



Our Vision - We are cultivating a greater tomorrow through personal relationships with customers and stakeholders, by providing the tools needed to produce food for the future and enhance Montana's infrastructure.

Our Mission - Hoven Equipment Company strives to be the employer of choice while being a customer-focused full-service dealership selling ag, outdoor power, and compact construction equipment for producers and contractors in Central MT.

We will achieve this vision and mission through alignment to our values:

Trust - Strong relationships built through personal responsibility and individual ownership

- We are accountable for our decision and actions
- We strive to make a positive difference in the lives of others
- We are honest
- We meet our commitments
- We communicate effectively

Professionalism - Serving others in ways that makes us proud

- We get permission to spend customers (internal and external) money
- We are clean, organized, safe and everything is labeled and documented
- We show urgency and responsibility in our roles
- We follow procedures to meet the needs of others
- We pay attention to details

Financial Success - Long term stability and success for all

- We plan, set, and achieve our goals
- We ask for the business and collect money
- We prioritize productivity, training, learning, and growing
- We think through options to ensure good decisions
- We manage our expense spending

Appreciation - Striving to create a work-place that people want to join

- We recognize the success of others
- We are helpful and patient with our teammates and customers
- We respect everyone to ensure positive interactions
- We smile and are enthusiastic