



## Core Values



### *Integrity*

We act honestly, openly and ethically. We do the right thing, even when no one is watching. We do what we say we're going to do.

### *Customer Focus*

We exceed the expectations of internal and external customers. By maintaining customer focus, we drive excellence and accountability.

### *Collaboration*

We collaborate across offices and departments and then execute with one voice. We share our knowledge openly to achieve our objectives. We are more intelligent, creative and powerful working together.

### *Initiative*

We take the initiative to make things better. We identify and resolve issues without being told to do so. We lead by example to help our organization achieve its goals – taking action to deliver results.

### *Accountability*

We take responsibility for actions and outcomes and hold others accountable for their performance. We drive ownership through commitment to results, not just effort.

### *Innovation*

We view change as an opportunity. We think creatively and continuously identify ways to improve processes. We seek diverse views and ideas and relentlessly challenge the status quo.

### *Personal Fulfillment*

We take pride in what we do and feel valued for our contributions. We strive to improve our knowledge. We enjoy and gain satisfaction from our work.

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