



## Nurturing a Thriving Community at Maury Microwave, Inc

Welcome to Maury Microwave,

I am thrilled to share with you our collective commitment to fostering a workplace culture that not only embraces diversity, innovation, and collaboration but also puts people at the heart of everything we do. As the Chief People Officer, I believe that our culture is not just a set of values on paper but a living, breathing force that shapes our daily interactions, decisions, and the overall employee experience.

### Our Cultural Pillars:

1. **Service Mindset:** Great things happen when we work together to support our customers, partners, and teammates. We promote a collaborative mindset where cross-functional teamwork is not just encouraged but celebrated. By sharing ideas and expertise, we can achieve more together than we ever could alone.
2. **Passion:** We believe passion serves as a natural motivator. This motivation can be contagious and contribute to a positive work culture. Passionate team members are more likely to collaborate effectively, share ideas, and support each other in achieving the needs of our customers.
3. **Accountability:** Transparent and open communication is the bedrock of a healthy workplace. We encourage all team members to express their ideas, concerns, and feedback openly, creating a culture where dialogue is not only welcomed but essential.
4. **Commitment:** Our commitment in the workplace is the catalyst behind our employee's dedication and loyalty to their job, Maury Microwave, and its goals. It goes beyond mere compliance with job responsibilities and involves a deep sense of engagement and investment in the success of the company and its customers.
5. **Employee Nurturing:** We recognize that our people are our most valuable asset. We are committed to supporting their well-being by promoting a healthy work-life balance, fostering a positive work environment, and encouragement for continuous learning, providing resources and opportunities for everyone to expand their skills and knowledge.
6. **Solutions Oriented:** Employees who are resourceful individuals who actively seek out practical and effective solutions to challenges and problems rather than focusing solely on the issues at hand. Action oriented employees who take initiative and focus on what can be done rather than dwelling on problems, creating a more optimistic and motivated work environment.

As we move forward in 2024, we will intentionally embody these cultural pillars in our daily interactions, decisions, and initiatives. Our collective efforts will not only shape the success of Maury Microwave, Inc. but also contribute to creating a workplace that each of us is proud to be a part of.

I am excited about the journey ahead and look forward to seeing our culture thrive as we continue to grow and evolve as a community of one.

Best Regards,

A handwritten signature in blue ink that reads 'Robert Harrelson'.

Robert Harrelson  
Chief People Officer  
Maury Microwave, Inc.