

Corporate Philosophy

November 1, 2009

- ❖ Spika is committed to providing a product that exceeds the expectation of the customer, with a desire to do whatever is possible to see that the customer feels they are better off because they did business with our company.
- ❖ We will always attempt to listen to the needs of the customer, and only recommend solutions that we truly believe will be satisfactory.
- ❖ We are dedicated to providing a high quality product at an affordable cost, and will not sacrifice craftsmanship and quality in the interest of making a cheaper product.
- ❖ Spika is committed to buying and using American-made parts and material whenever they are available, and to supporting local and Montana-based companies whenever possible in the operations of our company.
- ❖ We believe it is our responsibility to provide fair and just wages to our employees, and offer opportunities that allow them to grow and improve their skills and living standards in return for their efforts, loyalty, and commitment to our company and its products.
- ❖ We encourage our employees to take pride in each product that leaves our door, as it is only through their skills and dedication that we are able to grow a successful business.
- ❖ We hold our suppliers to a high standard of quality and consistency, and in return we offer our loyalty as long as they are striving to earn it.
- ❖ We are dedicated to designing and improving our products to facilitate higher efficiency and worker safety for the user. It is our desire to set ever higher standards for the design and overall quality of the products we field, with the belief that no design is so good as to not be improvable.
- ❖ We recognize an obligation to support our community both economically and socially, and enthusiastically encourage well planned growth and expanded opportunities in Central Montana.
- ❖ We recognize the fact that we enjoy the freedom to grow and prosper only because of the dedication and sacrifices made by our nation's Armed Forces, and we respect and honor of all who serve our nation, from the Commander in Chief to the soldier in the field.
- ❖ Above all else, we are committed to being an ethically, morally, and socially responsible business, and vow to never prioritize profits above integrity.