

MISSION

Our company success measures are:

Deliver the best service

- be “best of class” in each market served
- meet the success measures of each client

Create the best careers

- make each office an interesting, vibrant and enduring workplace
- target markets desired by employees
- balance personal and professional goals

Continuously get better

- expect all employees to improve our processes
- support innovations aligned with shareholder interests

Generate sustainable growth

- achieve growth through our employees’ entrepreneurial endeavors
- align rewards with leadership and management contributions
- use effective processes to identify and evaluate new opportunities
- teamwork, learning and fun lead to success



CORE VALUES

The following values define expected behaviour for the company and employees:

Team Success

- individual’s successes and setbacks are shared by the team
- rewards are for contributions to team success
- the organization endures by enabling all stakeholders to be successful

Shared Knowledge

- everyone contributes to knowledge content and sustaining a best-of-class network
- input is sought from people with a variety of backgrounds to provide a balanced perspective

Career Growth

- the skills for meeting market and business needs are developed by supporting employee development
- leadership is distributed through applying individual initiative to team processes
- mentoring is a necessity and a privilege

Integrity

- decisions are guided by honesty, mutual respect and fairness
- employee and company actions are consistent with our values
- project decisions are made for the client’s optimum solution

Sustainability

- balance is promoted through considering environmental, social and economic impact of all actions
- vibrant, fulfilling careers are achieved by balanced work, family and community ambitions