



FREESE AND NICHOLS

LEADS

Our values define what we stand for and how we live.

The North Star is often the brightest star in the sky and because of its “fixed position,” it appears motionless while other stars rotate around it. It is a key focal point in celestial navigation.

FNI LEADS tells a similar story. Adopting the symbol of the North Star, LEADS guides FNI staff as they navigate their day-to-day responsibilities. The LEADS North Star also shines as an example to others beyond the halls of FNI. Bright, reliable, consistent – a set of values unique to FNI yet useful to anyone.



LEARN CONTINUOUSLY



ENGAGE AS FAMILY



ACT WITH INTEGRITY



DELIVER QUALITY



SERVE ALWAYS



Learn Continuously

Opportunity • Innovation • Continuous Improvement • Development

We create an environment where employees can thrive. We are always seeking ways to be better. We know even great things improve if we ask questions and search for answers. We push ourselves and others to learn and develop, and we work hard to be the best at what we do.

Engage as Family

Accountability • Teamwork • Respect • Compassion

We work together to achieve results because we know that collaboration leads to success. We hold each other in the highest regard and appreciate others’ opinions. We are responsible for our actions and are kind and supportive of our colleagues. We are inclusive and we value the worth and dignity of all people. We have fun and enjoy our work environment.

Act with Integrity

Honesty • Ethics • Character • Trust

We respect the values of our founding fathers and always do the right thing. We honor our word and take ownership of our mistakes. We take pride in our character and our company. We trust each other.

Deliver Quality

Commitment • Excellence • Reliability • Value

We are disciplined professionals who focus on technical excellence, project delivery, and sustainability. We are responsive to our clients and to our colleagues, and we add value to our work. We excel in everything we do.

Serve Always

Public • Communities • Clients • Employees

We serve with respect and dedication. We are passionate about finding creative, practical solutions. We make safety a priority for our employees and clients. We strive to make the world a better place. We serve because it’s at the core of what we do and who we are.