

WHO
WE
ARE

The text 'WHO WE ARE' is rendered in large, bold, sans-serif capital letters. The word 'WHO' is light blue, 'WE' is orange, and 'ARE' is green. Integrated with the text are three illustrations: three people in blue shirts and dark pants are positioned around the 'O' in 'WHO', appearing to hold it up or support it from below; a classical statue of a woman in a long, flowing dress stands to the left of the 'W' in 'WE'; and a person in a pink shirt and dark pants is shown working on a small tree, with a wheelbarrow nearby, positioned in front of the 'A' in 'ARE'.

THE
Larry H. Miller
COMPANY

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

Larry H. Miller

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, retail, 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.

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.*



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.*



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 the Mission,
Vision and Values,
our employees have
lived and worked by a
set of **guiding principles**.

These ideas have been
essential to the organization'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.*

“

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

Larry H. Miller

*Lead with love and
success will follow.*

Gail Miller

”



BUILDING FOR TOMORROW

Larry Miller had a favorite poem that he often shared when explaining the importance of building for tomorrow. The verses reflect our shared belief that we have a stewardship to those who follow in our path.

The Bridge Builder

By Will Allen Dromgoole

An old man going a lone highway,
Came, at the evening cold and gray,
To a chasm vast and deep and wide.
Through which was flowing a sullen tide
The old man crossed in the twilight dim,
The sullen stream had no fear for him;
But he turned when safe on the other side
And built a bridge to span the tide.

Doing Good. Together. means
*building connections and fostering
a sense of community. When we
come together to work towards a
common goal, we form bonds with
each other that can last a lifetime.
And when we work together, we
can accomplish more than we ever
could on our own.*

Larry H. Miller

Doing Good. Together.

Larry H. Miller

Doing Good. Together.

