



CULTURAL TOUCHSTONES

Mutual Trust & Respect

- We show respect to everyone inside and outside the business; we make positive assumptions.
- We always act in an adult fashion
- We trust our co-workers to honor their commitments...and we live up to ours
- We speak-up. We do not let problems linger
- We proactively address issues constructively to make us successful
- We only say things about others we would say to their face

Ethics & Integrity

- We do the right thing. ALWAYS
- We want the company, our supervisor, our co-workers, and our customers to succeed—our actions prove it
- We admit mistakes and make fact-based, data driven decisions
- We have no hidden agendas and do not play favorites
- We embrace safety & quality
- We do not cut corners, we always do our best, most efficient job and we follow all workplace rules

Work as a “Can-Do” Team

- We foster a positive outlook for our future
- We listen to and support one another; we put the team ahead of ourselves
- We act knowing that we can only be successful individually if we are successful as a team
- We overcome obstacles and find a way to get the job done, together—we do not finger-point
- We each strive to be a “go-to” person that people can count on
- We celebrate and have fun

Efficient, High Performance

- We embody a deep sense of urgency
- We strive to design and build the best products, on time, to the spec, and with perfect quality
- We find new ways to be more efficient, faster, and lower cost every day...and then improve on that
- We are lean, productive, tenacious and adaptable
- We deliver results and can quantify those results

Innovation

- We develop cutting-edge products—we embrace challenges & find practical ways to make the ‘hard stuff’
- We constantly seek new markets and opportunities
- We look to use creativity to minimize complexity, inventory, capital, and added headcount
- We relentlessly look to improve “the way we’ve always done it” in every department
- We love to learn from both successes and failures

High Expectations

- We hold ourselves and one another accountable
- We identify a shared vision for the future and work hard to achieve it
- We go above and beyond as we grow and improve
- We identify root-causes and mistake-proof issues
- We have a bias-for-action, but act with a plan