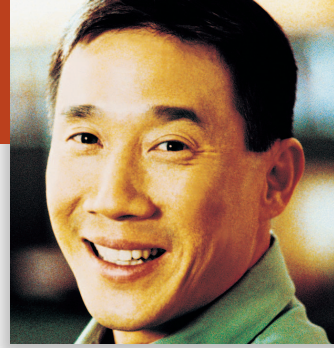


# Signature's Culture



As a client, you might not care about your vendor's company culture, but we think you should.

At Signature, we hire the right people, then give them the freedom to put their considerable skills to use. The respect we show our employees is returned to us. We see it in the passion they have for their work, the loyalty they have for the company and the satisfaction of our clients. It's amazing how much you can accomplish when you recognize that your value is your people.

**We take pride in the quality and experience of our people. We expect them to innovate, to go above and beyond our clients' expectations.**

Our staff has a passion for doing their jobs the right way, the "Signature Way." This means understanding the importance of upholding both Signature's and the client's reputation for excellence, understanding that you'll be held accountable for your actions and that your opinion counts. It means that you're more than an employee — you're part of a team.

## **Empowerment**

We consider all of our people to be leaders, and we give them the power and respect that comes with that responsibility. We don't want order-takers and we don't view our personnel as merely a means to an end. We know that the Signature team is the most important factor in the success of our company.

## **Decision Makers**

Consider this situation: An experienced consultant is on-site at your company. While working on the project for which she was hired, she recognizes that your goals can be accomplished faster, and more effectively, with a slightly different approach. Would you welcome her input, thus improving your project and saving you time and money, or would you prefer silence?

If your choice is the latter, then Signature Consultants may not be the right partner for you. We take pride in the quality and experience of our people. We expect them to innovate, to go above and beyond our clients' expectations. We also expect them to be decision makers — if they encounter problems, they don't need to place a phone call or launch a series of unnecessary emails to their Signature contact. They are empowered to speak directly with the client to solve the problem. If we didn't respect their opinions, they wouldn't be Signature Consultants.