



COMPANY

- Industry leader since 1969
- Career oriented
- Consistent organizational growth
- Largest inland commercial diving company
- 7 U.S. offices and 1 in the United Kingdom
- International work in 20 countries
- Steady project work
- Executive management average tenure is 38 years, and middle management is 20 years.

UCC is An Affirmative Action/Equal Opportunity Employer

UCC REVENUES - UK INCLUDED

*45 million reached in '22-'23



UCC is a place where employees are valued, empowered, and encouraged to reach their full potential. As a company led by divers, our commitment to employee success is unwavering.

EMPLOYEE SUCCESS

- Wage Edge: Competitive pay & overtime potential
- Rise & Climb: Defined career advancement paths
- Fast Funds: Easy direct deposit for quick access
- Worldly Dive: Travel & international work opportunities
- Performance Perks: Bonuses for dedication & achievements
- Master Mentor: Learn from expert veteran divers
- Specialized Skills: Hone your skillset with unique training
- 171 Leaders Made: Fostering growth with supervisory promotions

A DECADE OF ADVANCEMENT:

STAFF PROMOTIONS



EMPLOYEE HEALTH

- Full health benefits with UnitedHealthcare®
- Employee “& family coverage”*
- Dental coverage*
- Vision (eye exams)*
- UCC pays 2/3 of annual premium*
- UCC pays its portion of your deductible first so you don’t have to*



EMPLOYEE INVESTMENT

- Premium 401(k) program with employer matching*
- \$30k life insurance - 100% employer paid*
- Supplemental life insurance available
- Short-term disability available
- Long-term disability available

UCC 401K - GROWTH CHART



UCC has made an on-going match to the company 401k plan every year since 2002, ranging from 10-50%, all with no individual cap rule.

LIFESTYLE & WELLNESS

- UCC promotes work-life balance
- Work close to your home region - 7 US offices to choose from (CT, MD, MI, SC, TN, TX, WI)
- Free employee assistance program
- Paid holidays and vacations

SAFETY & TRAINING

- Exceptional safety record, year after year
- Proactive risk management
- Cutting-edge gear and training
- Comprehensive safety program
- Commitment to quality & continuous improvement

*Last updated December 2023. All eligible employees must be full-time, permanent. Benefits subject to change.

Company confidential – please do not distribute. All information is subject to change at any time. This document is meant to summarize benefits; however, the UCC Employee Manual is the primary guide for information. Note that nothing in this document replaces or supersedes the information in the UCC Employee Manual.



UNDERWATER
CONSTRUCTION CORPORATION