

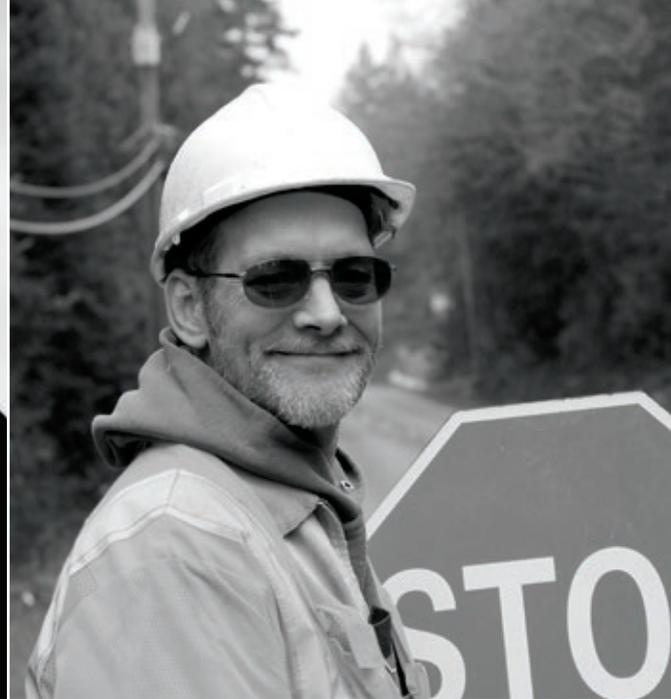
Why:





Why would a construction company care about having vision? Or having a mission, or values? After all, we just build things, right? What else is there?

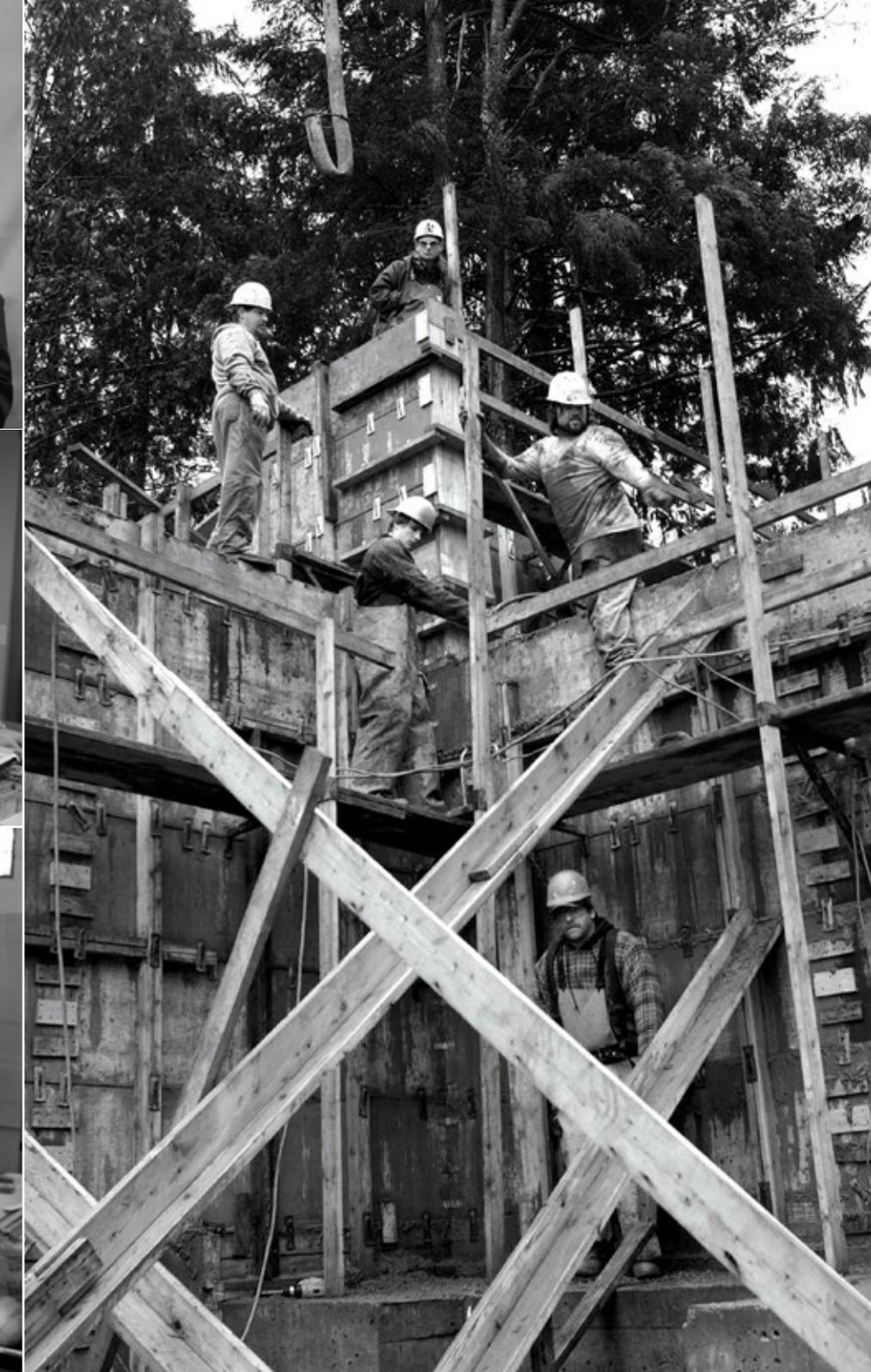
What is "vision," and where is it seen? Vision was at work when we decided to tear out and redo an oak stair-rail system which had taken two carpenters a week to build — all because we felt the reveals weren't right. Vision was at work when driving past a job we finished five years ago, and we noticed the deck sagging due to rotten wood — and chose to replace the deck at no cost to the owner.

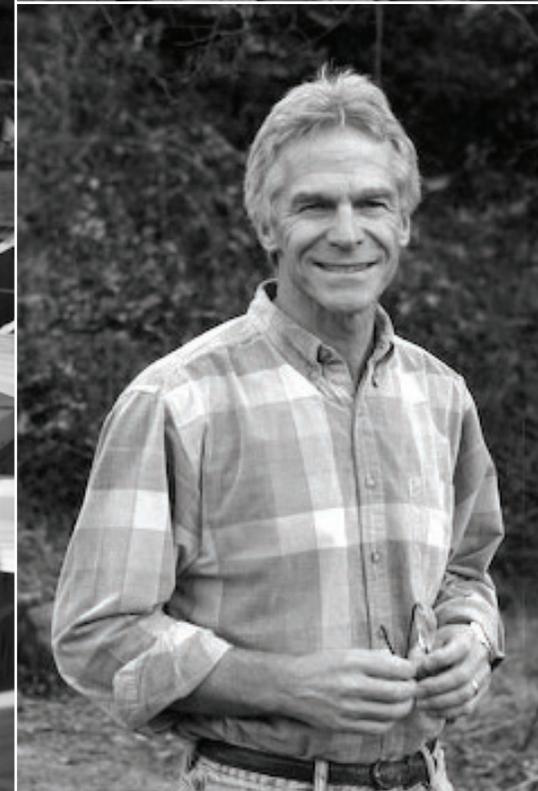




River rafting. Mariners games. Helping out families in financial difficulties. Employees becoming friends with clients, and going on trips together. Celebrating birthdays. Teasing each other over workmanship quality on the job site to raise the bar of excellence. All of these observable actions are founded on values — not simply a paycheck. Our life, our decisions, and our work revolve around what we believe.

Our jobs — where we give most of our waking hours — are the platform upon which to discover, practice and grow our gifts and abilities. In our jobs we experience life in a wide range of ways so that we can become the type of people who appreciate and seek excellence.





Why excellence? Why take the time to do our very best? Because we can. Because we are made to. How great is the satisfaction that comes by working to our very highest personal standards. To finish the day, look back on what we have done, and know we've done our best brings us a sense of pride and accomplishment people can't appreciate this until they've experienced it. It's about personal satisfaction. Discovering something deeper about yourself.

In hiring, we look for people who are drawn to this kind of thinking, people who want to be a part of a group who views their job as a significant part of their lives. A company that promotes life, and lives it to the fullest. We are first and foremost a company of people who want to live and express life at the highest levels our circumstances will allow. At the end of the day, the satisfaction of knowing that whatever we had been called upon to do — whether digging a ditch, framing a house or processing payroll — we sought to do the best job we could, and have enriched the lives of those around us.





Since we are a construction company, we seek people gifted in working with their hands as well as their minds. People who create and express excellence in a way that simply “blows our clients minds.” Whether it be in the finish work, framing or keeping the job site especially clean so when anyone — and we mean anyone — walks on the site they feel a sense of order, safety and pride from all who are there. What we do expresses who we are.

We have the unique privilege of building dreams — dreams resulting from hard work and commitment. When we go home each day, we leave behind a piece of ourselves others will use and appreciate. And this is rare in a world where mass production, the cheapest price, overnight results, and lowest-quality too often prevail. We pursue an opposite alternative, one based in a vision of how things can be.



## What's important to us?

**Creating satisfaction and surprise.** From the very beginning, FCC has sought to provide the highest quality and service to our customers that will do more than just satisfy them. We want to surprise them with a level of excellence beyond what they expected.

**Own it!** We want to complete each job with the knowledge that we have done our best as well as knowing that if mistakes happen we have owned them and done everything to correct them.

**Integrity, honesty and sincerity** are to be paramount in all we do.

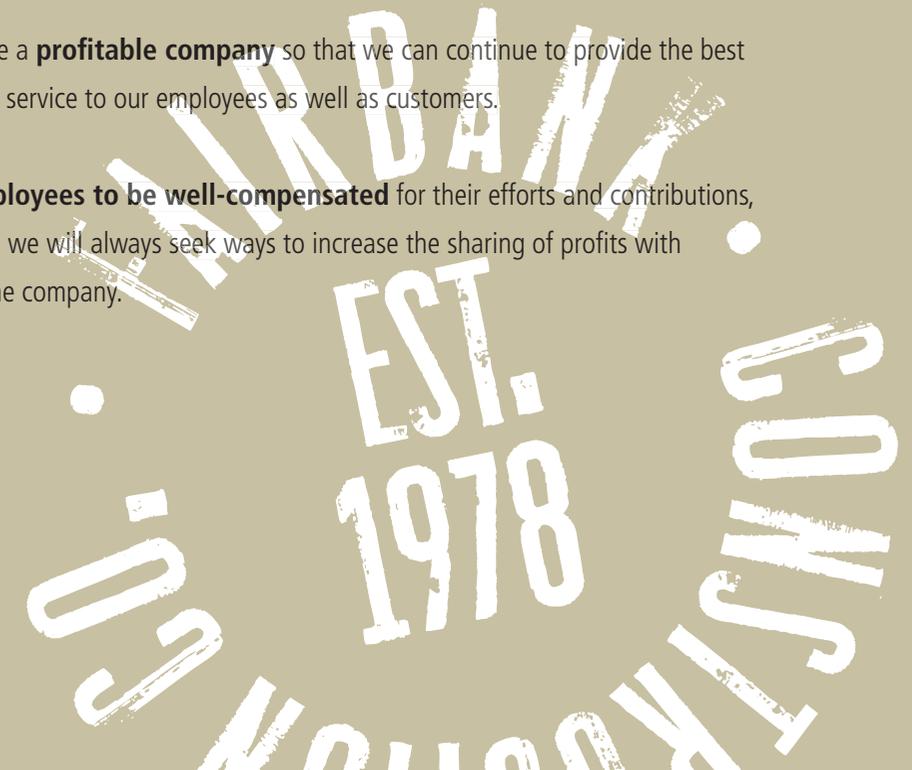
**To build** every structure with the goal of making it the best building possible and that all who are involved with the process will walk away with a **sense of pride and accomplishment** whatever their task may have been.

We want each employee to feel **valued as well as challenged** to be his/her best along with striving to grow in creativity and productivity. With a **shared vision for excellence**, we are part of a team that is working together in every area of the company. No question is insignificant and no actions go unnoticed.

Each of us is free to **challenge one another** to do the best and be the best resulting in **surprised customers** and great projects.

We want to be a **profitable company** so that we can continue to provide the best resources and service to our employees as well as customers.

We want **employees to be well-compensated** for their efforts and contributions, and therefore, we will always seek ways to increase the sharing of profits with everyone in the company.



## What are our goals?

To be the leader in customer satisfaction by providing the highest quality construction services and products in the industry.

To satisfy our customers' needs and desires while striving to exceed their expectations.

To keep our commitments — to ourselves, our customers and those with whom we work. We will be open to ideas and will continually seek improvement in all our activities.

To bring our shared commitment to excellence to each and every job.

To maintain a work environment conducive to open and constructive communication, always guided by courtesy and respect.

To decentralize authority and responsibility, keeping it near our customers — empowering employees to contribute fully to our customer's satisfaction.

## What do we see ahead?

A company made up of people energized with a passion for excellence in every facet of their job.

A team of people who share a goal to provide the best in service, quality and accountability.

A company of people who recognize that our job is more than earning a paycheck, but an opportunity, a vehicle, to live out and express our lives in a significant way so as to provide the best services and products for our customers.

A company that is profitable as a result of doing the above and thereby providing the means for continued growth along with the subsequent financial rewards for the employees.



- We're energized with a passion for excellence ▪
- We provide the best in service, quality and accountability ▪
  - We express our lives in a significant way ▪
    - We have a secure and fun culture ▪

we build  
COOL stuff





*Fairbank*

---

CONSTRUCTION COMPANY

**Bainbridge Island**

(206) 842-9217

**Seattle**

(206) 718-4008

[www.fairbankconstruction.com](http://www.fairbankconstruction.com)