



# Our Culture

freedom FAIRNESS Excellence in Service fast response teams in action  
profit sharing Value Pricing taking risks Intellectual property Small Plants  
WATERLINE Unique Innovation sponsors not bosses  
one on one Lattice WORLD CLASS flexibility  
accountability OWNERSHIP Problem Solvers Amoeba  
direct communication investment not expense building relationships  
Passionate Champions CONTINUOUS Product Leadership THREE LEGGED STOOL  
Need to Know core values Commitment customer focus