

Charter



Guiding Principles

- ▶ Integrating integrity, trust, and quality into all that we do
- ▶ Delivering outstanding client service and communication
- ▶ Enhancing business through high ethical standards
- ▶ Acknowledging our employees' achievements
- ▶ Strengthening our success through safety

Vision: To strategically grow our business, nationally and internationally, in partnership and trust with our clients and staff.

Mission: We meet our clients' challenges by empowering our employee-owners to **transform ideas into reality**®