

VALUES

Playbook



COMMITMENT & INTEGRITY DRIVE RESULTS

When our Founders Frank Woodard and Al Curran began this business over 40 years ago, they wanted to create a firm that was different. They had a simple premise – the firm belief that people are more successful when you treat them well. By putting people first, you create a safe, enjoyable, gratifying, and fulfilling place to work. The heart of our mission is centered on that promise, and that commitment to each other has driven our growth and success for decades.

In 2019, we embarked on a journey to build upon the strength of our mission by establishing a set of core values. Through the year-long process of stakeholder interviews, employee focus groups and surveys, we unearthed together the words to articulate and describe what we have always known to be true about what is special about working at Woodard & Curran. This important work formed our values.

We then developed a set of behaviors for each value to further describe what upholding those values means for each of us.

Together, our mission and values are the foundation of our company. They are our moral compass. They define who we are and what we stand for. It is my expectation that every one of us upholds and lives these values day in and day out with each other, with our clients, and within the communities we serve. The values will serve as the standard of how we treat each other and how we hold each other accountable.

I thank all of you for sharing in this journey and helping to shape the values that will guide us for years to come!



CEO, Woodard & Curran

INTRODUCTION



MISSION STATEMENT

To develop and perpetuate a safe, enjoyable, gratifying, and fulfilling place to work with the important objectives of growth, freedom, challenge, recognition, and reward.

To deliver to our clients and the community a continually expanding range of high-quality consulting engineering, science, and operations services, and...

In all endeavors of the company to act in a character of good faith and fairness, and at all times, hold protection of the environment in a regard superior to that of all other interests.



- ① PUT **PEOPLE** FIRST - The wellbeing of our people is our top priority.
- ② OPERATE WITH **INTEGRITY** - We stand by our principles because our character is more important than the bottom line.
- ③ CULTIVATE **AUTONOMY** - We empower each other to think creatively, act on our convictions, and take responsibility for ourselves.
- ④ WORK AS **ONE TEAM** - We collaborate across the organization and learn from each other to find the best solutions.
- ⑤ ACT LIKE **OWNERS** - We take pride in our work and are invested in the company's sustainable future.

VALUES



PUT PEOPLE FIRST

- ① The wellbeing of our people is our top priority.
 - « We value and respect each other's whole lives
 - « We encourage and support work/life balance by offering flexibility in schedules whenever possible
 - « We create a positive and safe work environment
 - « We welcome and regularly solicit feedback from employees to improve our environment and our work and act upon it

- ② We stand by our principles because our character is more important than the bottom line.
 - « We are authentic and transparent with each other, our clients and communities
 - « We demonstrate integrity and honesty in all we do
 - « We uphold standards and safeguards to protect the organization's integrity
 - « We actively work to support our Mission Statement

OPERATE WITH INTEGRITY



CULTIVATE AUTONOMY

3 We empower each other to think creatively, act on our convictions, and take responsibility for ourselves.

- « We demonstrate individual responsibility and accountability to achieve great outcomes for our clients and in our careers
- « We empower creativity and innovation by being open and responsive to ideas and dialogue
- « We encourage our employees to pursue goals through innovation, tenacity and personal commitment
- « We support our employees' careers and invest in their success

4 We collaborate across the organization and learn from each other to find the best solutions.

- « We implement structure and technology that support effective learning and knowledge sharing
- « We actively share ideas, resources and knowledge
- « We treat each other with respect and professionalism independent of status, title, or differences in opinion
- « We seek out different ideas through inclusivity in our projects, teams and the company

WORK AS ONE TEAM



ACT LIKE OWNERS

5 We take pride in our work and are invested in the company's sustainable future.

- « We prioritize long-term impacts over short-term financial outcomes
- « We understand and are clear about the long-term vision, goals and plan for the company's success
- « We strive to make Woodard & Curran better for those who come after us
- « We are committed to controlling our future through private ownership

THANK YOU!

An incredible amount of work went into the development of our Woodard & Curran values, which will guide us for years to come. Throughout the process we were able to touch employees across the organization every step of the way, whether it was through interviews, focus groups or surveys. We wanted to give special recognition to the Project Work Team, Focus Group Participants, and our Senior Leadership Team for giving of their time and insights to help shape our values!





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