



OUR VALUES



OUR PASSION

To create a safer, cleaner environment for future generations.



OUR NICHE

Customized solutions to complex land use problems.

BE LOYAL

At SCE, our team acts with the company's success in mind each and every day. Our team embraces the concept that their individual success is directly correlated with their own personal success. The resilience and dedication to purpose of our staff, regardless of their job description or assignment in the company, demonstrate the "ownership" culture of our company.



Act with the company's success in mind



Think & act as if you owned the company



Understand the value of good reputation



For example, Brittani, an HR Generalist and Administrative Assistant is motivated each day by her desire to excel and succeed in her job. She explains her goal is it complete each task she is assigned and to complete it well because, by doing so, its reflects well on the company and her.



When she began at SCE, she understood that for her to be at her best, she needed to earn the respect of her co-workers - especially project crew members. As a result, and without any coaching, she made it a point to learn each crew members name, job description and duties as a sign of respect to them - she wanted to be sure each crew member knew they were important to her. Communication is key. Once she developed a mutual respect with her co-workers she turned her sights on enhancing communication between in-office staff and work

crews. She observed that, at times, personalities don't always immediately mesh. However, even when confronted with a difficult personality, she won't quit. She thinks like an owner of the company by working to earn respect and praising the positive attributes of those around her; not focusing on the negative - creating a stronger SCE team.



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EARN IT



Be hungry to achieve



Be a self-starter – no hand holding



Take responsibility for your own success

By taking responsibility for their own success, SCE team members achieve success for their clients. John, a Project Manager at SCE, describes is driven to execute each of his projects with the goal of delivering what the client wants on time, on budget and safely. John, a self-starter, explains how he and the SCE team identified and overcame challenges on a recent project. Due to a confined work space, the SCE team, working collaboratively, developed a safer, more reliable method to install a tank for their client. He recalls seeking solutions from two different project foremen - one who bid the job and another who had been assigned to execute the work. By melding their different perspectives on the project, a better, safer work-around was developed. Once developed, the new solution was persuasively presented to their client. John's desire to achieve motivated his view of the "big picture" of the project and kept he and his crew focus always keeping an eye toward enhancing safety made this project a success

Israel Santiago is a Project Laborer and a real achiever. Israel has been employed by SCE for several years and takes complete responsibility not only for his success but also for the success of others in his work crew. On a recent project in Brooklyn, NY, Israel has exemplified these characteristics. Each morning, after the crew receives direction on the day's activities, Israel is always the first crew member with tools and equipment ready to execute the work of the day. He needs direction on tasks one time, and one time only. Like most jobs, there are times when there is a break in activity, during those times, Israel finds work to be done to make the job more efficient - cleaning tools and equipment, cleaning the work area etc. He takes a task, owns it and gets it done right every time.



HAVE GRIT



Be tenacious and resilient



Do whatever it takes to get the job done



Be a hero – not a victim

Let me tell you about one of our Project Supervisors, Jeff, and the crew he led last winter. They were working on a project in Blue Bell, Pennsylvania. As with most of our jobs, they were working at the project all week. Staying in hotel rooms away from home. The project involved hard work - the installation of a storm water drainage system and the diversion of a large storm sewer line. It was mid-December. A cold rain had been forecast for later in the day and during the night. With the storm water drain system under construction, it was vital to divert the flow of water into a temporary system. Jeff's crew set up pumps to handle the flow of rain water around the construction site. As predicted, the rain started mid-day. Later, the crew finished their shift and were heading back to their hotel rooms to get a much needed change into dry clothes and a chance to get warm. And that is when the pumps failed. Jeff and his team did not punch their time clocks and head for warmth. They stayed. In knee-deep mud and soaked to the skin, they worked into the December night until the pumps worked properly. They weren't ordered to stay - they just did it because they knew it had to be done.

BE ACCOUNTABLE



Do what you say; always follow through well



Own your responsibilities – no excuses



Act with urgency

Frank recently joined the SCE team. Frank is a genuine person, who always does what he says and follows through. And, if he wants you to do something, chances are he is right there next to you doing it as well. Frank takes a leadership role in all aspects of his work on a project. He lives the safety culture of SCE every day and his positive attitude, personal sense of responsibility and dedication to purpose were praised on a recent project with Roux Associates, Inc. Frank and his team were "highly rated" for being successful by Roux. Frank was a key factor in the project's success.



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