



BUILD YOUR OWN PATH



CAREERS on a
**Construction
Project Team**

THE BUSINESS OF BUILDING REQUIRES DEDICATION AND FOCUS

WE PROUDLY EMPLOY OVER 400 people who live and work throughout the Upper Midwest and Mountain West.

Our employees represent some of the best in the industry. Outstanding performance and growth are achieved because we recognize the importance of creating a positive work environment that supports the whole employee.

Continuing education and on-site experience provide our interns and employees with the technical foundation necessary to complete their work, while networking and mentoring provide them with a well-rounded set of interpersonal skills.

The varying sizes and scopes of our projects provide

practical application for future work. As an intern, you may track production, inventory materials, develop schedules, perform takeoff tasks, and/or review drawings on real projects with real deadlines.

As a self-performing general contractor, the team at Rice Lake helps you gain insights into all aspects of construction, from the ground up.



SITWORK AND UTILITIES



CONCRETE



DEMOLITION

DOORS AND HARDWARE



OUR SELF PERFORM CAPABILITIES

MASONRY



EQUIPMENT



PLUMBING
AND PROCESS
PIPING



SPECIALTIES

MISCELLANEOUS
METALS



STRUCTURAL
STEEL





MARKETS WE SERVE

Our work focuses on new construction and the rehabilitation of infrastructure across these markets:

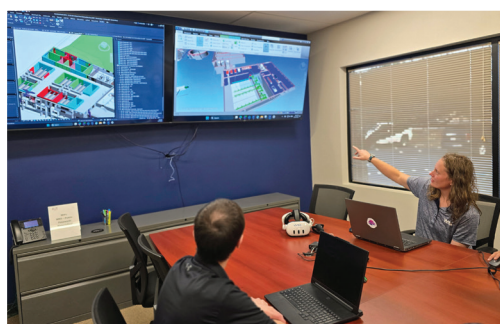
WATER: Water treatment plants, pump stations, well houses, reservoirs, and PFAS mitigation systems that deliver safe drinking water to communities.

WASTEWATER: Treatment plants, lift stations, and conveyance systems that collect and treat flow to meet permit requirements.

INDUSTRIAL: Water and wastewater construction for industrial and food production facilities.

COMMERCIAL: New construction and remodeling for healthcare, financial, hospitality, retail, and education clients.

No matter the market or project type, Rice Lake offers opportunities to build valuable skills, use the latest technology, and work on projects that will serve communities for generations.



Building Your Own Path

AN INTERNSHIP IS THE first step. After that, our full-time employees build their own career paths - working with the Career Development team to shape a direction that fits their strengths, interests, and ambitions.

A typical growth track on the project team may look like this:

Benefits for Full-Time Employees Include:

- Medical
- Dental
- Vision
- FSA
- Paid Time Off
- Holiday Pay
- 401(k) Plan with Company Match



Our internship program is a proven pipeline into full-time roles.

▶ **70%**
of our interns have moved into
full-time roles at Rice Lake.



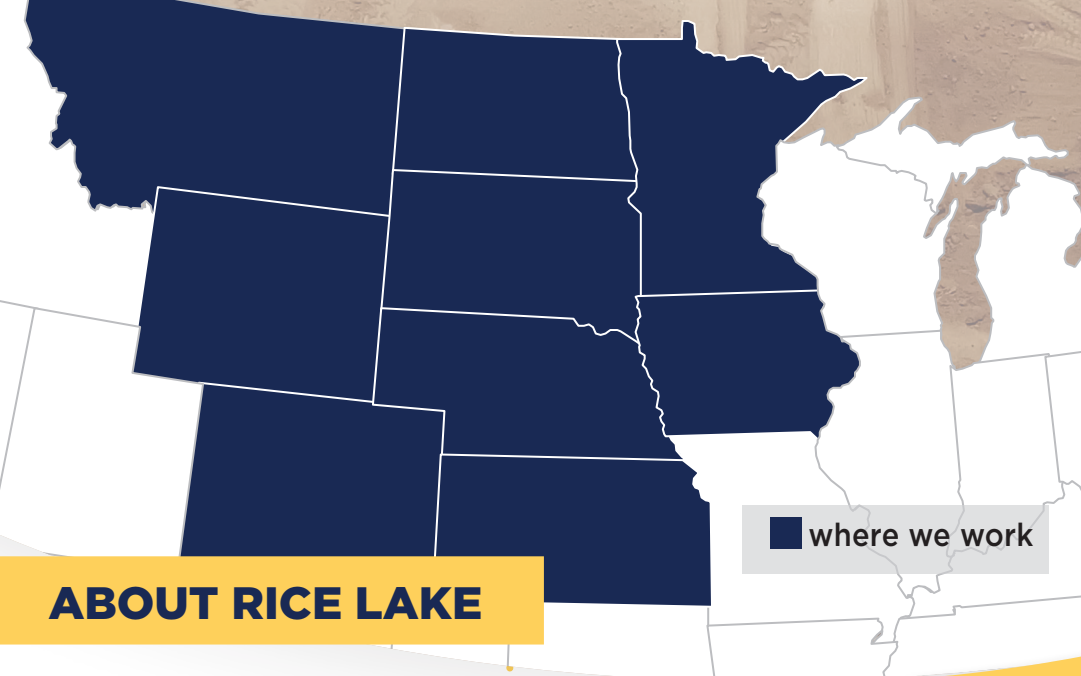
That's 7 out of every 10!

WATER RESOURCES GROUP provides leadership and resources to a family of companies including:



Do More, Together





where we work

ABOUT RICE LAKE

0.51 EMR

Safety Rating

(Lower is better. 1.0 is industry avg.)

Annual Revenue

\$350M

400+

Management
and Construction
Professionals



PROJECT
PORTFOLIO
\$4.5B



Typical Project Length
12-36
MONTHS



Consistently
Nationally
Ranked

HOURS WORKED SINCE OUR LAST
LOST-TIME INCIDENT*

7,654,826

*through June 30, 2026

100% PRIVATELY HELD CORPORATION

▼ As a privately held company, our owners are actively involved in setting the strategic direction for our growth and providing leadership that is both stable and agile.



LUKE

WADE

PAUL

DUSTIN



HISTORY IN THE MAKING

We've been around the block.
In fact, we probably built something on that block.

Rice Lake has built projects that support and enhance communities of all sizes. Whether it's water and wastewater treatment plants, industrial facilities, or commercial buildings, we are dedicated to delivering unmatched excellence and success.

Our passion for building, combined with forward-thinking solutions, allows us to remain at the forefront of the construction industry.

JOIN US AS WE BUILD THE FUTURE!

We value collaboration, creativity, and hard work, and we're always seeking a diverse range of teammates who exhibit our core values and strive to be their best every day.

Are you a problem-solver ready for fast-moving work and a company that is growing? We are looking for energetic, determined, and ambitious team members.



Consider building your future with us.

ricelake.org/internship