



# Our CTG Culture Statement

**W**hen the 2016 Strategic Plan was developed a few months ago, an initiative was adopted within that Plan to define and evaluate the culture within our group of companies. The hope was not only to explore “who we are” but also “who we hope to be”. After careful consideration, senior management has agreed that there are certain aspects of our existing (and desired) culture that need to be clearly communicated to the employee population and understood by each and every employee within the organization.

## Company Heritage

There are several companies within the Covenant Transportation Group umbrella and each is an integral part of the whole organization. That said, like members of any team, each player inevitably has its own unique culture (or personality) that they bring to the group and those unique personalities are not only to be expected, but embraced. With that in mind though, there are certain core values that must transcend each player and unite the members as a unit working towards the same purpose and goal. The shared values are what help makeup the overall team chemistry that we need to not only survive in this industry, but to excel to new heights which can be sustained for many years to come. It's those certain core values that the founding owners, executive management and the Board of Directors are committed to preserving as part of the DNA of our organization. Those include:

1. *Treating others the same way that you want to be treated*
2. *Putting others before yourself*
3. *Acting with integrity, honesty and fairness in all of your business dealings, both with customers, vendors and your fellow employees.*

Our desire is for all employees to be aware of the importance of these values and know that they were among the foundational principles upon which our company was founded.

*“Thirty years ago my wife, Jacqueline and I founded this company based on Christian beliefs and values. I have never sought to push my personal religious beliefs on any employee but hope we can all agree that a sound value system is a good way to live. I promise you I am committed to making sure these values are known and practiced throughout the CTG organization and we will hold each other accountable.”*

**- David R. Parker, Founder and CEO**

Writing those shared values in a handout is one thing, but living them out on a daily basis is altogether different, but it starts with acknowledging those values as being important, and then making an intentional effort each day to see that your behavior is guided by those values, and when it isn't (and it won't always be), to take ownership of any failures and make adjustments for the future. To really achieve this as a reality in our life takes more than just sheer willpower – it takes teamwork, and community, and a vulnerability that is not common in our world, including a willingness to lift each other's burdens and help out whenever we can. Our commitment in the weeks, months and years ahead is to find, develop and offer tools to help each of us grow in our commitment to honoring and preserving these shared values. Hopefully, you will want to come along with us on this journey.