

## CONSTITUTION

### ARTICLE I: TRANSPARENCY

- **Financial Openness:** No hidden financials as everyone gets to see the numbers and has visibility into where the money goes.
- **Communication:** Open and honest communication channels between all levels of the firm.
- **Decision-Making Transparency:** Open and transparent communication regarding firm decisions, e.g., strategic initiatives and policy changes.

### ARTICLE II: FLEXIBILITY AND AUTONOMY

- **Practice Your Way:** Partners have the freedom to build and manage their practice according to their individual strengths and client needs, without being boxed into predefined tracks.
- **Rate Adaptability:** Flexible billing rates to meet diverse client needs.
- **Work-Life Balance:** We prioritize work-life balance and autonomy, empowering partners to manage their schedules effectively.

### ARTICLE III: FAIRNESS AND EQUALITY

- **Objective Compensation:** A fair, transparent, and objective model for everyone.
- **Equal Opportunities:** No hierarchy, no power struggles—just equal chances for all.
- **Inclusivity:** We celebrate diversity in thought, background, and perspectives.

### ARTICLE IV: EMPOWERMENT AND AUTHENTICITY

- **Be Yourself:** Encouraging everyone to be their true selves without fear.
- **Empowerment:** Creating an environment where everyone feels valued and appreciated.

### ARTICLE V: COLLABORATION AND ENGAGEMENT

- **Active Engagement:** Regular partner meetings, practice group meetings, and retreats to keep the collaboration alive.
- **Client-Centric:** Putting client needs above billable hours.

### ARTICLE VI: CULTURAL PRESERVATION & IMPROVEMENT

- **Preserve the Culture:** All partners are guardians of our unique culture.
- **Self-Correction:** We address and correct actions that don't align with our values.

### ARTICLE VII: INNOVATION AND INTEGRITY

- **Innovative Practices:** Embracing new technologies and ideas to enhance our work and culture.
- **Ethical Standards:** Upholding integrity and ethical behavior in all actions.

### ARTICLE VIII: SUPPORT AND COLLEGIALLY

- **Supportive Environment:** Offering personal and professional support to all members.
- **Collegiality:** Building strong personal connections and friendships within the firm.
- **No Jerks Policy:** We maintain a respectful and collaborative environment where egos are checked at the door and all voices are valued.

### ARTICLE IX: RESPONSIVENESS AND RESPONSIBILITY

- **Responsiveness:** Being attentive to the needs of clients and colleagues.
- **Shared Responsibility:** Joint responsibility for the firm's success and culture.