

WESTECH CORPORATE CULTURE

WesTech is an employee-owned corporation. WesTech's Corporate Culture creates a quality work environment which encourages every employee-owner to progress and accept responsibility. This makes work an important and enjoyable part of each employee's life.

CORPORATE VISION

WesTech's goal is to build a truly great company that has concern for the welfare of its employee associates, makes a fair profit, and is dedicated to total customer satisfaction.

Purpose (What we do) - Enhance the Quality of Life by providing superior service in environmental and process solutions.

Mission (How we do it) - As a preferred supplier, WesTech provides reliable, competitive, and effective engineered solutions to satisfy our customers' needs.

Vision (What we want to be) - Be #1 in our Industry by the year 2010.
Be the preferred employer - Employ and keep the best people.
Be the first choice of owners, consultants, contractors, and agents.
Innovate, produce, and promote new industry-leading products.
Develop & maintain distinctive competencies so we continue to be profitable.
Be the preferred supplier with the highest quality products.
Provide superb customer service.
Provide job security and job satisfaction.

Our primary focus is to help our customers solve their process problems through applying our engineered equipment and process expertise. We want to provide working solutions, not just equipment. Through long-term relationships which enhance the value of our equipment and services, we will endeavor to provide our customers substantial economic value when we install equipment, and continuing throughout its working life.

Our corporate culture consists of Corporate Core Values and Ideals which we strive to achieve, and a constructive Work Environment in which we promote job challenge, satisfaction, productivity, and quality.

VALUES AND IDEALS

In order to provide direction for our decision making, we have defined a set of values and ideals. Values must be an integral part of our individual personal standards. We believe that ideals - perhaps difficult to attain - can help us set our priorities more clearly and improve our decision making.

CORE VALUES (Ones Which Never Change)

- 1. Exhibit Honesty and Integrity:** We are honorable in everything we do. Honesty and integrity are cornerstones for our actions and guide our decisions as we work with our customers and each other.
- 2. Always Do the RIGHT Thing the First Time:** When faced with difficult choices, we strive to make the choice which is right, even if that choice is harder, less convenient, or more costly.
- 3. Value Our People and Their Families:** Employee associates are our most valuable asset. We seek intelligent, creative, and industrious people who will uphold WesTech's values and ideals, and try to cultivate employees who are stimulated by challenge and growth. We compensate our people fairly and encourage each other to achieve a successful life balance.
- 4. Take Pride in Our Products:** We continually work to improve existing products, and to bring new products to market, which meet customer needs and exceed expectations. We strive to make our products the very best combination of design, performance, value and workmanship available in the industry. Despite external forces, we will not sacrifice quality.
- 5. Achieve Productivity Through Hard Work:** We concentrate on being effective and efficient in all of our work. Enjoyable, productive work creates a sense of accomplishment and success. Each employee must add value to the company and to those with whom they work.
- 6. Provide Superior Service:** We build long-lasting customer relationships and trust by listening carefully, responding effectively, and meeting our commitments. This delivers peace of mind.

IDEALS

1. **Preserve Employee Ownership:** WesTech is a privately held, employee-owned company. This type of ownership allows us to chart our own course and destiny. It creates the vehicle for achieving financial success and enables employee-owners to build wealth.
2. **Foster Learning and Continuous Improvement:** We cultivate an environment which assures constant improvement and promotes learning by focusing on processes rather than finding fault with others. We will strive to learn from mistakes. WesTech actively supports education through student programs as well as external and internal training. We expect all employees to continually improve competencies and performance levels.
3. **Be United:** WesTech embraces a team concept. Each Group sets its own goals and is responsible for meeting them, while working for the common good of the company. We recognize and reward individual, group, and company performance.
4. **Promote Employee Involvement:** WesTech's open-door policy invites all employee-associates to express ideas or concerns for the benefit of the company. Confidential company financial information is shared with all employees. ESOP participation, along with various councils, committees and programs are designed to promote employee involvement.
5. **Grow at a Sustainable Rate:** Company growth generates opportunities for individual advancement. It is in WesTech's best interest to consistently grow at a rate that we can expect to sustain, even under less favorable market conditions.
6. **Ensure Financial Stability:** We must make a reasonable profit and generate adequate cash flow. This allows us to develop new products, finance our growth, and fund our Employee Benefit Share (ESOP, 401K, Great Game bonus, Benefit Plans, etc.). We are committed to sharing company success with our employee associates.