



MIRATECH MINDSET

We succeed when we create value for customers, shareholders, and employees by living the *MIRATECH MINDSET*:

We provide solutions to our customers

- We listen, so we understand their needs
- We are urgent and nimble in responding
- We stand by and support them to assure their success
- We develop innovative, quality products and services
- We are courteous and attentive to details

We act with integrity

- We keep our promises to our customers and to each other
- We tell the whole truth
- We protect our reputation as key to long-term success

We deliver results

- We take personal responsibility for what we do
- We reward people who both deliver results and live by our values
- We accept our mistakes and learn from them
- We persevere through strong and weak markets

We shape the future

- We work to protect the environment for future generations
- We seize opportunities to grow and improve our business
- We recognize that growth requires taking measured risks
- We have a clear vision for our future
- We set competitive standards in target niches

We care about our people

- We treat everyone with respect
- We provide a safe work environment
- We delight in humor and positive attitudes
- We offer people meaningful, challenging opportunities
- We recruit talented people and systematically develop them further

We act as one team

- We trust each other's intentions
- We make company success a priority over personal gain
- We communicate and work effectively across boundaries
- We use our differences to build a stronger team
- We proactively share knowledge and experience

We have a winning attitude

- We expect great things
- We take on challenges and see them through
- We celebrate accomplishments
- We are the best at what we do