

E. J. DWYER COMPANY

MISSION STATEMENT

COMMITMENT TO CUSTOMERS

We will provide our customers with quality products and services through careful selection of quality manufacturers, consistent job specifications, controlled inventories, and strong emphasis on customer service. Our commitment to service should exceed that which is found in other firms. We recognize the trust and confidence placed in us by our customers, and we act with integrity and honesty in all situations to preserve that trust and confidence.

COMMITMENT TO MANUFACTURERS

As a manufacturer's representative, we are committed to providing quality material through partnerships with outstanding manufacturers. We recognize the need for timely and effective communication with our manufacturers. Through the appropriate use of our resources we will do all in our power to promote the manufacturers that we represent.

COMMITMENT TO EMPLOYEES

E. J. Dwyer Company will provide an environment of respect for employees that promotes professional growth, encourages each person to achieve their highest potential, and promotes individual creativity and responsibility. We acknowledge our responsibility to employees, including providing open and honest communication, stated expectations, fair and timely assessment of performance, and equitable compensation within a framework of equal opportunity. We are committed to compensation based on performance and those who perform better will be paid more.

COMMITMENT OF EMPLOYEES

As employees, we will strive to understand and adhere to E.J. Dwyer Company's policies and objectives, acting in a professional manner, and giving our best effort to improve E.J. Dwyer Company. We will reach beyond our job descriptions with a sense of ownership in the firm, priding ourselves in our own personal belief that we should go a step further in providing exceptional customer service.

COMMITMENT TO EACH OTHER

We will promote a climate of mutual respect, integrity, and professional relationships, with customers, employees, and manufacturers, characterized by open and honest communications within and across all levels of the organization. Such a climate will promote attainment of the firm's goals and objectives, while leaving room for individual initiative and ultimate satisfaction in our work

*Resolved, March 4, 2004
Board of Directors*