

RESPECT

for **customers, suppliers,**
and **fellow employees.**

We strive to always treat others with dignity, respect and courtesy.

We believe the best of our fellow employees, but we also hold each other accountable for our responsibilities.

TEAMWORK

and **open discussion of**
important decisions.

We encourage collaborative critical thinking and sharing ideas among the team.

We show respect for all ideas shared.



INTEGRITY

in **all our dealings. Always.**

We are an employee-owned company. Each individual's integrity reflects on all of the employee-owners.

We will not compromise or sell our integrity for any price.



CREATIVITY

We embrace **entrepreneurial problem solving & persistent effort** to deliver value to our customers, suppliers, and company.

DECISION-MAKING

We value **personal responsibility** for results at all levels in the company.