



the tenants

For Which We Stand

Ideology:

Core values and a sense of purpose before profits

Core Values:

1. Preparation for Excellence
2. Thoroughness in Execution
3. Minding our Core Business

Cultural Objectives:

1. To be thorough in preparation and delivery
2. To execute with quality of excellence.
3. To honor and fulfill our responsibilities to the customer, public and profession.
4. To meet or exceed our customers' standards of quality, execution, integrity, professionalism and competence

Vision Statement:

PEAC's vision is to grow our brand as a reliable and value adding solutions provider of our core services. We want to be a leader in our industry's markets in execution and quality of professional services.

Mission Statement:

PEAC's mission is to provide high performance solutions and services for our customers. We are problem solvers delivering quality solutions as servant leaders of our profession.

Strategy:

We are a high performance small business striving to grow our brand in the markets in which we compete. Our core services in construction management, quality control and energy conservation provides solutions and strategic partnership for our customers through service, speed, agility, diversity and cost advantages.



Guiding Principles:

We conduct ourselves with honesty, integrity and fairness in our relationships with our partners and employees.

All dealings with our partners and with each other as employees are rooted in honesty and ethical standards. We strive to avoid even the appearance of a conflict of interest. We maintain our integrity when faced with fierce competition or disappointing news. Our decisions will be fair for all parties involved.

Our customers are our partners.

We approach each business relationship with the mindset that all parties involved have a common goal and we will reach that goal faster working in collaboration as partners. We approach technical and business hurdles "shoulder to shoulder" with our partners and reject failure as an option. We share our ideas and knowledge to the benefit of the partnership as a whole.

Our employees are our family.

We want each employee to reach his or her maximum personal potential while maintaining a healthy work-life balance. Our decisions are rooted in a deep sense of care for the individuals that work here and their families. We maintain a safe and respectful environment for all employees. We are interested in the well-being of every employee. We value the diversity of our employees, and the different skills and viewpoints that this diversity brings.

We are motivated people passionately dedicated to the success of the company.

Our employees put the success of the company before personal gain. Our employees believe they are part of something great and that it is their privilege to be here. Our employees are pro-active and excel at self-direction. Our employees reject cynicism and complacent attitudes. Our employees align their actions with the goals of the company, but stay vigilant in pursuing constant improvement through constructive feedback.

The above represents the tenants
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