

About our culture

A little bit about intangibles of working at Anaren...

Friendly, upbeat, sincere, humble, excited by what's possible... The truth is we're quite proud of our culture, here at Anaren. We attribute that pride to our Corporate Values and these additional qualities.

Intuitively structured

We don't claim to be 'flat', but our organizational structure is lean by design. The result is an efficiently run, responsive operation that quickly moves new products from concept to reality...and that offers ample opportunities for individuals to make decisions that can impact the organization's success as a whole.

Community focused

We are people who care about each other and our community. As individuals, we help each other out in times of trouble and root for one another when praise is due. On a corporate level, Anaren supports such diverse organizations the Susan G. Komen Breast Cancer Foundation, The American Red Cross, The United Way, and Make-a-wish Foundation among others. Annually, in fact, Anaren closes its facilities to enable employees to volunteer for local organizations during our *Community Service Day*.



Employee focused



Being in the communication business, we well know the value of communication. That's why we foster communication across the company. Just a few examples include our 'coffee break' meetings and company-wide meetings, that afford all staff direct access to our management team and visibility into our progress; our company newsletter (*The Anaren Standard*), which spotlights team and individual successes; and an aggressive employee development program that helps all staff members realize their goals.

Friendly & fun

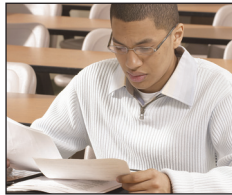
Several informal groups, based on outside interests, exist at Anaren and are indicative of the collegial atmosphere we have here. Among our facilities, you will find groups interested in running, fishing, mountain biking, racquetball, golf, bowling, canoeing, online gaming, pro-sports, and dining among the activities around which folks here organize and enjoy time together outside of work. Got interests of your own? Chances are someone here shares it and would be more than willing to discuss it with or join you!

Diverse

We know the value of having a wide range of backgrounds represented in our culture. Our team is totally diverse. And this diversity makes us a stronger company.

Always learning

At Anaren, we're big believers in the value of education, training, and employee development. One manifestation is the relationships our team maintains with technologically rich colleges and universities. Another is the Tuition Assistance program we offer employees seeking to continue their educations beyond our walls. Still another is



our commitment to internal employee development, an ongoing process that involves managers truly getting to know their employees and working with them individually to ensure growth and retention. And perhaps our proudest example? In honor of our two co-founders, Carl Gerst and Hugh A. Hair (1934-2002), Anaren established the Gerst-Hair Endowed Fund in Microwave Engineering at Syracuse University in 2004; the fund will help the University recruit and retain students in its RF/Microwave Engineering program.

To learn more about Anaren's history, technology, culture, and quality-of-life – be sure to visit www.anaren.com and explore our "Anaren Careers" section.