

# **CORE VALUES**

## **HONESTY & INTEGRITY**

Always do the right thing, even when no one else is looking. If a mistake is made "own it", fix it, and see that it's not repeated. Our word is our bond, and our work must reflect it. There is no good reason to do the wrong thing.

## **BE SAFE ALWAYS**

Never tolerate an unsafe condition. Everyone oversees safety. Being vigilant about safety protects you and your co-worker. JSA's every day, Toolbox talks every week. Never take short cuts or compromise your safety or the safety of your teammates.

## **DELIVER A QUALITY PRODUCT**

Deliver a quality product to our customer every time. Always do our best work, adhere to the plans & specs, and inspect other's work for excellence. If I were the client, would I determine that our work was not only meeting expectations, but exceeding them?

## TEAMWORK

We win or lose as a team. As we work together, communicate effectively, and work to achieve a common goal we will be happy and effective on the job. Play your role, use all your resources, put yourself in the other person's shoes and you and the team will perform at the highest level.

#### **EMBRACE CHANGE & INNOVATION**

Growth brings about change. Since the beginning days in 1997, part of our long-term business success has been our ability and willingness to respond to our ever-changing marketplace. We must seek new and better ideas, seek opportunities, and work to create new processes and experiences.