

# E.E. Newcomer Enterprises, Inc. and its Family of Companies

## - CORPORATE VISION -

Continue to broaden the range of products and services we offer to the marketplace.

Provide products and services to our customers with the highest possible level of quality, ethics, and integrity.

Produce a solid level of profits that will enable us to maintain a financially strong organization.

Provide a corporate caring family environment for our employees that creates job security, job satisfaction, and opportunities for growing responsibilities.

Meet our community responsibilities, especially to those less fortunate than we are, with an active participation on the part of both our family of companies and our employees.

## CORPORATE VALUES

**We believe** in providing a safe and secure environment with challenging opportunities for every employee in the Organization.

**We believe** in providing an environment that encourages openness, self-discipline, and personal growth for every employee in the organization.

**We believe** in respecting the value every employee contributes to all our corporate objectives every day.

**We believe** that meeting our customers' needs by providing timely and superior service, the best product and the utmost respect for each customer must be our number one objective every hour of every day.

**We believe** each of us throughout the Organization must "care about each other and respect each other" for our company to live each day by the beliefs set out above.

**We believe** our company can achieve its profit objectives and operate day-by-day with a very high standard of ethical and moral values, and that these will be in harmony, one with the other, day-by-day, week-by-week, month-by-month, and year-by-year.

## CORPORATE ETHICS

The *DH Pace Company* strives to instill in each of its employees a fundamental understanding and commitment to...

**"Know What's Right",  
"Value What's Right", and  
"Do What's Right"**

based on the Organization's long standing Vision, Values, and Ethics Statements.

