



Welcome to Roberts Excavation!

It's a pleasure to introduce you to our organization, and I thank you for your time and interest. We would like to share with you some information about our Company. Below is our mission statement which describes what we do. The purpose statement explains why the organization exists. Our values state how we strive to conduct ourselves (both professionally and personally). Lastly, you will see a brief description of the Character First program that we utilize to assist us when we hire, promote, and equip our team to achieve our mission and purpose. If you have any questions, please do not hesitate to ask.

Mission Statement (what)

While grounded in character, we strive toward excellence as we contour, improve and develop the earth, which establishes the foundation our clients successfully build upon.

Purpose Statement (why)

We strive to glorify God as we serve our clients, and equip our employees to excel in life. While grounded in character, we strive toward excellence in all that we do. It is our purpose to earn and preserve our clients trust and satisfaction, while earning a profit which will benefit our employees, community and stockholders allowing us to share our blessings.

Values

- Honoring God- Those who honor me I will honor. 1 Samuel 2:30b
- Efficient- productive of desired effects especially without waste
- Adaptable- Capable of being or becoming adapted (to make fit (as for a new use) often by modification)
- Perseverance- continued effort to do or achieve something despite difficulties, failure, or opposition
- Humble- not proud or arrogant; modest: to be humble although successful
- Excellence- very good of its kind, eminently good
- Enthusiasm - an occupation, activity, or pursuit in which such interest is shown
- Dedicated- wholly committed to something, as to an ideal, political cause, or personal goal
- Honesty- fairness and straightforwardness of conduct, adherence to the facts
- Reliable- suitable or fit to be relied on, giving the same result on successive trials
- Family- a group of people united by certain convictions or a common affiliation, a group of individuals living under one roof and usually under one head
- Reputable- held in good repute; honorable; respectable; estimable

Character touches everything you do. It takes character to live with integrity, build healthy relationships, and improve your work and world. At Roberts Excavation we believe our people are our most valuable assets. As such, one of the ways we invest in our people is by hiring, training and promoting based on character. In our company we strive to operate based on the principals of Character First™, a character and competency based program, which includes monthly training. Our continual pursuit of developing character and competency in our people and corporate performance are not just words. They are lived every day, in each decision made and action taken, as our consistency is vital to earning and preserving the trust of our customers and community. We strive to consistently display these qualities and we seek them out in those we recruit and work with.

Here at Roberts, we are firm believers in "the Golden Rule" (which is to treat others as you wish to be treated), and we expect ALL team members to conduct themselves in this manner. As you might have guessed, we are very proud of our culture at Roberts and we sacrifice a lot to preserve and strengthen that culture.

If you have any questions please speak to a Roberts Excavation team member, and we look forward to getting to know you as we begin the interview process.

Sincerely,
Gerald Roberts, President