

The Path To Our Goal

- Quality first
- Doing it right over profit
- Active partner involvement
- Managing time spent
- Valuing our employees and clients
- Treating employees and clients respectfully
- Supporting our communities
- Teamwork
- Rewarding performance
- Maintaining a great workplace
- Getting and giving client respect

Quality

We define quality by evaluating the outputs, people, partners, tools and processes. We strive for continuous quality improvement.

Community

We will provide a safe workplace and promote the health and well being of our people and their families. We will work with our communities by volunteering and financially supporting worthy causes and respecting our environment by recycling, reusing, and reducing our waste wherever and whenever we can.

People

We value the skills, strengths, and perspectives of our people and foster a positive workplace that enables people to get involved in making decisions about their work that advance our common business objectives. We strive to provide training and development, professional growth, variety, and advancement opportunities, as well as a proper work life balance. Our success is dependent upon the collective energy and intelligence of all of our Team Members.

We will meet regularly to discuss issues, solve problems, appreciate each others' contributions, and encourage cooperative efforts at every level and across all activities in our company.

Integrity & Ethics & Professionalism

We treat our people, clients and business associates with respect, fairness and integrity at all times and we expect the same in return. We will always practice the highest ethical standards and strive to meet or exceed professional standards. We understand that we work for the public interest and will act accordingly. We honor our commitments and we will take personal responsibility for our actions.

Client Driven

Satisfied customers are essential to our success. We will achieve client satisfaction by understanding what the client wants and delivering it. We will commit to active partner involvement, being responsive, repeating quality people, meeting deadlines, providing fair and visible pricing, providing quality services, and understanding and knowing our client's businesses and industries. Only by satisfying our clients first do we have the opportunity to satisfy the needs of our other stakeholders.

Creating Opportunities Through Profit & Growth

We generate profits through voluntary exchange with our clients. We recognize that profits are essential to creating capital for growth, prosperity, opportunity, job satisfaction and job security.

Communication

We are committed to honesty, timeliness and clarity in communicating with our people, business associates and clients.