



We Believe...



Packer Engineering Mission

We will provide our clients with the highest-quality engineering and scientific solutions to meet their technical needs.

We are a highly-qualified, experienced and dedicated team. We have multi-disciplinary professional, technical and field-service capabilities, using state-of-the-art laboratories, facilities and equipment.

To fulfill our mission, we will perpetuate a legacy of individual and collective accomplishments by effectively applying our talents and resources, fostering and supporting a high quality of work life and a caring environment which extends beyond the work place, and collectively practicing a “can-do” approach.

Copyright by Packer Engineering, Inc.
Naperville, IL 60563
May 2002
Revised August 2007

“A company’s image is projected through its employees, so when you’re speaking for the company, it’s important to align your personal values with those of your organization.”

-Bill Gates

THE PACKER GROUP
“WHO WE ARE”
DR. KENNETH F. PACKER



A natural consequence of individuals in an organization committed to a shared purpose is that it adds meaning to one's life through contribution, while contributing to the whole of society. A person gains understanding of one's self through a broadening of horizons and the ability to participate in broader-scale opportunities than if operating independently.

The Packer Group not only provides meaning to my life, it is also in existence to provide the same opportunities to a broad cross section of other persons in successive generations who wish to participate.

The survival and prosperity of a group depends on the harmonious cooperation of the members of the group and this behavior must be based on altruism. Such altruism, by furthering the survival and prosperity of the group also indirectly benefits the fitness of the group's individuals.

Packer has achieved a great deal, and we can do much more. As a company, we seek and support people who choose to belong to, create and benefit from an organization that:

- Continually strives to evolve to a higher order - an order that embraces egalitarian and philosophical giving instincts and abilities.
- Continuously pursues a multi-dimensional and multi-disciplinary organization in order to provide diverse opportunities to those people who choose to participate in this organization.
- Affords to each person in this company the opportunity and support to make something of his/her personal potential. This should be limited only by the individual's ability, drive, desire and capability so long as that person affirmatively interacts with the group in a like manner.
- Provides and is responsible for our capital funding.
- Has a “can-do” work ethic with an accomplishment orientation.

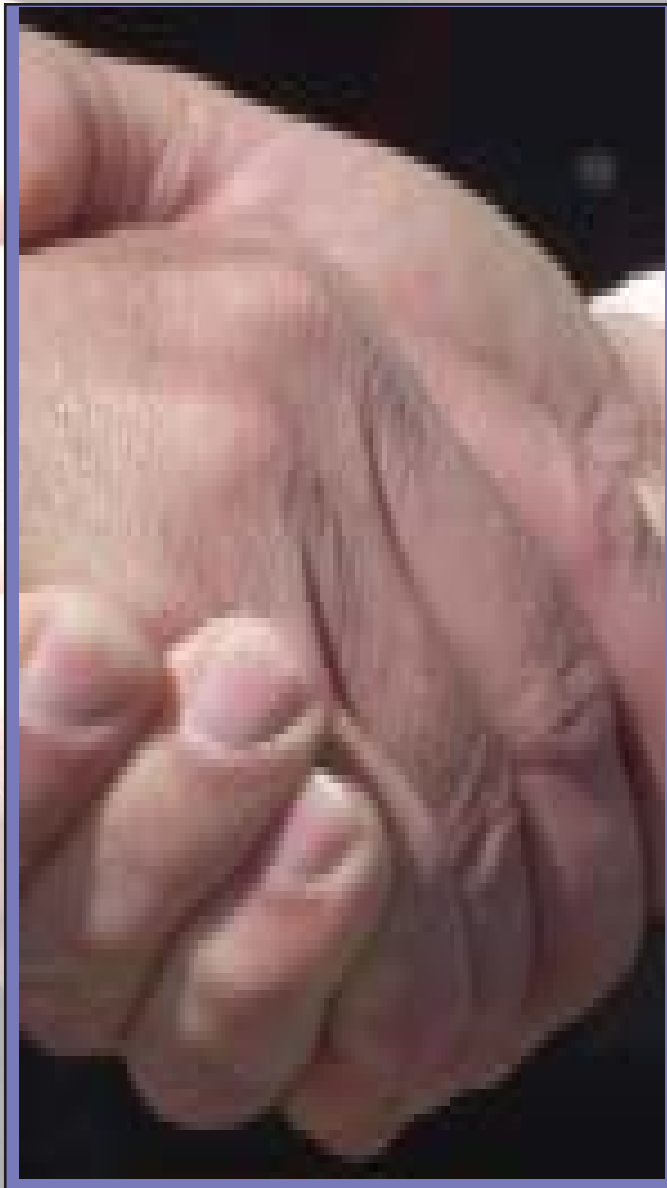
The emphasis must always be on using basic knowledge, science, experience-based input and getting the job done right and right away. This is the kind of company we strive to build. The kind of company we believe we are.

Ken Packer

Integrity

Our integrity preserves the dignity and individuality of every person involved in our work, both our employees and our clients.

- We maintain our objectivity through adherence to the scientific method and professional ethics.
- We respect confidential information.
- Our actions will be moral, legal, and ethical acts; even the appearance of impropriety, will not be tolerated in conducting our business.
- We do what is right, even when it is difficult.
- We treat one another with dignity and respect.



“Set your expectations high; find men and women whose integrity and values you respect; get their agreement on a course of action; and give them your ultimate trust.”

- John Akers

“Better keep yourself clean and bright; you are the window through which you must see the world.”

-George Bernard Shaw

“Try not to be a man of success but rather a man of values.”

-Albert Einstein

“I will not do anything that may now or in the future harm or embarrass the corporation.”

-The Harm Rule

Community Values

We add value to the community and meaning to our lives, with a sense of concern and participation, by sharing our knowledge, feelings, and talents, with all people.

- We promote a sense of belonging based on fun, recognition, support and respect.
- We add value to society through participation in our communities and organizations.
- We offer opportunities to learn and grow.

“Never doubt that a small group of thoughtful, committed citizens can change the world; indeed, it’s the only thing that ever has.”

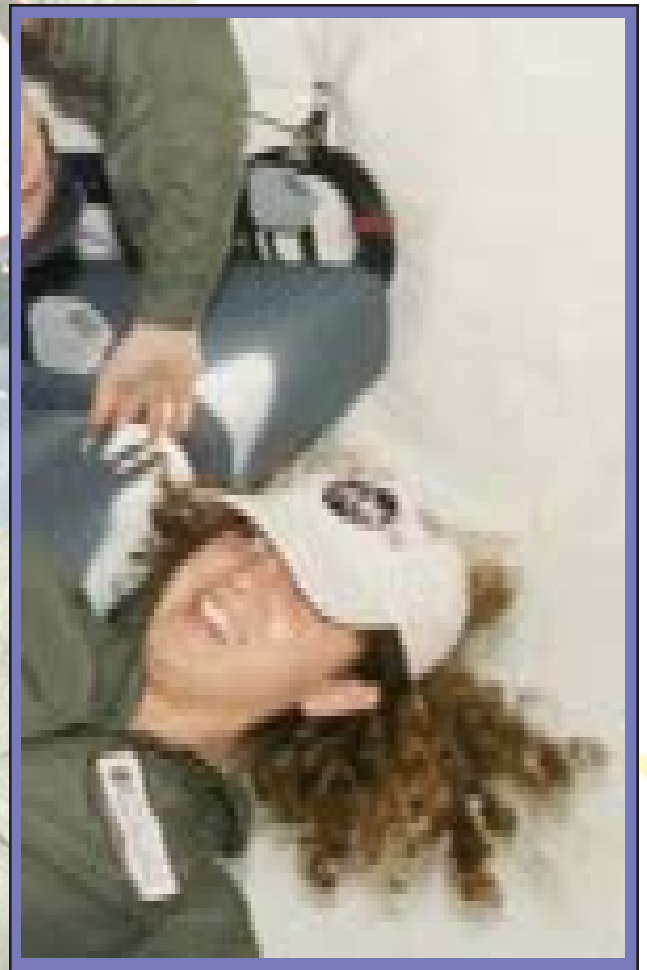
-Margaret Mead

“No personal consideration should stand in the way of performing a public duty.”

-Ulysses S. Grant

“Our people experience their connectedness to other human beings and find a place to live their values in an atmosphere of justice, democracy, and human dignity. Each person is treated equitably. Each has a voice and a vote. And each person is respected for his or her intrinsic worth.”

The Center for Community Values, Chicago, IL.



Adaptability

We are adaptable, pro-actively innovative and recognize the need for change and growth.

- We seek out and utilize new ideas, new technologies, and different perspectives.
- We are flexible in the face of changing priorities, environments, and directions.
- We encourage innovation, collaboration, and creative thinking.
- We continuously strive for improvement and view mistakes as learning opportunities.
- We enhance our abilities by continuously updating our skills and keeping current in our field.

“Nothing in life is to be feared.

It is only to be understood.”

-Marie Curie

“If everything’s under control, you’re going too slow.”

- Mario Andretti

“It is not necessary to change. Survival is not mandatory.”

- W. Edwards Deming

“When one door closes, another opens; but we often look so long and so regretfully upon the closed door that we do not see the one which has opened for us.”

- Alexander Graham Bell



Communication

We communicate by exchanging thoughts and networking with co-employees and the world, receiving and imparting information rapidly and globally to remain informed, educated, and competitive.

- We have a consistent, accurate, and timely flow of information throughout the organization and to our customers.
- We practice the open exchange of ideas and give feedback positively.
- We involve stakeholders in pertinent decision-making.
- We are open, honest, and direct.
- Our actions are consistent with our words.

“Networks allow us to exchange ideas more readily, but people still have to dream up the ideas to communicate.”

-Katherine M. Hudson
(VP Eastman Kodak)

“No man is wise enough by himself.”

-Plautus

“It is pardonable to be defeated, but never to be surprised.”

-Unknown

“When planning how to organize your thoughts in writing, use a combination of your experience, intuition, and common sense.”

-William Safire

“Communication must bridge the gap between corporate philosophy and the individual.”

-Roger Plummer
(President of Ameritech)



Teamwork

Through teamwork, we achieve a common and mutually beneficial result above what each member is capable of alone.

- We promote teambuilding.
- We work towards shared goals putting self interests aside.
- We leverage our diverse knowledge, experience, and talent to create the highest level of team performance.
- We freely debate alternatives and support team decisions.
- We exhibit a 'can do', 'will do' attitude.

"If anything goes bad, I did it. If anything goes semi-good, we did it. If anything goes really good, then you did it. That's all it takes to get people to win football games for you."

- Paul Bear Bryant

"It is one of the most beautiful compensations in this life that no man can sincerely try to help another without helping himself."

-Ralph Waldo Emerson

"There are two kinds of people, those who do the work and those who take the credit. Try to be in the first group; there is less competition there."

- Indira Gandhi

"No man will make a great leader who wants to do it all himself, or to get all the credit for doing it."

-Andrew Carnegie



Client Interaction

By utilizing our multi-disciplinary team approach, we interact with clients in a timely and meaningful manner.

- We build positive, responsive relationships with clients.
- We evaluate clients' needs and achieve project goals within appropriate constraints.
- We excel at servicing clients' needs by conscientiously matching the appropriate-skilled staff to the project.

"It is not the employer who pays the wages. Employers only handle the money. It is the customer who pays the wages."

- Henry Ford

"Listening to clients is key. Understanding them in a cultural context is essential to satisfying their needs for products and services."

-Stacy L. Coleman (VP Chase Manhattan Bank)

Safety

We provide a safe work environment.

- Safety is a priority at all levels throughout the organization.
- We have a responsibility to be proactive in the pursuit of excellence in safety knowledge and practice.
- We identify and correct potential safety problems in a timely manner to achieve a safe workplace.

“You have achieved these things not just by words, but by actions — by investing your time, and your energy, and your resources in worker protection — as corporate citizens, and as individual citizens.”

*-Gregory R. Watchman
(Assistant Secretary of
Labor for OSHA)*

“Occasionally, we find someone with little or no regard for the welfare of workers.

Sometimes there are people who don't know the right thing to do or don't want to spend the time or money or do it. But most employers and workers want to do the right thing. Our job is to help them understand what needs to be done and why safety and health saves lives ... add value to businesses ... and preserves the value of our Country.”

*-John L. Henshaw (OSHA
Administrator)*



Accountability

We are accountable to our team, our clients, and ourselves.

“Whatever you do, do it with all your might. Work at it, early and late, in season and out of season, not leaving a stone unturned, and never deferring for a single hour that which can be done just as well as now.”

- P.T. Barnum

- **We keep our commitments.**
- **We don't make commitments for other people.**
- **We focus on solutions, not excuses.**
- **We accept responsibility for our actions.**
- **We clearly define and understand expectations, rewards, and consequences.**
- **We empower employees to make and execute decisions at the most effective levels throughout the organization.**



“Most human beings have an almost infinite capacity for taking things for granted.”

- Aldous Huxley

“Show me a thoroughly satisfied person, and I will show you a failure.”

- Thomas A. Edison

“We are what we repeatedly do. Excellence then, is not an act, but a habit.”

- Aristotle

“If a man does his best, what else is there?”

- George S. Patton

“Organization doesn't really accomplish anything. Plans don't accomplish anything either. Theories of management don't much matter. Endeavors succeed or fail because of the people involved. Only by attracting the best people will you accomplish great deeds.”

- General Colin Powell



Try?... not! Do, or do not! There is no try!

- Yoda

A society grows great when old men plant trees whose shade they know they shall never sit in.

- Greek Proverb

Packer Engineering, Inc.

Consult our website for additional information

www.packereng.com