



Our Guiding Principles

Our Guiding Principles support our vision, embody our culture and reflect what we value. They are our core beliefs and principles that govern the way we work together and with our clients.

We expect all team members to adhere to these values as they are core to our success as an organization.



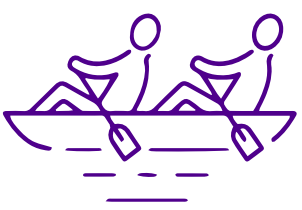
Excellence

Through our Plan, Do, Review, Improve approach and openness to creative ideas, we deliver *Better Performance Every Day*.



Honesty & Integrity

We do the right thing, are accountable, lead by example and treat people with respect.



Teamwork

We harness our collective strengths and recognize that our combined contribution exceeds what we can do individually.



Work Smart Live Well

We actively consider and mitigate the risks in our business and to ourselves.



Creating Value

We recognize our future is dependent on creating value for our customers, community and our shareholders.