

WHO



WE



ARE



THE
Larry H. Miller
COMPANY

OUR

*Mission,
Vision,
Values,
& Guiding
Principles*

We're
glad
you're
part
of the
team.

WELCOME

We hope you're curious about what kind of company you're working for. Why? Because when you understand how and why we do business, you'll see how you fit into the big picture. In fact, you might not realize just how big that picture is.

Whatever your position in the company, you're joined by employees involved in real estate and development, entertainment, sports, financing, health care, investing, philanthropy, and a whole lot more – each committed to living our company values and creating an inclusive environment where everyone is valued, respected, heard, and treated with kindness.

That's a lot going on at any one time, and while growth and financial success are a priority, we also want to make the world a better place. It's an ideal woven into the very fabric of the company by the couple who built it, Larry and Gail Miller.

OUR

MISSION



TO ENRICH LIVES

Some people may only look at the outward aspects of the company: our growth, our many businesses and the other material signs of our achievements.

But that's only half the story...

We achieve true success when we positively impact our employees and partners, customers and guests, vendors and suppliers, and the environments and communities around us. As we prosper in business, we have an obligation to enrich lives and to make the world a better place.



*When we step
out of our comfort
zone to give to
those around us,
we enrich the lives
of those within our
circle of influence—
and beyond.*

OUR

VISION



TO BE THE BEST

Our company's success is based on personal growth and continuous improvement. We strive to be the best place in town to work and the best place in town to do business. We believe our work should be productive, worthwhile and fun. If we enjoy what we do, we'll perform better and customers will take notice.



*When we make
our work more
enjoyable, the
quality of our work
improves. And
when customers
enjoy working with
us, business really
begins to soar.*



VALUE 1 OF 4

DO THE RIGHT THING

Integrity is the foundation of all things successful. It defines our behavior and all of our actions and interactions. Trust, both in business and in our personal lives, is built on integrity.

- *Honor your word.*
- *Do the right thing simply because it's right.*
- *Be someone that co-workers, customers and communities can count on.*



Take the high road in all your decisions. Do the right thing and both your personal and professional ascent will continue.



HARD WORK

VALUE 2 OF 4

GIVE YOUR BEST EVERY DAY

Hard work is a commitment to excellence. It's about applying fundamental disciplines consistently. As we do so, we get better every day.

- *Make good things happen by giving your best effort.*
- *Learn what you can. Teach what you know.*
- *Never give up on pursuing your goals and realizing your potential.*



Put your heart into your work, however challenging the obstacles or however steep the way. The satisfaction comes not just in finishing, but in exerting sincere effort.

STEWARDSHIP



VALUE 3 OF 4

PRESERVE AND GROW THE BASE

We have been entrusted with resources and responsibility, and it is our duty to make the best use of them. When we do, we are rewarded.

- *Be responsible and accountable.*
- *Grow and enhance the resources entrusted to us.*
- *Protect, preserve and sustain those resources for future generations.*



*Like a gardener
nurturing older
trees while planting
new ones, we
should preserve
and grow the base
within our sphere
of responsibility.*



VALUE 4 OF 4

GIVE OF YOURSELF

When we serve others, we build bridges where they didn't exist before. No true act of service, however small, is ever wasted.

- *See each transaction and interaction as a chance to bless lives.*
- *Look for opportunities to make a difference.*
- *Find ways to make the ordinary extraordinary.*



*Working together,
we can give of
ourselves and
support others in
ways that fill dark,
stormy skies with the
sunshine of hope.*

In addition to our Mission,
Vision and Values,
Larry and Gail Miller have
lived and worked by a
set of **guiding principles**.

These ideas have been
essential to the company's
foundation and will remain
relevant to its future.

PRINCIPLE 1

Protect the legal, financial and moral well-being of the company.

PRINCIPLE 2

Be a student. Be a teacher. Be a leader.

PRINCIPLE 3

*Have a little fun. Make a little money.
Take care of the customer.*

PRINCIPLE 4

Remember, our business is a means to an end.

PRINCIPLE 5

Go about doing good until there's too much good in the world.





The Larry H. Miller Company