

OUR CORE VALUES

PEOPLE

We care for the well-being of our people and help them grow in their ability to be successful.

EXPECTED BEHAVIORS:

- We begin everything we safety.
- We make our health and that of our families a priority.
- We treat everyone with dignity and respect.
- We train and mentor all levels.
- We communicate in an open, constructive and candid manner.
- We support each other's efforts as one team.

INTEGRITY

We conduct our business to the highest ethical standards and take responsibility for our actions.

EXPECTED BEHAVIORS:

- We deal fairly with everyone in an honest and straightforward manner.
- We honor our commitments.
- We avoid conflicts of interest.
- We adhere to the laws, regulations and policies governing our activities.
- We refuse to make or solicit improper payments.
- We maintain operational and financial records accurately and truthfully.

EXCELLENCE

We commit to excellence in all we do with a focus on quality and continuous improvement.

EXPECTED BEHAVIORS:

- We seek to be the best in everything we do.
- We deliver the highest value to our clients with a sense of urgency.
- We encourage new ideas and seek continuous improvement.
- We are competitive and welcome a challenge.
- We are entrepreneurial and demonstrate initiative in seeking new opportunities.
- We build our work right the first time and meet or exceed client expectations.

STEWARDSHIP

We preserve Kiewit's unique culture to build a stronger organization for future generations of employees.

EXPECTED BEHAVIORS:

- We prosper by managing to our values.
- We make a positive impact on our communities.
- We develop each new generations of leaders.
- We never sacrifice long-term goals for short-term gain.
- We embrace the principles of broad-based employee ownership.
- We conduct our business in a sustainable manner.

"The success of the Company in the past and in the future will be determined by the team work of the entire organization. Each and all member share in the responsibility."

**Peter Kiewit,
1945**