

STATEMENT OF BUSINESS ETHICS

CUSTOMERS

We provide our customers with exceptional service, delivering value relative to their needs and always striving to meet or exceed their expectations.

EMPLOYEES

We recognize the innate human dignity and value of each and every employee. We compensate every employee fairly, offering opportunity and security in exchange for excellent performance and dedication. We provide a safe work environment where personal responsibility and initiative are recognized and rewarded, and empowerment and teamwork are realities.

SUPPLIERS

We expect our suppliers to compete vigorously and fairly with one another for our business, providing us with quality goods and services at competitive prices, and dealing with us with honesty and commitment to help us succeed. We choose qualified, responsible vendors that support our product and service requirements. We require our suppliers to operate in a manner that is consistent with our core values.

SHAREHOLDERS

We treat our shareholders' investment as if it were our own, providing returns in accordance with their expectations while pursuing strategies that increase the health of the business and value of their investment over time.

COMPETITORS

We compete vigorously and fairly for business. We do not misrepresent ourselves or our competitors in the market.

COMMUNITY

We abide, in both substance and spirit, by all local laws and regulations. We demonstrate our commitment to the communities in which we operate through transparent business practices and high standards of conduct. We adopt business practices and new technologies to protect the environment, our employees and overall community well being. We provide stable and secure employment opportunities to residents, support area businesses and give back to the community.



People You Can Count On[®]