

Honesty *We have the courage and tactfulness to be respectfully honest and direct with ourselves and others to achieve positive results.* **Communication** *We foster open effective dialogue through exchange of ideas and solutions at all levels of our company with a requirement that all such communication be timely, frequent, specific, solution-oriented and brief.* **Community** *We support and develop our internal communities by promoting a diverse workforce, fairness, respect, and by seeking to incorporate the voices and experiences of all into our company. We give back to our external communities by supporting the spirit to serve and continuing our tradition of philanthropy and community involvement.* **Personal Growth and Achievement** *We commit to providing an environment where all associates are enabled and encouraged to grow professionally and personally, recognized for achievement, treated with dignity, and given opportunities for responsibility, empowerment and advancement. We commit to set challenging and quantifiable goals for our teams, our company and ourselves. We will remain accountable for outcomes based on these goals and celebrate the positive contributions of individuals and teams.*



Principles we believe in.

