

OUR VALUES

The following list of core values reflects what is truly important to us as an organization. These are not values that change from time to time, situation to situation or person to person, but rather they are the groundwork of our company culture.

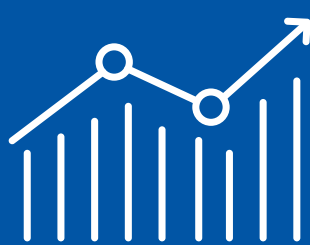


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INTEGRITY



**CONTINUOUS
IMPROVEMENT**



Each employee is expected to incorporate these values into their everyday work. When decisions are being made, these values are to be key factors in the decision process. It is critical to our long-term success that each employee embrace and live by these values.



ACCOUNTABILITY



**CUSTOMER
FOCUS**



QUALITY