

OUR MISSION

WE MAKE LAW

WORK FOR YOU.

OUR VALUES

EXCELLENCE

Our clients demand excellence from us, and we want it that way. We satisfy this demand by recruiting and retaining exceptional professionals, conducting our work according to the highest standards of ethics and professionalism, investing in continuing education, encouraging leadership in our profession, and utilizing our collective expertise to benefit every client.

RESPONSIVENESS

The needs of our clients, our communities, our people, and our firm are often urgent and always changing. We will anticipate change and adjust when necessary to meet these needs. We will adapt our work environments and norms to match how our clients conduct their business and their lives. We will seek to ensure that our personnel, management, and clients are inclusive of the varied backgrounds and perspectives of our greater community.

COLLECTIVE ACCOUNTABILITY

We are serious about fulfilling the responsibilities we owe to each other, our clients, communities, and profession. The firm expects its people to put the interests of the firm and its clients over individual practices and preferences, bill and collect fair fees for services rendered, support free or reduced fee legal services, and contribute to our communities and the legal profession. Our people expect the firm to pay fair compensation, foster a productive and collegial work environment, support professional development, and value each individual's time away from the office.

TRADITION

We are proud of the 100-plus year history of our law firm and the accomplishments of the professionals who have come before us. We honor our past through active mentorship, ensuring that our core values remain consistent, even as the needs of our clients, community, and firm continue to change with the times.

OUR VISION

We consistently and ethically **deliver high quality legal services** to our clients.

We **nurture a balanced, collegial, and inclusive work environment** in which all of our professionals thrive.

We **invest in the communities** where we live and work.

We **advance justice** and the legal profession.



THE
VAN WINKLE
LAW FIRM