



PUBLIC
CONSULTING GROUP

Solutions that Matter

Welcome to PCGG!



At PCG, we address problems with solutions that matter.

Tenets are core values or beliefs that define how we pursue our mission. Together, we live these tenets throughout and across our industry markets, regardless of where we live or work.



Impact

We persist and do what we promise in our contracts until we achieve results with value-added solutions. We deliver on our promises with integrity.



Community

We strive to be diverse and inclusive; working with and as part of our client communities, serving them wherever we go.



Passion

We are excited about the work we do, the clients we serve, and the solutions we deliver. We are motivated, curious, action-oriented, and creative, especially when there is no roadmap or easy answer.



Entrepreneurial Spirit

We apply our diverse expertise in ways that others don't, resulting in solutions which lead to a better future. Solutions that matter.

PCG's Commitment to You

○ We will:

Live PCG tenets consistently. Our tenets will be visible and accessible. We will seek your feedback about how well we're living them.

Hold one another accountable. We will "role-model" these tenets, holding ourselves and our teams accountable for making them part of the PCG work experience.

Create opportunities for you to engage in meaningful work which produce solutions that matter. We will involve you in our mission to serve our clients and provide them with best practices in our solutions.

Support your career journey at PCG. Regardless of your tenure, we will provide you with loads of feedback, be open and candid, offer suggestions for future improvement, and continuous opportunities for learning, development and growth as you chart your path at PCG and beyond.

Empower you to make an impact. We encourage every employee to volunteer their time and efforts to support the communities we serve. Integral to this commitment is the PCG Cares program, through which we support countless ways for employees to make a difference, including offering four days of volunteer time each fiscal year.

Your Commitment to PCG

○ You will:

Take initiative. Addressing problems with solutions that matter means the answers and related roadmap are not always obvious. Whatever your role and whoever you work with, be curious and proactive. Innovate. Persist. Improve. Learn. And grow.

Be a citizen of the firm. If something needs improving, be courageous and draw attention to the opportunity or challenge; be part of the solution.

Collaborate with others and be a dependable teammate. Practice the art of active listening. Learn, challenge and support each other's ideas to create the best solutions. Extend trust to one another.

Be client-centric. Our mission is simple: address problems with solutions that matter to our clients who serve our communities. Always work ethically, responsibly, and with integrity. Make decisions that help your team and the firm deliver on our promises to our clients.

Take charge of your career. Ask for feedback and suggestions for improvement. Listen, learn and act on it. Reflect frequently on your strengths and development areas. Suggest development opportunities and work approaches that benefit our clients, you, and, by extension, the firm. Find your best balance of work and life. Proactively communicate with your Manager and Leadership team in order to find the right balance for you.

**We look forward to
working with you.**

- The Human Capital Leadership Council