



# THE MORE WE DO **TOGETHER,** THE FARTHER **WE REACH.**

*Inspired from Latin,  
Corvias (cor via)  
means "by way of  
the heart."*

Our mission is to foster a personal investment and commitment into the success of our partnerships and each other.

Our team members' heartfelt approach can be experienced throughout our partnerships and in our relationships with one other.

**We care about the work we do, the partners we do it for, the communities we do it in, and the people we do it with.**

We offer a culture where caring for one another comes before just about everything else. In turn, we ask our team members to act with integrity and humility; to hold themselves accountable; to be authentic, empathetic, respectful and committed to our mission.

The work we do has the potential to impact so many, a powerful and intrinsic value that transforms challenging days to rewarding opportunities. And we have found that some of our best work comes when we are challenged to give it our all. When you sprinkle in collaboration, camaraderie and a work ethic that isn't defined by ranks and titles, together we will focus on executing with excellence. These beliefs bring us full circle:

**Our steadfast commitment to our partners, the communities we serve, and each other make Corvias an exceptional place to work.**

As a company, we have a responsibility to appreciate, reward and respect our team members. We also believe it is our responsibility to provide an inclusive, welcoming environment that invites team members to use their unique perspective, skills, and background to help us see things differently and where we can learn, evolve and grow together.



Nobody sets out to climb a mountain to get to the middle. Conquering the peak, however, requires an unwavering sense of commitment, perseverance, and ambition. That's why we hire people who want to **REACH**, continuously striving to embody our cultural values in their work every day. We envision that these core values guide us when making decisions, building relationships, and addressing challenges.



## IF YOU ARE A CORVIAS TEAM MEMBER, YOU HAVE:



### RESPECT

We treat one another with consideration, courtesy and dignity, and we appreciate different viewpoints and value others' contributions. Corvias team members share an inner sense of right and wrong and have priorities that are rightly placed.



### EMPATHY

Corvias team members are uniquely equipped to see things from another's perspective and are ever mindful that each person is driven by their own set of distinct circumstances and experiences. The ability to truly listen with kindness, understanding, and an open mind, makes each of us a better employee, partner, and human being.



### AUTHENTICITY

It's important to remember that everyone at Corvias was hired for their unique perspectives, qualities and experiences. We create a safe environment by accepting one another, encouraging transparent communication and seeking feedback.



### COMMITMENT

Collectively and individually, we can make a difference. Active listening, insatiable curiosity and continuous learning are some of the traits that demonstrate our level of commitment. Corvias team members have the dedication and passion to always look for a solution and believe we can solve the unsolvable.



### HUMILITY

We strive for high self-awareness balanced with a focus on showing appreciation for others. Corvias team members hold themselves accountable, sharing credit and accepting responsibility. We are gracious, diplomatic, and value others for their differences. We behave with integrity and are consistent and balanced in our approach to the ups and downs life presents.

We believe in the potential of our team members to make a difference for one another, our partners and our residents. Driven by our Three **CORE PRINCIPLES**, we aspire to be the best place to work so we can attract and retain people who care. People who care make it possible for us to provide the best service to our partners. The success we enjoy by providing the best service, creates opportunities for us to generously give back to the communities where we live and work.

