

Our **Shared Values**

bYOU[®]

We foster an environment of **INCLUSION**.

All individuals are treated fairly and respectfully, have equal access to opportunities and resources, and can contribute fully to the organization's success.

We act with **INTEGRITY**.

We follow the golden rule without exception. We say what we mean and mean what we say. We work to the best of our ability no matter who is or isn't watching.

We display **COURAGE** in our convictions.

We drive innovation, reaching beyond boundaries and thoughtfully explore new horizons. We seek help from others who are strong in ways we are not. We challenge the status quo and believe that progress is better than perfection.

We excel through **COLLABORATION**.

By working as one, sharing information and seeking solutions, we deliver exceptional outcomes. We appreciate one another's skills and experiences and hold ourselves and each other accountable for the success of the team.

We **WOW** our **Members**.

We focus intensely on putting the member first, delivering extraordinary experiences that create lasting relationships inside and outside the organization. Our authentic and passionate service to others sets us apart.

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