

XL Construction's Commitment to Employee Happiness and Engagement

XL Construction understands that happy and engaged employees are more productive, customer-focused, and profit-generating. Not only that, happy and engaged employees are more likely to stay in the organization for the long-run. XL Construction also believes that worker happiness that extends to their families, and employee engagement allows and empowers employees to make good decisions for our business. To this end, XL Construction is committed to creating and maintaining a work environment that is positive, challenging, engaging and allows for an appropriate work-life balance. The elements we believe are key to employee engagement are:

- Accurate measures of employee performance and accountability through Catalytic Coaching;
- Effective and meaningful recognitions and rewards for outstanding performance;
- Clear and continuous communication that aligns each employee's actions with XL Construction's overall business goals, values, and the XL Way;
- Access to employee development, training, mentoring and coaching that are necessary to success;
- Manageable workload, support and schedules;
- And demonstrated respect, trust and positive relationships with coworkers.

To demonstrate this commitment, the company will host an engagement survey on an annual basis to track employee happiness and engagement and gather valuable feedback about our work environment. The company welcomes suggestions on how happiness can be improved.

Signed:


Berenice Rodriguez
Human Resources