

## Communication of Culture

If you can commit to and live with these principles, then you're the type of person who will be successful and help our company thrive. If you feel this level of accountability is not right for you, that you're not willing or able to engage with us at this level and take the steps necessary to do what you say you are going to do and be accountable for your actions (in other words, live "Above the Line") then we are not a good fit and you don't belong here with us.

We understand that not every person is ready for this level of commitment, and we appreciate the honesty of those who decide this is not the right place for them. On the other hand, you would make an ideal candidate to join our company if you are willing to commit to the following 'Above the Line' principles:

- Accountability - See It, Own It, Solve It, Do It
- Become part of the solution
- Respect for others and their feelings
- Act Now!
- "What else can I do?"
- "What coaching do you have for me?... What can I do better?"
- Personal ownership
- Reject average
- Show others that you care