



Mission: To be the global leader and supplier of choice in the manufacture of return springs for clutched systems

- Exclusively specialize in the manufacture of spring packs
- Work everyday to be the very best at what we do
- Put our customers first
- Focus on continuously widening our moat
- Recognize that we are a manufacturer where value is created on the manufacturing floor
- Remember that pride comes before the fall

Company Values

1. Treat others as we would want to be treated
2. Implement simple, creative, cost effective solutions, those different from the status quo
3. Continuously pursue the best way through process improvement and cost reduction
4. Set targets, measure results, and ensure accountability. Failure is not an option to us
5. Details are important – we take the time to do it right the first time
6. Follow through on commitments that are made – Talk is cheap. We value action and results
7. Expect a lot from each other. Anything less would be a compromise as to what great people can and should achieve
8. There is no substitute for hard work
9. Strive for a safe and environmentally conscious workplace

We look for PJWS employees to share the above values, and have high capability, character, and work ethic