

# WHY HORNE IS A GREAT PLACE TO WORK<sup>®</sup>

HERE'S WHAT OUR TEAM MEMBERS SAID:

# 91%

say HORNE is a great place to work.

# 82%

feel like they are making a difference at HORNE.

# 91%

say they care about each other at HORNE.

Our destination is the same for everyone — a sense of belonging in a culture that champions inclusion and is committed to helping every team member reach his or her full potential.

# 95%

feel good about the ways we contribute to the community.

# 82%

believe they can achieve their dreams at HORNE.

# 90%

have a strong sense of belonging.

Each summer, every single team member is given a fully paid day to serve in their local communities. Service hours grow year after year and have surpassed the equivalent of one full time team member devoted to giving back, plus some overtime!

# 92%

are proud to tell others they work at HORNE.

# 91%

say they're getting better at receiving feedback from others.

# 95%

say management is honest and ethical in its business practices.

Our Feedback Movement is about getting better at giving and receiving feedback, to be better team members and performance advisors on our journey to reaching our Full Potential.

# 92%

are able to take time off from work when they think it's necessary.

# 84%

say performance advisors are getting better at delivering the types of feedback they need.

**Commitment + Trust + Communication = Fearless Unrivaled Flexibility,**  
our equation for making flexibility a reality.

# 94%

say there is open communication on flexibility within their team.



DATA GATHERED FROM:  
GREAT PLACE TO WORK<sup>®</sup> SURVEY, DECEMBER 2016  
HORNE'S 2017 STATE OF THE FIRM, FEBRUARY 2017