

# Our Vision



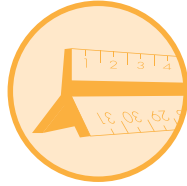
**Reinforce** and expand our position as a **leader in water, wastewater, and storm water** planning, design and construction management in California and Oregon.

- Consistently deliver successful projects
- Bring creative solutions
- Be on the forefront of industry issues and trends
- Remain visible in our industry



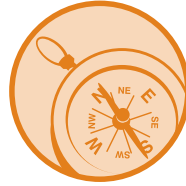
**Focus** time, resources and energy on developing **client relationships** throughout all levels of staff to more effectively achieve our goal of excellent client service.

- Everyone has client service and marketing responsibilities
- Every client interaction is important and should be treated with care
- Good client service and strong relationships will translate into success



**Maintain** and enhance our reputation for providing **high quality work products, client service, and value added engineering services.**

- Always look for ways to improve, to work smarter
- Everyone is responsible for providing quality products and services to our clients (internal and external)



**Develop** our **staff excellence** and hire key talent through strategic recruitment.

- Provide mentoring and training as key elements of staff development
- Stay current with professional knowledge, technologies, etc.



**Thrive** as an employee owned company with a sense of responsibility, accountability and community to sustain our **“best places to work”** culture.

- As a team, we are all in this together
- We value the firm's characteristics that support long term sustainability
- Everyone shares accountability to our fellow employees, our clients and our communities



**Continue** to be a **financially viable** company

- We are all obligated to be fiscally responsible, while delivering high quality work, to maintain the health and viability of the company and our clients (everyone benefits from financial security)
- Reinvestment in the firm will continue to support our vision