

COMMUNITY FOCUSED

Core Value Statement

We are responsible and involved citizens who make a difference in our communities.

Operating Practices

- ◆ We are committed to investing time, energy and resources to better our communities.

ONE FIRM

Core Value Statement

We value our collection of individual contributions and diverse disciplines that join together to achieve the Firm's goals.

Operating Practices

- ◆ We make decisions based on our clients' and the Firm's best interests versus the professional interests of any individual or those of any department.
- ◆ We bring the best our resources to our clients.
- ◆ We have faith and trust in the knowledge that each individual is striving towards the same goal.
- ◆ We give and welcome input and, once reached, collectively support decisions.

Gallagher, Flynn & Company, LLP

55 Community Drive, Ste. #401 • South Burlington, VT 05403

45 Lyme Road, Ste. #205 • Hanover, NH 03755

www.gfc.com



OUR VALUES



PASSIONATE ABOUT SERVICE

Core Value Statement

We build and nurture relationships so as to provide the highest level of service to our clients and each other.

Operating Practices

- ◆ We strive to fulfill our clients' needs and to exceed their expectations.
- ◆ Building and strengthening relationships (Client/Community/Staff) is the foundation of our success.
- ◆ We strive to model the best of our profession and to be in the forefront of innovation.

PEOPLE, PEOPLE, PEOPLE

Core Value Statement

We respect and empower each other, support our development, celebrate our successes and value our work/life/family balance.

Operating Practices

- ◆ We nurture a culture where constructive dialogue and discussions of continuous improvement flow in all directions.
- ◆ We constantly seek balance between professional, community and personal commitments and responsibilities.
- ◆ We take personal responsibility for achieving results and are accountable to each other.

SUCCESS DRIVEN

Core Value Statement

We strive to maximize our individual and collective personal, professional and financial potential.

Operating Practices

- ◆ We are committed to profitability and growth.
- ◆ We encourage value-added activities.
- ◆ We support personal and professional development that has the potential to add value to the firm.

INTEGRITY

Core Value Statement

We trust each other to embody the highest standards of ethics, both personal and professional.

Operating Practices

- ◆ We are committed to open, honest and timely communications.
- ◆ We take pride in what we do as a Firm and as individuals, both internally and externally.

