



Mission

(Mission is our reason for being, what we plan **CIGNYS** to accomplish)

"We design, manufacture and market innovative engineered products and components for the automotive, aerospace, extrusion, material handling and defense industries."

Vision

(Vision is a statement of aspiration based on what we expect **CIGNYS** to become in 5 years)

"**CIGNYS** has a vision of growth – we will increase sales at the rate of 8% per annum with increased profitability and market value. **CIGNYS** will be recognized as a premier niche supplier of American engineered & manufactured products and components."

Values

(**CIGNYS's** values will guide us through every day, every task, and every encounter with people)

1. Customers → our organization will be driven by the needs of our key customers. We will never deceptively ship nonconforming product, ever.
2. Employees → within our community **CIGNYS** will be considered among the best companies to work. We value our employees and demonstrate this by providing competitive compensation, apprenticeships, and other relevant training. Our goal is to increase the work related skills and knowledge of our employees who demonstrate a desire to grow.
3. Stockholders → we will strive to maximize **CIGNYS's** profitability and market value.

Strategy

(Strategy is **CIGNYS's** plan for achieving our vision, within the scope of our mission)

1. Employees → we will recruit the best and brightest people who are motivated to succeed. We will always strive to get the right people on the bus, and get the wrong people off the bus (see Jim Colin's book, Good to Great). When we hire, we will bring on those people whom possess the best attitude, character and job related skills.
2. Customers → we will target customers that are willing to pay for value and establish priorities around them. We will focus on innovative opportunities and avoid low margin commodity propositions.
3. Competitive → we will utilize lean techniques and continuous improvement to improve productivity and lower operating costs.
4. Suppliers → we will continue to identify and partner with the best suppliers in the industry.