



## HUF COR SHARED VALUES OF OUR CULTURE

As President of HUF COR, I feel it is critically important that we all live and work by these shared values if we are to develop the culture necessary to be World Class.

<u>FAIRNESS</u>	The balance that provides understanding and empathy.
<u>OPENNESS</u>	The ability to listen to other opinions and ideas. Innovative and expansive thinking can only take place if there is openness. Work first to understand, then to be understood.
<u>RESPECT</u>	To treat each other as we would want to be treated.
<u>ENTHUSIASM</u>	Energizes the team to overcome obstacles in the past to solutions. Think Win-Win.
<u>SENSE OF HUMOR</u>	The balance beam of sanity - never lose it - always use it.
<u>TRUST</u>	This is the greatest, most important value. Trust is truth, which is honesty. It touches all other values.
<u>ATTITUDE</u>	A positive attitude radiates to everyone around you as much as a bad attitude negatively affects the whole department. Be proactive. A positive attitude improves your work environment and personal mental and physical health.
<u>RESPONSIBILITY</u>	The second most important value. We are responsible for our actions and how they affect others.

These shared values will give us the environment to allow us to service our customer beyond his or her expectations, both internal and external. It will create an atmosphere for change which will allow us to be innovative in our product offering, while at the same time reduce costs, change processes, reduce cycle times and strives FORE STARS.

A handwritten signature in blue ink that reads 'James C. Landherr'.

James C. Landherr  
President