

THE RAINIER PHILOSOPHY



SEATTLE, WA + STATESVILLE, NC



This pamphlet contains a simple yet powerful message of Rainier's operating philosophy. Here you will find guidelines of how Rainier's philosophy defines our work and affects the actions and decisions we each make. As you come to better understand Rainier, I hope you will embrace this philosophy, help us build great products, and create favorable experiences for our clients.

The Rainier Philosophy contained herein is a blend of our mission and core values. It is not the culture itself, rather it is the foundation for our culture.

Rainier was founded in 1896 and is one of the 100 oldest business in Washington State. Integrity is important at Rainier; we always strive to do the right thing by being respectful and responsible.

Rainier has changed dramatically over our long history. We have evolved from an organization driven by craftsmanship and the reputation of customer satisfaction that defines and differentiates us. These values are at the heart of Rainier. Using this philosophy as a guiding principle, we can build the future together and continue Rainier's success as a great company.

Sincerely,

Scott C. Campbell
CEO



The Rainier **Philosophy** is the combination of our **Mission** and our **Core Values**.



Our Mission ...



Rainier creates the best Display, Shade, and Shelter solutions. We build incredible experiences and make lives better.





THE BEST
Display Solutions

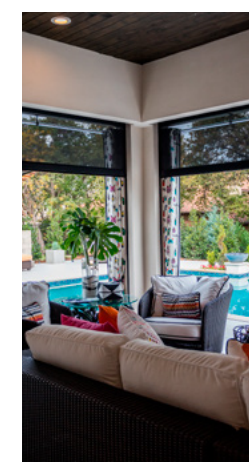
- // BRANDED ENVIRONMENTS
- // EXPERIENTIAL MARKETING
- // CORPORATE + RETAIL INTERIORS





THE BEST
Shade Solutions

- // RETRACTABLE AWNINGS
- // POWER SCREENS
- // FIXED AWNINGS





T H E B E S T

Shelter Solutions

// TENTS + YURTS

// MARINE

// INDUSTRIAL + AEROSPACE





OUR CORE VALUES

Rainier Teammates ...

Put Customers First

We always exceed our customers' expectations.

Are Responsible

We do the right thing.

Deliver Results

We work productively to increase profits.

Have Fun

When work is fun, it is not work.

Are Kind

We are easy to do business with.



Teammate Testimonials

- // Rainier is a good place to work, it is like a big family.
- // I knew early on in my almost 26 years at Rainier that it was a great place to work. All three of my sons have worked here.
- // Fun creative environment that cares about its employees.
- // The family culture here is phenomenal. From the moment I started, I was welcomed with open arms. We are all here for one end result and that is customer satisfaction. Working as a team and being able to lead a great team, makes me want to do more and be better.
- // Rainier is a company with solid values and great ethics. There is definite feel that the team dynamic is very genuine and real and we all look out for each other
- // The people here are always willing to help if you are having trouble completing a project, and it's just a nice place to work!
- // We are a smaller, private company with big things ahead and I would encourage folks to be a part of it!
- // Rainier is a great company to work for and do business with. Everyone works hard to insure the customer is always satisfied, often doing whatever it takes. As an employee you are appreciated and feel like your voice matters. You are part of a team and everyone is treated with the same respect.
- // Yes, this is an outstanding place to work!





Rainier Philosophy

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- // Are Responsible
- // Deliver Results
- // Have Fun
- // Are Kind



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