

## OUR FIRM CULTURE

Practicing law is the ultimate knowledge work. It's also very personal – the profession is about human beings working together – evaluating situations, devising strategies and seeing them through. The culture at Ervin Cohen & Jessup supports and cultivates this process both by investing heavily in our people and by strongly encouraging a creative, collaborative approach to our work. We are very much not just another law firm.

When addressing a client's situation, we want to hear from everyone. Diversity is one of our fundamental values. In a knowledge business, that means diversity of perspectives. Our attorneys and staff have varied backgrounds in fields ranging from business, politics, technology and media, and life experiences, which help us bring innovation to our clients' projects. Our facility in this isn't an accident. Ever since John Ervin founded our Firm more than six decades ago, we've emphasized nurturing intellectual curiosity, rewarding hard work and results, and encouraging attorneys at all levels of our team.

All of these principles – collaboration, diverse viewpoints, innovation – are ultimately deployed in service of our clients. We strive to provide technical and professional expertise animated by a strategic agility that enables us to deliver solutions and approaches that are, above all, effective in moving our clients towards their goals. More than a century ago, Roscoe Pound, a famous jurist and Harvard Law School professor, said "The law must be stable, but it must not stand still." We believe the same principle applies to excellence in law firms. Especially ours.