

Employment Philosophy

David Vaughan Investments, LLC is proud of its Associates. We are an exceptional team of people who are bright, creative, courageous and have a passion for what we do. Every day our focus is on providing the best client advice and service possible, and it's all accomplished within a team-based approach where trust, respect and integrity serve as its core.

If you appreciate a work environment that truly lives its values, please review our [Career Opportunities](#) and consider DVI as an employer that consistently provides "Quiet Quality".

Employment Benefits

At DVI, we not only strive to provide the best level of client advice and service possible, but we look to provide a working environment that is attractive to our entire team. Consistent with our long-term client focus, we aim to attract and retain the best Associates possible and our benefits program is instrumental in this goal.

At DVI, we offer competitive salaries and bonus opportunities, a profit sharing 401(k) plan, health insurance, life insurance, short-term and long-term disability programs, and paid time off programs, just to name a few.

Mission and Vision

Mission:

Our Integrity - Your Financial Peace of Mind

Vision:

David Vaughan Investments, LLC seeks to be the Leading Provider of Innovative Financial Solutions that Preserve and Enhance Client Wealth.

Our Shared Values

What We Stand For:

Our Values describe how we intend to operate within our organization every single day, as we pursue our vision:

Loyalty

- We place our clients' objectives above all others.
- We are committed to making sound decisions for those whom have entrusted us.
- We are dedicated to seeing each other succeed.
- We recognize and appreciate the value of our stakeholders.
- We are committed to living our core values.

Respect

- We make everyone feel important and able to make a contribution.
- We will only discuss an issue with the individual(s) involved to the extent possible.
- We give permission to address issues with each other professionally.
- We are considerate (listen) and courteous with our clients, service providers, and each other.
- We embrace the importance of the diversity of our employees.
- We encourage input from others to assist our growth and development.
- We accept or give apologies when appropriate.

Integrity

- We stand by each commitment.
- We tell the truth, regardless of the consequences.
- We only make promises we can deliver.
- We have sound moral principles and act ethically in all we say and do.
- We act in the best interest of our clients and each other.
- We stand by what we believe in.

Trust

- We act consistently to reinforce our values.
- We are confident in our employees' abilities and judgment – empowering them to do the right thing.
- We treat personal circumstances with the utmost confidentiality.
- We believe in one another.
- We meet our deadlines.
- We are on time to meetings.
- We share information freely in all directions, both good and bad news.
- We do not look for or assume motives beyond those stated by others.

Teamwork

- We believe that teaming is the balanced involvement of all relevant functions.
- We align personal work and team activities to optimize contribution to DVI.
- We accept and support team decisions after individual views have been expressed.
- We resolve disagreements within and between work teams by doing what is best for DVI and our clients.
- We contribute to the success of others by helping others solve problems, meet deadlines, and work effectively.
- We openly share relevant information.

Continuous Improvement

- We ask “How can it be improved?” rather than “Does it need to be improved?”
- We focus on problem prevention rather than problem resolution.
- We evaluate changing technology and optimize its use.
- We continually review and refine our processes.
- We commit to continued learning and skills upgrading.
- We make decisions based on need or opportunity, not precedent.
- We always ask, “How can I better serve the client?”