**FAQ Sheet for MidwayUSA’s Operation Concrete Values**

1. How many people participated?
   1. Over 308 Employees have participated in the project
2. What kind of equipment was used?
   1. We used a device called a Wasp to do the engraving. It is a pneumatic tool, operated with compressed air, and features a single reciprocating carbide stylus cutter called a Stinger.
3. How did MidwayUSA come up with the values on the Mission Statement?
   1. Values aren’t strategies, they aren’t goals; they’re about ethics – doing the right thing. After lots of frustration and false starts, we finally came to the understanding that Values don’t originate in companies, they come from the Employees; only people have Values. Great companies simply adopt the most relevant of those Values, then hire Employees who share them. Company Values are pretty easy to understand when you think of them that way. MidwayUSA identified and adopted nine personal Values: Honesty, Integrity, Humility, Respect for Others, Teamwork, Positive Attitude, Accountability, Stewardship and Loyalty.
4. How long did it take to engrave each set of values?
   1. The engraving portion of each set of values takes approximately 4 hours.
5. What’s the process from start to finish?
   1. Engraving: It take approximately 4 hours to engrave one set of Values.
   2. Filling: It takes approximately 2 hours to fill in the engraved letters with an outdoor rated epoxy paint; this is done twice.
6. What are the engraved letters filled with?
   1. Each letter is filled by hand using a syringe containing a special mixture of epoxy and paint.
   2. The outdoor UV rated epoxy is a clear substance that is mixed with a special black paint onsite; the two-part filler hardens within about 30 minutes of being mixed.
7. How long does the treatment last?
   1. The two-part epoxy filling should last for several years. Over time, some minor maintenance may be required in high traffic areas and in areas subject to inclement weather.
8. Why engrave the Company Values on the sidewalks?
   1. Engraving our Company Values on our sidewalks was the final piece of the puzzle when it comes to deployment. Every Employee must know and share the same Values, to create a culture of trust. Our Mission Statement is posted in multiple locations throughout each building; engraving our Values into our sidewalks is a reminder to each Employee, our guests and prospective Employees just what our Values are.
9. Did everyone have a chance to participate?
   1. Every Employee was invited and given the opportunity to participate in Operation Concrete Values.
10. Does MidwayUSA have any plans to carve anything else in stone?
    1. At this time, we do not have any plans to engrave additional items into our sidewalks.