



GILLAN & VELDHUIZEN INC. COMPANY CHARTER

MISSION

G & V Inc. adds value to client's matters by providing honest and well-researched solutions to meet their needs.

VISION

We will achieve recognition in the industry as honest straight talkers.

VALUES

We believe in:

- **Client service...** being available when urgent matters arise.
- **Integrity...** adhering to ethical standards and rules of our profession, including ethical billing practices.
- **Trust...** honoring the unique nature of the attorney/client relationship
- **Commitments...** keeping promises and undertakings
- **Quality...** getting it right first time

GUIDING PRINCIPLES

- Leading by example
- Communicating effectively
- Behaving ethically
- Recognizing and rewarding our employees
- Enjoying your work
- Measuring effectiveness

GOALS

- Recognition as a leading law firm in the Southern Suburbs
- Staff fulfillment
- Growth of 20% in new market segments
- On time delivery and as promised performance