

BUILDING FROM HERE

LLOYD ARCHITECTS (LA) IS A FAMILY OWNED AND OPERATED FIRM SETTLED IN SALT LAKE CITY SINCE THE 1960S. OUR PRINCIPAL ARCHITECT, WARREN LLOYD FOLLOWED HIS FATHER'S FOOTSTEPS IN ARCHITECTURE AND CONTINUES TO GROW OUR PRESENCE IN THE WESTERN UNITED STATES. OUR FIRM'S MISSION STATEMENT IS AS FOLLOWS: LLOYD ARCHITECTS WORKS WITH CLIENTS TO PROVIDE COMMUNITY-BASED SUSTAINABLE DESIGN AND ARCHITECTURAL SOLUTIONS FOR RESIDENCES AND BUILDINGS FROM THE

GREAT BASIN TO THE PACIFIC NORTHWEST. LLOYD ARCHITECTS IS COMMITTED TO PROVIDING A POSITIVE WORK ENVIRONMENT, AND CHALLENGING AND INTERESTING DESIGN OPPORTUNITIES FOR ITS EMPLOYEES IN A STUDIO ENVIRONMENT. ALONG WITH OUR FIRM'S MISSION STATEMENT, WE BELIEVE STRONGLY IN ASSISTING EACH EMPLOYEE IN FULFILLING HIS/HER PERSONAL AND PROFESSIONAL GOALS AND IN CREATING A WORK ENVIRONMENT THAT IS PROFESSIONAL, FRIENDLY, SUPPORTIVE AND FUN.

QUICK STATS
 FIRM SIZE: 15 PEOPLE
 % WOMEN: 40%
 % WOMEN LEADERS: 50%
 % ETHNIC MINORITIES: 33%

DEVELOPMENT

LLOYD ARCHITECTS IS COMMITTED TO EACH TEAM MEMBER ACHIEVING THEIR GOALS. WITH OUR PRINCIPAL ARCHITECT, WARREN LLOYD, AND THE SPECIAL ASSISTANCE OF A DESIGNATED DEVELOPMENT TEAM, WE CONNECT EACH TEAM MEMBER TO THE RESOURCES AND TOOLS THAT WILL ALLOW THEM TO THRIVE.

LA PAYS FOR ARCHITECTURE REGISTRATION EXAM TESTING AND PROVIDES THE NECESSARY GUIDES TO STUDY FOR THE EXAMS.

LA PAYS FOR AIA MEMBERSHIP AND CONFERENCE FEES, ENCOURAGES TEAM MEMBERS TO ATTEND YEARLY AIA CONFERENCES AND REIMBURSES TRAVEL EXPENSES.

WARREN ACTS AS A MENTOR AND CONDUCTS SEMI-ANNUAL IN-DEPTH REVIEWS WITH EACH TEAM MEMBER.

LA SUPPORTS 'LUNCH AND LEARN' ACTIVITIES TO CONNECT WITH LOCAL DESIGN PROFESSIONALS IN UTAH.

LA PROVIDES BIM SOFTWARE SUPPORT AND TRAINING ALONG WITH MONTHLY DIGITAL TOOLS TRAINING TO KEEP OUR TEAM UP TO SPEED.

FLEXIBILITY

LLOYD ARCHITECTS OPERATES AROUND A VERY FLEXIBLE SCHEDULE. FULL-TIME EMPLOYEES WORK A 'FLEX 40' WORK WEEK WHERE THEY CAN CHOOSE THEIR SCHEDULE. WORKING FOUR 9-HOUR DAYS WITH A FRIDAY HALF-DAY IS COMMON PRACTICE DURING SKI SEASON.

EACH EMPLOYEE HAS AN OFFICE KEY AND THE BUILDING IS SECURED WITH AN ALARM SYSTEM TO MAKE THIS FLEXIBILITY MORE ACCESSIBLE.

IF WEEKDAY TIME-OFF IS NEEDED, IT CAN ALWAYS BE COORDINATED AMONGST THE TEAM.

TEAM MEMBERS HAVE THE OPTION TO WORK REMOTELY FROM HOME AS NEEDED. ONE TEAM MEMBER WORKS REMOTELY FROM OREGON EXCLUSIVELY, WITH MONTHLY SITE VISITS.

COMMUNICATION

AS A FAMILY OWNED FIRM, LA REALLY OPERATES AS A FAMILY BUSINESS WITH CLOSE COMMUNICATION. THE WORKSPACE ITSELF PROMOTES THIS WITH AN OPEN FLOOR PLAN AND 'NOOKS' FOR EMPLOYEES.

WE HOLD WEEKLY DESIGN REVIEWS TO GET FEEDBACK AND INPUT ON IN-PROGRESS PROJECTS, AND TEAM MEETINGS WHERE EVERYONE'S VIEWPOINT IS VALUED AND ENCOURAGED.

PROJECTS ARE OFTEN DIVIDED INTO TEAMS WITH A PROJECT MANAGER TO COORDINATE EFFORTS BETWEEN CLIENTS, BUILDERS AND DESIGN PROFESSIONALS.

PERFORMANCE REVIEWS ARE HELD EVERY 6 MONTHS AS WELL AS INDIVIDUAL DEVELOPMENT AND GROWTH MEETINGS. THE EMPLOYEE HANDBOOK IS A COMPREHENSIVE GUIDE TO LIFE AT THE FIRM AND GIVES CLARIFICATION TO THE MISSION, VISION, BENEFITS AND POLICIES OFFERED.

AN OFFICE MANAGER HELPS WITH ALL ADMINISTRATIVE AND MARKETING ITEMS IN ORDER TO LET DESIGNERS FOCUS ON PROJECTS.

DIVERSITY & INCLUSION

LLOYD ARCHITECTS HAS PRIORITIZED DIVERSITY AND IS CURRENTLY MADE UP OF INDIVIDUALS WHO CREATE AN EXCELLENT DESIGN TEAM. WHETHER THEY COME FROM DOWN THE STREET OR ACROSS THE GLOBE, EMPLOYEES FROM ALL OVER THE WORLD HAVE OFFERED A UNIQUE PERSPECTIVE ON DESIGN AND CONTRIBUTED MEANINGFUL DIRECTION TO OUR WORK.

HISTORICALLY, WE HAVE HAD AN EVEN NUMBER OF FEMALE AND MALE EMPLOYEES. WE ALSO HAVE A VARIETY OF RACES, ETHNICITIES, AND RELIGIOUS BELIEFS. TO ENHANCE DESIGN AND BUILD FRIENDSHIPS WITHIN THE OFFICE, EVERYONE IS ENCOURAGED TO PROVIDE THEIR UNIQUE PERSPECTIVE DURING IMPROMPTU DESK CRITS AND DESIGN REVIEWS.

ANTI-DISCRIMINATION POLICIES ARE IN PLACE TO MAKE EVERYONE FEEL WELCOME. THIS FAIRNESS IS ALSO REFLECTED IN THE STANDARDIZED SALARY PAY GRADES BASED ON WORK HISTORY, EDUCATION, AND LICENSING PROGRESS. ANNUAL SALARY AUDITS ARE CONDUCTED FOR ALL EMPLOYEES AT SEMI-ANNUAL REVIEWS.

BENEFITS

100% MEDICAL INSURANCE IS PROVIDED FOR EMPLOYEES AND 50% FOR ALL DEPENDENTS.

401K RETIREMENT PLAN WITH UP TO 5% MATCH.

A LIFE INSURANCE POLICY IS OFFERED FOR ALL FULL-TIME EMPLOYEES.

ALL FULL TIME EMPLOYEES ARE OFFERED A YEARLY MEMBERSHIP TO COSTCO OR AAA.

HISTORICALLY THERE HAVE NOT BEEN ANY EXPECTING MOTHERS WORKING AT OUR FIRM, BUT AS A FAMILY OWNED FIRM, FAMILY IS A PRIORITY, AND WE ARE CURRENTLY SEEKING TO MODIFY MATERNITY AND PATERNITY BENEFITS TO BE MORE INCLUSIVE.

ALL FULL TIME EMPLOYEES QUALIFY FOR PROFIT SHARING.

AMENITIES

ON SITE AT LA THERE IS:
 -A SHOWER AND CHANGING ROOM
 -A KITCHEN WITH HEALTHY SNACKS
 -PING PONG TABLE
 -BIKE RACK
 -ELECTRIC VEHICLE CHARGING

THE OFFICE IS DESIGNED WITH AMPLE NATURAL LIGHT AND COMFORTABLE WORKSPACES.

THE OFFICE IS CONVENIENTLY LOCATED IN THE OUTER DOWNTOWN REGION OF SLC WITH SHOPPING, DINING, PARKS, BUS STOPS AND PARKING ALL WITHIN WALKING DISTANCE.

OFFICE LUNCHEAS ARE PROVIDED FOR FIRM ACHIEVEMENTS AND ALL EMPLOYEE BIRTHDAY CELEBRATIONS.

