

## WHAT WE VALUE

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### Hunger for Knowledge

We don't know everything, in fact we wish we knew more. We do know...people are more apt to learn what they discover for themselves than they are from what others tell them.

Where opportunities for learning abound, whether by higher education or capitalizing on life's experiences, we value IT.

We believe knowledge is a key to both personal and professional growth. We don't foresee being omnipotent anytime soon, but the never-ending pursuit of knowledge is a key foundation to enhancing our business through bettering ourselves.



### Endless Appreciation

We are immensely blessed; partners, team members and endless opportunities are just a few of the things we are grateful for. Expressions of appreciation are contagious.

Some might call it The Law of Reciprocity, others say, "What goes around comes around."

When appreciation is genuine and delivered on a personal level, people feel a sense of value. When we feel valued, most often we have an increased sense of enthusiasm and a heightened level of engagement, serving as a catalyst to accomplishments not previously imagined.



### We is Better than Me

$1+1 = 4$ . The whole is greater than the sum of its parts. Select any teamwork cliché of your choice, the fact remains, teamwork generates synergy and synergy creates excitement. Teamwork is

collaboration, support, sharing, knowledge, understanding, ideas, feelings, communication, respect and work.

Our thoughts can be conveyed by Ray Kroc, founder of McDonald's, who said, "No one of us is more important than the rest of us." We believe in one another. Collectively we accomplish what is unattainable individually.



### Keep the Glass Half Full

We choose to see the good, even though we may not always choose our circumstances.

Society conditions us to look at the negative, but we view this as an opportunity to buck the trend and let our positivity be the medium for good. We enjoy our work!

The right attitude serves as a habit inducing multiplier of happiness. We strive to view obstacles as opportunities and contention as reason to show kindness. With proper perspective, the future will always look bright.



### Keep your Balance

Balance isn't something one stumbles upon (pun intended), it's a manifestation of priorities in life. We believe true happiness can only happen when we nurture all aspects of our life

(spiritual, physical, mental and emotional).

We are serious about our business without being serious about ourselves. We seek to have fun and enjoy life's journey.



### Dare to Think

If we don't feel we have a voice, or believe we can make a difference, we can't! Today's accomplishments will always be tomorrow's opportunities. We embrace a culture of

soliciting resourceful, innovative, creative and economical ideas from our entire team to meet the needs of an ever-changing industry with ingenious solutions.

When we break down boundaries and get outside our comfort zones, the potential of our creative genius has air to breathe. We take the challenge to think, therefore we prepare ourselves for the successes of the future.



### Chart an Adaptable Course

Pilots must always adjust their heading to compensate for wind. There is no autopilot to success. We can't change the fork in the road (challenges and adversity), but we can have

a plan for when they turn up. We believe true progress is made when we embrace those obstacles by being strategic, analytical and always adaptable to change.

Life doesn't always offer a mulligan; we take full advantage of each opportunity to learn in charting our course to prosperity.



### Do Right

Common sense can sometimes seem so foreign. We like to keep it simple. Some refer to "The Golden Rule" and others call it integrity, accountability, ethics or honesty. We do right

because it is right—it's who we are. We like to ask ourselves, how would I want "me" to act if I was someone else?

Our relationships have always meant more to us than a sale or opportunity. We know we'll achieve only what we assist others in achieving.



### Quality. Live It.

The word "quality" is often overused and rarely defined, but what is it? To us it's more than a word. We define quality to be the value received from all we do, provide and say.

Quality is never a coincidence; it is however, the result of a dedicated effort in providing skillful execution, intelligent direction and ultimately top-notch products.

Our aim to ensure quality in the eyes of others is always a reflection of our commitment to excellence, regardless of the endeavor. The quality we provide will always be an expression of the standards we live.



### Live to Serve

Our business is so much more than snacks. Our core was established on the legacy of service laid by our founders and is carried forward through each of our team member's

contributions. Every team member is offered time to be dedicated to the service of others, making a difference by spreading meaningful joy.

We find the greatest happiness in serving others over self. Service is a virtue. We seek out endeavors to be a positive influence to our team members, partners, community and environment.

## OUR VISION

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**Bettering lives by delivering quality snacks and tasty solutions.**

### Our Mission

#### **We are in the happiness business!**

When our family started the business 30+ years ago, what drove us every day (and continues to drive us today) is the feeling of fulfillment we receive from knowing that in some way, what we do here at Lehi Valley helps bring happiness to people's lives! We understand that with hurried and busy lives, joyful moments can seem too few and far between. So, we strive as a company to create snacks that will offer a delicious experience of true enjoyment with every bite.

#### **Happiness starts with high quality products...**

The creation of each product – and all the happy moments that come from each product – begins by seeking out the highest quality ingredients and then making our snacks in small batches with a hand-crafted approach. We then package them at the peak of freshness, to consistently offer products that truly stand out in taste and appearance. We always ask the question “would we serve this snack to our family?” If the answer is no, then we go back to the drawing board until we get it right. Because we believe in only serving the best to our family and yours!

#### **...and passionate people who live our values every day.**

Our people are the main ingredient in delivering happiness. Their passion and enthusiasm in everything they do is truly inspiring. They embody the spirit of our ten values (the foundation that guides everything we do) and express them every day in the way they treat each other, our customers and the community. Our people recognize that we are in business because of our customers and that going the extra mile to take care of each and every one is the least we must do. Additionally, it's equally important to take care of the people who take care of our customers. That's why at Lehi Valley, we believe in creating a stimulating and dynamic culture that will allow all of our people to grow and thrive.

#### **Our aim, in the end, is to make a meaningful difference in the lives of our customers, employees and the community we serve.**

We all desire a meaningful life and want to know that our efforts truly make a difference. As a company, the same applies to us. We seek to make a meaningful difference in the lives of our customers by partnering with them to help grow their business, because we know that our success is inseparably tied to their success. But we don't measure our success only by the profits we make, but also by the people we help along the way. That's why giving back is at the heart of our company. For example, one of the many ways we give back is through our “Sharing Holiday Joy” Food Drive program that we conduct every year in partnership with our customers, suppliers and employees. As a result of our collective efforts, we've been able to give out hundreds of food boxes to those in our community who may be without and truly share holiday joy. In the end, we know that to deliver happiness and make a meaningful difference, we must start with a right heart focused on service and integrity.