

Expectations & Behavior

1. We will have tremendous passion in everything we do, starting with Mentoring and Teaching our people to dominate the industries in which we compete
2. We will have tremendous compassion for our employees who are working towards common goals
3. We will have Zero tolerance for people who choose to cover up problems and point fingers
4. We will be brutally honest with each other and get problems (stinky fish) on the table right away so we can quickly solve them
5. We will learn from our mistakes and NEVER repeat the same mistake twice
6. We will have a very active cost-reduction program
7. We will accept no walls or barriers between us and our customers
8. We will create an environment where people look forward rather than over their shoulders
9. We will eliminate status reports; we want people to do the work, not spend their valuable time reporting what they did. All status reports will be conducted in real-time through face-to-face reviews
10. We will create significant value for ourselves and our shareholders
11. We will link our engineering, management and sales teams to our customers
12. We will dominate the markets we serve

