



# WCG'S CULTURE BLUEPRINT: NEW EMPLOYEE SURVIVAL GUIDE

## Who Are We?

White Construction Group, referred to as "WCG" is a company comprised of passionate and inspired construction professionals who aspire to disrupt how commercial general contractors are traditionally envisioned. We value **Integrity**, **Intelligence**, **Innovation** and **Inspire**. Note that "Inspire" is the only value that is in verb form indicating action. We actively build captivating community through inspired thought and action.



## Why Does This Matter?

We selected you to join our team because we know you will be a strong contributor who is motivated to make a positive impact. Not only are you professionally talented, but you value authentic relationships and building **community** as much as we do. Our Culture is something we take very seriously and expect all team members to live, work and play with our values in mind.

## What to Wear?

WCG offers a casual work environment where jeans and t-shirts are the norm. We have a safety-first culture which means when you are on one of our jobsites you must be wearing your personal protective equipment and work boots (PPE). When you are not in the field, please feel free to bring your personal style to work. We ask all employees to use good judgement when channeling their inner fashionista. We are not on Man Versus Nature, so no fig-leaves or loincloths allowed. For external meetings, especially bid runs and interviews, we expect employees to dress professionally.



## Talk To Me!

Open and candid communication is something we value. If you have a question or suggestion, please speak up! We are all on the same **team** and strive for diversity of thought and background because there is strength in that difference. No question is too small and no voice less important.



## Logistics

You will arrive on Monday at **7:00 a.m.** to meet with our "people guru", also known as our Human Resources Director. Please bring any paperwork, forms of identification and questions with you. We will have one hour together to complete your new hire forms and answer any questions. Please feel free to park on the street surrounding our building. Do not park in the parking garage as you need a pass to park in there. We do not want you to get towed!

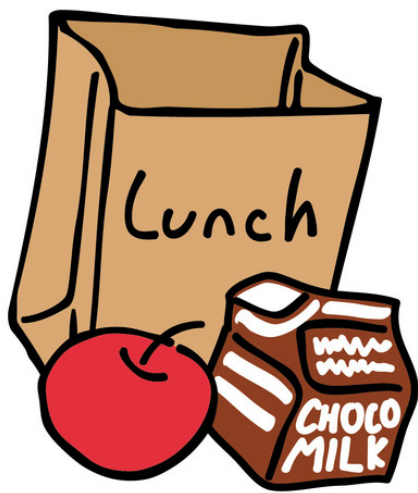




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## Announcing Your Arrival!

Every Monday we have a corporate team meeting with our office staff. You will accompany our Human Resources Director on your first day to the “**Monday Morning Meeting**” (a.k.a. MMM) where you will be introduced and asked to talk a little bit about yourself. Office employees always attend MMM whereas field employees typically only attend on their first day. We have weekly Toolbox Talks that take place every Monday on every jobsite for our field employees.



## We Want to Eat With You!

Do not pack a lunch on your first day of work! We would love the opportunity to take you out to lunch as part of our welcome. We are excited to have you as a part of the team and **LOVE** food. You will quickly notice that many of our events involve coffee and/or food. We believe that sharing a meal and our table with someone indicates trust and respect.

## Curiosity Did Not Kill the Cat!

WCG promotes continuous **learning** and **self-improvement**. As a company, we are always looking for ways to improve and become better. Whether there is a skill you would like to perfect, a job you would like to sample or a professional certification you would like to attain, share that information with us! Free flowing information, constant learning, and challenging growth are the keys to high performing organizations.



## B.U.I.L.T. Program:

At WCG we believe that **leaders** come in all different forms. From individual contributors to high performing teams, each person matters and makes a difference. We also know that the new hire process can be overwhelming and intimidating, so assign each new team member a new hire mentor complimented by some formal on the job training, WCG style.

## Wacky World of Wellness:

From blood drives and healthy cook-offs to flu shot clinics and 5Ks, we value **holistic workplace wellness**. We empower employees by providing a creative wellness program where employees can earn incentives for healthy behaviors and wellness activity participation. Social, mental, physical and spiritual wellbeing are just a few of the areas where we have offered programming. Our program is unique because it is led by employees referred to as Wellness Champions.







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## Recognizing Greatness:

We have developed the CHIIP Program (Challenging. Helping. Innovating. Inspiring. Partnering) which is a recognition program designed to encourage and reward outstanding achievement and exhibition of our corporate values. The program is geared towards both individual and team recognition. Through this peer-to-peer, employee-to-manager and manager-to-employee recognition program, WCG seeks to recognize individuals and teams who exemplify the core values outlined above. Poker chips are symbolic of \$20 and are eligible for redemption each quarter.

## Be Yourself:

We want you to feel free to bring your "whole self" to work. Be you and be proud of it!



## Check Us Out on Social Media!

Use the hashtag #teamWCG





CONSTRUCTION GROUP

# A WELCOME LETTER FROM WCG'S PRESIDENT CHRIS HAUGEN!

WELCOME. WE ARE GLAD YOU ARE HERE! IN FACT, WE CHOSE YOU, BECAUSE YOU ARE YOU. YOU HAVE DISTINCT CHARACTERISTICS WHICH WE THOUGHT WOULD BE A GREAT FIT HERE AT WHITE CONSTRUCTION GROUP AND WE HOPE YOU WILL FIND BOTH A HOME AND A COMMUNITY HERE FOR MANY YEARS TO COME!

IT DOESN'T SEEM THAT LONG AGO, BUT I ACTUALLY STARTED HERE OVER 20 YEARS AGO AS A CARPENTER, ON A SENIOR LIVING CENTER HERE IN CASTLE ROCK. TIMES WERE DIFFERENT THEN. WE HAD NO HEALTH INSURANCE, NO PTO, AND CERTAINLY NO ON-BOARDING.

AS YOU BEGIN WHAT I HOPE IS A LONG CAREER WITH US, I WANT YOU TO KNOW THAT MY DOOR IS ALWAYS OPEN - AND NOT JUST

MINE - YOU WILL FIND LOTS OF OPEN DOORS HERE. WHETHER YOU HAVE QUESTIONS ABOUT WHERE WE ARE HEADED AS A COMPANY, HOW YOU SIGN UP FOR OUR 401K, OR HAVE A GREAT IDEA ON HOW WE CAN WORK SMARTER OR MORE SAFELY, PLEASE FEEL FREE TO COME TALK TO ME, YOUR PEERS OR ANY OF YOUR SUPERVISORS. WE ARE HERE TO HELP AND HERE TO TALK ABOUT WHERE YOU WANT TO GO IN THIS COMPANY.

OPPORTUNITY ABOUND HERE. ALL WE ASK IS THAT, IN ALL YOU DO, KEEP IN MIND FOUR SIMPLE WORDS.

FIRST, INTEGRITY. PLAN, THEN DELIVER YOUR BEST TO SERVE THE WELLBEING AND SUCCESS OF YOUR FAMILY, COMMUNITY, CLIENT, AND COMPANY.

SECOND, INTELLIGENCE. APPLY BEST PRACTICES AND TECHNICAL EXCELLENCE TO EVERY CHALLENGE.

NEXT, INNOVATION. THINK BEYOND CONVENTION - GET THINGS DONE, CREATIVELY.

LAST, BUT CERTAINLY NOT LEAST, INSPIRE. CREATE A POSITIVE, PRODUCTIVE ENVIRONMENT EVERYWHERE YOU GO.

YOU'LL NOTICE THESE FIRST THREE WORDS ARE ALL NOUNS. THEY ARE WHAT WE ASPIRE TO BE. THE LAST WORD, INSPIRE, IS A VERB. IT'S A COMMAND. IT'S WHAT WE ASPIRE TO DO. WE SINCERELY BELIEVE THAT IF WE ARE AND DO THESE FOUR SIMPLE THINGS, WE CAN CHANGE OUR INDUSTRY, OUR COMMUNITY, AND MAYBE OUR LITTLE PART OF THE WORLD.

AGAIN, WE ARE SO GLAD YOU ARE HERE. TOGETHER, WE CAN DO AWESOME THINGS. LET'S GO BUILD COOL STUFF.

CHRIS HAUGEN!

INTEGRITY. INTELLIGENCE. INNOVATION. INSPIRE.