



Shared Values



EBO Group has a unique employee owned culture. Our name sake process, “Excellence By Objective”, supports a management style of empowerment and innovation. Our history testifies to the effectiveness of positive attitudes and a commitment to customer service.

EXCELLENCE - *“Exceeding Expectations”*

Individually and through teamwork we take initiative to overcome obstacles, seize opportunities, find solutions and face challenges. We strive to exceed the expectations of our customers, suppliers and each other. We view our responsibilities as a starting point, not a limitation. Striving to be the best helps to build a strong reputation and solidifies our businesses. Excellence leads to the shared success of our employee owners .

INTEGRITY - *“The firm foundation on which our business is built”*

Moral character, high ethical standards and individual credibility are central to integrity. These traits serve to strengthen the bonds between all employees in a work environment built on a foundation of trust, honesty, loyalty and mutual respect. This value guides our transactions from the most routine to the most critical as well as personal interaction between employees, customers and suppliers. EBO owners work in a proactive, positive environment that promotes a regard for the people with whom we work. Productivity and innovation are fostered and encouraged. Customer and supplier relationships are handled with integrity.

ACCOUNTABILITY - *“Own it”*

EBO Group embraces a culture of responsibility that emphasizes keeping personal and professional commitments. Accountability involves understanding our limitations and only accepting commitments we can keep. We assess circumstances and demonstrate the accountability necessary for achieving desired results: to see it, solve it, do it and own it. When we assume full responsibility for our thoughts, feelings, actions and results we direct our own destiny. Accountability inspires us to go beyond the boundaries of our jobs and pursue results by creating an environment that motivates us to ask "What else can I do?"

AGILITY - *“Change and flexibility”*

Agility is a value that has defined EBO Group's history. Change and flexibility are engrained in our culture allowing us to respond both proactively and reactively to a changing world. We embrace new opportunities and realities by reinventing ourselves, taking prudent risks, and having a tolerance for learning from our mistakes. Agility has contributed to our reputation for exceptional customer service and allows us to excel in numerous niche markets. It enables growth and increases competitiveness.

PASSION - *“Fun and rewarding”*

Enjoying our work enables us to find creative solutions to challenging problems, welcome new opportunities and encourage and empower each other. We believe it is important to be skilled in our vocation and to be genuinely excited about it. Work is an important part of life that should be fun and rewarding. Passion nurtures both personal and professional growth; it doesn't stop when we leave the building. Using our natural talents and gifts outside of work sharpens our skills and builds experience benefiting our families, communities and our fellow owners.