



## HONESTY

- **Personal integrity.** Our first value.
- **Intellectual honesty.** Be honest about what you know and don't know.
- **Direct communication.** Clear, direct with respect works best.
- **Have fun.** If you are not having fun something is wrong. Make it right.

## PASSION

- **Be the best.** It is not about being the biggest company; it is about being the best every time.
- **Compete.** Be driven to compete and yes, winning absolutely matters.
- **Deliver quality.** You have succeeded when it is done right and delivered when promised.

## CONTRIBUTION

- **Put the client first.** Promote their broader interests.
- **Financial responsibility.** Profits are the lifeblood needed to support growth, re-investment, and our independence.
- **Build strong relationships.** Make building relationships with clients, the community, and others at Dewberry a priority.
- **Teamwork.** Support one another. Share credit at every opportunity. We are one company.

## INDIVIDUALISM

- **Think for yourself.** Creativity, innovation, and risk-taking starts with the individual.
- **Self reliance.** We are in this together, but you are responsible for your own growth, success, and happiness.
- **Own It.** Take individual responsibility for what gets done.
- **Follow your instincts.** Listen first and last to your own inner voice.

## PERSEVERANCE

- **Think big.** Keep your feet on the ground but reach for the stars.
- **Conserve resources.** No one can predict what tomorrow will bring.
- **Focus on the long haul.** Real and meaningful success comes through sustained efforts.
- **Stay flexible.** Keep our options open.

