

# We cherish our culture at

We nurture and celebrate it. And we never take it for granted. We know having a positive work environment is essential to making EVR an important part of our lives.

**OUR MISSION:** Our agency mission is to be a valued marketing communications partner by delivering exceptional services built on smart strategy, creative concepts, measurable results and superior customer experience. These are not just words on paper to us; they are a guidepost for the work we do every day.

**OUR PASSION:** This mission speaks to what we do, but what is our why? If you ask our staff, you'll hear three major themes to what motivates our work:



## PEOPLE

Our first great passion at EVR is people. And it's a good thing we like working with people, because it's what we do every day, all day. We love all of it—meeting with people and understanding their work, being part of the conversation and building trusting relationships. Both internally and externally.



## CREATING

Our second great passion is to create. Creating is not limited to pretty pictures and words. Sure, we love all that (or else we should find another career). But creating also means developing solutions to opportunities and problems, creating positive change, building innovative media solutions and working collaboratively as a team to achieve all of this.



## SUCCESS

Our third great passion is the sweet smell of success. We don't just like it, we crave it. We require it. We know our work helps our clients grow and that it makes a difference in people's lives. We live for adding value to a bigger picture, being a positive business force and delivering results to the bottom line.

**THIS IS HOW WE WILL BE GREAT.** At the risk of being immodest, we are A-players who thrive on working with other A-players. We challenge our work in a most positive and constructive way, but always demand that we meet the high bar we set for ourselves. If that means a strong conversation once in a while, well, they don't call it creative tension for nothin'. And we're good with that. It's how we hold each other accountable and get better. We call it "carefrontation."

What's most important is that there is room to grow and strong mentorship to encourage it. We hire to elevate, not delegate. We challenge each other, but there is no disabling fear of failure. Our trust in each other starts with open transparency from the top down. We accept and embrace change.

Our goal is to coalesce a talented team attracted to a highly desirable place to work, then help them grow by being steadfastly committed to professional and personal development.

**WHAT IS IT LIKE TO WORK AT EVR?** Well, we know that good team chemistry cannot be legislated or guaranteed, but that if we collectively do the right things, then we get along and like each other. Simple things like being considerate and caring about each other. Being interested in how life is going. No gossiping. Embracing differences. Treating each other with respect. While we can't demand that people do all of these things, we can certainly build a culture in which this is the norm and the natural way to think and act. When we do this, it's remarkable how compatible we become, how much fun we have together and how nice a place it is to hang our hat.