

SPERRY VAN NESS® CORE COVENANT

To create and nurture a positive working environment and perform as a team member with accountability, responsibility and authority, I agree to live by the following Core Covenants in everything I do with Sperry Van Ness.

1. I place my client's interest above my own and proactively cooperate with all brokers and agents.
2. I show respect and support to all.
3. I epitomize the first-class reputation and image of Sperry Van Ness.
4. I value the importance of family, mental, spiritual and physical health, and involvement within my community in the support of a balanced and successful career.
5. I quickly resolve conflicts positively and effectively.
6. I am individually responsible for achieving my own potential.
7. I honor my commitments.
8. I dominate my Market Area and promote my specialty within the Firm.
9. My thoughts, actions, and energies are focused on the positive and the possible.
10. I create amazing benefits for my clients, colleagues, and community.
11. I actively support non-profit organizations and aspire to contribute at least 1% of my annual income to these charities.