

# A STRONG *GROWTH* CULTURE

*Human capital drives operational excellence*

Big Rock believes a strong growth culture is one that is dedicated to honest and thorough self-assessment with a continuous effort to refine, develop and improve. This isn't just an organizational quality, it is an essential characteristic we look for when recruiting the next generation of explorers. While seeking out talented scientists has been a core objective to building an effective staff, we've been hyper-focused and deliberate about finding the right people that embody our values and help to elevate the team. Valuing our people as unique assets in our company is a core value we are proud to promote at Big Rock.

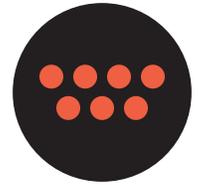
Once we've identified the right people for opportunity with Big Rock, it's important that we get to work building the long-term relationship. Part of this process is finding a mutually-beneficial fit within the company to help maximize an individual's strengths while balancing perspectives and personalities across the team. From a leadership standpoint, the relationship with our staff is built on trust, respect, and commitment from each side to the mission and vision of Big Rock. When new staff join our team, they know they're in a culture that values family, environmental and social responsibility, scientific quality and hard work.

One of the strongest ways we can express our commitment to staff growth is by investing in their well-being and professional development. Whether it's actively placing them on projects that ignite their passions, or opening doors for continuing education opportunities like conferences, trainings and short courses, we believe that if we create value for our team, they will in turn help create exceptional value for our clients.

## BY THE NUMBERS



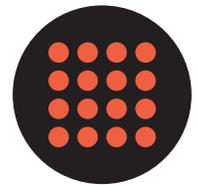
Women comprised 50% of new hires in 2018



7 staff participating at AME Roundup 2019



Female staff on leadership team



16 staff participated in Insights Discovery training



Technical specialists with top-tier safety certification



Staff time spent doing community outreach in 2018

## READY TO MAKE THE CLIMB?



Big Rock is continually looking for talented, driven professionals that want to be part of a young, energetic, and growth-minded team. Each person is vital to our collective success and responsible for delivering exceptional results for our clients.

**APPLY TODAY**



To learn more visit:

**BIGROCKEXPLORATION.COM**