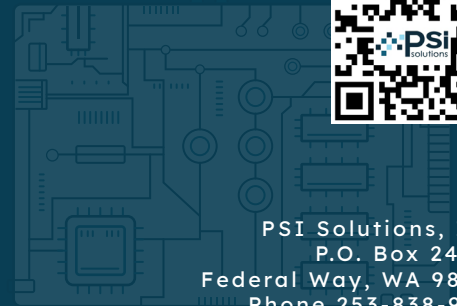




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Core Values

- **We respect the individual**, and believe that individuals who are treated with respect and given responsibility respond by giving their best.
- **We require complete honesty and integrity** in everything we do.
- **We make commitments with care**, and then live up to them. In all things, we do what we say we are going to do.
- **Work is an important part of life, and it should be fun.** Being a good business person does not mean being stuffy and boring.
- **We are frugal.** We guard and conserve the company's resources with at least the same vigilance that we would use to guard and conserve our own personal resources.
- **We insist on giving our best effort in everything we undertake.** Furthermore, we see a huge difference between "good mistakes" (best effort, bad result) and "bad mistakes" (sloppiness or lack of effort).
- **Clarity in understanding our mission**, our goals, and what we expect from each other is critical to our success.
- **We are believers in the Golden Rule.** In all our dealings we will strive to be friendly and courteous, as well as fair and compassionate.
- **We feel a sense of urgency on any matters related to our customers.** We own problems and we are always responsive. We are customer driven.