

SOAH'S Five Core Principles

SOAH is about **excellence**. We strive to produce fine legal work, and we expect it of ourselves.

All of SOAH's work is **important and valued**.

SOAH calls **balls and strikes**. We are neutral and independent fact finders, not advocates or policymakers.

Timeliness matters. Absent a law, rule, or some other controlling pronouncement mandating a longer or shorter period of time, proposals for decision or final decisions should be issued not later than 60 days after the record closes.

SOAH strives to be a **first-class organization** where outstanding legal work is produced in a workplace marked by collegiality, respect, and generosity of spirit.