

## **Company tenets**

1. We are humble and we consistently demonstrate respect for our fellow employees and clients.
2. We strive to make our clients more successful, always putting forth our best effort and taking personal responsibility for the quality of our work.
3. When we make mistakes, we admit them quickly.
4. We foresee change and adapt quickly. We innovate and take risks. We share ideas to improve the company.
5. We understand what is expected of us each day.
6. We recognize that every individual is unique with individual talents and we strive to match every person's responsibilities with their talents.
7. We honor our commitments to external and internal clients.
8. A diverse workforce is a source of strength. We are committed to ensuring that our employees are diverse in their cultures, beliefs and experiences.
9. We guard and conserve the company's and our clients' resources with the same vigilance that we guard and conserve our own personal resources. We conduct ourselves in a manner that never creates a conflict of interest between ourselves and the firm.
10. We have fun at work and are re-energized by fun outside of work.
11. We recognize the paramount importance of families and in meeting family commitments.
12. We always communicate without fear of retribution.