



## **SOCIALLY RESPONSIBLE.**

*Be a Good Citizen.*

We are committed to and create a clear purpose to our social responsibility. We invest and focus our resources, efforts and team on protecting and improving our local environment, being mentors to our profession, and recognition of the service of our military. We take personal commitment to be a good citizen.



## **PEOPLE FIRST.**

*Serve One, Serve All!*

Our greatest asset is our people. We strive to build a Positive Team Spirit. We treat each other with respect, courtesy and professionalism. We support and challenge each other constructively. We are open to share our knowledge. We work as a team. We live with a strong sense of belonging, and we work with an attitude of service toward our clients, communities, colleagues, friends and family, and business partners. We provide our people with the tools, training, support, empowerment and autonomy that they need to achieve personal and business goals. We are loyal, humble and dependable.



## **MAKE A NOTICEABLE DIFFERENCE!**

*Wow the Client.*

We seek opportunities to consistently create great customer experiences. We strive to proactively listen, understand, serve and exceed the expectations of our clients. We love what we do, and we let it show!. We bring enthusiasm, creativity and a "can-do" attitude in every interaction, and we generate excitement and commitment by sharing our optimism and success. We create a fun and productive team environment. We respond to customers with a sense of urgency. We are patient and courteous. No Shoes, No Shirt, Yes Service!



## **RESULTS! "Own It."**

We take personal accountability for our actions. We get it done, and we strive to do it right the first time. We are diligent and focused on detail. We are proactive to drive results and to quickly solve problems. We take care of all the small things that matter every day and add value to our clients. "You don't have to worry about it, I will get it done!". We enjoy going above and beyond to achieve extraordinary results, build lasting relationships, and exceed our client's expectations at every opportunity. No excuses, shaming or blaming.



## **TRUST, INTEGRITY, AND PROFESSIONALISM.**

*We Lead by Example.*

Our actions and decisions are guided by an unwavering commitment to integrity and ethics. We proactively communicate in a way that builds lasting relationships and generates trust. We do the right thing even when nobody is looking. We effectively and tactfully handle difficult or sensitive issues. We demonstrate the highest levels of professionalism and respect. We are transparent, fair and honest in all interactions and communications inside and outside our organization.

# OUR CORE VALUES