

# Values Commitment

At Epstein Becker Green, our mission is to:

- partner with clients in our core practice areas and industries to deliver creative solutions through focused excellence;
- honor our founders' legacy of entrepreneurial spirit, hard work, client-focus dedication, and strength of character; and
- provide value by helping our clients solve problems and achieve business goals in the most cost-efficient way.

"I think the center of our Core Value is really respect for our mission—for what we're about and what we're trying to do. And so it affects our relationships because we show that respect to our colleagues and to our clients. ... I think of the term "thoughtfulness," meaning one of our concepts is we're "thought leaders." And, for me, the word "thoughtfulness" really captures what we want to be about. Yes, we want to be full of thoughts, lots of great ideas—for clients, for our colleagues—but we also want to be "thoughtful" in the concept of being considerate."

— Jim Flynn, Managing Director / Member of the Firm

## Values Commitment



### **To our Clients, we commit to:**

**Excellence in thought leadership, advocating our clients' causes, communicating quickly and effectively, and solving the issues of concern to our clients' business**

**Bringing our clients a team of diverse attorneys and professionals — a team that both reflects our society's richness of differences, including race ...**



**To our Attorneys and Strategic Advisors, we commit to:**

Enhancing available legal projects and business development opportunities to the fullest extent that their own commitment, experience, and skills allow, in a highly collaborative and flexible environment of mutual support, feedback, mentoring, thought leadership, and camaraderie across practices and offices

Bringing about, at ...



**To our Staff, we commit to:**

Ensuring that our staff has an inclusive and rewarding work experience as part of the Epstein Becker Green team

Being aware and appreciative of the efforts and achievements of our staff, and acknowledging the contributions that staff members make to the overall success of the firm

Giving our staff members the platform to expand and improve ...



**To Ourselves, we commit to:**

Empowering one another through a work environment marked by care, respect, and dignity

Being ever vigilant to adhere to the highest ethical standards

Going above and beyond to hold the firm's interests above our individual interests while improving the firm for the future

[DOWNLOAD OUR VALUES COMMITMENT PDF](#)

## Well-Being Matters

We proudly signed the [ABA Well-Being Pledge](#), recognizing that high levels of problematic substance use and mental health distress present a significant challenge for the legal profession and that more can—and should—be done to improve the health and well-being of lawyers.

This pledge is one that Epstein Becker Green has long lived by implicitly, having adopted the elements of its framework in pieces over time. Affirming the pledge expressly in writing matters greatly in further removing these issues from the shadows and reducing any stigma that may deter lawyers from seeking help. We encourage our attorneys to prioritize their well-being and foster an environment marked by care, respect, and dignity.

## Diversity Commitment

Diversity, equity, and inclusion are embedded into our firm's Core Values. We've always known that a diversity of backgrounds and views is critical to organizational strength and resilience. As a result, we've been diverse since our founding in 1973.

Additionally, we know that positive progress toward diversity and inclusion requires an ongoing commitment. We adopted the [Mansfield Rule](#), administered by Diversity Lab, in order to take measurable, intentional steps to support greater diversity in our law firm and maintain an inclusive environment in which all attorneys and staff can develop to their full potential. [Learn more](#) about our business and professional development training; our pipeline, mentoring, and shadowing programs; and our affinity support groups.

## Celebrating Our Core Values

### 2023 Core Values Champions

**Thalia M. Bowen**

Diversity Manager

**Megan Robertson**

Associate

**Lesley R. Yeung**

Member of the Firm

## 2022 Core Values Champions

**Daniel De Carvalho**

Desktop Support Specialist

**Erin Sutton**

Associate

**Gregory Harris Epstein**

Member of the Firm

## 2021 Core Values Champions

**Ohio Launch Team**

Staff Across Departments/Offices

**Nivedita B. Patel**

Senior Counsel

**Paul DeCamp**

Member of the Firm

## 2020 Core Values Champions

**Joyce Yi**

Desktop Support Specialist

**Nancy Gunzenhauser Popper**

Associate

**Peter A. Steinmeyer**

Member of the Firm

## 2019 Core Values Champions

**Tracey Jenkins**

Word Processor

**Kathleen Barrett**

Associate

**James J. Oh**

Member of the Firm

**2018 Core Values Champions**

**Anna (Annie) Jo Burgess**

Receptionist

**Scheherazade A. Wasty**

Associate

**Laurajane B. Kastner**

Member of the Firm