

# Meet Butch Q. Fog:

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| <b>B</b> | <p><b>BALANCE</b></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>   |
| <b>U</b> | <p><b>UNCOMPROMISING INTEGRITY</b></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>  |
| <b>T</b> | <p><b>TEAMWORK</b></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>  |
| <b>C</b> | <p><b>COMMUNICATION</b></p> <p>I will speak positively of my fellow team members, my clients and Snyder &amp; 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 time 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> |
| <b>H</b> | <p><b>HUMILITY</b></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>   |
| <b>Q</b> | <p><b>QUALITY SERVICE</b></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>  |
| <b>F</b> | <p><b>FUN</b></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>  |
| <b>O</b> | <p><b>OWNERSHIP</b></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>   |
| <b>G</b> | <p><b>GENUINE RESPECT</b></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 the to others.</p>   |