



Our Mission Statement

January, 2006

We create customized solutions for the electrical distribution industry. Our growth and success demand a commitment to provide our customers with flexibility, a wide range of products, and unmatched technical service.

Corporate Values

Value # 1

GOOD PEOPLE ARE THE FOUNDATION OF OUR BUSINESS

To demonstrate this value we:

- Hire talented people who are aligned with our values
- Treat people with respect and professionalism in the workplace
- Create safe work environments and practice safe behaviors
- Encourage personal and professional growth
- Provide clear expectations and give clear feedback on performance
- Differentiate on performance and reward high performers
- Enjoy our work and celebrate our successes

Value #2

OUR BUSINESS SUCCESS DEPENDS ON SATISFIED CUSTOMERS

To demonstrate this value we:

- Treat customers the way they want to be treated
- Always look for ways to make it easier to do business with us
- Constantly ask our customers how we are doing
- Understand customer needs; we do not expect them to understand ours
- Represent what we sell accurately
- Make it work as represented or make it right
- Serve internal customers well, so we can serve external customers well

Value #3

WE EXPECT TO BE THE BEST AT WHAT WE DO

To demonstrate this value we:

- Are faster and more flexible than our competitors
- Maintain high standards of product quality
- Pursue and perform work with a sense of urgency
- Study our competitors and our industry to benchmark our performance
- Work continually to improve the efficiency of our operation
- Search for and use great ideas, regardless of the source
- Maintain profitable operations to facilitate growth

Value # 4

WE SUPPORT OUR COMMUNITY

To demonstrate this value we:

- Generate economic activity that helps our community grow and prosper
- Provide employment opportunities in our community
- Support charitable and community causes
- Encourage our people to be active in the community
- Protect the environment and follow environmental laws and regulations
- Respect the rights of our neighbors

Value #5

WE WILL CONDUCT OUR BUSINESS WITH INTEGRITY

To demonstrate this value we:

- Maintain high standards of business ethics with customers and suppliers
- Make responsible decisions that demonstrate honesty and fairness
- Are respectfully candid in our communication
- Confront behaviors that are inconsistent with our values
- Obey laws, rules, and regulations