

Cives Vision Statement

To create better communities by building innovative world class custom engineered products that achieve customers' goals and dreams. We do this through an exceptional workplace that empowers every employee to reach and contribute to their full potential.

Cives Mission Statement

We strive to provide superior value and the ultimate customer experience in structural steel construction as well as snow and ice control equipment.

We achieve this through exceptional engineering, project management, and problem solving in a collaborative environment.

We win by being the market leader in delivering high quality, innovative, and cost effective solutions on time, every time.

Cives Values

Safety – Committed to an injury-free workplace through education, technology, and accountability

Integrity – Building lasting and beneficial relationships based on the principles of honesty and trust

Accountability – 100% committed to delivering results that exceed expectations

Family – Providing support, compassion, a sense of belonging, and ownership in our future

Communication – Devotion to effective, honest, and respectful dialogue of goals, desires, and expectations among both employees and customers

Passion for Excellence – Relentless pursuit to be the best in all we do

Development – Empowering our people with the resources and support to achieve their full potential

Industry Leader – Exhibiting a strong will to win in every aspect of our business

Cives Company Values and Associated Behaviors

Communication:

- We consistently treat our co-workers with dignity and respect.
- We actively listen to one another to demonstrate respect and gain understanding.
- We are mindful of the words and actions we choose to consistently uphold our values.
- We are clear and timely with our communication and encourage positive engagement.

Development:

- We seek and are open to new ideas and tools.
- We fearlessly share ideas and knowledge to motivate and help others.
- We proactively encourage two-way feedback in a respectful, uplifting manner.
- We continuously seek and support training and cross-training to promote job fulfillment, lateral and upward mobility.
- We learn as much from our failures as our successes.

Accountability:

- We communicate information, good or bad, promptly.
(Quality) (Status) (Inventory)
- We do what we say and follow through with quality and high standards.
- We own and deliver on our commitments to each other and our customers and courageously ask for help, without blaming others.
- We take the initiative to resolve situations and challenges to get the job done.

Safety:

- We are always aware of the environment and focused on safely performing the task at hand without compromise.
- We have the courage to speak up and respectfully take action when we see unsafe conditions and practices.
- We have the utmost concern for the safety and well-being of our fellow employees.
- We follow all required safety procedures and seek guidance when unsure.

Integrity:

- We have the courage to operate with honesty and integrity.
- We do what we say, and say what we do.
- We willingly lend a helping hand, and always do the right thing when no one is looking.
- We hold ourselves to the high standard of our policies and procedures.

Family:

- We care about each other's work and personal lives.
- We seek and value everyone's opinion and contribution.
- We support each other to ensure individual and team success.
- We celebrate the wins.

Passion for Excellence:

- We take pride in our work, our team, and strive to exceed customer expectations.
- We promote ownership in the decisions we make individually and as a team.
- We embrace and encourage new ideas.
- We strive for excellence and constantly explore areas of improvement.

Industry Leader:

- We take every opportunity to share and gain knowledge.
- We flawlessly execute every step of the process to deliver a quality product.
- We project excellence through all interactions with customers, suppliers and, co-workers.
- We constantly question our processes and innovate to stay ahead.



Recreation & Wellness Center
Auburn University



"Salt Saver" Two Stage Plow