



3

THE EXTRA MILE: Hinckley Allen & Snyder staff engage with one another outside the workplace, including the American Heart Association's Heart Walk in 2015.

COURTESY HINCKLEY ALLEN & SNYDER

How do you encourage employee engagement?

We are committed to transparency in our communications. We express appreciation for jobs well done. We collectively volunteer around charitable work to strengthen relationships and sense of community. We work hard, but also have fun.

What won't you tolerate in the workplace?

Disrespect, for our clients, for each other or any other person we come in contact with.

What's the biggest challenge you face in creating a positive workplace with loyal employees?

Balancing negatives. Let's face it, as human beings we can become mired in the negatives. We build our resilience by refocusing our energy on the positive, and challenge ourselves to overcome the obstacles together for our clients and overall success of the firm. ■



HINCKLEY ALLEN

Hinckley Allen & Snyder LLP

Employees in R.I.: 115

Managing Partner David J. Rubin

Questions answered by: Charles Reppucci, executive director, chief operating officer