



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.

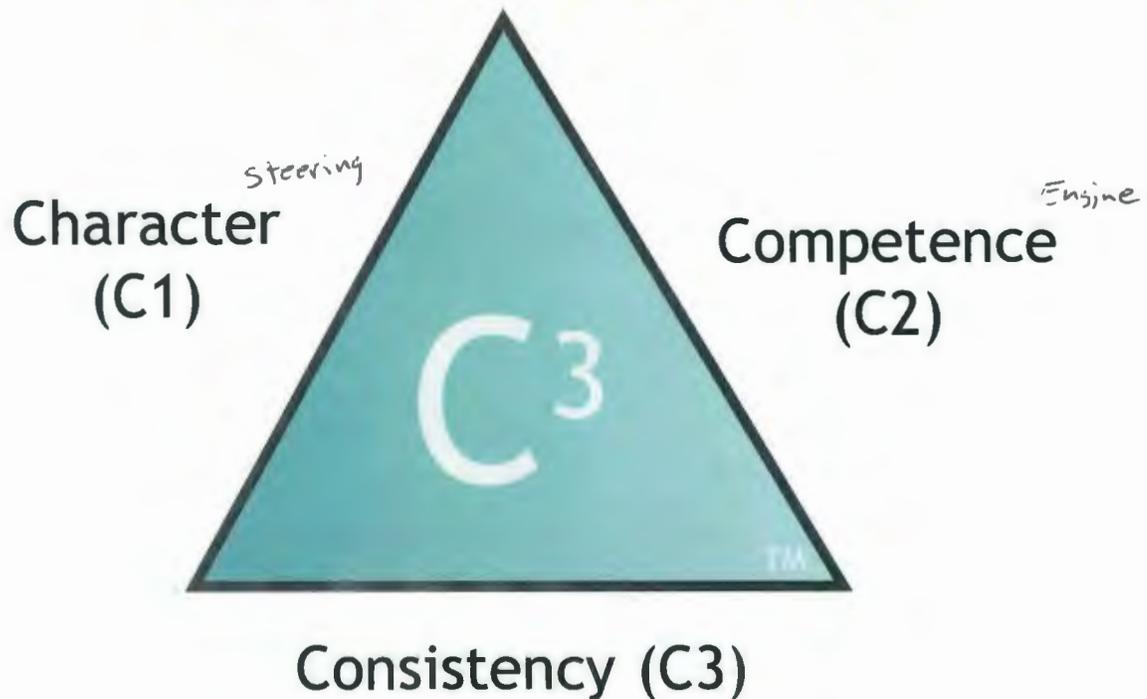
Here at Roberts, we are firm believers in "the Golden Rule" (which is to treat others as you wish to be treated), and we expect ALL team member's to conduct themselves in this manner. As you might have guessed, we are very proud of our culture at Roberts and we sacrifice a lot to preserve and strengthen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

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

Sincerely,
Gerald Roberts, President

characterfirst

The C³ Concept



Character describes the set of values used to determine one's actions. An organization's character includes the cultural norms and values that guide its decision-making.

Competence is determined by one's ability to do something well measured against a common standard. An organization's competence is determined by its ability to solve technical problems.

Consistency is one's ability to produce the same results over an extended period of time. An organization's consistency is its ability to provide character and competence-based solutions over an extended period of time.

Character + Competence = Consistency

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char•act•er: the inward values that determine outward actions

Alertness

Being aware of what is taking place around me so I can have the right responses

Attentiveness

Showing the worth of a person or task by giving my undivided concentration

Availability

Making my schedule and priorities secondary to the wishes of those I serve

Benevolence

Giving to others' basic needs without having as my motive personal reward

Boldness

Confidence to say or do what is true, right, and just

Cautiousness

Knowing the importance of right timing in accomplishing right actions

Compassion

Investing whatever is necessary to heal the hurts of others

Contentment

Realizing that true happiness does not depend on material conditions

Creativity

Approaching a need, a task, or an idea from a new perspective

Decisiveness

The ability to recognize key factors and finalize difficult decisions

Deference

Limiting my freedom so I do not offend the tastes of those around me

Dependability

Fulfilling what I consented to do, even if it means unexpected sacrifice

Determination

Purposing to accomplish right goals at the right time, regardless of the opposition

Diligence

Investing all my energy to complete the tasks assigned to me

Discernment

Understanding the deeper reasons why things happen

Discretion

Recognizing and avoiding words, actions, and attitudes that could bring undesirable consequences

Endurance

The inward strength to withstand stress and do my best

Enthusiasm

Expressing joy in each task as I give it my best effort

Faith

Confidence that actions rooted in good character will yield the best outcome, even when I cannot see how

Flexibility

Willingness to change plans or ideas without getting upset

Forgiveness

Clearing the record of those who have wronged me and not holding a grudge

Generosity

Carefully managing my resources so I can freely give to those in need

Gentleness

Showing consideration and personal concern for others

Gratefulness

Letting others know by my words and actions how they have benefited my life

Honor

Respecting others because of their worth as human beings

Hospitality

Cheerfully sharing food, shelter, and friendship with others

Humility

Acknowledging that achievement results from the investment of others in my life

Initiative

Recognizing and doing what needs to be done before I am asked to do it

Joyfulness

Maintaining a good attitude, even when faced with unpleasant conditions

Justice

Taking personal responsibility to uphold what is pure, right, and true

Loyalty

Using difficult times to demonstrate my commitment to those I serve

Meekness

Yielding my personal rights and expectations with a desire to serve

Obedience

Quickly and cheerfully carrying out the direction of those who are responsible for me

Orderliness

Arranging myself and my surroundings to achieve greater efficiency

Patience

Accepting a difficult situation without giving a deadline to remove it

Persuasiveness

Guiding vital truths around another's mental roadblocks

Punctuality

Showing esteem for others by doing the right thing at the right time

Resourcefulness

Making wise use of what others might overlook or discard

Responsibility

Knowing and doing what is expected of me

Security

Structuring my life around that which cannot be destroyed or taken away

Self-Control

Rejecting wrong desires and doing what is right

Sensitivity

Using my senses to perceive the true attitudes and emotions of others

Sincerity

Eagerly doing what is right with transparent motives

Thoroughness

Knowing what factors will diminish the effectiveness of my work or words, if neglected

Thriftiness

Allowing myself and others to spend only what is necessary

Tolerance

Accepting others at different levels of maturity

Truthfulness

Earning future trust by accurately reporting past facts

Virtue

The moral excellence evident in my life as I consistently do what is right

Wisdom

Making practical application of truth in daily decisions