

COVENANTS

Corporation: A group of people who get a charter granting them, as a body of people, rights, power, privileges and liabilities, to operate as an individual entity.

Profit: Advantage, benefit, financial or other gain obtained from the use of capital in a transaction or a series of transactions, i.e., the sum remaining after all cost, direct or indirect are deducted from the income of a business.

Ron Walters Construction Services, Inc. Covenants

- (1) We will perform our work at 110%. In a fair market economy, we must perform harder than the next guy to get ahead.
- (2) We will arrive early and stay late. No company has ever succeeded on 40 hours a week.
- (3) We will be totally honest with our customers, our suppliers, subcontractors, and fellow employees, and most importantly ourselves.
- (4) Never ask management to “stretch” the truth for you. We won’t lie for ourselves, why would we lie for you?
- (5) The customer is always “number one.” Without them we are nothing.
- (6) We will sacrifice “dollars” to retain our word. Nothing is more important than for us to live up to our end of the deal and our agreement (even if our customers don’t).
- (7) We will strive not to let situations, “get out of hand,” so that we will not have to sacrifice dollars.
- (8) We will be tough in our negotiations, using all of our abilities and talents to create the best deal for our customers and ourselves. However, we will be fair and never take advantage of the weak or innocent “just because we can.”
- (9) It is not important for people to like us, but they must “respect” us. Each person on his own accord must earn this “respect” with those around him.
- (10) Nothing is more important than our character and integrity. We will never compromise this.
- (11) We must work as a team. We are here to accomplish things larger than what any one person can do by himself.
- (12) We will accept each other’s differences. Any successful operation is built on diverse personality types and we will respect each other’s differences. We have no time or tolerance for personality conflicts within our organization.
- (13) Companies are built from the people at the bottom pushing up, not the people at the top dragging everyone along. (Nobody is riding anybody’s coattails to the top.)

(14) We will follow a chain of command (lead, follow, or get out of the way). Without a chain of command, there is chaos.

(15) We prescribe to the concept of a chain being only as strong as its weakest link. We should strive to strengthen our weak links, or replace them with stronger ones.

(16) No company or organization “owes” us anything. If we are to the point we think we are irreplaceable, we should start looking for another job immediately because we are about to lose one.

(17) We must have balance with our work and our personal lives. We desire to work long and hard but not at the sacrifice of our personal well-being. We will strive to continually balance our lives.

(18) We will not allow ourselves personal financial problems. The moment that these problems reach our jobs, we will be seeking new employment.

(19) We will produce a profit. A profit is excess over and above what we have achieved as payment for our work efforts as individuals and as a group.

(20) We realize without profit there will be no growth for us individually or cooperatively.

(21) We must all pay the price to win. If everyone together does not pay the price to win, then everyone will pay the price by losing.

(22) We must continue to grow. As long as you are green you are growing. As soon as you are ripe, you start to rot. (Unbalanced egos are rot.)

(23) We believe the price of success doesn't get cheaper as we rise higher in our territories. The price we pay will always become larger and more challenging as our lives grow.

(24) We will do the “right thing” always at whatever cost to us. Never just do “things right.”

(25) We abide in the realities that “rules and manuals” will never take the place of communication and judgment. Interaction fuels action.

(26) We will be successful on all of our projects, not to be afraid to make a profit, to be paid fairly, at whatever price the current market will give, delivering maximum value and an above average level of service to our customers.

(27) We are people of faith, faith in God, faith in each other and faith in ourselves. Without faith we will never be able to grow beyond our own talents and abilities.

Everything that we do should glorify God; our business lives should be an open book to be proud of our accomplishments.

Ron Walters
President