

## OUR CORE VALUES

Our core values consist of five essential characteristics that are embedded in Tighe & Bond's culture, business practices, and people. Our continued success will be attributed to these five key traits.



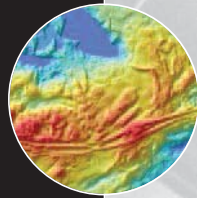
### ▶ **INTEGRITY** – *do the right thing*

Act at all times with honesty; be accountable to others for our actions; inspire trust with clients and co-workers by always being responsible, ethical, and honest.



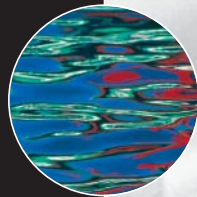
### ▶ **EXCELLENCE** – *do things right*

Promote a passion for excellence with employees and clients alike; create and foster a work environment that increases individual expertise and provides for continuous learning; expect unparalleled performance, providing high quality deliverables and services that exceed expectations.



### ▶ **RELIABILITY** – *you can count on us*

Do what we say we are going to do, always keep our commitments. Provide services and support focusing on results and client expectations; complete projects and assignments within time requirements and with care and attention to detail.



### ▶ **COMMITMENT** – *be dedicated to our clients*

Set ourselves apart from our competitors by the value and quality of services, our responsiveness, and the personal attention we provide to our clients.

### ▶ **RESPECT** – *everyone is important*

Appreciate and value clients, co-workers, colleagues and business associates; support and promote a diverse work environment. Treat everyone with courtesy and importance.