



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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