



Padilla Speer Beardsley's Commitment to Shared Expectations

A great relationship begins with agreed-upon objectives and shared expectations. Here's what you can expect from us, and what will allow us to be our best for you.

We will:

- Earn the opportunity to be your partner, bringing subject-matter experts to address your immediate needs and introducing additional services to help build your reputation longer term.
- Invest in our relationship, getting to know your organization, its competitive environment, and you personally.
- Shoot straight, bringing experienced counsel that may challenge conventional wisdom.
- Steward your resources, mindful that – no matter how you look at it – time is money.
- Communicate constantly, so you'll know where we're at against plans, budgets and course corrections.
- Deliver results that advance your organization's objectives.
- Conduct ourselves according to the highest standards of our profession.
- Involve our senior leaders in our work with you.

We ask that you:

- Help us earn the opportunity to be your partner, allowing us to build relationships with people in your organization who can help us advance your objectives.
- Keep us in the loop, to ensure that our work supports your organization's highest priorities and shifts in strategy.
- Tell us when we've hit the mark and – more importantly – when we have an opportunity to improve.
- Make time for deadline-oriented activities and unexpected opportunities to seize a competitive advantage.
- Allow us to bring new ideas to the table that we believe will help you be more successful.