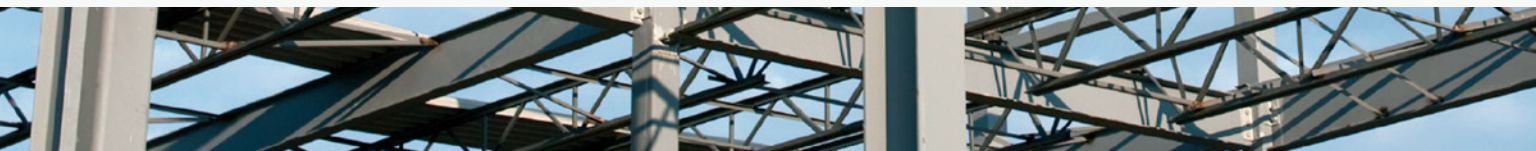





OUR CORE VALUES



OUR VALUES DEFINE OUR CULTURE.



Special thanks to the 2020 Values Project Focus Group: Derek Anderson, Zarek Boutaghou, Kim Beckman, John Duhring, Aaron Ekstrom, Lisa Elmhurst, Amy Jimenez, Edwin Manrique, Michael McCarty, Nicolas Post, Josiah Reamy, Caleb Swanson, Phu Tran, Roberto Yanez



RABA KISTNER'S STRONG VALUES AND SOUND OPERATING PRINCIPLES ARE THE FOUNDATION OF OUR SUCCESS FOR MORE THAN 50 YEARS.

Originally, the company's values reflected the personal values of our founders. Over the years, we've become a much bigger and more geographically dispersed organization, while expanding into additional areas of expertise. Today our company includes more people, with a multitude of personal experiences and diverse cultural backgrounds. This growth calls for a renewed commitment to identifying the core values that unite us.

More than 200 employees participated in the process leading us to these Raba Kistner values. A smaller focus group representing each service line and a diverse range of opinions and experiences, spent time together discussing, debating and deciding on five words that define who we are and help guide who we want to be.

We welcome your continued input as we further develop the strategies and actions to live these values every day across the Raba Kistner enterprise.

Working together, using our purpose statement, strategic plans and core values to guide us, we will achieve continued success both for our company and for each of us individually.

—Raba Kistner Executive Committee

SAFETY
IS AT THE CORE
OF OUR CULTURE
AND INGRAINED
IN OUR VALUES.





OUR CORE VALUES

COMMUNITY

We care for our communities.

INTEGRITY

We act with integrity, always.

PASSION

We infuse passion into everything we do.

QUALITY

We believe quality comes from a culture of innovation and continuous improvement.

GROWTH

We dedicate ourselves to personal and business growth.



COMMUNITY





WE CARE FOR OUR COMMUNITIES.

We do this by:

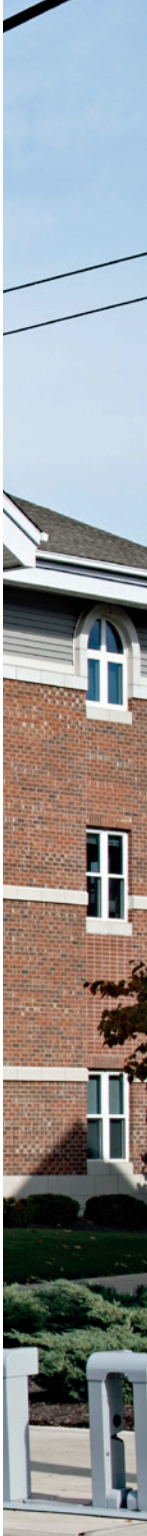
- Keeping ourselves and others safe coming to work, at work, and going home.
- Treating each other with kindness, respect and trust.
- Taking care of our coworkers and families so we can take care of our clients and community.
- Recognizing that individual differences strengthen our teams and open our minds.
- Building relationships with clients, partners and each other to help achieve shared success.
- Supporting the education of future generations.
- Giving back to our profession through involvement in professional and technical organizations.
- Being involved in the communities in which we live and work.
- Protecting the environment through our practice and profession.

And by:

- _____

- _____

- _____





INTEGRITY



WE ACT WITH INTEGRITY, ALWAYS.

We do this by:

- Putting our safety and that of others first.
- Taking total responsibility for work under our oversight and/or seal.
- Honoring our word.
- Doing what is right.
- Communicating openly, honestly and respectfully.
- Valuing personal character as much as technical competence.
- Holding ourselves and each other accountable.
- Building relationships based on trust.

And by:

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PASSION



PC PROJECT
CONTROL
A RABA KISTNER COMPANY



WE INFUSE PASSION INTO EVERYTHING WE DO.

We do this by:

- Embracing our culture of safety.
- Arriving every day inspired to make an impact through talent, enthusiasm and initiative.
- Providing outstanding service both internally and externally.
- Learning about our company's past, present and future.
- Celebrating our individual and team accomplishments.
- Hiring people who enjoy their work and share our values and culture.
- Taking time to have fun together.

And by:

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QUALITY





WE BELIEVE QUALITY COMES FROM A CULTURE OF INNOVATION AND CONTINUOUS IMPROVEMENT.

We do this by:

- Integrating safety into every facet of our operations.
- Empowering employees to continuously improve and deliver our services right, the first time, on time, every time.
- Searching for better solutions.
- Embracing technology to enable progress.
- Striving for professional excellence.
- Speaking up if we see something wrong or an opportunity to be better.
- Recognizing that unless we are changing, evolving and improving, we are falling behind.

And by:

- _____

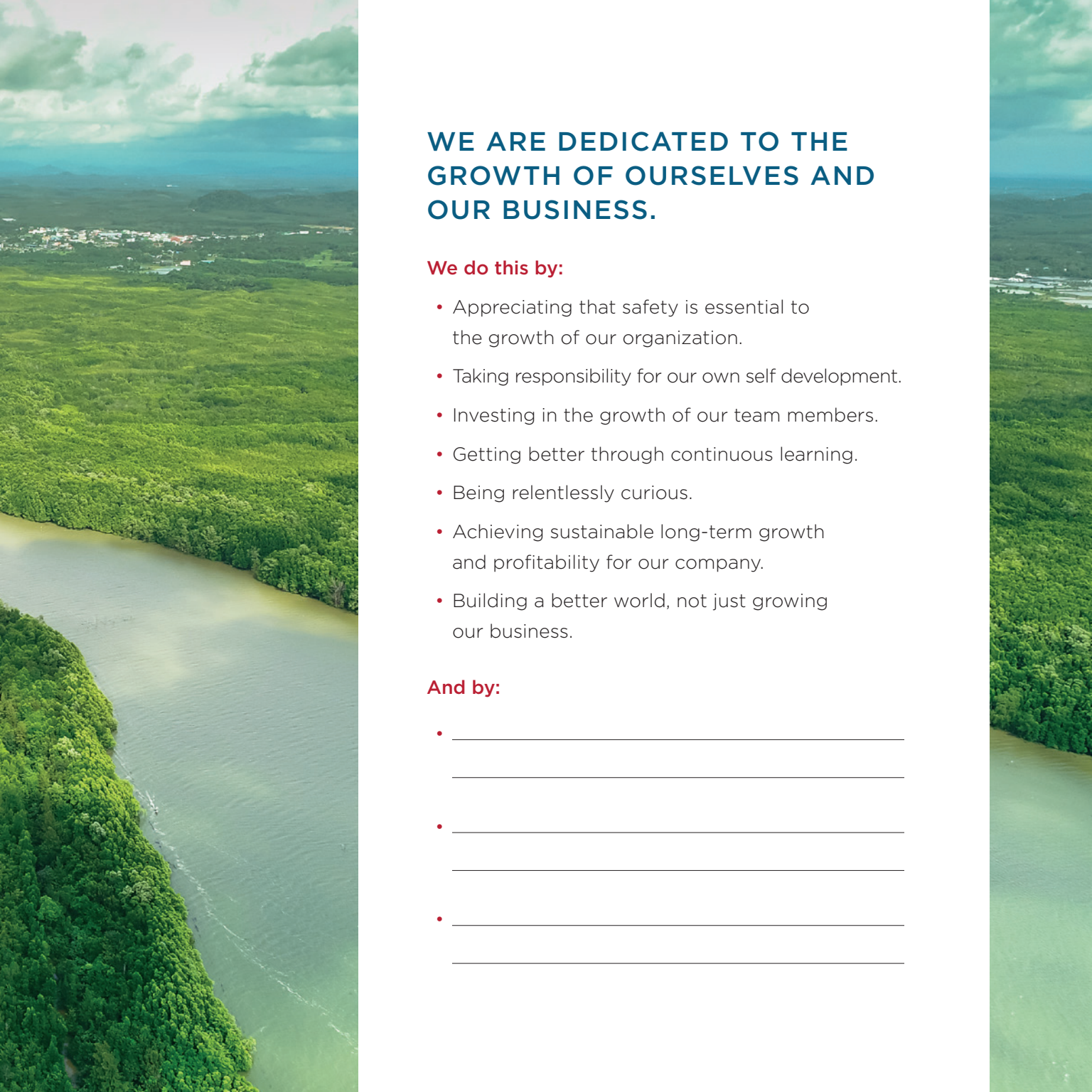
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GROWTH





WE ARE DEDICATED TO THE GROWTH OF OURSELVES AND OUR BUSINESS.

We do this by:

- Appreciating that safety is essential to the growth of our organization.
- Taking responsibility for our own self development.
- Investing in the growth of our team members.
- Getting better through continuous learning.
- Being relentlessly curious.
- Achieving sustainable long-term growth and profitability for our company.
- Building a better world, not just growing our business.

And by:

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WE ARE UNITED
BY OUR PURPOSE.



RABA KISTNER PURPOSE

To provide professional consulting services with passion and integrity, to help build a better world for our employees, their families, our clients, and the communities we serve.