

ENDURING

VALUES & CULTURE

OUR MISSION

To build to outlast, compounding knowledge, networks and capital.

We believe lasting outcomes are built on intellectual honesty, patience, courage, work ethic, creativity and accountability. We look for all six at every level of leadership, in every company we steward.

THREE PRINCIPLES, NINE VALUES.

01 Be a good partner

Integrity Do the right thing, especially when it's hard to do.

Communication Share negative news quickly and proactively.

Selflessness Proactively put others before yourself.

02 Act like an owner

Fiduciary Act in the best interest of the company, always.

Judgment Root decisions in empirical information.

Synthesis Embrace being contrarian to support better decisions.

03 Relentlessly pursue better

Evolution Have the intellectual capacity, curiosity and desire to learn quickly.

Drive Hold yourself accountable, first, before others.

Impact Do what you commit to, on time, every time.

OUR CULTURE

The traits we hire, reward and protect.

Culture isn't a poster on the wall. It's the set of behaviors we choose under pressure. Six traits run through everyone who builds with us.

Honesty

Intellectual honesty, even when inconvenient.

Patience

The discipline to let good things compound.

Courage

To make the hard call and own it.

Work ethic

Showing up and following through.

Creativity

Flexible, constructive thinking that finds a better way.

Accountability

A desire for responsibility and ownership of the result.

"We build to outlast."

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