

Workplace Culture

*Creating a safe, supportive,
and High-Performance
Environment*

Revision - August 2025



Who We Are Today

DeJesus Industries is a multi-strategy growth stage construction firm operating across Massachusetts, New York, Rhode Island, Pennsylvania, and Florida. Established as a construction company in 2017, the company has built a strong foundation in residential renovations, owner's representation new constructions, and light commercial construction. establishing a reputation for quality and reliability.

Certifications and Credentials:

- EPA Certified and MBE Certified in Massachusetts, New York, Rhode Island, and Pennsylvania
- State Registrations & Licenses:
 - Massachusetts: MA-188622
 - New York City: 2118869-DCWP
 - Pennsylvania: PA188519
 - Rhode Island: GC-49922
- Federal Registrations:
 - USDOT: 3912303
 - US MC: 1446021
 - Federal Unique ID: JQNSMMKNPNF8

DeJesus combines comprehensive credentials, certified expertise, and a commitment to excellence, positioning itself as a trusted partner for clients and interested parties.

Our motto is "Build to Impress" and we brand ourselves as the *#1 Builder in Boston*.



About Our Founder



Alberto J. DeJesus

*Chief Executive Officer
DeJesus Industries*

Alberto DeJesus is a Construction Specialist and the CEO of DeJesus Industries. With more than eight years of experience, he specializes in high-end real estate development and construction. Alberto's expertise extends beyond business administration to encompass community development, environmental management, and intricate construction logistics. His hands-on approach is evident in his supervision of labor crews, estimation of projects valued over \$10M, and acquisition of necessary licenses, insurance policies, and project bonds. Under his leadership, the company has achieved remarkable milestones, solidifying its reputation as a trusted player in the industry. Alberto has also demonstrated his proficiency in marketing, branding, and advertising, achieving over 10MM views across various social media and website platforms.

Education

- Boston University, BA, Political Science & Government

Professional Achievements

- Featured in prestigious publications such as Architect Magazine, BUToday, and Home Builder Digest, as well as national media outlets including NBC News, AP, and Fox News
- Worked with well-known companies, including Mazda, Amazon, and CVS
- Member of Cohort 43, The Goldman Sachs Foundation's 10,000 Small Business Initiative

Certifications & Organizations

- LRRP Certified Pursuant to 40 CFR Part 745.225 - US Environmental Protection Agency (EPA)
- Big Apple Occupational Safety Certification
- Safer Theory V2 Certification - EDL
- Environmental Awareness for Contractors Certification - EDL
- Overhead Powerlines Certification - EDL
- CPR & AED Certification - Boston University
- OSHA-30 Certification Pursuant to 29 CFR - University of South Florida
- Rhode Island Builders Association 5 Hour CLRB Certification - RIBA
- Real Estate Development Fundamentals – Harvard University Graduate School of Design
- Real Estate Finance Fundamentals – Harvard University Graduate School of Design
- Affordable Housing Essentials – Harvard University Graduate School of Design

What is Culture?

Workplace culture is the shared values, beliefs, behaviors, and practices that shape how people work together and interact within an organization. It defines the environment employees experience daily — influencing collaboration, decision-making, performance, and the overall sense of belonging.



Why is Culture Important for a Company?

What is our Workplace Culture?

At DeJesus Industries, workplace culture is built on respect, accountability, and collaboration, creating a supportive environment where people feel safe to share ideas and experiences.

The culture emphasizes:

- Professionalism & Respect – timeliness, preparedness, confidentiality, and showing up fully present.
- Trust & Transparency – honesty, humility, clear feedback, and radical candor, ensuring open communication.
- Collaboration & Support – proactive networking, encouragement, sharing resources, and learning from one another.
- Growth & Engagement – active participation, enthusiasm, commitment, and maintaining energy to grow as individuals and as a team.
- Well-being & Positivity – fostering a judgment-free zone, healthy exchange of ideas, kind communication, and remembering to have fun, laugh, and smile.

- Respect
- Timeliness
- Attendance
- Confidentiality
- Proactively Network
- Be supportive
- Trust & Honesty
- Vulnerability
- Encouragement
- Authentic
- Open minded
- Be prepared
- Enthusiastic
- Share experiences
- Active participation
- Receptive
- Open to Share
- Have agendas
- Judgment Free Zone
- Healthy exchange of ideas
- Clear/Honest Feedback
- Safe space
- Transparent
- Radical Candor
- Humility
- Resourceful
- Willing to share
- Commitment
- Constructive Feedback
- Have fun/Laugh/Smile
- No “multi-tasking” in front of clients
- Be where your feet are = give undivided attention to the person in front of you
- Share Resources
- Get the work done
- Manage time/tasks = Have a timekeeper
- Always assume the best
- Don’t take things personal
- Ask first before sharing outside of company
- Accountability
- Be fully present
- Complete all assignments & tasks with attention and care
- Excitement and energy to grow
- No sharing without permission
- Kind Communication
- Collaborative
- Show up as business owners
- Learn from everyone
- Be held accountable
- Check-Ins Encouraged
- Emotional Support
- Reach out to everyone
- Be EEC (Effective, Efficient, and Compelling)
- Know when to take a conversation “offline”
- Have receipts for EVERYTHING (“no he said, she said”)
- Respect the dollar, the process, and culture!

Q&A Session

Goldman Sachs and The Goldman Sachs Foundation are not financial participants in this project. The Goldman Sachs 10KSB logo is used solely to indicate the company's membership, scholarship, or alumni status in the Goldman Sachs 10KSB program.

Presented By : DeJesus Industries, LLC