





## **RULES OF LEADERSHIP**

1. Engage in open, honest, direct, and ongoing conversation – anywhere, any time, and forum. (Don't say it in the hall if you won't say it at the table).
2. Encourage and engage in professional debate on the strategic issues and, once a decision is made, support it.
3. Disagreeing is not being disloyal. Disagree without being disagreeable by focusing on the issue instead of the individual.
4. Respect and trust capabilities, intentions, and performance of others.
5. Be owners of TEI by understanding and working across the Divisions for the success of the total Company.
6. Lead by example with ethics and integrity.
7. Courageously provide open, mutual support. Strive for team excellence by pulling together for TEI's success.
8. Needing help is not a sign of weakness. Make it easy to ask for help without fear of embarrassment.
9. Be visible and engage with people. Share recognition for a job well done and celebrate success.
10. Engage in constructive feedback and encourage straight talk on both personal and organizational performance.




Jason Rorrer, VP Bus Dev



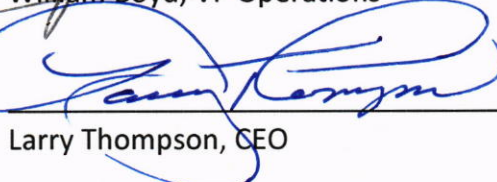
Dustin Bormet, CFO



William Boyd, VP Operations



Scott Thompson, President



Larry Thompson, CEO

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