OUR "WORKING TOGETHER": PRINCIPLES, PRACTICES, AND CULTURE OF LOVE BY DESIGN



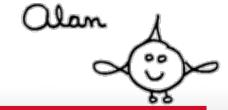


OUR OPERATING PROCESSES AND EXPECTED BEHAVIORS SKILLED, HEALTHY, AND MOTIVATED TEAMS

- People first...Love 'em up
- Everyone is included
- Compelling vision, comprehensive strategy, and relentless implementation
- Clear performance goals
- One plan
- Facts and data

- Expect the unexpected and expect to deal with it
- Everyone knows the plan, the status, and areas that need special attention
- Propose a plan, positive, "find-a-way" attitude
- Respect, listen, help, and appreciate each other
- Emotional resilience trust the process
- Have fun enjoy the journey and each other





CREATING VALUE FOR ALL THE STAKEHOLDERS

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