

Our Core Values

"Core Values" have been defined as the essential and enduring tenets of an organization. They are the set of principles that shape an organization's character; they are the soul of a firm. In other words, they provide the glue that holds an organization together through time. It is our honor to present our Core Values to you.

WE ARE CLIENT-CENTERED

- Our mission is to help our clients identify, understand and solve their problems.
 - We are client needs driven, not product driven.
- We work for clients who value our contributions, who share our ethical standards and treat our people with respect.
 - We will continuously assess our clients' adherence to these principles.
- We assist clients in solving their problems by delivering outstanding service.

WE ARE PASSIONATE ABOUT PEOPLE

- We take personal responsibility for growing our knowledge and skills.
- We reward results rather than effort, our highest performers are our highest compensated.
- We work toward solutions rather than making excuses or placing blame.
- We are equally committed to our people and our clients.
- We seek balance between professional, personal and community commitments.
- We encourage this balance by showing flexibility in how, when, and where work gets done.
- We provide our people opportunities, encourage initiative and reward results.

WE ARE SUCCESS-DRIVEN

- We accept occasional failures as necessary for long term success.
- We encourage managed risk taking and creativity.
- Our goal of being the best Firm requires that we have the best teams and our internal systems will promote and reward these teams.
- We seek to be constantly improving, evolving and self-evaluating.

WE ARE ONE FIRM

- We bring the best Firm resources to clients regardless of team or specialty:
 - No boundaries in client service
 - No protecting a "book of business"
 - Clients are served by a team, not a single professional.
- When we receive an internal request for help, we respond as if the request came from a valued client.

WE BELIEVE IN INTEGRITY

- We believe in open, honest and respectful communications with our clients and our people.
- We strive for the highest levels of professional standards, ethics and integrity.
- We only work with clients and employ people who share our commitment to integrity.

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