

OPERATING PHILOSOPHIES

- We must all be quality, cost and customer oriented to survive and achieve long-term growth.
- We will hire the best people available.
- Teamwork, flexibility and participation are key to company success and job security. Decision making will be done at the most appropriate level.
- Fair treatment, personal integrity and trust underline all our actions.
- All employees must assume responsibility for personal development. The company will provide guidance, resources and opportunities to assist this development.
- An effective open communication system will exist.
- Our compensation system will reward employees for performance.
- Our compensation package will be competitive within the local community.
- We are committed to a safe, clean working environment and will be a responsible corporate citizen.

