

**Company:**

- *Governance
- *Ethics
- *Data Protection

**Associates:**

- *Diversity
- *Staff Development
- *Work Environment
- *Wellness

**Community**

- *Volunteer projects
- *Philanthropy

As a Registered Investment Advisory firm, it is our policy to consider a company's ESG programs as a component of our investment analysis and decision-making processes. In addition, as business owners we have also incorporated ESG initiatives into our firm's policies and procedures. Excellent Corporate Citizenship is at the foundation of our firm's guiding principles as we strive to conduct business ethically and operate in a manner that positively impacts our staff, clients and society overall.

Company:

Governance-Fostering a top down compliance culture, reinforced at the executive level. Adhering to regulatory requirements and guidance in a full and complete manner.

Ethics-Upholding a fiduciary duty to always put our clients' interests above our own.

Data Protection-Respecting our clients' confidential information with a highly secure network and cloud based operating systems.

Associates:

Diversity-Encouraging a varied culture with inclusive workplace policies, employee led project teams and meaningful employee engagement and advancement opportunities.

Staff Development-Investing in our employee's future with continuing education, conference attendance and regulatory licensure sponsored by the firm.

Work Environment-Promoting collaboration and teamwork with All Hands and Open Door policies, welcoming employee suggestions on process improvement, new ideas and general feedback at regular intervals.

Wellness-Contributing to a work/life balance with remote capabilities offered to all staff on an as needed basis.

Community:

Volunteer opportunities-Providing time away from the office (annual allotment) to complete volunteer project(s) at the charity or organization of an employee's choosing.

Philanthropy-Pledging financial and intellectual support to various local organizations through monetary donations or serving in board, leadership or committee member roles.