

# CRW Engineering Group, LLC

## Designing Solutions for Alaska's Communities Since 1981

This month, CRW Engineering Group, LLC is celebrating its 30-year anniversary. It's been a fast, fun ride. CRW was established as a sole proprietorship by Willem Van Hemert, P.E., in 1981. Today, it is a limited liability company with nine partners and a talented staff of 58 employees, including 26 registered engineers and three registered land surveyors.

"When you reach these milestones, you can't help but reflect on the journey we have taken to get to where we are today," says Managing Partner Mike Rabe, P.E. "I am particularly proud of the positive impact we have on our state – both to the communities we serve and the employees we provide jobs."

Over the years, CRW has maintained a distinctive, fun-focused culture. Its mission is to provide outstanding engineering services through enthusiastic employees who work in an enjoyable environment and recognize the importance of each and every client. A pleasant work atmosphere fosters creativity, innovation and collaboration, all of which translate into superior technical solutions.

"Our employees really enjoy what they do; our clients see it, and it's reflected in the work product they provide," Rabe says.

But the fun meter at CRW registers beyond its corporate walls. The company supports employees in everything from hockey and snowshoe softball games to rafting trips and a shotgun club. "It's a way for people to get together outside the office and have fun," Rabe says. "We truly believe we're a family, and it starts at the top."

CRW's unique culture also appeals to clients. "Our clients enjoy working with us because we're fun to work with, and we develop real, personal relationships with them to make everyone's work more pleasant," says Marketing Direc-



Photo courtesy David Hayes, Resolute Visuals

*They love their work: An ecstatic CRW "CRew" at the Ted Stevens International Airport Terminal Connector.*

tor Leah Boltz. "They know they can trust us because we are genuine, and we care about them."

CRW takes a comprehensive approach to serving clients and the more than 90 Alaska communities in which it has worked. Boltz says: "We get to know our clients' clients; our work doesn't stop at just turning in our drawings or constructing a project. We are there for support, and our projects serve the Alaskans who will be using the facilities."

Supporting Alaska's communities is a priority for CRW. Its employees have given their time, resources and financial donations to various organizations working toward community improvement, such as Adopt-A-Trail Cleanup, United Way and Food Bank of Alaska. "We have been very successful, and we feel it is part of our privilege to give back to the community," Rabe says.

Much of CRW's success is due to its ability to modify its corporate structure – while maintaining its culture – to better serve clients. These changes include increasing ownership opportunities, investing in current technologies, supporting professional organizations, and initiating

employee training and professional development credits. Everything goes back to the company's mission.

CRW's work has primarily involved public and government projects in Anchorage and Western Alaska. For its efforts, CRW has garnered impressive awards, including recognition as one of the CE News Best Civil Engineering Firms to Work For (2007-2010), 2010 Best Recruiting and Retention Program and multiple Heart of Anchorage awards for its trail and road projects. "I feel like we're meeting our mission statement," Rabe says.



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