

**EA FAST FACTS**

*History:* Founded as "Ecological Analysts, Inc." in 1973, one of the nation's original consulting firms focusing on environment, water, and sustainability

*U.S. Offices:* 25

*Headquarters:* Hunt Valley, Maryland (north of Baltimore)

*Consulting Professionals Employed:* ~400

*Professionals with Graduate Degrees:* 42%

*Ownership:* 100% ESOP-owned public benefit corporation

*Serving:* Federal, state, and municipal governments; commercial and industrial firms

**Programs for Aspiring Environmental Consultants**

Each year, EA seeks out talented young professionals and students who excel in academia, and invites them to join our company to expand our expertise and help us continue to grow. EA's annual "Class" is built from entry level full-time hires, graduate fellows, interns, and co-ops. The class-building programs described briefly below target current and recently graduated students, at both undergraduate and graduate levels. These programs are highly selective, and attract many outstanding applicants. Beyond academic accomplishments, we seek out individuals who we believe show strong promise to develop into consultants, and who could thrive in EA's interdisciplinary and problem-solving culture.

**President's Selection Program**—EA's main, annual college recruiting program for new graduates with bachelor's- and master's-level degrees, whereby EA's President, Ian MacFarlane, facilitates a match between candidates and operational needs. Individuals can apply either through our annual **President's Selection Program**, typically announced in January, or through separate entry-level position openings posted on EA's Careers website through the spring and summer. Two or three of those selected each year are chosen as Marketing Apprentices to work for several months at EA's Headquarters on key proposals before being transferred to their eventual EA location ([http://eaest.com/presidents\\_selection\\_program.php](http://eaest.com/presidents_selection_program.php)).

**Legacy Postdoctoral Fellowship Program**—For recent Ph.D. graduates to join EA full-time working on projects, but also under the direct mentorship of a senior EA leader for their first year. The goal of this program is to effectively orient future technical leaders to the environmental consulting industry. Legacy Fellow candidates are considered on a rolling basis, in the broad areas of the natural, living environment (**Jeff Black Fellows**); the contaminated environment (**Kilmer Fellows**); and the built, human environment (**Santoro Fellows**) (<http://eaest.com/fellowships.php>).

**Jensen/Johns Hopkins University Fellowship Program**—In support of master's studies in environmental engineering at Johns Hopkins University. The **Jensen Fellowship** is awarded to one or two matriculating master's-level students each year entering Johns Hopkins' environmental engineering program. A full-ride scholarship is provided, and the program includes a 6-month, credit-bearing internship at EA following two semesters of course work (<http://eaest.com/fellowships.php>).

**Internships and Co-Ops**—EA does not centrally manage intern or summer hiring; each office pursues its own needs, typically via EA's Careers website postings. Interns are paid, but we are open to special exceptions. EA sponsors one Drexel University Co-Op annually.

**PROFILE FOR EA'S CLASSES OF 2008–2012**

Class	GPA Median (undergrad)	Participant Type (# of participants)					TOTAL	TITLES OF UNDERGRADUATE AND GRADUATE MAJORS																																											
		PS (Mast)*	Fellow	Intern	Co-Op	Prevalent majors include Biology, Geology, Civil Engineering, and Environmental Engineering																																													
2012	3.54	11 (6)	4	6	0	21																																													
2011	3.45	22 (10)	3	4	0	29																																													
2010	3.51	22 (5)	0	8	1	31																																													
2009	3.62	12 (2)	3	9	1	25																																													
2008	3.43	7 (0)	1	11	1	20																																													
<p><b>UNDERGRADUATE AND GRADUATE ORIGINS</b> Classes of 2011 &amp; 2012</p> <table border="0"> <tr> <td>University of Alaska</td> <td>Pomona</td> </tr> <tr> <td>Brown</td> <td>University of Portland</td> </tr> <tr> <td>Bucknell</td> <td>Pitzer</td> </tr> <tr> <td>Case Western Reserve</td> <td>Princeton</td> </tr> <tr> <td>Clemson</td> <td>University of Rhode Island</td> </tr> <tr> <td>Colgate</td> <td>Richard Stockton</td> </tr> <tr> <td>Colorado State</td> <td>Rochester Inst of Technology</td> </tr> <tr> <td>Cornell</td> <td>Skidmore</td> </tr> <tr> <td>University of Delaware</td> <td>Southern Methodist</td> </tr> <tr> <td>University of Iowa</td> <td>Stony Brook</td> </tr> <tr> <td>Johns Hopkins</td> <td>SUNY ESF</td> </tr> <tr> <td>Lehigh</td> <td>Texas A&amp;M</td> </tr> <tr> <td>University of Maryland</td> <td>University of Texas, Arlington</td> </tr> <tr> <td>University of Maryland, Balto Co</td> <td>Towson</td> </tr> <tr> <td>Massachusetts Inst of Technology</td> <td>Tufts</td> </tr> <tr> <td>University of Montana</td> <td>University of Virginia</td> </tr> <tr> <td>University of Nebraska</td> <td>Washington &amp; Lee</td> </tr> <tr> <td>University of New Mexico</td> <td>William &amp; Mary</td> </tr> <tr> <td>New Mexico Tech</td> <td>University of Wisconsin</td> </tr> <tr> <td>UNC Greensboro</td> <td>University of Wyoming</td> </tr> <tr> <td>Penn State</td> <td>Yale</td> </tr> </table>								University of Alaska	Pomona	Brown	University of Portland	Bucknell	Pitzer	Case Western Reserve	Princeton	Clemson	University of Rhode Island	Colgate	Richard Stockton	Colorado State	Rochester Inst of Technology	Cornell	Skidmore	University of Delaware	Southern Methodist	University of Iowa	Stony Brook	Johns Hopkins	SUNY ESF	Lehigh	Texas A&M	University of Maryland	University of Texas, Arlington	University of Maryland, Balto Co	Towson	Massachusetts Inst of Technology	Tufts	University of Montana	University of Virginia	University of Nebraska	Washington & Lee	University of New Mexico	William & Mary	New Mexico Tech	University of Wisconsin	UNC Greensboro	University of Wyoming	Penn State	Yale	<p><b>NATURAL SCIENCES</b> Biology, including Bioenvironmental Science Biological Sciences Ecology &amp; Evol. Biology Environmental Biology Human Biology/Ecology Chemistry Environmental Science, including Earth &amp; Environmental Sciences Environmental Analysis Environmental Science &amp; Policy Geology, including Earth (&amp; Planetary) Science Earth Systems Environmental Geology Geological Sciences, Geosciences Hydrology Marine Science Natural Sciences Oceanography</p> <p><b>ENGINEERING, DESIGN, &amp; TECHNOLOGY</b> Architecture Biological (Systems) Engineering Building Construction Chemical Engineering Civil (&amp; Environmental) Engineering Computer Science/Engineering Engineering Environmental Engineering Mechanical Engineering Operations Research &amp; Information Eng. Sustainable Energy Development</p> <p><b>SOCIAL SCIENCES, PLANNING, MANAGEMENT, &amp; HUMANITIES</b> Economics Environmental Studies, including Environmental Policy &amp; Economics Environment, Economics, &amp; Policy Geography, including Environmental Geography Geography and the Environment Industrial Environmental Management International Relations Life Science Communications Natural Resource &amp; Environmental Mgmt Political Science Urban &amp; Regional Planning Second majors: English, Philosophy, &amp; Psych.</p>	
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\* President's Selections total (Master's level only)