



# BUSINESS TENETS

We sustain a culture where **accidents are unacceptable**.  
Employee safety and well-being is our highest priority.

We hire **exceptional people** and invest heavily in their success.  
The business succeeds as a result.

**Team Play** is working together with co-workers,  
customers and suppliers to accomplish exceptional results.

We support our local communities. **Community involvement**  
and charitable support creates strong bonds.

We are committed to **environmental stewardship**. Going above and beyond  
compliance helps to assure the future of our business and the environment.

**Conservative financial decisions** are the key to a strong business.

**Lean principles** reduce operating costs and are the  
foundation for our continuous improvement efforts.

**Blue Ocean** products and services are the cornerstone for  
continued growth and profitability. **Innovation** is essential.

**Growing the Business Our Way** means working with customers who share similar  
philosophies. Inherently, this means we always compete on value and never on price.

**StraightUp!**<sup>TM</sup> is how we run our business. It is up-front,  
honest and grounded on mutual trust and never on price.

**Genuine Service Excellence**<sup>SM</sup> and **Certified Production Excellence**<sup>SM</sup> are  
our approaches to consistently exceeding our customers' expectations.

