

What We Believe at WALKER

- **O**perate by principles that are optimum for employees and their families
- **P**romises are to be kept; keep your word, tell the truth, be honest in all things (dishonesty cannot be tolerated within the company or in outside relationships, as it is ultimately destructive)
- **P**ursue excellence in all work without excuse—the results of this pursuit are easily seen in every part of the business and in all relationships both inside and outside of the company
- **O**pportunity to lead depends on serving—our suppliers, employees, and customers all voluntarily associate themselves with the company based on how well we serve them
- **R**emember where our help and blessings come from—live and work with gratitude for all the Lord has done for us
- **T**rial and error is powerful in finding the right way—keep your experiments on a small scale, so in error, the damage is small scale
- **U**nderstand that a primary objective of the business is to produce multiplied opportunities; multiplying money is further down the list and is more of a means to the primary objective
- **N**ever allow growth to be the main goal—it is an outcome from doing everything else right
- **I**n all relationships show mercy and forgiveness since the Lord has been merciful and forgiving to us
- **T**he Lord's Sabbath day will be honored by resting from our work
- **Y**our most equitable path is to honor, consider and protect the investments of others as if they were your own (consider employees, suppliers, marketers, customers)
- **A**lways love people, use money
- **B**y working together as a company of people, we can accomplish a better livelihood for ourselves than available by working individually; helping others succeed builds your own success
- **O**ur Lord God, our Senior Partner, has given us this opportunity, we are stewards of the business, the opportunity and the culture; we will operate by principles and ways to honor His name
- **U**nrelenting loyalty to customers builds long term relationships—a strong product opens the door while good service keeps it open
- **N**ever ignore a request; all requests or inquiries deserve the dignity of a reply—do not screen or selectively not respond—you may miss the one opportunity you need to have if you screen
- **D**ignity and honor exist in all work performed by diligent workers—as much as each person should be working at their best opportunity, take pride in their work, enjoy what they are doing
- **S**tay independent—use internally generated finance, product development, and in-house production to keep control and build continuing opportunity

WALKER MOWERS

Dear Employee,

In 1957 our Dad went to work to build a product that would help make the game of golf easier and more enjoyable, and even though the primary use of the *Walker Executive Golf Cart* was for leisure, it improved the quality of life for those who chose to purchase and use the product. Times have changed since the late '50's, but the same can be said today about products that help improve lives. People still use free will to choose our products, and often we hear from our customers how Walker products have helped make their lives easier, businesses more successful and even helped serve the livelihoods of entire families.

As an employee, you should know that every role in this company is honorable and adds to the stability of Walker Manufacturing Company. Your work here helps multiply opportunity for people and companies around the world, and our hope is that your work here will also multiply opportunities for you and your family.

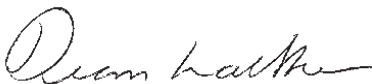
Our "family style" of doing business relies primarily on the concept of associating with good people (employees, customers and suppliers) who are happily working at their best opportunity. Experience shows that a happy employee (working with a positive attitude) is often more of an asset than an unhappy employee even with a strong skill set.

We trust by reading and understanding "*What We Believe at Walker*" (on the other side of this card), you will see our approach to being in this business is that of stewardship to an opportunity with which we have all been blessed.

Sincerely,
Walker Manufacturing Company



Bob Walker



Dean Walker

Let the favor of the Lord our God be upon us; and confirm for us the work of our hands; yes, confirm the work of our hands.

Psalm 90:17