

## Anaren Corporate Values

### What characteristics do we hold dear as individuals and as a company?

We feel strongly they include the following key 'values'... Attributes that we strive to model on the job every day. That we look for in new employees, business allies, even our customers. And that make Anaren a gratifying place to work.

#### Leadership

Setting an example, taking action, and inspiring others to succeed. Examples of this value in action include:

- > Motivates, mentors and enables others to develop their skills and elevate their performance
- > Values diversity, includes others' ideas and takes decisive action to reach desired outcomes
- > Takes ownership of opportunities, sets a vision, aligns resources and motivates others to accomplish goals

#### Customer Satisfaction

Developing and maintaining long-term relationships with internal and external customers by exceeding expectations. For instance:

- > Listens to understand customer requirements and takes prompt, appropriate action that exceeds expectations
- > Anticipates evolving customer technical and business needs and develops and/or executes



the roadmap that exceeds customer expectations and requirements

- > Takes personal ownership of internal and external customer issues and follows through to ensure a lasting service impression

#### Innovation

Demonstrating a commitment to continuous improvement. Including...

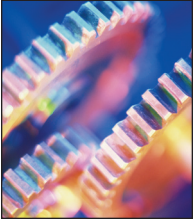


- > Discovers and creatively applies outside ideas, concepts and best practices to better align products and services to customer needs
- > Demonstrates a passion to find better and unique ways to exceed customer expectations
- > Challenges the status quo to develop breakthrough products or processes

#### Operational Excellence

Continuously improving the quality, cost and delivery of products and services to our customers.

- > Identifies, drives or implements meaningful improvements to establish new standards of excellence
- > Leverages new ideas and methods to increase revenue, improve operating efficiency or reduce costs without sacrificing quality or value



- > Achieves high-quality output by taking preventative action to eliminate errors, omissions and defects

## Integrity

Exemplifying honorable and ethical conduct

- > Keeps promises and honors commitments
- > Builds confidence through sincere and honest communication and actions
- > Leads by example and takes accountability for actions and outcomes

## Teamwork

Generously sharing knowledge and expertise with others to achieve a common objective

- > Places team and organizational priorities over individual agendas, and works with others to achieve outstanding results
- > Collaborates to solve complex issues or achieve outstanding results
- > Raises team effectiveness through individual commitment and performance

*To learn more about Anaren's history, technology, culture, and quality-of-life – be sure to visit [www.anaren.com](http://www.anaren.com) and explore our "Anaren Careers" section.*