



# Smith Anderson's STATEMENT OF CULTURE

*A positive group culture is a powerful force. It drives personal engagement, improves outcomes, and leads to singular reputations for organizations.*

**Smith Anderson's culture is Committed, Caring and Compelling.**



## COMMITTED

As a firm, we are committed:

### To Our Clients.

We exist to serve our clients and help them thrive. We cultivate strong client relationships that engender trust and allow us to provide client service more effectively and efficiently. We take ownership of projects and are responsive, seeking not only to achieve outstanding outcomes but to deliver a superior client experience.

### To Each Other.

We trust and respect each other. We rely, not only upon each other's legal skills and good judgment, but also upon each other's honesty and integrity. We excel at building teams to accomplish hard tasks. We grant each other significant autonomy, but share responsibility for outcomes and are mutually accountable both professionally and financially to each other.

### To Our Community.

We take to heart our professional responsibility to make a difference. We actively cultivate a spirit of community service, invest in training leaders, and seek opportunities to work together with our clients and each other for the common good.



## CARING

As a firm, we care:

### About Each Other.

We are more than colleagues. We are responsible for each other's well-being and approach our work relationships with the same values we use at home. We value diversity and build genuine relationships that foster a sense of inclusion. We mentor our people to nurture professional growth and leadership. We promote a healthy work-life balance.

### About the Law Firm.

We are bound together in a professional enterprise that is greater than the sum of its parts. We are proud of the firm – of what we do and how we do it – and regard ourselves as stewards of our shared future. We protect and promote the firm's reputation, which is, in part, an external manifestation of our culture.



## COMPELLING

Our culture compels us:

### To Do Our Best Work.

Our culture both supports and demands the best each of us has to give – to our clients, to our community, and to each other.

### To Be Our Best Selves.

Our culture supports the fullest expression of who we are not only as professionals but as people. We make the most of our individual gifts every day.