

FIRM CULTURE

From the moment a new associate walks in the door, they know our firm is someplace special. We treat people fairly and with dignity, keeping a healthy perspective about life and work and fostering a positive work environment. We want and expect our staff members to have time to spend with their family as well as fulfill their obligations to their community and to themselves.

Our associates enjoy the opportunity to work directly with a wide variety of clients. This hands-on experience helps them gain a better understanding of the challenges facing the client, and allows them to see firsthand the positive impact their work can have on the client's business. This is something people just don't get working for many of our competitors.

We hold ourselves to the highest professional standards and will competently apply our experience as we innovate within specialized knowledge areas, continuously renewing and growing our knowledge base. We value integrity, initiative, leadership, creativity, hard work, and positive attitudes, and will work to create enthusiastic, high-energy, loyal and cohesive work teams. While we will rely on the firm for certain tools to assist us, we willingly accept responsibility for how we use and share our resources as we help one another achieve common goals.



C&P Advisors, LLC

Ciuni & Panichi, Inc.

Joel Strom Associates LLC

National Investor Services, Ltd.