



Livingston & Haven



OUR CULTURE

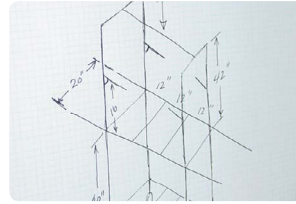


DEFINING VALUES BY

C-H-A-R-A-C-T-E-R

Traditionally, Livingston & Haven has been recognized as a distributor of fluid power and automation products. Since 1947, we have evolved into much more than a distribution house. We are an innovative solutions provider and consider ourselves an essential partner in the successful future of U.S. manufacturing.

Our success is achieved through demonstrating the right values for our people, our communities and our customers. We have taken the word CHARACTER, a powerful word by itself, and broken it down to where each letter represents one of our core values. Together, the word CHARACTER and the values affiliated with it guide our associates in their daily conduct, both towards customers and their co-workers.



CUSTOMER FOCUS

Giving Our Best Work to Our Customers

- Improve the processes that serve our customers
- Seek to understand our customers' business needs/wants
- Exceed customer expectations



HAVING FUN

Energizing the Team

- Create a positive work environment where associates are encouraged to excel
- Foster an upbeat culture where the individual is respected and enterprise-wide teamwork thrives
- Communicate messages that motivate and inspire others to action





Innovation

Technology

Strategy

Leadership

A

ATTITUDE

Leading by Personal Example

- Associates accept personal responsibility for their decisions, results and their actions
- Associates are willing to listen and act upon suggestions or recommendations for improving personal performance
- Livingston & Haven managers walk the company's values and lead by example



RESPECT

Working Effectively With All Stakeholders in the Mission

- Establish and maintain positive and long-term working relationships with individuals
- Appreciate others for their interests, skills and accomplishments
- Demonstrate a genuine interest in others by listening first and seeking to understand their points of view





AWARENESS

Shaping the Future

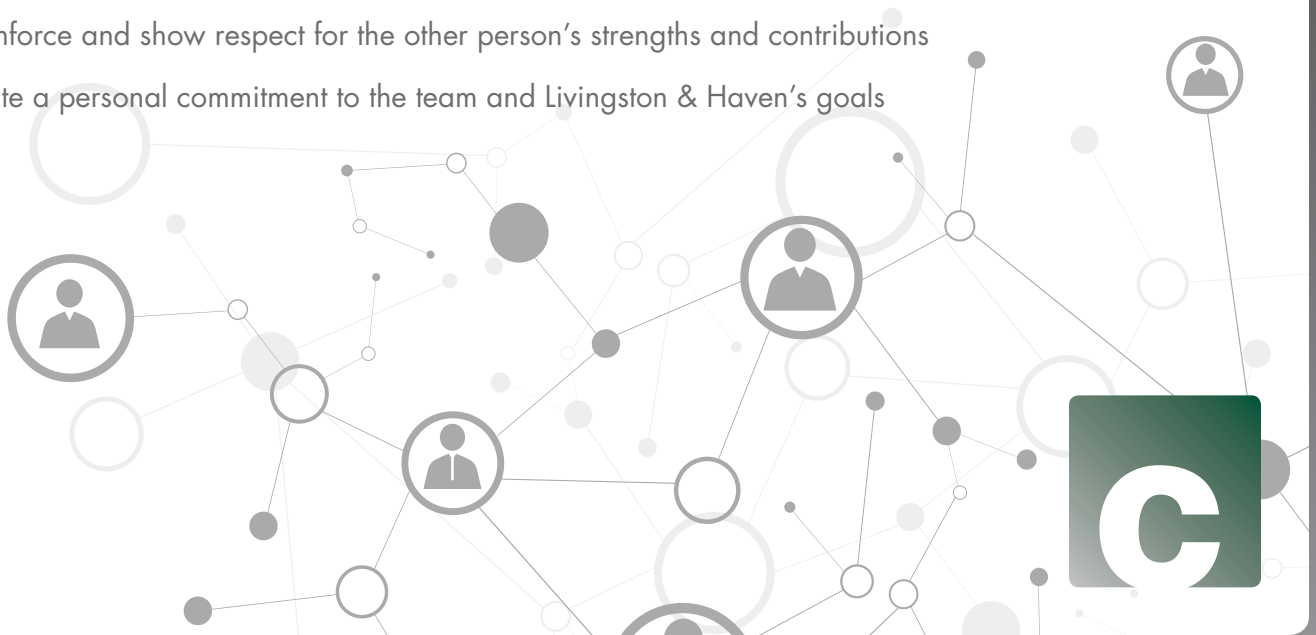
- Continually observe and process what is happening inside Livingston & Haven and the company's marketplace
- React quickly and effectively to changing circumstances
- Take proactive measures to identify potential problems and propose effective solutions at the same time



COOPERATION

Understanding the Best Way May Not Be My Way

- Build a respectful and congenial work environment by intentionally sharing information and knowledge with all associates and team members
- Affirm, reinforce and show respect for the other person's strengths and contributions
- Demonstrate a personal commitment to the team and Livingston & Haven's goals





TEAM SPIRIT

When the Team Wins...I Win

- Encourage every member to support the team in achieving the performance goals of their department
- Encourage associates to make a positive contribution to the team's overall performance
- Foster an environment where all team members are comfortable trusting in each other

ENGAGED

A Fully Involved Workforce is an Enthusiastic and More Productive Workforce

- Have a fully involved and enthusiastic workforce that takes pride in the level of work they produce
- Focus each day on every aspect of our unique roles
- Be productive and strive to help other associates pinpoint where they are most alive in what they do so that, together, we can have an increasingly engaged company





RESPONSIBILITY

It All Begins With a Personal Commitment to the Highest Level of Integrity

- Achieve operating profits that exceed our stakeholders' expectations
- Create win-wins for our company, our customers and our associates
- Strive to be perceived as responsible members in the community



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OUR MISSION

It is our mission to provide innovative productivity solutions for industrial manufacturers. Through the collective experience of our sales team, engineers and application support personnel, we strive to develop answers and techniques to solve the toughest manufacturing challenges. We believe that U.S. manufacturing is the foundation on which the economy is built. Manufacturing encourages innovation and provides much wealth to the nation. As such, we focus on applying all of our resources towards shaping the future of U.S. manufacturing.





OUR PASSION

As leaders in our community, we also recognize the importance of science, technology, engineering and mathematics (STEM) education in schools. That is why Livingston & Haven is proud to sponsor several organizations that immerse students in technological education and encourage them to pursue a career in technology. It is our hope that, by demonstrating to students the limitless possibilities that a technical career can offer, we are shaping the futures of each student and the future of the U.S. economy.

“In today’s world it doesn’t matter what you know, it’s about what you can DO that counts.”

Clifton Vann IV
Livingston & Haven President



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