

## CORE COVENANTS

The Sperry Van Ness<sup>®</sup> Core Covenants–emphasizing accountability, responsibility, and transparency–create a positive working environment for our team. Our Advisors agree to abide by these Core Covenants, while upholding the Sperry Van Ness<sup>®</sup> brand.

- 1. Cooperating proactively with all brokers and agents and always placing my client's interests above my own.
- 2. Showing respect and support to my clients and colleagues.
- 3. Honoring my commitments.
- 4. Personifying and upholding the Sperry Van Ness® brand.
- 5. Creating tangible benefits for my clients, colleagues, and community.
- 6. Resolving conflicts quickly, positively, and effectively.
- 7. Taking personal responsibility for achieving my own potential.
- 8. Excelling in my market area and specialty within the firm.
- 9. Focusing on the positive and possible.
- 10. Nurturing my career while valuing the importance of family, health, and community.

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