

- **To attract and develop talented people and to provide a stimulating work environment which fosters team effort.**

Our services can only be as good as the **people who deliver** them and the **people who support** this delivery process. Other resources, such as facilities or capital, are secondary. **Talented people** who are properly trained and professionally motivated **are vital** to every phase of our business. Although we offer distinct challenges and rewards to individuals of extraordinary talent and capacity, we place a particular **premium on teamwork and cooperative effort.**

- **To provide our shareholders with an above average return on the investment of their funds while maintaining a sound capital structure and the widest available access to capital.**

We believe that a service organization should achieve a rate of return on equity capital above the average of 10 - 12% realized for the general industrial company. Thus, **we expect to earn in excess of 15% per annum on our equity capital**, a goal which should at least double our earning power each five years if almost all earnings are retained.

We believe it is in our shareholders' interests to maintain a **wide diversity of clients and sources of supply**, and to **minimize** the degree of **regulatory control** of our business. In addition, we believe we should maintain a **sound capital structure** with sufficient permanent capital to finance our current and near-term needs. Finally, we want to maintain the **widest available access to new capital** in order to finance unusual growth opportunities which may come to our attention.

- **To fulfill our responsibilities to the communities in which we operate and to foster the same sense of community responsibility among our employees.**

We have a corporate responsibility to be an active and involved citizen in the communities in which we operate. In the interests of its shareholders, the **company wishes to participate in community development** through financial contributions and through the talent, leadership and personal involvement of its employees. We also actively **encourage** our **employees** to support social and political programs of their choice by **contributing their talent, time and financial assistance.**