

OUR VALUE S-BASED CULTURE

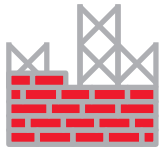


ONE TEAM

Unite and include diverse perspectives to achieve our mission

- Empower and energize one another to create positive growth
 - Collaborate through open communication
 - Hold ourselves and each other accountable by giving and accepting constructive feedback
 - Foster a fun and healthy environment that encourages team spirit
 - Recognize and celebrate contributions and achievements
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- Assume good intentions
 - Listen first to understand
 - Treat all consistently with compassion, respect and an open mind
 - Acknowledge each other with courtesy
 - Respond rather than react
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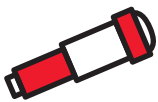
INTEGRITY

Be honorable and trustworthy even when no one is looking

Be honest regardless of the outcome

Make ethical choices in every situation

- Honor commitments
 - Be transparent in your purpose, expectations and actions
 - Protect and conserve institutional resources
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VISIONARY

Nurture innovative ideas, bold explorations and a pioneering spirit

- Promote an innovative environment that embraces appropriate risk
 - Be resilient and confident when faced with challenges
 - Inspire continuous curiosity
 - Demonstrate and inspire commitment to life long learning and personal development
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BEYOND SERVICE

Create and deliver positive defining moments

- Anticipate the needs of each individual and respond with a generous heart
 - Invest in the well-being, safety and success of all by going the extra mile
 - Be solution-oriented, create the pathway to a win-win resolution
 - Deliver excellence in everything we do
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