



### **A Message from Ed Robson, Chairman**

I appreciate your interest in our organization. When I started this business over 40 years ago I had no idea that the Robson companies would eventually be among the largest private employers in Arizona. Today, our companies employ over 1,800 individuals throughout Arizona and Texas. Our employees are vital to the overall success of the Robson companies. Any successful business leader will acknowledge that for a company to be successful, you must “hire good people,” which is exactly what we do. Because we recognize the importance of each individual, we strive to provide an environment where our employees can learn, prosper and are proud to work.

As a prospective employee, you are facing an important decision in choosing an employer. During your career search, many factors must be evaluated: positive work environment, health benefits, a retirement plan, advancement opportunities, and the reputation of a solid, reliable company. Due to the diversity of our companies, there are a variety of opportunities that can provide a prosperous career for individuals ranging from those just entering the job market to someone simply looking for part time work. Whether you desire a career in new home construction, sales, marketing, retail, engineering, interior design, accounting, computer technology or hospitality, I hope you consider one of the Robson companies among your top choices of employers.

The sign of a good company can be seen in the overall happiness of its workers. Here at Robson, a number of our employees have been with us for over 20 years, a true testament to our well-known reputation and positive work environment. Besides the innovative programs and quality benefits we offer to employees and their families, we strive to follow the company philosophy of promotion from within, thus giving everyone a chance to move upward in their career path. Please take a moment to review our comprehensive benefit programs to get a better idea of what we can offer you and your family.

Thank you again for interest in employment with our organization. I wish you good luck on your search for a rewarding career.

A handwritten signature in black ink, appearing to read 'Ed Robson'. The signature is fluid and cursive, with a long horizontal line extending to the right.

Ed Robson