



We Help Build Our Clients' Businesses so Their Executives can Sleep at Night.

What Do We Owe to Our Clients?

VALUE

We provide efficient legal services and practical advice that adds value to our clients' businesses.

INSIGHT

We combine in-house and large firm experience, taking a macro-view of our clients' businesses while minding the details.

SERVICE

We provide personalized service that meets and then exceeds our clients' expectations. We focus on matching the right person to the specific need and manage our work effectively within the firm. We are forthcoming about our firm's capabilities and availability so that the best person can complete the task - even if that isn't us.

What Do We Owe to Each Other?

OUR BEST WORK

We owe it to each other to be "all in" or get out of the way. We take ownership of every client and matter as if it were our own. We constantly seek efficiencies and collaborate to make everyone's job easier. We hold ourselves accountable, providing early and honest feedback and owning our mistakes in addition to our successes.

ON THE TEAM

Each of us is an essential member of our team and we respect the contributions from each and every person. Respect for all is the minimum, from the named partner to the cleaning staff. We care about each other personally, not just as co-workers, and we work together to achieve success we all share.

What Do We Owe to Ourselves?

THE CAREER WE WANT IN THE ENVIRONMENT WE DESERVE

Enthusiasm is contagious and misery loves company. We commit to manage our energy and keep the firm a place that we all want to work. Each of us commits to maintain and police our own boundaries, delegate work effectively, advocate for ourselves and keep our careers in focus. Most importantly, we understand the need each of us has for time to ourselves and with our families and to pursue our own happiness. We strive to find and maintain balance without guilt.

It is important to us that everyone at RR&A wants to be here.