



# OUR CULTURAL CONSTITUTION

## Building a Brilliant Future Together

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## WHAT YOU CAN EXPECT

At D.Law, a shared ethos reflected in our Cultural Constitution guides our professional conduct, emphasizing excellence, integrity, and collaboration.

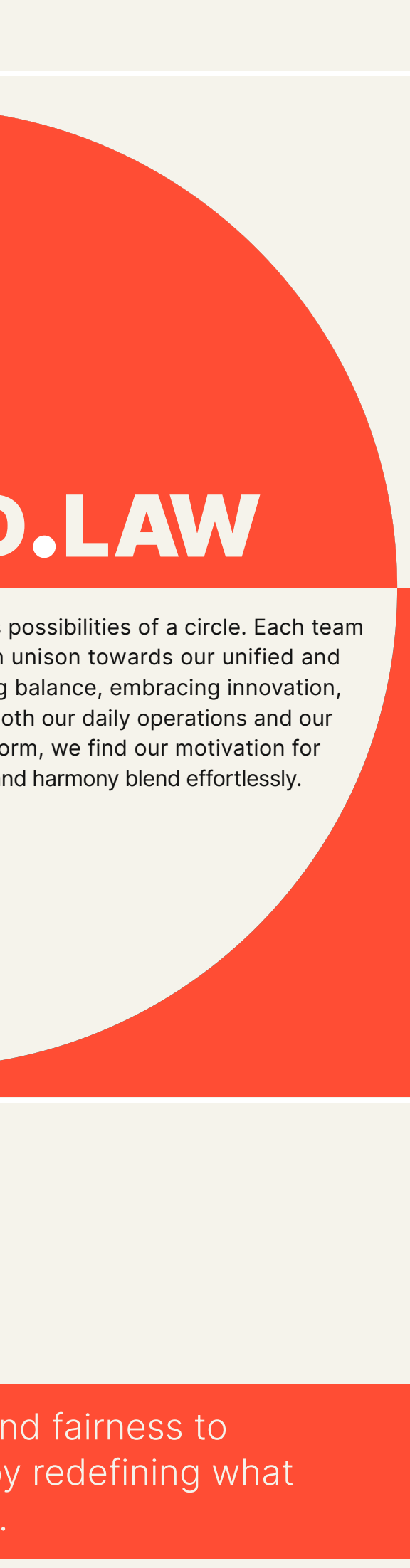
The elements of this document define our company culture and include our mission, our people, our philosophy, our workplace, and our values. In many ways, our culture is inspired by the qualities we admire in the best sports teams around the world. These teams are a collective of highly functional and incredibly successful professionals. They enjoy training in their individual positions, working as a team, and making great things happen together. Sports teams understand the importance of staying focused, keeping the goal in mind, giving it their all, and sharing the win. We take inspiration from these virtues.

In other ways, our culture is based on the idea of family. We believe the best companies treat their people with the honesty, empathy, and care we associate with strong families. Of course, when necessary, families also practice tough love, and when members don't pull their weight or respect shared family values, they may be asked to pursue their own path. We believe we are the perfect blend of a dynamic, world-class sports team and a caring, tight-knit family.

“Together, we’re redefining the concept of what an employment law firm can be.”

**EMIL DAVTYAN**

We embrace teamwork to advance our goals, we strategically change our line-up depending on the situation, and we strive to keep improving, because we know our competition is always trying to beat us at our game. While we appreciate the competitive nature of sports because it keeps us sharp, we prefer to focus it on winning cases for the workers we help rather than creating issues within our team.



Like a family, we are deeply caring, concerned, and loyal to each other, and sometimes have to accept that some family members grow in their own way and need to leave the nest to find themselves and pursue new directions in life. Please keep in mind that we are continually crafting this vision—and the culture it supports. It's not set in stone. It's evolving with us. It's what distinguishes us most from any other law firm.

We are building a brilliant future together, and you are an important part of it. By joining us, you bring qualities that make us stronger and better. Your passion for our vision and your dedication to our success are essential to sustain and continuously improve our culture.

## THE ● IN D.LAW

At D.Law, we are inspired by the unity and endless possibilities of a circle. Each team member is a vital point on this circle, working in unison towards our unified and harmonious vision. Our dedication to maintaining balance, embracing Innovation, and leading with intention is the foundation of both our daily operations and our long-term aspirations. In the circle's flawless form, we find our motivation for excellence, sculpting a future where progress and harmony blend effortlessly.

## OUR MISSION

Our mission is to bring justice and fairness to workers throughout California by redefining what an employment law firm can be.

Although it is simple and straightforward, we believe our mission statement is revolutionary. We are committed to changing not only the way an employment law firm is viewed by our peers and the public, but also the way we interact and work together to make this vision a reality.

By being a different kind of law firm, dedicated to a higher standard of excellence and driven by a clear vision of who we are and how we work, we can more effectively help the people we serve. Both our clients' success and your personal success are at the forefront of all we do.

## OUR PEOPLE

When the people who form an exceptional company go home at night, they take the company with them. Because a great company isn't a building; it's a group of inspired people who love to work hard, be successful, and make a difference. Our people come from all types of backgrounds, with a wealth of life experiences. We have been shaped and educated in a wide range of schools and universities, industries and organizations, adventures and circumstances.

We come from many different places around the world, and our diversity is an important element of our strength. We are spirited and tenacious, but never uncivil or unethical. We are compassionate and humble, not elitist or arrogant. We are authentic and approachable, knowledgeable and principled.

We love working together, having fun together, and sharing the passion of building a great company together.

## OUR PHILOSOPHY

Our philosophy, along with our shared values, is our defining ethos, the spirit of our workplace culture.

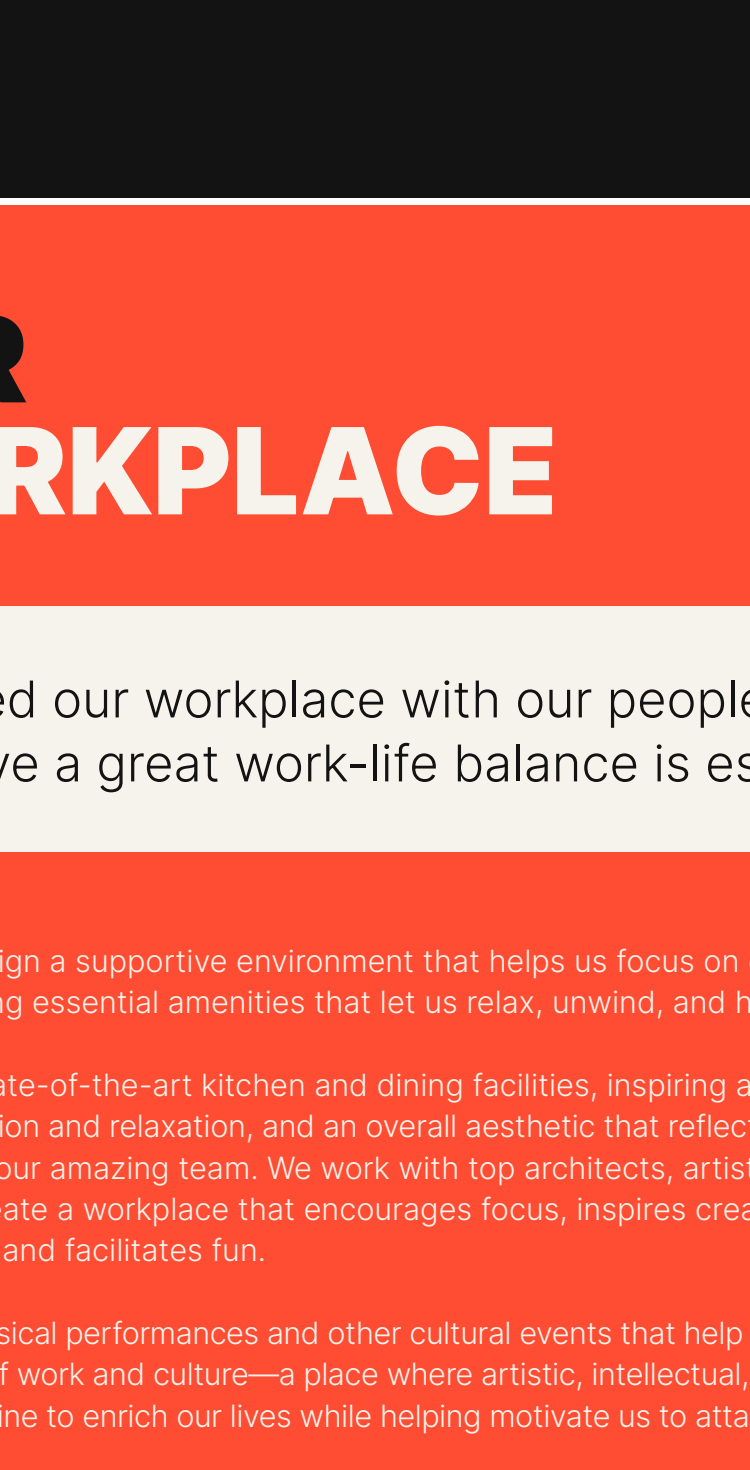
At D.Law, we balance the hard work of being an exceptional law firm with the fun of joining together to enjoy ourselves and celebrate our successes. The key element of this dynamic is balance. The hard work comes first. The fun is how we reward ourselves for a job well done.

To achieve this balance, we must stay keenly focused on the primary tasks that support our mission—and make D.Law strong—in order to keep growing and thriving, both professionally and personally.

Building an exceptional company is a genuine challenge. Fortunately, we have the talent, the drive, the values, and the optimism to make it happen. Always remember that like any winning team, we must keep our head in the game, our eye on the goal, and give it everything we've got.

Unlike many law firms, we are not known by a list of founding partners. We are D.Law, a name that represents us all, signifying the diligence, dependability, dedication, decisiveness, defense, and dignity that advances our goal of becoming the biggest and most innovative employment law firm in California and, eventually, nationwide.

## WORK LIFE



## OUR WORKPLACE

We created our workplace with our people in mind, and believe a great work-life balance is essential.

We strive to design a supportive environment that helps us focus on our work, while also incorporating essential amenities that let us relax, unwind, and have fun together.

This includes state-of-the-art kitchen and dining facilities, inspiring art and furniture, areas for recreation and relaxation, and an overall aesthetic that reflects our commitment to the needs of our amazing team. We work with top architects, artists, designers, and craftsmen to create a workplace that encourages focus, inspires creativity, enables communication, and facilitates fun.

We also host musical performances and other cultural events that help make our offices an intersection of work and culture—a place where artistic, intellectual, and professional inspiration combine to enrich our lives while helping motivate us to attain our shared goals.

## OUR VALUES

The values we share are the bonds that hold our culture together. The people we've brought aboard to form our company are selected not only for their talents and experience, but also for their principles and behaviors.

These values reflect a common outlook on business, relationships, and how we lead our lives. They help create camaraderie and trust among us. In many ways, they define us and contribute profoundly to the essence and success of our mission.

As a member of D.Law, you have already exhibited these values as a condition of being a part of our team. We should always keep these elements of our culture top of mind, because they are from the very foundation of who we are and what makes us a different kind of employment law firm. In fact, they are what the "D" in D.Law truly stands for.

## DILIGENCE

We are devoted and hardworking, keeping focused on all of our tasks.

We are flexible and always ready to learn new things.

We act honestly, honorably, and ethically at all times.

We stay calm and adapt well to stress and new situations.

## DEPENDABILITY

We are always on time and prepared for our assignments.

We think, write, and speak clearly, candidly, and considerately.

We take responsibility for our actions.

We support our fellow employees and help them succeed.

## DEDICATION

We get things done quickly, efficiently, and effectively.

We seek out innovative methods to improve the way we work.

We welcome, accept, and incorporate feedback.

We adapt our communication style to work well with others.

## DECISIVENESS

We use every resource available to help make smart decisions.

We have the courage and confidence to do what is right.

We ask for help when we need it.

We make tough decisions with compassion and careful consideration.

## DEFENSE

We focus on defending the legal rights of hardworking people.

We empathize with workers from all types of companies, big and small.

We safeguard confidential information of our clients.

We continually educate ourselves on the complexities of employment law.

## DIGNITY

We treat everyone, at every level, with kindness and respect.

We appreciate our differences and strive to find common ground.

We act with grace, gratitude, and humility in all aspects of our lives.

We embrace inclusivity, making others feel welcome and at ease.

## TOGETHER WE THRIVE

A collective of determined and passionate minds, no matter how small, possesses the unmatched power to craft a new reality for us all.

Hopefully, our unique culture is one of the primary reasons you joined D.Law. You should be able to feel it in the air as we go about our daily business with unwavering focus, contagious enthusiasm, and a powerful sense of shared purpose.

Our culture should deeply resonate with your personality, your ambitions, and your positive outlook on life. By aligning your personal goals with those of D.Law, you are actively helping to build the brilliant future we all envision together.

