

# CORE VALUES

---

- O** Open, informal, relaxed, and confident work environment. Informal environments breed confidence and teamwork.
- N** Not Average. Not Lackadaisical. We are High Performance. We refuse to tolerate mediocrity. We deliver safe, simple and smart solutions with unbelievable service. We value longevity but reward performance. We encourage others to win. We make things happen—backlogs are harder to cure than prevent.
- T** Team Players. We co-operate toward resolution, not compromise. We ask for help when we need it and are compassionate to those who ask for it.
- R** Respect. Bias and prejudice are forms of disrespect that have no place at CRES. We celebrate success, yet aren't arrogant. We carry ourselves with quiet confidence because character speaks for itself.
- A** Adventurous and Open Minded. Past <> Future. We are not complacent. We won't accept the status quo. Problems are opportunities. Experiment is the key to innovation. If we are not making mistakes, we are not taking enough risks. Mistakes are encouraged as long as we learn from them. We learn every day.
- C** Communicate. We talk to each other when we have a problem. Since problems are our opportunities, we bring them up for discussion, even when they are somebody else's. Employment is a relationship like any other: imperfect. When an employee feels something has gone wrong, the Company must know. We only share complaints with people able to resolve them.
- K** Know our colleagues. We go out of our way to get to know our colleagues — professionally and personally. We believe most business problems are dominated by misunderstandings that are easier to overcome the better we know our teammates.