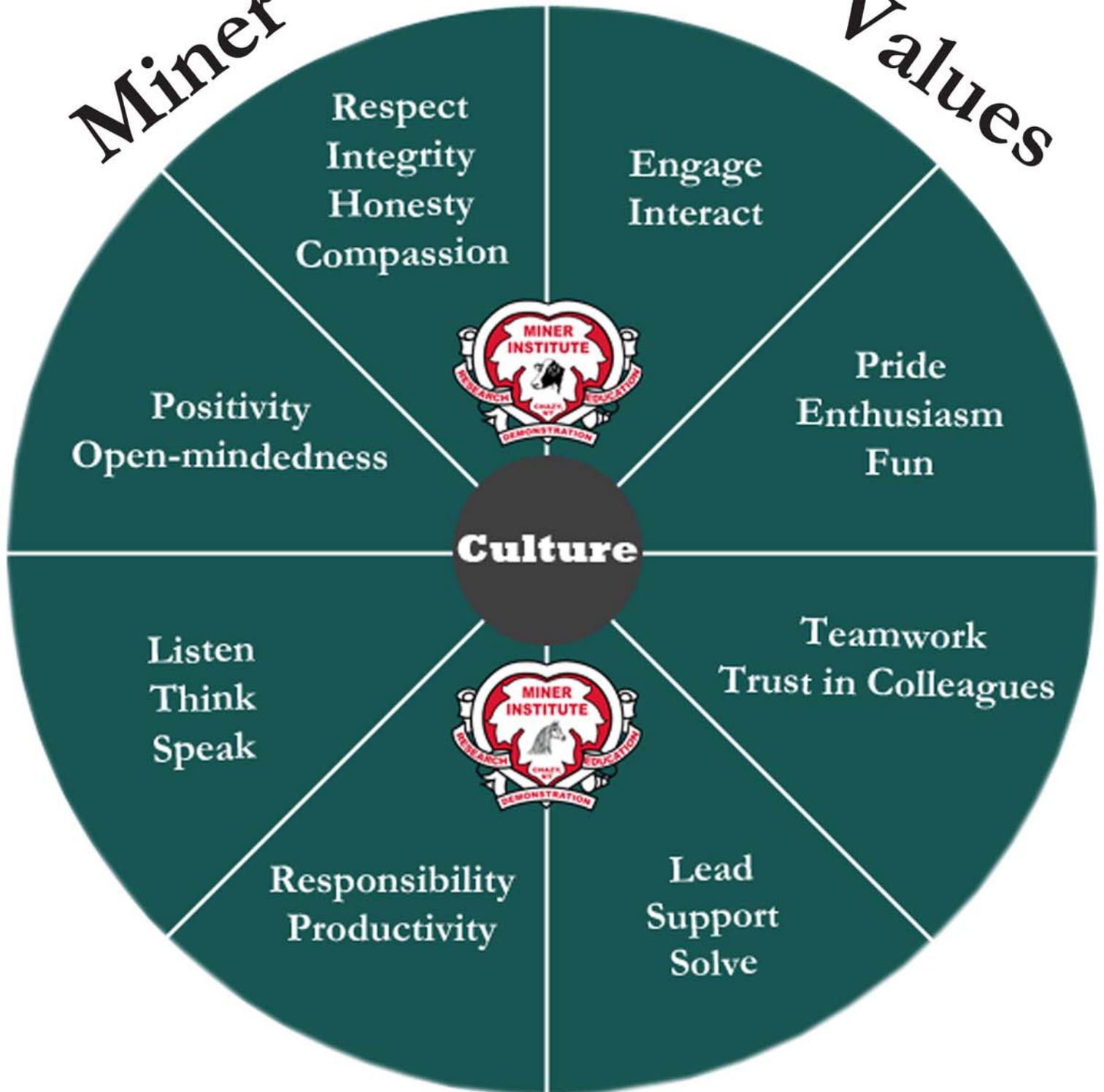


Institute

Miner

Values



Embrace these values and encourage and support other employees and students of Miner Institute to also embrace them. Be encouraged to point out when an employee's actions do not fit this model and be open to feedback when you need to do better.

Miner Institute's Mission: Research, Education, Demonstration

Miner Institute conducts integrated, cutting-edge research, education, and demonstration programs that optimize the biological and economic relationships among forage-crop production, dairy and equine management, and environmental stewardship.

Miner Values:

Embrace Miner Institute's mission and know that each role at Miner is necessary to achieve that mission. Strive to actively work toward the mission of research, education, and demonstration, and in so doing, keep William Miner's vision alive every day. Do your best, give it your all. Respect yourself and those around you. Realize the value of time; be efficient and respectful of others' time. Be honest and truthful. Have compassion for your colleagues and for the animals in your care.

Actively and genuinely listen to others and ensure mutual understanding. Be inquisitive, ask questions, and be agreeable to engage in informative conversations with your supervisor, your colleagues, and the general public. Think about the message you are trying to convey and how to most effectively communicate that message.

Take pride in your work and your workplace. As employees, we are ambassadors of Miner Institute and agriculture. Start each day with a positive outlook and a willingness to address issues and learn new things. Value teamwork and trust your colleagues. Assume positive intentions on the part of your colleagues. Acknowledge employee, departmental, and Miner Institute achievements. Express appreciation for the hard work and assistance colleagues provide. Take responsibility for your actions and admit when you have made a mistake so that as a team we can come up with solutions and processes to avoid similar outcomes in the future.

At our core, our ability to be great is based on the people who work here. On an ongoing basis, we will strive to hire and retain staff that fit our values and are committed to living by them.

Miner Institute recognizes the importance of effective communication and its impact on employee morale, efficiency in the workplace, and good management. We strive to create a work environment where two-way communication is encouraged and employees feel comfortable bringing issues and potential solutions to the table. We are all on the same team – one that supports and appreciates the contributions of each member. All employees are a key in creating and enhancing the culture of Miner Institute. Active communication is a cornerstone of good culture and an efficiently-run business.