## Customer Focused and Engaged

- Passionate and dedicated to consistently providing value added support to customers.
- Establish and maintain effective relationships with customers that inspire mutual trust and respect.
- Committed to deliver quality products on time, every time.
- Motivated to provide exceptional service... no exceptions.
- Respond to all requests for information or communication in a timely manner.
- Act as an owner; focus on winning while having fun.

## Leadership and Integrity

- Display the highest level of personal ethical conduct.
- Comply with all applicable laws and regulations.
- Build value through products, services and operations that contributes to company and customer success.
- Exhibit leadership and decisiveness in decision quality.
- Take responsibility for personal and organizational performance.

## Resourceful and Decisive Collaboration

- Always treat others with respect.
- Recognize when opportunities arise and approach them in a professional and effective manner.
- Encourage dialogue and feedback through open and honest communication.
- Take initiative every day towards the continuous pursuit of perfection.
- Make well considered decisions that support the company.
- Display perseverance and find new ways to work through barriers effectively with others. Roll up your sleeves and own it.

## Innovation and Productivity

- Leverage technology to improve products, processes and efficiencies.
- Create a climate that encourages new ideas and job enrichment.
- Recognize and foster nontraditional thinking.
- Build organizational capability through people, technology and process management.
- Promote opportunities based on our vision to improve cost effectiveness and business performance.
- Never say “we can’t.”

## Safety

- Actively contribute to a culture that promotes personal responsibility and organizational compliance.
- Demonstrate commitment to safety through daily behaviors that ensure a safe workplace.
- Consistently follow all accepted safety practices, policies and procedures.
- Identify hazards. Actively avoid situations that could cause harm to self or others.
- Balance safety with work conditions and operations.

## MISSION STATEMENT:

**Snappy-Supporting Comfortable Living**

To provide innovative and increasingly efficient HVAC comfort distribution products.