

THESE FIVE FUNDAMENTAL TRUTHS EXIST WITH OR WITHOUT HORIZON.

1. People long to have purpose and meaning for their life.
2. People are equal but different. Matching unique differences to job requirements creates strength for the organization.
3. Individual differences are based on Inherent Ability, Interest, and Experience – one's Caliber, Competence, and Character.
4. People desire to be part of a tribe where they are known and loved, and through this knowledge, challenged to be better.
5. People will protect and serve their tribe and its members.

OUR INFINITE GAME

OUR PURPOSE

We harness the power of teams by, with, and through their leaders.

OUR VISION

Disciplined organizations, fueled by cohesive teams, led by leaders of character...empowering people to achieve the extraordinary.

OUR VALUES & GUIDING PRINCIPLES

Our goal is to equip and empower individuals and teams to work and compete at extraordinarily high levels of performance. We achieve this by focusing on five core values that are defined by our guiding principles:

MEANINGFUL IMPACT: SEEK MARKET INFLUENCE OVER MARKET SHARE.

- Choose substance over flash;
- No compromising of our Mission;
- Do no harm;
- Believe what we do matters.

REMARKABLE REPUTATION: TRUST IS OUR CAPITAL.

- Foster trust through our actions and expertise;
- Be professional and humble;
- Do what we say we will do – There's No Fine Print;
- Do the right thing – Demonstrate discretion;
- Be good stewards.

EXCEPTIONAL DELIVERY: COUNT ON EXTRAORDINARY.

- Do what is required when it is required;
- Commit to excellence;
- Make the best with whatever we have;
- Hold each other accountable;
- Improve what we do and how we do it.

TEAM FIRST: IT'S ALL ABOUT THE TEAM.

- Celebrate success – enjoy the journey;
- Hire people that best fit the required work and our culture;
- Invest in our people, their careers, & reward them generously;
- Be present and accessible;
- Follow the Golden Rule & be attentive to the needs of others;
- Communicate honestly, respectfully, thoroughly, and timely;
- Help others when help is needed;
- Have a positive attitude and encourage others;
- Be a teammate that others count on.

ENTERPRISING SPIRIT: SEE IT. OWN IT. DO IT.

- Lead the Way: Be bold;
- Be productive with our open space;
- Seek out challenges – Exercise disciplined initiative.

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