



YOUR CAREER WITH HB CONSTRUCTION



CULTURE, COMMUNITY, & BENEFITS

OUR MISSION

Create opportunities for people, families, and communities to thrive.

We're driven by the desire to enrich lives and inspire positive change. By finding and clearly defining our purpose, we create clarity in everything we do. If customers, employees, partners, and community members understand our reason for existing, they can join in our mission and increase its impact.

OUR VISION

Better Partnerships: Commitment to performance through selectivity in new projects. Ensure early integration and collaboration with all participants. Use enhanced preconstruction and partnering services to establish teams that can work through any challenge.

Better Projects: Balance continuous innovation with proven risk mitigation. Create successful project and business outcomes for all parties. Internally, deliver world-class employee training and a culture of respect and continual improvement.

Better Communities: Work with Owners, project partners, and community members to enrich lives. Using our partnership and project practices as a foundation, strive to make a positive impact every day.

OUR CULTURE

From field to administrative staff, people are HB's driving force. We define our culture through the following concepts:

Individual Performance

Own It: Take pride in your work and do what has to be done to succeed.

Peer Accountability: Communicate directly and respectfully. Do what you say and say what you do.

Credit Where It's Due: Great performance is rewarded at every level.

Company Clarity

Great Builders: Focus on the Core Four (Safety, Quality, Schedule, Budget).

Same Direction: Represent for the brand, help each other get the job done right.

Customer Experience: The right balance between performance, professionalism, and fun.



TAKE THE NEXT STEP

HB Construction is transparent about what it takes to learn, grow, and advance.

We believe performance and advancement criteria should be crystal clear. As one of few contractors with an established Employee Experience process, HB balances performance training and feedback with a culture of support and continual learning.



CAREER PATH OUTLINE

Field	Internship Rotation	Field Engineer	Assistant Superintendent	Superintendent	Senior Superintendent	General Superintendent	→
Project Management	Internship Rotation	Project Engineer	Assistant Project Manager	Project Manager	Senior Project Manager	Project Executive	→
Administration & Support	Internship Rotation	Coordinator	Manager	Director	Executive Leadership		→

PERFORMANCE

HB New Hire Orientation

We welcome new employees and create clarity over a two-day orientation.

Role Clarity, Company Clarity

Safety Orientation

HB Starts with Safety through a company-wide minimum requirements and continual training.

Training Review & Schedule

30, 60, 90 Day Insights Reviews

Insights Reviews are two-way feedback between employee and manager covering responsibilities, goals, and team/company performance.

6 Month Insights Review (Continuous)

Advancement Review

We take the guesswork out of advancement through a peer-based review and advancement process.

SUPPORT

Health & Wellness Program

In addition to benefits, we continuously present health and life resources, including mental health and financial planning classes.

Psychological Safety

Mentorship & Cross-Training

Team-Building

Recognition

It's important to recognize a job well done. Shout-Outs are commonplace at HB Construction.

Events—Internal and Community

HB Ethos Awards

Our highest awards are based on peer to peer recognition.

Weekly Company-Wide Updates

We stay in the loop with a weekly all hands meeting covering current and future opportunities.



GREATER PURPOSE

Our impact reaches far beyond our office walls. At HB, values-driven culture underlies our shared purpose: enriching lives through service. From community initiatives to company activities, HB employees build camaraderie while making a difference. Here are some of the causes we've continually supported:

- United Way
- UNM Lobo Cancer Challenge
- American Cancer Society
- Children's Grief Center
- Kids Matter
- Carrie Tingley Hospital Foundation
- Casa de Peregrinos
- Ronald McDonald House
- Armed Services YMCA
- AMI Kids
- ALS Association of New Mexico

In addition, each HB employee is given \$200 annually to donate to a nonprofit or cause of their choice.



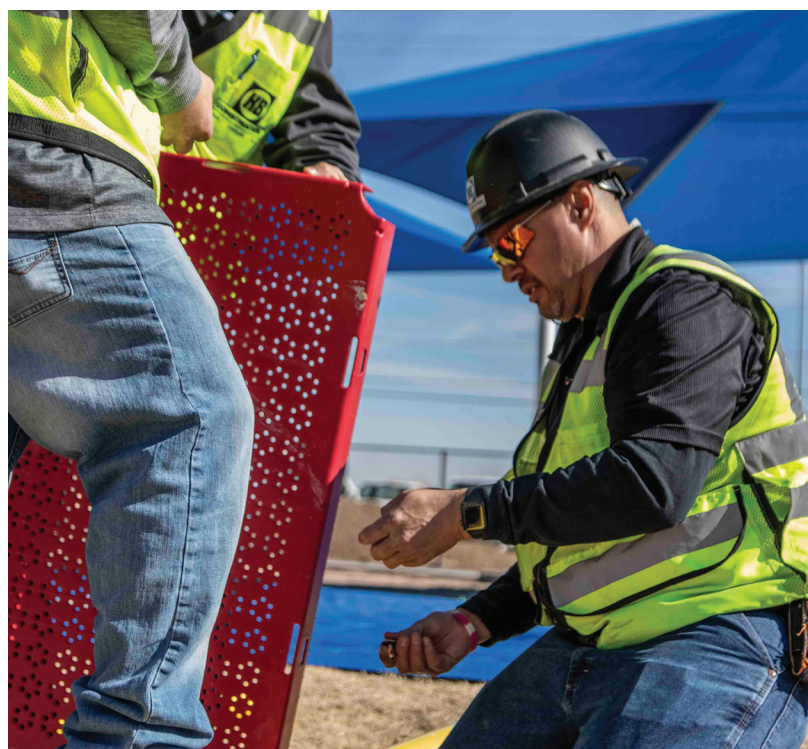


EPCC Valle Verde ATS Building
El Paso, Texas

GREAT BENEFITS

In addition to highly competitive base and incentive pay, HB provides the following employee benefits:

- ✓ Competitive health, dental, vision, and life insurance, short/long-term disability (see following pages).
- ✓ 18 days annual Paid Time Off (PTO) starting at hire date.
- ✓ Floating holiday paid leave.
- ✓ 8 days sick leave.
- ✓ Maternity/paternity leave.
- ✓ 401k employer match program.
- ✓ Sabbatical Leave program: 4-5 weeks of additional paid time off for eligible employees with five years of continuous employment at HB Construction. Can be taken once in a five year period.





NMSU Devasthali Hall
Las Cruces, New Mexico

