

Meet Butch Q. Fog:

B	<p>BALANCE</p> <p>I will acknowledge that we all need a balanced approach to life, and that their balance may differ from mine. I will develop the skills and cross training needed to help balance the work of my team.</p>
U	<p>UNCOMPROMISING INTEGRITY</p> <p>I will be attentive to the rules of our profession, and use them to guide my service to my clients. I will be honest when dealing with others and will do the right thing, even when others aren't watching. I will keep my promises and if, on the rare occasion that I am unable to do so, I will communicate the delay as soon as I become aware.</p>
T	<p>TEAMWORK</p> <p>I will recognize that I am accountable to the team for developing my skills, and am willing to develop the skills of others. I will be considerate of how my work affects the work of others, and I am willing to help others until the work is done and deadlines are met. I recognize that we succeed only as a team, and accept responsibility for my part in that success.</p>
C	<p>COMMUNICATION</p> <p>I will speak positively of my fellow team members, my clients and Snyder & Company in both public and private. I will be present and actively listen. I recognize that timely communication is essential to the team as a whole, and that there are times when communication must be done in person or over the phone. I will try to handle conflict in person when at all possible and will do my best to not use electronic means to avoid open dialogue.</p>
H	<p>HUMILITY</p> <p>I will think of others needs above my own. I will show gratitude by acknowledging the contributions of others. I will not boast of my successes, but will acknowledge openly the efforts of the team, and express my appreciation with sincerity.</p>
Q	<p>QUALITY SERVICE</p> <p>I will complete my work in a timely and accurate manner, keeping my client's best interest at the heart of my work. I will be proactive in anticipating the needs of my clients and my team. I will keep in mind the work that others have to do on my projects, and will give them enough time to complete their part of the engagement. I will take responsibility for improving my technical knowledge, and for consistently using the firms' processes.</p>
F	<p>FUN</p> <p>I will do my part to make the workplace fun, while being mindful of other's needs. I recognize that fun takes many forms and I will embrace spontaneity. I will readily participate in the fun of the team, recognizing that this brings us together in a positive way.</p>
O	<p>OWNERSHIP</p> <p>I will be accountable for the work assigned to me and see it through to completion. I will be responsible for all facets of servicing clients assigned to me, whether on a project basis or as an AM. I will be proactive, decisive, and communicate issues timely. I accept responsibility for my success and that of the firm, and will do whatever it takes to get the job done within our standard quality of service.</p>
G	<p>GENUINE RESPECT</p> <p>I will accept people for who they are and not judge them; I will treat people with compassion and honesty. I will listen to other points of view and appreciate our differences, recognizing that this strengthens our firm. I will not disrespect people by talking negatively about others.</p>