VWS North America is committed to providing employees with opportunities for both professional and personal growth. We encourage internal mobility in the form of transfer or promotion to an open position, whenever appropriate. Internal mobility is based on employee performance, qualifications, knowledge, training and talent, as evidenced by daily work and management assessment. We believe in full transparency among all parties who may become involved in an internal job transfer. Common courtesy should prevail such that a Hiring Supervisor and an employee do not engage in any discussion about internal employment opportunities without having spoken in advance with the employee’s Current Supervisor.

You may pursue an internal employment opportunity following 12 months’ time in your present position, unless the Company determines that a unique business need requires otherwise.

You may inquire in confidence about an open position by contacting the Hiring HR Representative who is indicated on the job listing. The Hiring HR Representative will be glad to answer any questions you may have about the job in order to help you assess your qualifications. You and the Hiring Supervisor are not to engage in any formal or informal communications prior to your submission of a completed “Internal Employment Application”, which must contain the written approval of your Current supervisor(s) and your Current HR Representative.

Certain positions may involve company-paid relocation, others may not. The HR Representative can assist you with the status of each position.

We reserve the right not to list all open positions and to list positions on other listings external to the Company.

<table>
<thead>
<tr>
<th>Position Title</th>
<th>Staff Accountant</th>
</tr>
</thead>
<tbody>
<tr>
<td>Business Unit</td>
<td>Kruger</td>
</tr>
<tr>
<td>Location</td>
<td>Cary, NC</td>
</tr>
<tr>
<td>Job Description</td>
<td>Duties for this position include (but are not limited to): Payroll, Accounts Receivable, Job Costing, Financial Analysis, Reconciliation's, Foreign Payables, Journal Entries, Accruals, and Sales Tax.</td>
</tr>
<tr>
<td>Requirements</td>
<td>Must have a Bachelor’s Degree in Accounting with 1-3 years of experience.</td>
</tr>
<tr>
<td>Contact</td>
<td>Lori Gordon, 919-653-4528, <a href="mailto:Lori.Gordon@veoliawater.com">Lori.Gordon@veoliawater.com</a></td>
</tr>
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<table>
<thead>
<tr>
<th>Position Title</th>
<th>Application Engineer</th>
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<tbody>
<tr>
<td>Business Unit</td>
<td>Kruger</td>
</tr>
<tr>
<td>Location</td>
<td>Cary, NC</td>
</tr>
<tr>
<td>Job Description</td>
<td>Duties for this position include (but are not limited to): inside sales and product support, specification and detailed drawing review, bid preparation, proposal generation and tracking and participation in biological wastewater treatment system design. This position serves as liaison between all company departments from project inquiry through execution, and strong written and verbal communications skills are a must. In addition the ideal candidate will have some sales experience. Approximately 10% travel required for presentations to potential clients, meetings with customers and support of the sales force.</td>
</tr>
<tr>
<td>Requirements</td>
<td>The ideal candidate will have two or more years experience in wastewater application engineering. BS required in Environmental, Civil, Chemical or Biochemical Engineering.</td>
</tr>
<tr>
<td>Contact</td>
<td>Lori Gordon, 919-653-4528, <a href="mailto:Lori.Gordon@veoliawater.com">Lori.Gordon@veoliawater.com</a></td>
</tr>
</tbody>
</table>
**Position Title:** Product Manager, Drinking Water Membrane Process Technology  
**Business Unit:** Kruger  
**Location:** Cary, NC  
**Job Description:** Activities will include working with and supporting the activities of the Regional Product Managers and representative sales force. Responsibilities may involve direct sales calls on consulting engineers and end user contacts; developing and expanding new business opportunities for drinking water membrane process technologies; providing technical and commercial marketing support information and training aids in the application and advantages of the Kruger membrane processes; and maintaining relationships with Regional Product Managers, Kruger Representatives, consulting engineers, and end users.  
**Requirements:** The ideal candidate will possess thorough knowledge of water treatment processes with particular emphasis on a proven and demonstrated successful track record in the application of membrane technologies in water treatment systems. Excellent oral and written communication, leadership, and teamwork skills and experience. Additionally the candidate needs a thorough understanding of the buying influences and purchasing protocol in the municipal market. Travel will be approximately 30% to 40%.  
A Bachelor of Science Degree in a related field and 10+ years of related experience is required.  
**Contact:** Lori Gordon, 919-653-4528, Lori.Gordon@veoliawater.com

**Position Title:** Product Manager, Wastewater Membrane Process Technology  
**Business Unit:** Kruger  
**Location:** Cary, NC  
**Job Description:** Activities will include working with and supporting the activities of the Regional Product Managers and representative sales force. Responsibilities may involve direct sales calls on consulting engineers and end user contacts; developing and expanding new business opportunities for MBR process technologies; providing technical and commercial marketing support information and training aids in the application and advantages of the Kruger membrane processes; and maintaining relationships with Regional Product Managers, Kruger Representatives, consulting engineers, and end users.  
**Requirements:** The ideal candidate will possess thorough knowledge of wastewater treatment processes with particular emphasis on a proven and demonstrated successful track record in the application of membrane technologies in wastewater treatment systems. Excellent oral and written communication, leadership, and teamwork skills and experience. Additionally the candidate needs a thorough understanding of the buying influences and purchasing protocol in the municipal market. Travel will be approximately 30% to 40%.  
A Bachelor of Science Degree in a related field and 10+ years of related experience is required.  
**Contact:** Lori Gordon, 919-653-4528, Lori.Gordon@veoliawater.com

**Position Title:** Pilot Engineer  
**Business Unit:** Kruger  
**Location:** Cary, NC  
**Job Description:** This position will require an individual to travel and work with mobile clarification demonstration units (pilot units) on municipal and industrial water and wastewater applications. The position requires extensive travel throughout the US with average trips lasting 1 – 2 weeks. The position requires: manual labor to assemble and disassemble equipment; strong interpersonal and presentation skills to interact with clients and engineers, including municipal authorities; and a technical education to optimize system parameters.  
**Requirements:** Individual should have an educational background in Environmental/Civil Engineering, Biology or Chemistry and be willing to travel 80% within the United States. The applicant should be proficient with Microsoft Word and Excel, possess strong interpersonal skills, and be mechanically inclined. Strong troubleshooting skills are also desired. Applicants with water chemistry/treatment experience or class work are preferred. The position is ideal for individuals who take initiative and who seek a hands-on work environment with constant customer interaction throughout the US. Additionally the candidate needs a thorough understanding of the buying influences and purchasing protocol in the municipal market.  
A Bachelor of Science Degree in a related field and 10+ years of related experience is required.  
**Contact:** Lori Gordon, 919-653-4528, Lori.Gordon@veoliawater.com
Position Title: SCADA Engineer  
Business Unit: Kruger  
Location: Cary, NC  
**Job Description:** Suitable candidate must have extensive PC hardware and general computer maintenance knowledge. Candidate must also have demonstrable aptitudes for logical thought and problem solving in a computer/software environment. Exposure to computer programming and/or scripting a definite plus.  
**Requirements:** Must be proficient with Microsoft Excel, Windows NT/2000, NT/2000 networking. Experience with a commercial HMI package (Wonderware, Intellution, Cimplicity, etc.), AutoCAD, digital graphics creation/manipulation, 3D modeling, PLC programming, and Visual Basic/VBA and/or scripting languages a plus. Approximately 50-75% travel required  
**Contact:** Lori Gordon, 919-653-4528, Lori.Gordon@veoliawater.com  

Position Title: I & C Design Engineer  
Business Unit: Kruger  
Location: Cary, NC  
**Job Description:** Suitable candidate must have general computer knowledge. Candidate must also have demonstrable aptitudes for logical thought and problem solving in a computer or electrical environment. Exposure to computer programming and/or panel designs a definite plus.  
Knowledge of: Must be proficient with Microsoft Excel, Microsoft Word, and AutoCAD. Experience with the AutoCAD Electrical package, Panel design (using Allen-Bradley and Modicon), PLC programming, and instrumentation selection a plus. Approximately 10-15% travel may be required.  
**Requirements:** 0 to 3 years in electrical design, panel design, instrumentation selection or PLC’s. Can take 2 or 4-year degreed individual in the areas of electrical engineering, electrical design, computer engineering or similar engineering principles.  
**Contact:** Lori Gordon, 919-653-4528, Lori.Gordon@veoliawater.com  

Position Title: Design/Drafting Checker  
Business Unit: HPD, LLC  
Location: Plainfield, IL  
**Job Description:** Reviewing and checking of in-house and supplier drawings, transfer of supplier drawing corrections to in-house files and reviewing drawings for compliance with in-house technical standards. Must be proficient in and shall be responsible for cross-discipline checking procedures. The candidate will be responsible for maintaining and updating in-house design standards in addition to creating new standards.  
**Requirements:** The candidate will have proficient in AutoCAD and will work on AutoCAD drawings as needed. A working knowledge of fabricator equipment calculations and familiarity with fabrication processes is a plus. Candidates must be able to perform fundamental engineering calculations and have a strong technical math background. The successful candidate must have a working knowledge of Industrial Plant Design and an understanding of plant design equipment operation. We are seeking a highly organized individual with excellent communications skills who works well in a team environment.  
**Contact:** Brittny Bronner, 815/609-2041, brittny.bronner@veoliawater.com  

Position Title: Construction Estimator  
Business Unit: HPD, LLC  
Location: Plainfield, IL  
**Job Description:** Responsibilities for this position will include (but are not limited to): Establishing and managing the methods and data base of estimating tools, evaluating current methods of estimating and project execution towards standardizing best practices, finalizing estimates for execution of turnkey projects on a worldwide basis, establishing with the technical team standards for execution of construction, working closely with company technical experts to define and generate complete comprehensive technical proposals, support the sales function in meeting revenue and profitability goals and finally meet defined performance metrics.  
**Requirements:** Candidates must possess a minimum of 5 years (10+ preferred) applicable estimating experience and technical knowledge in the construction and fabricated equipment sectors.  
**Contact:** Brittny Bronner, 815/609-2041, brittny.bronner@veoliawater.com
Position Title: Buyer-Expediter  
Business Unit: HPD, LLC  
Location: Plainfield, IL  
Job Description: Responsibilities for this position will include (but are not limited to): Serving as a liaison between the supplier and the company on the status of purchased goods and services. Interface with internal project teams to determine material requirements, documentation deliverables and scheduled requirement dates. Communicate with suppliers to update delivery schedules for engineered and equipment standard equipment; request tracking information from suppliers and confirm delivery of all equipment/materials to the project sites. Maintain status of material availability in support of the construction requirements. Assisting in resolving problems with delivery dates and confirming shipping terms. Prepare and maintain Project Expediting Reports and other reports as required. Expedite the return of all drawing submittals, O&M manuals and any other required project deliverables/documentation from suppliers. Assist with the preparation of commercial invoices, BOL’s and other required shipping documentation.  
Requirements: A Bachelor’s degree is required with two or more years of experience in an industrial environment involving project management, engineering or purchasing, good verbal and writing communication skills and computer literacy. Experience with JD Edwards is a plus.  
Contact: Brittny Bronner, 815/609-2041, brittny.bronner@veoliawater.com

Position Title: Engineering Administrative Assistant  
Business Unit: HPD, LLC  
Location: Plainfield, IL  
Job Description:  
1. Responsible for all Equipment manual Generation for each project.  
   a. Responsible for obtaining all supplier docs (coordination with Purchasing and Document Control Clerk)  
   b. Creating table of contents  
   c. Scanning and organizing the equipment manuals  
   d. Issuance of Equipment Manuals (hard copy or electronic copy to customers/site)  
   e. Storage of Equipment Manuals (hard copy – 1st floor library/electronic)  
2. Responsible for organizing and maintaining up to date manuals in the 1st floor library.  
3. Organizing and maintaining up to date black books.  
4. Responsible for Operating Manual typing/generation. (Working with service or PM/PE)  
5. Assist in all scanning and copying/overload work on 1st and 2nd floors.  
6. General clerical work as assigned.  
7. Support of the other administrative assistant position and receptionist position during absences.  
Requirements: A high school diploma or GED is required plus at least 5 years experience, preferable in an engineering environment. Proficiency in all Microsoft Office programs as well as Access is required. Excellent communication skills, strong initiative, and the ability to multi-task with limited supervision are a must.  
Contact: Brittny Bronner, 815/609-2041, brittny.bronner@veoliawater.com

Position Title: Project Engineer  
Business Unit: HPD, LLC  
Location: Plainfield, IL  
Job Description: The successful candidate must have at least 5 to 7 years progressive engineering experience. As a project engineer, the successful candidate shall support the project manager in the project execution of industrial design, build chemical process systems. Typical project sizes range from $1 Million to $10 Million US dollars. Projects may be domestic or international. The project engineer shall be involved in activities such as process design, cost control, scheduling, quality assurance, safety, equipment procurement, equipment design, field construction activities and customer/client communications. Duties of this position include: finalizing equipment process calculations, developing design drawings and procurement specifications, reviewing vendor quotations and issuing procurement recommendations,
inspecting fabrication/construction sites, and participating in startups. **Requirements:** Candidates must have experience with process calculations such as calculating pumping head, reviewing equipment drawings, reviewing P&ID’s, determining heat transfer coefficients, and checking material and energy balances. Knowledge of Excel and Microsoft Project is required. We are seeking a highly organized individual with excellent communications skills as well as the ability to work as a member of a project team. A degree in Chemical or Mechanical Engineering is required.

**Contact:** Brittny Bronner, 815/609-2041, brittny.bronner@veoliawater.com

<table>
<thead>
<tr>
<th>Position Title</th>
<th>Project Engineer</th>
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<tbody>
<tr>
<td>Business Unit</td>
<td>Whittier Filtration</td>
</tr>
<tr>
<td>Location</td>
<td>Santa Fe Springs, CA</td>
</tr>
<tr>
<td>Job Description</td>
<td>Responsibilities for this position will include (but are not limited to): Design of pressure vessels for filter systems; review drawings and approve for fabrication; send drawing and engineering information to customers are required on contracts; prepare packages for quotation to purchase pressure vessels and other components; work in JD Edwards accounting system for tracking projects and purchases; and perform product improvement analysis on each filter product.</td>
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<tr>
<td><strong>Requirements:</strong></td>
<td>A Bachelor’s degree in Mechanical or Chemical Engineering is required for this position. The ideal candidate will have experience with through internships and/or collegiate projects, water treatment or fluid process equipment and some knowledge of ASME codes. Excellent oral and written communication, decision-making, problem resolution and a sense of initiative are important for this success in this position.</td>
</tr>
<tr>
<td>Contact</td>
<td>Brittny Bronner, 815/609-2041, <a href="mailto:brittny.bronner@veoliawater.com">brittny.bronner@veoliawater.com</a></td>
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<thead>
<tr>
<th>Position Title</th>
<th>Assistant Project Engineer</th>
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<tbody>
<tr>
<td>Business Unit</td>
<td>NAWS</td>
</tr>
<tr>
<td>Location</td>
<td>Moon Township, PA</td>
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<tr>
<td>Job Description</td>
<td>Candidates must have a willingness to work for extended periods at project locations overseeing subcontract engineering partners or in support of client or construction partners. Experience on project sites supporting construction and/or start-up phases of projects is required for this position, along with experience working with multi-discipline design teams (both internal and external) to successful (high quality, on time, within budget) execution of design and build engineering efforts. Candidates should have experience working with scheduling and project management software (e.g., Primavera, Expedition, etc.), and also with planning and managing test and inspection program for process equipment, fabrication, and installation services.</td>
</tr>
<tr>
<td><strong>Requirements:</strong></td>
<td>Candidates for this position should be a degreed Mechanical or Chemical Engineer with minimum five (5) years experience in mechanical/piping design of chemical and/or oil and gas facilities with emphasis in preparing or directing the preparation of P&amp;ID's, equipment specifications and contractor scopes of work.</td>
</tr>
<tr>
<td>Contact</td>
<td>Connie Liszewski, 412-809-6064, <a href="mailto:Connie.Liszewski@veoliawater.com">Connie.Liszewski@veoliawater.com</a></td>
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<tr>
<th>Position Title</th>
<th>Assistant Design/Build Project Manager</th>
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</thead>
<tbody>
<tr>
<td>Business Unit</td>
<td>NAWS</td>
</tr>
<tr>
<td>Location</td>
<td>Moon Township, PA</td>
</tr>
<tr>
<td>Job Description</td>
<td>Responsibilities for this position include assisting the Project Manager in the management of industrial and municipal water supply and wastewater treatment design/build projects. This position will receive training and mentoring from the project manager and will be involved in all phases of a project including design, estimating, scheduling, budgeting, contract management, construction and startup testing.</td>
</tr>
<tr>
<td><strong>Requirements:</strong></td>
<td>A Bachelor of Science Degree in civil, chemical, construction, or environmental engineering (or related field) is required for this position, along with a minimum of five years applicable experience. Effective written and oral communication skills and a willingness to travel as needed are required. Knowledge of water and wastewater treatment processes is preferred.</td>
</tr>
<tr>
<td>Contact</td>
<td>Connie Liszewski, 412-809-6064, <a href="mailto:Connie.Liszewski@veoliawater.com">Connie.Liszewski@veoliawater.com</a></td>
</tr>
</tbody>
</table>
**Position Title:** Process Engineer  
**Business Unit:** NAWS  
**Location:** Moon Township, PA  
**Job Description:** The Process Engineer is responsible for providing technical support to industrial design/build project managers and proposal managers in the development of cost-effective, innovative process designs for Industrial wastewater treatment and Industrial process water production projects. This position requires a take-charge individual who is knowledgeable in membrane treatment systems, Ion Exchange, demineralization systems as well as other treatment processes and can provide leadership in process definition and process conceptualization for treatment of industrial wastewater and production of industrial process water.

Other duties include:
- Development of flow and mass balances;
- Development of process flow diagrams and P&ID’s;
- Process equipment sizing/selection;
- Development of utility requirements for treatment facilities;
- Preparation of technical reports and equipment specifications;
- Involvement throughout the project execution;
- Coordination/review of preliminary/final design documents, proposals and vendor submittals;
- Assistance in directing process start-up and troubleshooting efforts.

**Requirements:** A Master of Science Degree in Chemical Engineering is preferred. A strong background in the treatment of Industrial process water and wastewater treatment is desired. Knowledge of facility operations is beneficial, and a willingness to travel is required (10-15%).

**Contact:** Connie Liszewski, 412-809-6064, Connie.Liszewski@veoliawater.com

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**Position Title:** Senior Construction Estimator  
**Business Unit:** NAWS  
**Location:** Moon Township, PA  
**Job Description:** The selected candidate for this position will develop, manage, and execute estimating activities for multiple water and wastewater treatment plant (industrial and municipal) design/build projects that will vary in size and scope, based on the client and contract. This position will draw upon extensive experience and exposure to various types of projects, contract strategies and clients.

Duties for this position include (but are not limited to):
- Perform pro forma estimates in an expedient manner utilizing comparative and differential estimating techniques;
- Assure all estimating activities positively reflect high customer satisfaction standards;
- Perform and maintain the field audit process plus verification of quantities;
- Provide guidance, direction, and specialized assistance for the resolution of difficult and complex construction estimating problems;
- Assist project management during the proposal phase with proposal strategy, contractor bid package preparation and cost and schedule input;
- Review takeoffs and estimates prepared by other departments and check for mathematical and technical accuracy;
- Prepare detailed labor and material estimates, as necessary, to support the overall estimating effort;
- Prepare detailed breakdown of components and elements of estimates for systems and subsystems to support client proposal requirements;
- Assist the project team during the execution phase with activities that include subcontractor solicitation and selection, “cost vs. actual” analysis, change order evaluation and estimating, and subcontractor claim evaluation;
- Accumulate, evaluate, and document historical cost data and construction procedures and methods in order to maintain current estimating standards and databases;
- Support business development efforts by gathering and presenting a variety of background
Position Title: Senior Mechanical Engineer  
Business Unit: NAWS  
Location: Moon Township, PA  
Job Description:  
The selected candidate for this position will be responsible for:  
• Development of calculations, design, and preparation of FEED engineering deliverables including P&ID’s, Equipment / Installation Specifications, Scope of Work  
• Review of detailed fabrication/construction drawings and specifications  
• Inter-discipline coordination  
• Provide Engineering support during construction  
• Equipment/system evaluations involving water and wastewater treatment plant mechanical systems and equipment  
• Evaluation and modification or replacement of piping systems, pumps, heat exchangers, HVAC systems, and fire protection systems  
This position will apply acquired knowledge of established engineering principles and practices as well as newly developed concepts of scientific and technical methodologies to support and develop designs, which will improve and ensure continued efficient operation of water and wastewater treatment plants and facilities.  
Requirements: A Bachelor of Science Degree in Mechanical/Chemical or Petroleum Engineering and a minimum of 10 years of applicable experience is required for this position.  

Also required for this position:  
• P.E. license  
• HPI/API/CPI  
• Construction experience  
• Ability to work in a team environment  
• Limited travel  

Contact: Connie Liszewski, 412-809-6064, Connie.Liszewski@veoliawater.com