

Jany H. Miller company

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

Lany 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.

# MISS DN

## 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...

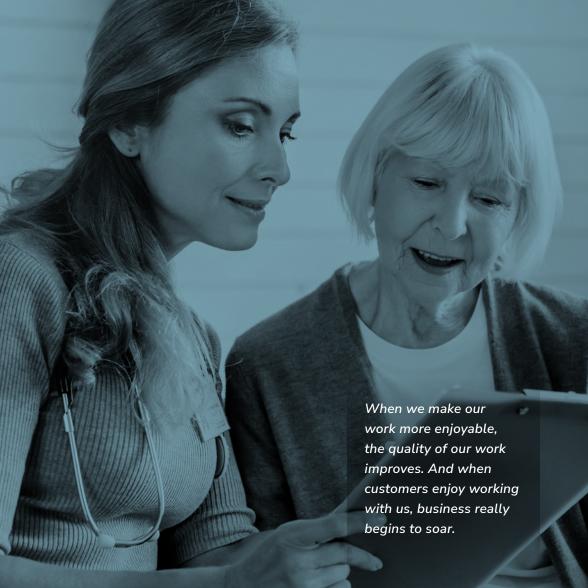
We achieve true success when we positively impact our employees and partners, customers and guests, vendors and suppliers, and the environments and communities around us. As we prosper in business, we have an obligation to enrich lives and to make the world a better place.





## 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.





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.





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.





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.





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



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.

"Old man," said a fellow pilgrim near,
"You are wasting your strength with building here;
Your journey will end with the ending day,
You never again will pass this way;
You've crossed the chasm, deep and wide,
Why build this bridge at evening tide?"

The builder lifted his old gray head;

"Good friend, in the path I have come," he said,

"There followed after me to-day

A youth whose feet must pass this way.

This chasm that has been as naught to me

To that fair-haired youth may a pitfall be;

He, too, must cross in the twilight dim;

Good friend, I am building this bridge for him!"

**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.

Lany H. Miller Doing Good. Together. Fany H. Miller Doing Good. Together.

