

MARTIN'S® CULTURAL COMMITMENTS

OUR MISSION: Bake the best products & provide the best sales distribution support.

OUR OBJECTIVE: Generate profit & work together fairly with integrity.

OUR STRATEGY: Whatever it takes, God helping us.

PYRAMID OF SUCCESS

The Pyramid of Success (pictured to the right) is a framework of successful behaviors that we believe will make Martin's® a successful business. It is representative of the company Martin's® strives to be.

An Employer of Choice: We believe treating employees well is not only a biblically correct thing to do, but a sound business decision, which is why we listed our employees as the foundation. We desire to have employees that feel supported and are successful.

A Supplier/Provider of Choice: Being a provider of choice means our team members treat the customer like we treat our employees - with love and appreciation. Outstanding service, quality, and price lead to loyal, satisfied customers.

An Investment of Choice: As a company, we are stewards of the assets that God has placed in our care. We as a company have a responsibility to use our assets and talents wisely, as do each of us individually, to be an investment of choice.

A God-Honoring Company: At the top of our pyramid is to be a company and family that honors God. A business that desires to honor God is set apart by how its people conduct themselves, and in how they treat their employees, customers, vendors, and suppliers.



OUR 5 COMMITMENTS

The Martin family and each employee play a role in maintaining a legacy of creating cherished eating experiences, as we live out our five commitments and continually do “whatever it takes, God helping us.”

BE A PERSON OF INTEGRITY & RESPECT

whose actions & interactions honor God.

1. Be transparent.
2. Identify & eliminate unethical habits.
3. Get to know & value your family of coworkers.

BE A COMMUNICATOR ON A UNIFIED TEAM

committed to honest dialogue & constructive feedback.

1. Improve communication channels.
2. Share helpful knowledge with others.
3. Openly give & receive truthful feedback.

BE A CONTRIBUTOR TO A CULTURE

rigorously dedicated to extraordinary quality & customer service.

1. Be compliant & disciplined.
2. Go the extra mile.
3. Serve your family of coworkers like customers.

BE A PROACTIVE THINKER

embracing a mindset of thorough planning & continuous improvement.

1. Align with best practices.
2. Plan with the big picture in mind.
3. Suggest ways processes can be more efficient & effective.

BE AN AMBASSADOR FOR MARTIN'S

proudly representing our legacy of cherished eating practices.

1. Share Martin's® strength & purpose.
2. Enthusiastically represent Martin's®.
3. Be positive at work.

Ready to join the “fun bakery”? Apply now at [potatorolls.com/jobs!](https://potatorolls.com/jobs)