



## **WE BELIEVE**

- That our firm has an obligation to be financially and honestly successful. Clients, suppliers, employees, owners and society in general benefit from this successful business. No one benefits from a financially unsuccessful or dishonest business.
- That success requires integrity, clarity of purpose and knowledge that our business is honorable and its services beneficial to clients.
- That to be successful, our firm must be a value-added provider of its services and it must be cost-effective.
- That our firm has an obligation to make positive contributions to each community it serves.

## **OUR CLIENTS HAVE THE RIGHT TO EXPECT**

- Excellent, value-added services at a fair price that allows for profitability for all our firms.
- The full, prompt and courteous attention of our staff and intelligent, honest, positively responsive interactions.
- To be pro-actively important to us and to be satisfied with our services.
- The firm's non-negotiable core values to be at the heart of our relationship.

## **OUR EMPLOYEES/STAFF HAVE THE RIGHT TO EXPECT (NON-NEGOTIABLE CORE VALUES)**

- A work environment free from prejudice, racial, ethnic, cultural bias; and sexual harassment (in accordance with Title VII, 1964 Civil Rights Act) -- and a zero tolerance organizational sanction system for any and all violators.
- Compensation commensurate with ability and performance; fair/honest human relations with dignity; and the individual is vitally important; and, a safe workplace.
- Opportunities, through training and advancement (consistent with ability, performance track record) and available openings.
- Prompt, accurate information about policies, policy changes, projects and events affecting their employment and the future of our business.
- That non-productive staff will not stay with the firm.

## **OUR FIRM HAS THE RIGHT TO EXPECT**

- Staff to embrace this Business Philosophy in its entirety.
- The opportunity to earn a fair return for its risk.
- To bear its fair share of the costs of society, no more, no less.
- The same integrity in its dealings with others, i.e. non-negotiable core values, as it demands of itself.
- Continual commitment to Excellence from all staff members.

### **DISC Surgery Center at Newport Beach**

3501 Jamboree Road Suite 1200, Newport Beach CA 92660  
Phone 949-988-7888 | Fax 949-988-7889 | [discmdgroup.com](http://discmdgroup.com)