

# CORE COVENANTS

The Sperry Van Ness® 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® 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.