

SAFETY  
TEAMWORK  
ACCOUNTABILITY  
RESPECT



## ***UMC STAR Performance Core Values***

### **SAFETY**

- We protect and care about the health and well being of our employees and their families.
- We tenaciously pursue the safest workplace.
- We require the formal and prompt reporting of unsafe conditions.
- We encourage healthy living.

### **TEAM**

- We are a team.
- We are dedicated to building upon the skills of our people.
- We are dedicated to finding and keeping the best talent for our company.
- We view our company as a family, respecting and nurturing each other.
- We embrace diversity

### **ACCOUNTABILITY**

- We take responsibility for our decisions and performance at the individual and company levels.
- We believe that employees who feel an overall responsibility for their jobs perform to the best of their abilities.
- We make decisions and choices that promote financial soundness, reinforce our value, and foster growth.
- We conduct business in a principled manner. We require the same behavior from all associates, both personally and professionally.
- Our goal is to grow the company – profitably.

### **RESPECT**

- We know people feel valued when they are shown consideration. We believe each employee has the right to work in an environment of mutual respect.
- We view our company as a family, respecting and nurturing each other.
- We uphold the highest standards of conduct in dealing with our co-workers, our clients, and the community.
- We speak plainly and honestly to promote clear communication.

### **PERFORMANCE**

- We expect our people to work at the peak of their abilities. We strive as a company to work at the most productive level possible.
- We look for ways to make the best use of time and resources.
- We are adamant about success; we persevere until we achieve our goals.
- We establish and maintain direct policies and use clear language to make doing business easier.
- We believe that remaining positive and looking ahead are essential parts of achieving goals.
- We allow and expect management and department heads to give strong and supportive guidance. We encourage employees to take on leadership roles.
- We push ourselves to the limit, question boundaries, and continually advance.