

Our core values are used throughout the hiring and employee development process. We post them in our building and talk about them in the initial interview and in performance reviews.

Although they are simple and familiar to us, people just learning about our company may see them differently than we do. For example, our first value “driven to perform” might make it seem like working here is a too much effort, when in fact we are steady, focused, challenged but rewarded by achievement and our pace is sustainable in the long term.

Below is a list of our Core Values and some explanation behind them.

DRIVEN TO PERFORM

- Everything we do must be done well because it matters to us
- We make plans and discover smart ways to work which lets us achieve more
- Driven doesn’t mean we work ourselves into the ground to prove something. It means when we are working, we make the most of our time.

SOLVE PROBLEMS, DON’T CREATE THEM

- We don’t want to make anything more complex than needed - Simplicity is hard to achieve, but worth the effort
- We are good at solving problems because we get to the root of them before spending time trying to fix the wrong thing
- We understand what others need from our work so we don’t do things that make their jobs harder while solving a problem

STRONG INDIVIDUALS WHO VALUE A TEAM

- Our business is technical, the subjects are complex, and individual talent is evident in our final solutions and in our products
- We know a team of smart people working together can accomplish much more than one person alone, and we, as individuals, work on a higher plane because of it
- The team is there to share knowledge and help everyone accomplish more, not to carry the weight of low performers that can’t or won’t improve

DESIRE TO FIND WHAT IS NEXT

- The world is ever changing, technology, tools and understanding makes what was great last year, only good today - We will not become irrelevant or out of date.
- We see this change as opportunity, and we want to look for improvements or changes that push us ahead - Our current skills and forward thinking make us secure no matter what happens.
- When we find what is next for ourselves and the company, new opportunities are created for advancement and growth.

COMMITTED TO DETAIL AND CONSISTENCY

- We build high value products with thousands of parts, dimensions, transactions that would overwhelm others who don’t have our understanding and training
- We know it is faster to do something very well, with precision, than to work haphazardly and hope for a good outcome.
- Our people make this important, every day, every time, and it creates energy in us rather than taking it away