



## VALUE STATEMENTS

We will:

- Treat all individuals with dignity and respect,
- Conduct our business ethically, and
- Continually strive for excellence.

We will continually focus on our customers' needs and expectations.

We will provide our employees, our most important resource, with an environment that:

- Allows individuals to reach their full potential through education and career opportunities,
- Encourages active participation, and
- Is safe and clean.

We will treat our suppliers with respect and encourage long-term relationships.

We will be good corporate citizens, value the environment and actively participate in our community.

We will balance resources to maximize shareholders' return on investment.

A handwritten signature in black ink that reads 'Ray Scott'. The signature is fluid and cursive, with the first letters of 'R' and 'S' being notably large and stylized.

Ray Scott  
President and Chief Executive Officer