

Mission Statement

There are three things that anchor our philosophy, determine our culture and guide our work here at OFS:

- **Honesty/Integrity**
- **Kindness/Respect**
- **Results Oriented**

We value all of these qualities and believe they are necessary for success.

We set the bar high. It is hard to get hired here. We will work hard to maintain an environment of honesty, integrity, kindness and respect, while achieving superior results.

Honesty/Integrity

- » Honesty and integrity are valued by the OFS community and we believe they provide the firm with a strategic advantage.
- » We tell each other the truth. It is a non-negotiable part of being on the OFS team.
- » We believe you are truthful and ethical – that is why you are here at OFS.
- » We trust that every piece of work you give us is honest, truthful and thought out.
- » Be honest. Even if it makes you look bad. We can address honest mistakes. Avoidance of the truth is not honesty.

Kindness/Respect

- » Being kind is a necessary part of achieving results. If we sacrifice being human over results, we will not be effective in the long term.
- » We expect you to treat others with respect as a function of our work.
- » That being said, kindness does not mean that we are not direct. We believe that you can ask others to improve themselves and still be kind.

Results Oriented

- » We believe results are sustained by demanding honesty, integrity and respect in the workplace.
- » Truly great organizations last – it may be old fashioned, but it is effective.
- » We are competing in a challenging market and we expect to achieve excellent results. We expect your best.
- » We expect you to take care of yourself and your family – we believe that enhances our ability to achieve superior results.