

# EPSTEIN BECKER GREEN VALUES COMMITMENT

At Epstein Becker Green, our mission is to (i) partner with clients in our core practice areas and industries to deliver creative solutions through focused excellence; (ii) honor our founders' legacy of entrepreneurial spirit, hard work, client-focus dedication, and strength of character; and (iii) provide value by helping our clients solve problems and achieve business goals in the most cost-efficient way. These values translate into the following commitments to our stakeholders:

## To our Clients, we commit to:

**E**xcellence in thought leadership, advocating our clients' causes, communicating quickly and effectively, and solving the issues of concern to our clients' business

**B**ringing our clients a team of diverse attorneys and professionals — a team that both reflects our society's richness of differences, including race, ethnicity, gender, sexual orientation, disability, and perspective, and encompasses the skills and experiences desired by the multiplicity of clients we serve

**G**rowing our existing and deep knowledge of our clients' business and goals to increase the value of our legal services, and providing responsive, practical, and cost-conscious advice and thoughtful and creative solutions for existing and anticipated challenges

## To our Attorneys and Strategic Advisors, we commit to:

**E**nhancing available legal projects and business development opportunities to the fullest extent that their own commitment, experience, and skills allow, in a highly collaborative and flexible environment of mutual support, feedback, mentoring, thought leadership, and camaraderie across practices and offices

**B**ringing about, at all levels and outside of any predetermined lockstep structure, opportunities that allow and reward ongoing skill development, true client interaction and responsibility, the cultivation of business generation skills, and professional advancement

**G**enerating and providing unique incentives and benefits geared toward long-term growth that encourage and reward professional development, firm leadership, ownership, and achievement

## To our Staff, we commit to:

**E**nsuring that our staff has an inclusive and rewarding work experience as part of the Epstein Becker Green team

**B**eing aware and appreciative of the efforts and achievements of our staff, and acknowledging the contributions that staff members make to the overall success of the firm

**G**iving our staff members the platform to expand and improve their professional standing and skills while allowing for the freedom to thrive in a family-friendly environment that provides flexibility, variety, and a culture of promoting advancement opportunities

## To Ourselves, we commit to:

**E**mpowering one another through a work environment marked by care, respect, and dignity

**B**eing ever vigilant to adhere to the highest ethical standards

**G**oing above and beyond to hold the firm's interests above our individual interests while improving the firm for the future

