to the Urban Land Institute, an international nonprofit land use and real estate development organization with more than 30,000 members.

### Entry-Level/Training Programs leading to Full-Time Opportunities

**L.E.A.D Conference**

*Length of program:* Four day program  
*Geographic location(s) of program:* Conferences are held in various nationwide locations  
*Please describe the training/training component of this program:* The Turner L.E.A.D. Conference is an integral part of the Turner Staff Development and Training Program, which orients recent college graduates to Turner and where they fit in. Participants are immersed in about two to four workshops a day. In addition to the workshop sessions, attendees have the opportunity to meet and communicate with many of their peers along with the company’s senior-level staff.

### Strategic Plan and Diversity Leadership

**Has the firm undertaken a formal or informal diversity program or set of initiatives aimed at increasing the diversity of the firm?**

Yes, formal.
Turner recently formed the diversity advisory committee consisting of senior leadership from our construction, community affairs, and human resources departments. This committee will assess the current state of Turner’s diversity and create an ongoing plan for the future.

Retention & Professional Development

How do 2007 minority and female attrition rates generally compare to those experienced in the prior year period?

About the same as in prior years. In 2006 and 2007, minority and females comprised 40 percent of the employee population.

Please identify the specific steps you are taking to reduce the attrition rate of minority and women employees.

• Develop and/or support internal employee affinity groups (e.g., minority or women networks within the firm)
• Increase/improve current work/life programs
• Work with minority and women employees to develop career advancement plans
• Strengthen mentoring program for all employees, including minorities and women
• Professional skills development program, including minority and women employees

• Other: To further efforts in retaining all employees, Turner offers full benefits to part-time employees working at least 20 hours per week.