

Organizational Culture Statement

How we work:

- We work for what we believe in and take pride in what we do
- We work with the community, in the community, for the community
- We work strategically to achieve our goals and support each other to succeed
- We work hard and have fun

What we believe:

- Our benefit to the community and the environment is as important as our financial bottom line
- We are a lever for personal and social change
- Everyone can make an impact, individually and collectively
- We believe in collaboration, transparency, our triple-bottom line, a fun and professional work environment, and striking a work-life balance

How we treat others:

- With compassion, dignity and respect
- We strive to teach and inspire
- We use clear, open communication and are accountable to ourselves and others