



PRINCIPLES

Our values are based on these timeless principles, which guide our organization's behavior:

INTEGRITY

We conduct all of our business with the highest standards of honesty, fairness, and respect for our business partners, our employees, and the communities that we serve.

PEOPLE

We recognize that the greatest results occur when people work together as highly cohesive teammates. We will strive to treat each other and all of our business partners in a manner that yields high levels of synergy and life-long professional and personal relationships.

QUALITY

We strive to fully understand our client's needs in order to provide the appropriate standards of care in the services we provide and the products we produce.

COST-EFFECTIVENESS

We aim to produce services and products with measurable results that meet or exceed industry benchmarks and internal indices.

SAFETY

All of our actions are guided by the highest levels of respect for life, property, our community, and the environment.

RESULTS ORIENTED

Our philosophy is to be goal-driven and results-oriented, and to honor the commitments that we make. We achieve this through personal discipline and the applied use of management systems that measure and trend performance.

CONTINUOUS IMPROVEMENT

We seek to maintain a best-in-class status by providing a culture in which employees are encouraged to participate in appropriate continuing education, and by periodically adjusting our systems and processes.

SUSTAINABILITY

All of our actions are governed by our desire to demonstrate lasting respect for our environment, our business relationships, and the people with whom we interact.

INNOVATION

We encourage ourselves to continuously look for new and better ways to produce our products and perform our services. We achieve this by providing a culture of trust in which our employees are encouraged to challenge the status quo through a controlled process of change management.

**BUILDERS OF
LIFELONG RELATIONSHIPS**