



GILBERT GARCIA GROUP  
ATTORNEYS AT LAW

## PILLARS OF CULTURE

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At Gilbert Garcia Group, we are dedicated to cultivating a culture that promotes a strong commitment to excellence and a genuine spirit of service. Our Pillars of Culture are the values that guide us and define what you can expect from GGG.

### INTEGRITY | PEOPLE | COLLABORATION | GROWTH | IMPACT | GRATITUDE

**INTEGRITY:** Integrity serves as the foundation of our company culture, defining who we are and how we conduct ourselves in every aspect of our operations. The Integrity pillar of culture encompasses honesty, transparency, accountability, and ethical behavior. It is not just a set of values or principles; it is GGG's guiding philosophy that shapes our identity, informs our decisions, and defines our relationships with colleagues, partners, clients, and community.

**PEOPLE:** At GGG, our people are humans first. Our people are unique, talented individuals with families, hobbies, personal goals and responsibilities, feelings, wants, and needs. We recognize that our employees are the driving force behind our success, and we prioritize their well-being, growth, and fulfillment before anything else. At GGG, we offer flexible work arrangements, respect boundaries, facilitate and offer learning and advancement opportunities, and foster a supportive, inclusive, and empowering work environment where team members feel valued, appreciated, and inspired to reach their full potential. The People pillar of our company culture underscores our deep commitment to our team members as the most valuable asset of our organization.

**COLLABORATION:** Collaboration is a fundamental aspect of our company culture, emphasizing the importance of working together towards common goals and objectives. The Collaboration pillar promotes communication, teamwork, and mutual support and respect. At GGG, we collaborate because doing so powers productivity, fuels innovation, and fosters creativity and collective success. We welcome and value all ideas and opinions. By celebrating and leveraging the diverse backgrounds, skills, perspectives, talents, and experiences of our team members, we achieve more together than we could individually.

**GROWTH:** Growth, resiliency, and adaptability are essential to GGG's success in an ever-changing and competitive legal industry. The Growth pillar embodies our commitment to continuous improvement, learning, and development. We embrace change as an opportunity to learn and improve and encourage our team to do the same. Intradepartmental cross-training, professional development workshops, regular feedback, goal setting and performance reviews enable the team to acquire new skills, stay relevant in their roles and the industry, and adapt to evolving business needs and industry trends.

**IMPACT:** The Impact pillar of our company culture embodies our commitment to making a positive difference in the world beyond our core business activities. We consider it our responsibility to contribute to the well-being of society and the environment, and we take great pride in doing so. Our routine philanthropic efforts support children, education, veterans, animals, the homeless and underprivileged, seniors, and the environment. For GGG, impact drives meaningful change, creates a better future for all, and allows us to leave the world a better place than we found it.

**GRATITUDE:** Gratitude symbolizes and emphasizes the importance of expressing appreciation and thankfulness for the contributions, support, and relationships that enrich our lives and drive our success. We believe that cultivating a culture of gratitude fosters positive relationships, enhances well-being, and strengthens relationships amongst our team, clients, and community. Gratitude is an attitude we choose to inhabit. We firmly believe that when we put goodness and positivity into the world, it inspires joy—which makes the world a better place every single day, within and outside of the walls of GGG.