



Welcome to MAPP

The following information about our company includes **Our Vision, Our Mission, Our Purpose, and Our Approach**. From its inception in 1991, the focus of MAPP has been to provide our clients with service and results that not only meet, but also exceed their expectations. Considering the growth and success of such a relatively young company, that strategy appears to be working and our employees are at the heart of making it work.

The fact that you have been selected to join us here at MAPP is significant and not by chance. Of all the goals that we have identified, none is as important to us as hiring and retaining employees who share our commitment to excellence. We value people, and our goal is for you to experience that through the culture of our organization. At the same time, we expect our employees to also consciously and consistently value people – both our internal and external clients.

Throughout the course of your employment, you will consistently hear us talk about internal and external clients. Our internal clients are our employees, subcontractors, vendors, and our investors. We recognize that because of the unique nature of construction management, the talent, energy and attitude of our employees is the single greatest factor in our success. Each and every employee is important to this company, and we expect each employee to respect the contributions of their peers. Our subcontractors and vendors also add to the success of this company, and it is our responsibility to respect their contributions to MAPP projects. We also understand and accept the responsibility that we have to our investors to protect their investment.

When we talk about external clients, we are referring to our clients (owners and architects), our communities, and others in the construction industry. In representing our organization, our employees are expected to be cooperative, courteous, professional, responsive, fair, and honest. As members of the MAPP team, I believe our employees are truly driven to be the best and will continue to rise to leadership roles in our industry and our communities.

Please be sure to take the time to study **Our Vision, Our Mission, Our Purpose, and Our Approach**, as well as, the culture of our organization. While we strongly believe that identifying these ideals is central to the success of MAPP, it is incumbent upon each of us as individuals to embrace this Mission, the Values, and to learn and practice this Purpose and Approach daily.

I would like to thank you in advance for your effort and commitment. It is because of the commitment and dedication of people like you that we will be able to continue our success. Again, congratulations.

Respectfully,

Michael A. Polito
President and CEO

THINKING AHEAD. DRIVING THE INDUSTRY.

OUR VISION

To be the preferred contractor of those who partner with us, work with us, or have the authority to hire us.

OUR MISSION is to Excel

We Value:

Doing the Right Thing

Integrity, Ethics, Honesty, Mutual Trust, Commitment, Pride, Loyalty, Respect, Individual and Organizational Accountability, Value-Based Culture, Decisions Based on Long-Term Strategy, Decisions Based on Balancing the Interest of ALL MAPP Stakeholders, Quality-Safety-Schedule-Cost, Demanding but Fair.

Having Fun

Recognition and Appreciation, Personal Growth and Fulfillment, People-Oriented as Opposed to Task-Oriented, Empowerment, Build Relationships, Team Approach, and Collaborative Effort with Owner-Architect Subcontractors.

Raising the Bar

Self-Initiated Change and Improvement, Measuring, Working Smarter, Proactive Management, Continuous Education, Change the Game, Faster, Creative Management, Setting the Standard.

Finding a Way

“Can-Do” Culture, Tenacity, Teamwork and Collaboration with Internal and External Clients, Responsiveness, Creativity, Solutions and Results, Make Decisions, Control the Outcome, Think, and Attack.

Being Different

Proactive Approach, Working Smarter, Exceed Industry Norms and Set Higher Standards, Doing Something Unique, WOW the Customer, Create Raving Fans, Entrepreneurial Spirit, Progressive, Challenge the Status Quo, Positively Outrageous Client Service, Fred the Postman.

OUR PURPOSE

Our purpose is to provide excellent construction services while exceeding the expectations of our clients.

OUR APPROACH

Hire the Best

To achieve the mission, MAPP must focus on hiring people that are interested in being the motivated individuals, subcontractors, and suppliers that are willing to participate in team effort to achieve a common goal.

Display a “Can-Do” Attitude

It is important that MAPP presents itself with a positive approach to its clients. It is our responsibility to make things happen. Our “Can-Do” spirit will infect our projects and our clients. The synergistic effect is powerful.

Operating with Urgency at ALL Times

MAPP is not a place for procrastination. Each issue presented has its rightful priority and should be treated as such. This gives each issue its earliest possible resolution date and it is that date or time that it should be resolved, without compromising our values.

Provide a Safe Workplace

The most valuable resource MAPP has is its people. Therefore, ALL worksites must maintain control of their people. A safety attitude must be developed. Planning for safety on each jobsite must be given the proper amount of time.

Educate Continuously

Our clients demand that we furnish them with the best possible schedule and price. Construction is an ever-changing industry. Today’s safety guidelines will be outdated shortly. Tomorrow’s codes and tolerances will be different from the ones we use today. Materials, methods, and management tools will become more sophisticated. To thrive, MAPP must be on the edge of all changes.

Therefore, we are committed to spending the resources necessary to grow and change our ideas on how to perform our business tasks.

Promote Camaraderie

Backstabbing and inner company politics have no place at MAPP. Working together is essential and therefore MAPP cannot be a place just to work. Each individual must invest the necessary time in developing relationships with each member of the team. Knowledge of each member's attributes outside the work environment establishes a level of trust and contributes to a healthy environment.

Market Aggressively

Each member of the team is a salesman. Everyone must be aggressively pursuing the next job, whether it is finding out from architects or subcontractors what is upcoming or what is performing wonderfully for an existing client. Everything we do should have its focus in making sure we get the next available client or project.

Manage Proactively

MAPP runs its jobs. MAPP controls its jobs. Thinking ahead is a characteristic that All MAPP team members must focus on constantly improving. Seeing the forest while touching the trees is what differentiates MAPP from a lot of its competition. An organized, well thought out construction project is the norm at MAPP.

Manage Aggressively

We strive to confer authority and responsibility at all levels.

People at all levels must make decisions every day. Each person has the authority to make decisions that affect their daily work and they will be held accountable for the choices and decisions they make.

Stress Planning and Analysis

This is a difference maker. We have to proactively plan our work to maintain quality, safety and schedule and cost. We must always look beyond the short term and identify the plan for the long term. History is a great prognosticator. So we must always look back and analyze the ongoing results. Are we getting appropriate production? Are we getting the planned results? Proactive planning and analysis is intermediate and final results are key indicators of success.

Jumping into the Information Age

MAPP must be on the forefront of its industry in its knowledge of the computer and what it can do to help us achieve our goals. We should always be watching out for more efficient ways of performing our day-to-day tasks.

Dedicate Ourselves to Saving the Client Time & Money

There must be a value to our clients in selecting MAPP. Part of that value is saving them time and money. By implementing our aggressive management style and controlling the outcome through our organized proactive approach to our projects, MAPP can save the owner both time and money. It must be kept at the forefront of all decision making. It cannot, however, at any time jeopardize quality and safety.

Implement and Improve Our Management Information Systems (MIS) Strategy

We continually research and evaluate new developments in technology.

Personify Integrity and Ethics

We have built our reputation based on always doing the right thing.