

HGC

GROUP OF COMPANIES

Blueprint for our Culture

For those who
love to build.

We are HGC.

Build
Every
Day



At HGC Group of Companies, we strive to capitalize on the future growth of our organization by leveraging our extraordinary culture. Doing so helps us to elevate what matters the most - strong connections to our clients and to each other.

We are the sum total of our parts.

What does this mean?

HGC is comprised of us as individuals, as well as who we are collectively as a team. It's the imagery and language that we use. It's a firm handshake or a welcoming smile. When put together successfully, we are able to create an experience for our clients and colleagues that is powerful and unmatched.



Since 1931

Our culture is who we really are. To ring true, we must live it **every day.**



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So we speak with one
voice – as HGC.

And it's easy to hear us from where we're speaking. HGC evokes integrity, creativity, quality, safety and collaboration. Our language conveys a fresh perspective, a different position, giving us our competitive advantage.

Our culture at work



What we believe

How we think

How we act

How we sound

How we look

Our actions speak
louder than our words

Own it Work Hard
Hit the Ground Running

Improve the Process
Be Resourceful Just the Facts

Be a Great Listener
Exercise Good Judgement
Practice Appreciation

Get Smarter
Friendly and Approachable
Be a Student for Life

Honor Commitments Straight
Uber Responsive Shooter

Pride Happens
Assume Good Check the Ego

Pay it Forward
Make a Difference
Consider the Planet



Safety as a state of mind

We embrace safety as a way of life
and incorporate it in everything we do.

Our goal is simple—to get you to the
finish line with a healthy mind, body
and soul **every day.**

What we believe

At HGC, we believe companies have a responsibility to help their clients, employees and communities thrive. Our team is committed to using its resources to continue to **Build Every Day**.

Every day...

We Build with Purpose
We Build with Creativity
We Build Together
We Build Ourselves
We Build Lasting Relationships
We Build with Humility
We Build Our Community

Every Day, We Build with Purpose

Hit the Ground Running.

Be prepared in advance and be efficient with the time of others.

Work Hard.

Work harder than everyone around you. Be the best and take pride in what each member of your team contributes.

Own It.

Be responsible for the success of your projects and make the tough decisions in the interest of our clients.

Every Day, We Build with Creativity

Improve the Process.

Build effective systems that streamline activities, reduce risk, increase efficiencies and improve both the employer and client experience.

Be Resourceful.

We are known as the people that take initiative, and are very proud of it. We don't take no for an answer.

Just the Facts.

Find all the angles; get the complete picture before reaching a reasonable conclusion.

Every Day, We Build Together

Exercise Good Judgment.

Do the right thing, even when no one is looking. Create an atmosphere that encourages safety for everyone.

Practice Appreciation.

Acknowledge the efforts of others. Words of encouragement go a long way.

Be a Great Listener.

Listen with your ears and eyes. Take the time to truly understand.

Every Day, We Build Ourselves

Be a Student for Life.

Intellectual growth commences at birth and ceases only at death." - Albert Einstein

Be Friendly and Approachable.

Be attentive, extend a greeting with a smile. Have a firm handshake.

Get Smarter.

Failure stings. Improve the process with every mistake so others can gain.

Every Day, We Build
Lasting Relationships

Honor Commitments.

There is no better way to earn trust than to be true to your word.

Be a Straight Shooter.

Be honest and tell it like it is in a direct and sincere manner.

Be Uber Responsive.

Respond to every concern in a timely manner without being asked twice.

Every Day, We Build with Humility

Assume Good.

We aren't in the business of judging others, rather giving people the benefit of the doubt.

Check the Ego.

Leave it at the door; advocate for the project's goals, not your own.

Pride Happens.

Take ownership of what you do and put your best effort forward.

Every Day, We Build our Community

Pay it Forward.

Share your knowledge, making the future better for others is a reason to exist.

Make a Difference.

We are generous with the most precious resource of all, our time. Generosity transforms, that's what we want to do.

Consider the Planet.

Strive to improve sustainability and make a difference in the world.

How we act

We build our culture to reflect the characteristics in our people that set us apart from the rest.

I am HGC...

When I'm passionate,
HGC is a dedicated partner.

When I have a positive attitude,
HGC is a problem-solver.

When I constantly improve,
HGC is innovative.

When I value people,
HGC is a relationship builder.

When I demonstrate
strong character,
HGC is trustworthy.

How we think

By **focusing on our audience** when we communicate, we ensure that our message is relevant and client-focused.

We **create solutions** that answer our clients' and coworkers' needs. These capabilities become what we are known to deliver.



How we sound

Example

- + use everyday language
- + speak with confidence
- + be yourself

At HGC, we do it right every time. If we mess it up—we fix it.

No matter what the client needs, we got it covered.

We stand behind what we do and get the job done right.

How we sound Putting it into practice

1.

Always begin with the client's perspective. Imagine HGC's clients are always watching—make sure what you say represents our values.

2.

Always look for any opportunity to capture our commitment to excellence. Drive a stake in the ground about what HGC offers and why we believe in it. Don't go overboard—a single statement is good enough.

3.

Internalize the tone. Speak in a plainspoken fashion. Stick to simple, everyday language. No fancy words and no jargon.

4.

Finally, keep it short and sweet.

How we look

Job sites

We keep our job sites safe, clean and efficient. We're on site to serve the client so our actions must always reflect our values.

Office Environment

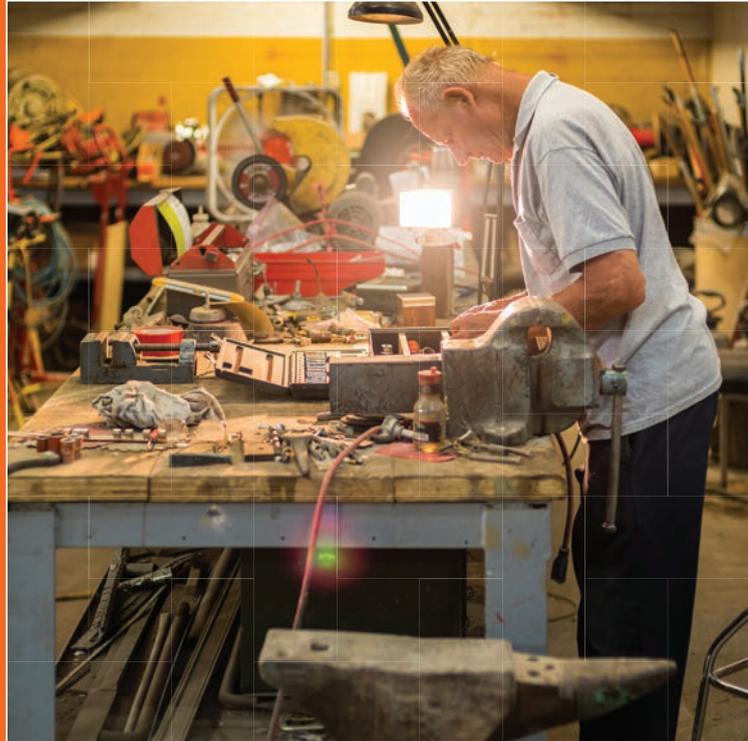
Our offices are open and uncluttered spaces that demonstrate our collaborative and transparent culture.

Attire

You represent our culture and commitment to quality. Please exercise good judgment.

Our Documents & Materials

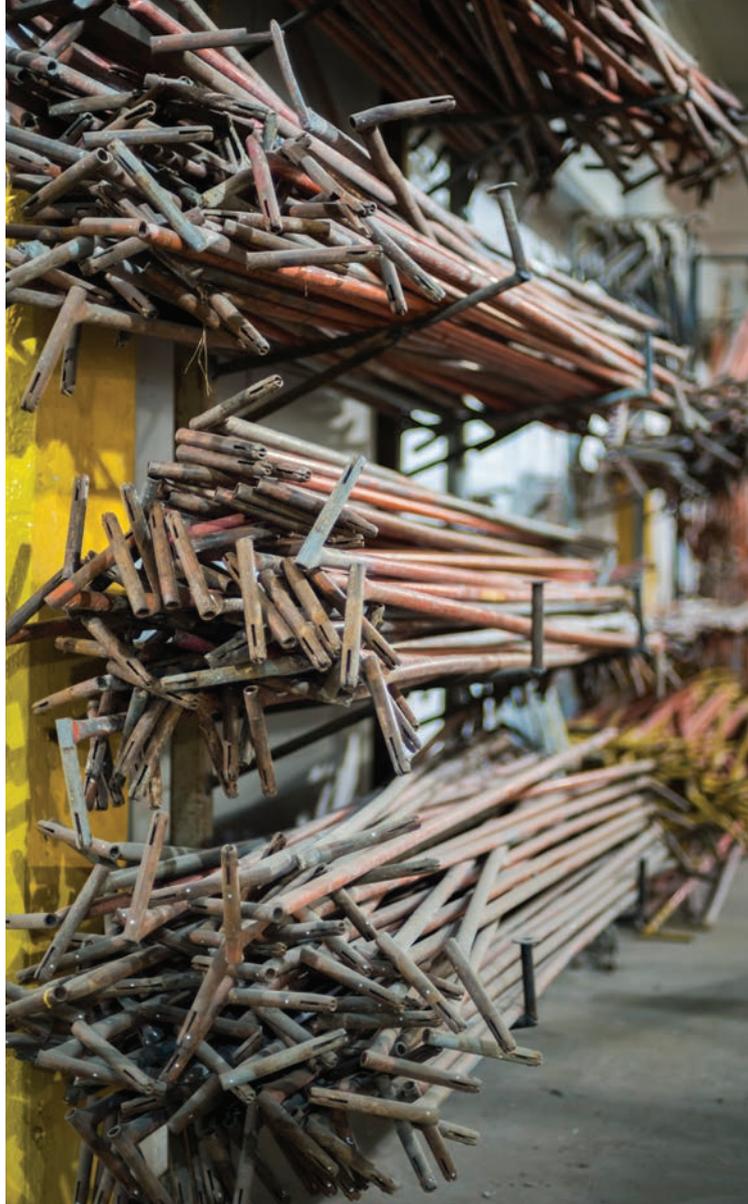
Our documents are simple and clean. Our photography is angular and authentic. We apply brand elements to add energy and dynamism.



We built our culture
around you. And we
can't do it without you.

Let's build something
together.

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