

# Making It Possible

Life at OnLogic







## HOW WE MAKE IT POSSIBLE

Excitement to come to work doesn't just happen, it requires an engaged group of people united by common goals and values.

We are a driven, growing, performance-focused organization, not a lifestyle company that's content with the status quo.

Each of us is responsible for how we act and behave today, to cultivate a work environment we all want to return to tomorrow.

We hold ourselves and our colleagues accountable to our Core Values, which guide and drive our behavior.



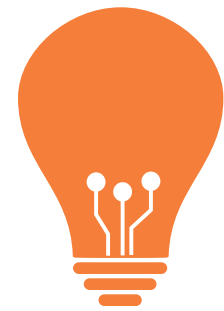
OPEN



FAIR



INDEPENDENT



INNOVATIVE

## OUR CORE VALUES

OnLogic operates on a foundation of four Core Values that guide our decision making and influence our behaviors.



## **OPEN**

Be clear and forthright in decisions and actions.

Our open salaries, open book policy and open office environment empower us to collaborate effectively, communicate clearly and drive toward a shared vision.

Be generous and direct with opinions and objections, and encourage constructive feedback.

We tear down information silos and ensure “tribal knowledge” is shared with, and useable by, those who need to know it.



## **FAIR**

Act in the best interests of the company, colleagues, business partners and customers.

Listen and consider perspectives other than your own.

Respect the ideas, actions and the value each of us bring to our work, not the titles we have or those we covet.

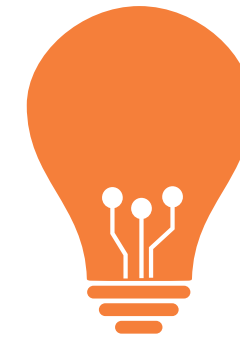
Collaboration shouldn't be confused with seeking consensus. Make decisions and share the “why” behind them.



## **INDEPENDENT**

We control our own destiny and are not beholden to, or solely guided by, industry norms or trends.

Embrace opportunities to do things differently and act on initiative.



## **INNOVATIVE**

Improve how we work, make our processes more efficient and always drive toward better results.

Develop solutions which solve current challenges and anticipate future needs.



## HOW WE ACT

More than just words on a wall, we are all accountable to these Core Values and the lofty expectations we have for ourselves.

Our Core Values drive our behaviors, and it is those behaviors that result in Culture.

We stay on the cutting edge by adding team members smarter than ourselves who bring unique skills to their role and the company.

When we make decisions, we communicate them. Whether a candidate, employee, business partner or customer, when we know, you know.

You cultivate and curate our culture by exhibiting and reinforcing these behaviors.







### **DON'T BE A JERK**

Just don't.

### **THINK LIKE AN OWNER**

Make decisions that evolve and improve the organization. Thrive in change, expect it, accept it and drive it.

Propose possible solutions to challenges when you identify them.

Consider how your decisions and actions will impact your colleagues, our clients and the organization, not just now, but in the future.



## **SPEAK UP**

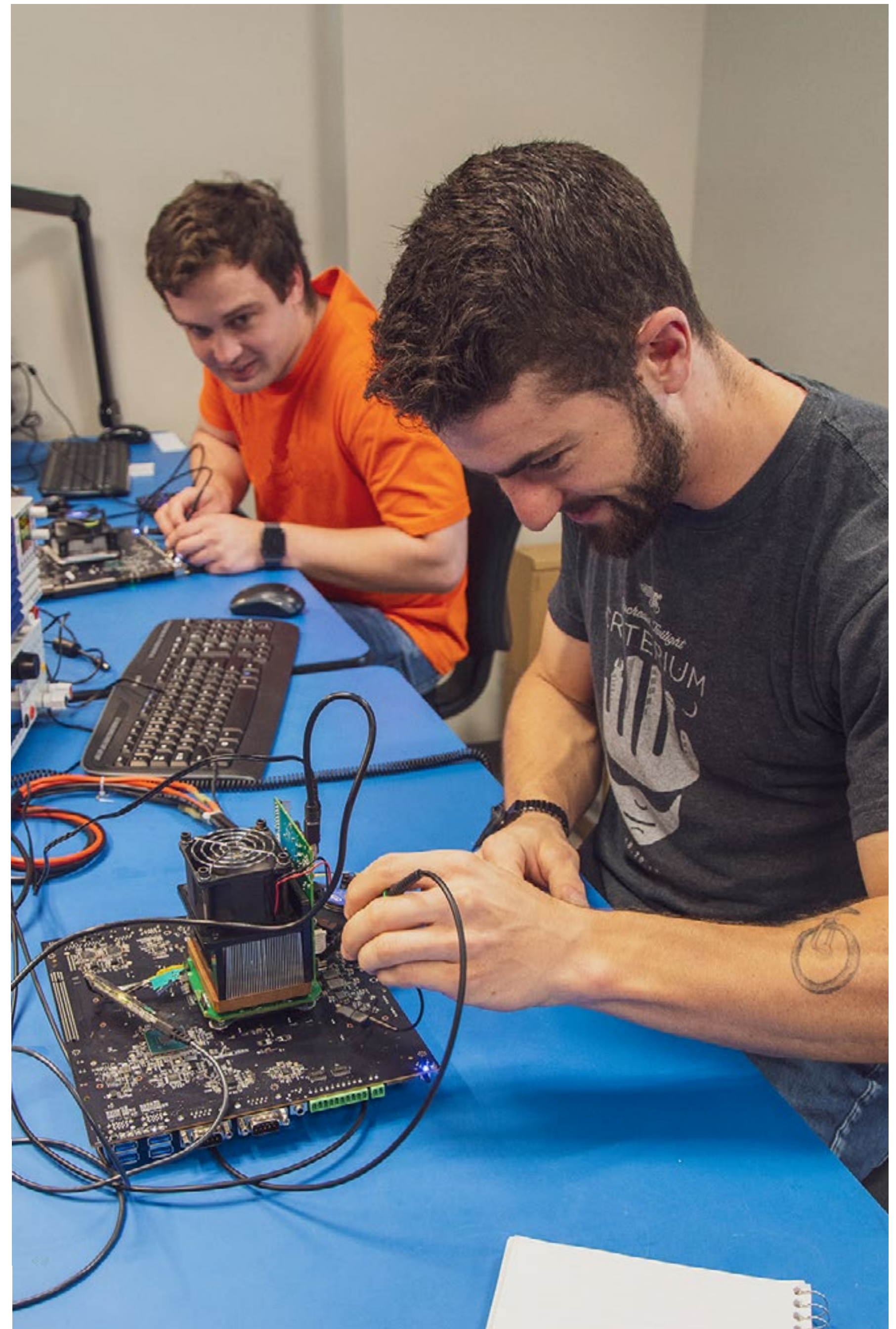
Share your opinions and recommendations in the moment.

Ask why we do what we do, and understand It. We can only fix what we know is broken.

## **TAKE SMART RISKS**

Embrace the possibility of failure. New ideas that ultimately fail are a vital component of innovation and continuous improvement.

Plan carefully and define success so you can fail fast, know your mistakes, and use what you learn to drive toward success.







### **FIX IT**

Remove barriers and obstacles to success for you and your colleagues - don't hide behind them or wait for someone else to act.

### **COMMUNICATE EFFECTIVELY**

Be mindful of the way you share your thoughts and the perspectives of your colleagues, and be receptive to new ideas and feedback.

### **BE A LEADER**

Act as an example to others, and they will follow. Carry an attitude worth catching.



## **FOSTER EXCELLENCE**

Hold yourself, and your teammates, accountable to the optimal outcome. “Good enough” generally isn’t.

Learn from both success and failure.

## **DEFINE YOUR DESTINY**

Take charge of your personal development and growth.

Look for, and seize, opportunities to add more value.

Identify ways your current work can get done without you, so you can grow.







## HOW WE MAINTAIN WHAT WE'VE BUILT

We work at it. Every day.



## KEY QUESTIONS

Day after day, if the answer to these questions is “yes”, you’re in the right place.

- + Am I a positive example of our culture?
- + Am I adding value?
- + Do I feel valued?
- + Do I feel empowered to do my best work?
- + Am I where I want to be?
- + Am I growing toward where I want to go?
- + Have I voiced my concerns and were they heard?
- + Am I motivated to get out of bed for work in the morning?

