


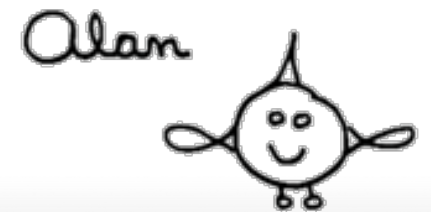


OUR CULTURE

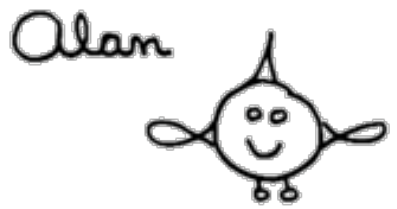
SKILLED, HEALTHY, AND MOTIVATED TEAMS

- People first...Love ‘em up 
- Everyone is included
- Compelling vision, comprehensive strategy, and relentless implementation
- Clear performance goals
- One plan
- Facts and data
- Expect the unexpected and expect to deal with it
- Everyone knows the plan, the status, and areas that need special attention
- Propose a plan, positive, “find-a-way” attitude
- Respect, listen, help, and appreciate each other
- Emotional resilience — trust the process
- Have fun — enjoy the journey and each other

PGA 



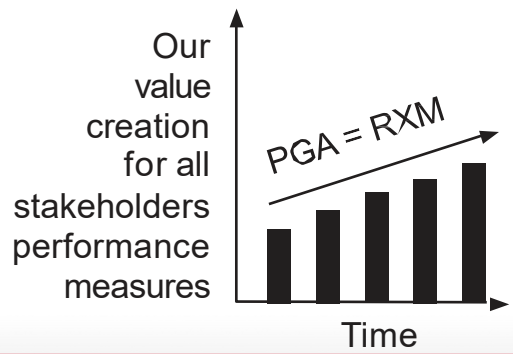
OUR "WORKING TOGETHER" MANAGEMENT SYSTEM



- Operating Processes
- Expected Behaviors
- PGA

- Weekly Review
- Business Environment
- Vision, Strategy, and Plan
- Status & Forecast
- Special Attention
- Better Plan

Our Vision + Strategy + Plan

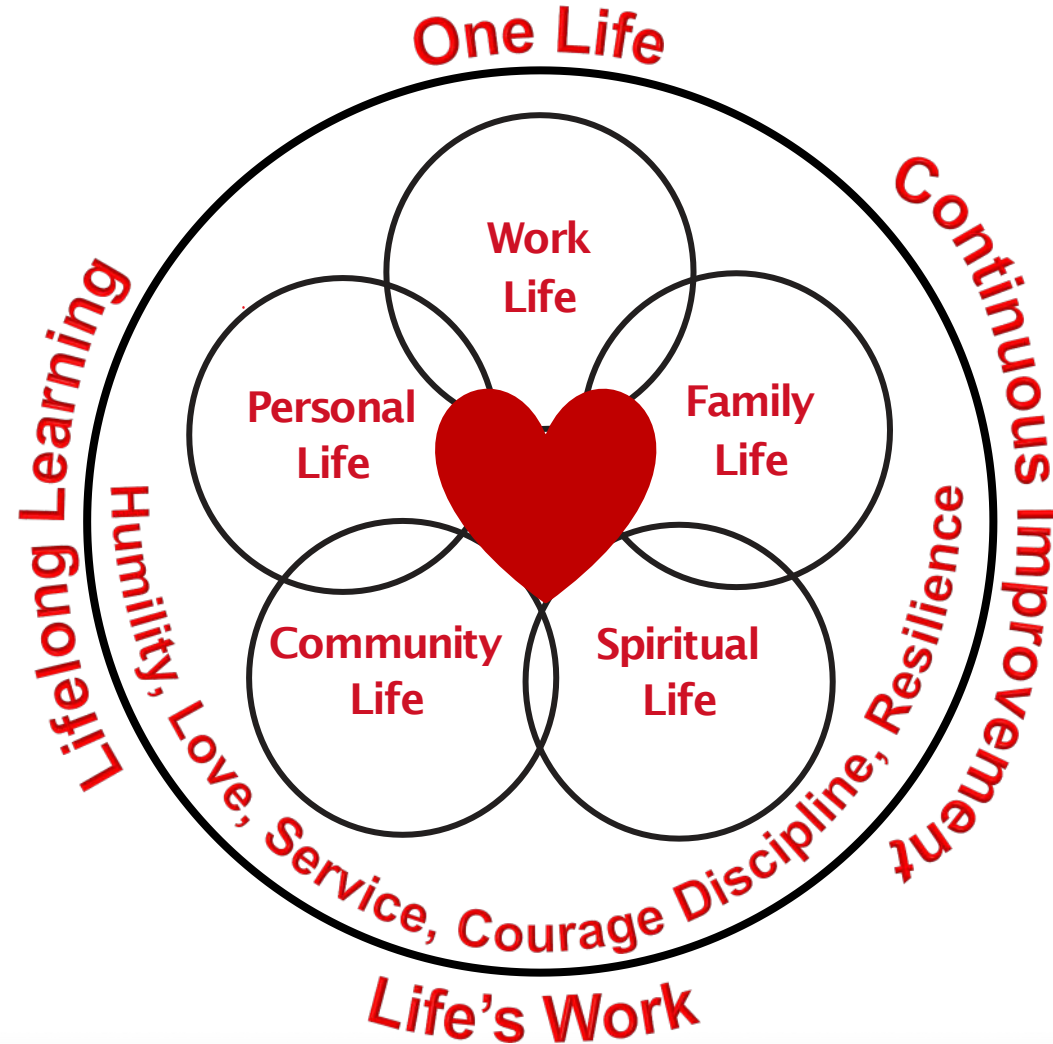


- Product
- Process
- People
- PGA



- Stakeholders
- Board of Directors
- Leadership Team
- Creating Value Roadmap
- Business Plan Review
- Special Attention Meetings
- Stakeholder Centered Leadership
- Coaching & Facilitating
- Cohesive, Diverse, Inclusive
- Humility, Love, Service, Courage, Discipline, Resilience, Civility, Authenticity, Positive
- Responsible & Accountable for Our "Working Together" Management System: Zero Tolerance for Violating
- Performance Management, Stakeholder Centered Coaching and Growth for All Stakeholders
- Lifelong Learning & Continuous Improvement

ONE LIFE – LIFE’S WORK
“WORK IS LOVE MADE VISIBLE” KAHLIL GIBRAN



Alan

