



VISION AND VALUES

The Louis Berger Group's objective is to continue to be one of the leading infrastructure engineering, environmental science and economic development operations in the world. We intend to:

- Ensure the performance of quality services in keeping with our contracts;
- Provide a work environment that allows our employees to meet their professional development goals and to achieve financial success for themselves and the company; and
- Produce a positive contribution to society.

Further, it is the strategy of Louis Berger to be of sufficient size so that we can, by means of focusing the strengths of all our operating units, compete for the largest and most prestigious projects throughout the world.

In performing their work, company employees subscribe to the values and objectives identified below.

Quality Each employee is responsible for quality. Quality must and does drive all activities, projects, business development and administration. It must be considered to be a given.

Quality is viewed from two perspectives: the actual production of quality work and the perception on the part of recipients of our work, whether internal or external, that a quality product has been delivered. Substance and perception are of equal value.

Most importantly, the drive for quality is passionate and continuous.

Client Orientation Client needs are anticipated and actions should be targeted to satisfy their ultimate goals. Activities on behalf of our clients are also always within the envelope of our own Berger values.

One of the most, if not the most important aspect of customer orientation is dependability such that products, schedules, appearances and clarity are never missed or absent. We will always deliver on commitments.

Innovation To be a leader in our respective professions, there must be a never ending quest for new ideas. This quest includes the development of home grown ideas as well as the application of concepts developed elsewhere.

New ideas include both technical process innovations as well as concepts designed to control costs with efficiency within our quality objectives as the ultimate goal.

Integrity As we strive to produce quality work oriented to a client's mission in as efficient manner as possible, we recognize that we will face challenges. Human beings make mistakes on occasion, and new concepts do not always work in practice as they do in theory. Progress only occurs if we are honest with ourselves and each other.

Further, all our dealings, whether internal or external and whether relating to a work product, business development or administration, are conducted honestly and in a straight forward manner.

Work Style Employees communicate constantly with each other and with anyone who could have a bearing on their work. As most of our work is produced by teams, each employee works in a cooperative manner and promotes the interest of the team. Above all, they both perform their work with a confident and professional demeanor externally and internally.

Leadership Managers of projects, departments and divisions all recognize and embrace the fact that their role extends beyond the management of people and activities. They exhibit leadership as well. Appropriate to their responsibilities, they have a vision of how to accomplish their work and are willing to lead the employees to this place. As leaders they provide and project continuous excitement, motivation and energy.

Critical to the effectiveness and efficiency of leaders and managers is the understanding that their authority comes not from their position, but from colleagues' respect for their performance.

Financial Success Financial success is a result of all actions taken by company employees, not a single activity. Ultimately financial success results from efficient implementation of the company's vision, values and systems. As such this success will occur by attention to detail in all activities performed by the company.

Passion We will embrace all the work we perform with passion. Without enthusiasm, the attention to detail which is the difference between mediocre work and quality work will be absent.

Have passion.

Nicholas J. Masucci
President/CEO
Berger Group of Companies