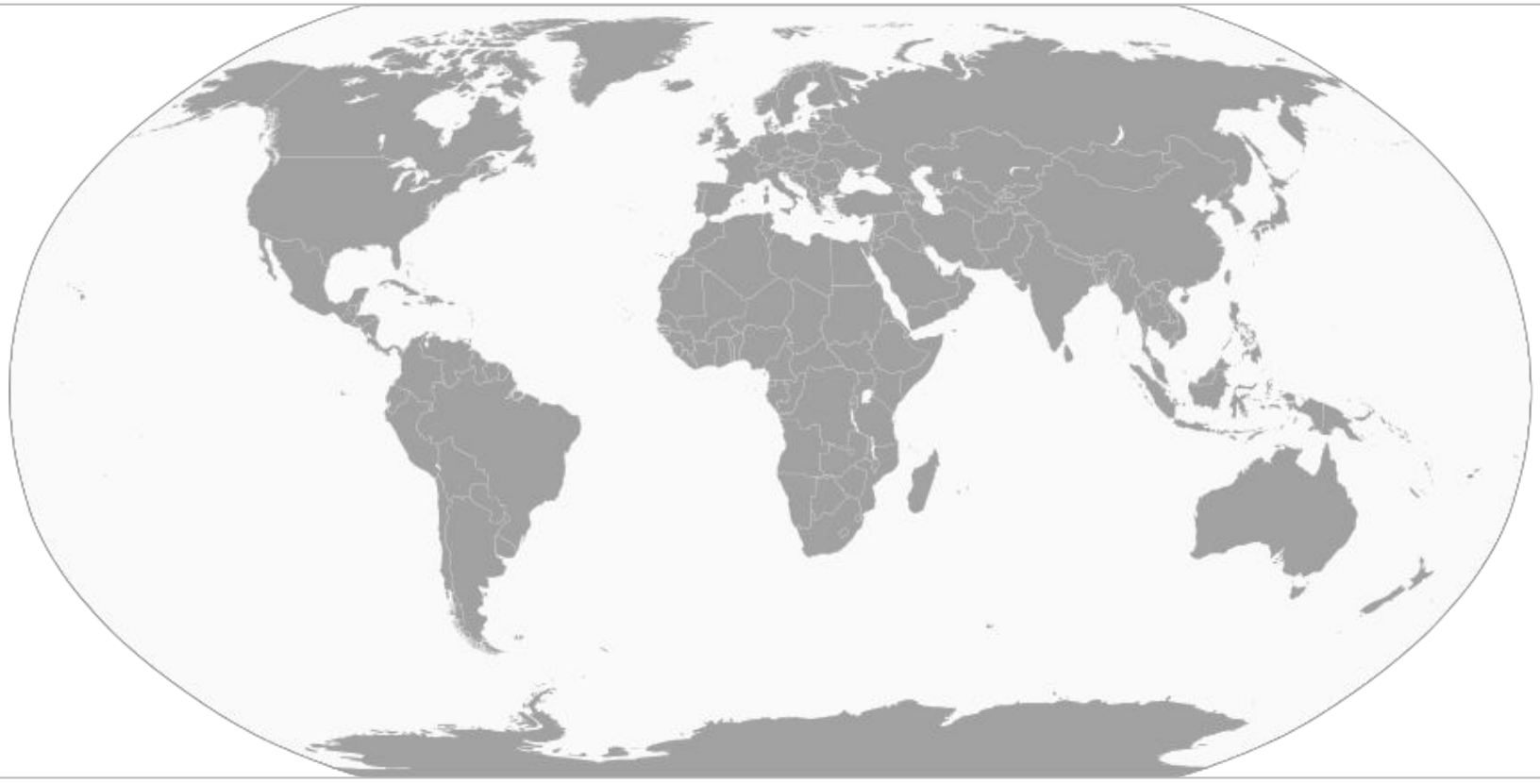




**EMMERSON
LEARNING**



CULTURE GUIDE

COMPANY VALUES


We are...

T TEAM PLAYERS

E NTREPRENEURS

SOLUTIONEERS

T RUTH SEEKERS

-
- We believe company culture is key to the success of our business.
 - We care about and invest in our team members' total well-being.
 - We prioritize team members' personal and career development.
 - Finding balance is key to happiness and success.
 - We want our team members to have fun while succeeding
- 



TEAM PLAYERS

A team player builds relationships with each member of the team. We value working with all around nice people that are easy to get along with. Being experts at our craft isn't enough. Success comes when we communicate effectively, connect with others, and open up to the team. We believe in building relationships with coworkers in and out of work. A team player fosters an environment where everyone feels safe contributing ideas.

A team player adds value in multiple areas. We ask questions like, "what does the team need?" and "what does the company need?" Everyone has a unique role, but a team player often contributes outside of the defined role. We help others develop ideas and solve problems. A team player is always optimistic. We are willing to lift others up, not drag them down.

Accountability and trust are necessary components of a successful organization. We are willing to be accountable to our team, and we hold our teammates equally accountable. We value building trust; trust is the foundation upon which we build our relationships and foster collaboration. Our success depends on the level to which we are able to effectively collaborate.

"The whole is greater than the sum of its parts." – Aristotle



ENTREPRENEURS

An entrepreneur both recognizes what needs to be done and works ferociously to get it done. We are excited about the opportunity to work on hard tasks that require effort and tenacity because we know that this will help us grow.

We don't depend on others to come up with ideas. Taking ownership in our work and investing our intellectual and creative energy into every project gives us satisfaction. We believe in taking risks. We aren't afraid of failing, instead we seek to fail quickly and learn from it.

Being an entrepreneur means not caring about working a certain set of hours every week, or being the first one in the office or the last one to leave; that is not the measure of our success. The measure of our success is being able to put in all of our effort and make a positive impact on the advancement of the business.

We value Grit; grit is being tough, doing hard things, having determination, overcoming setbacks, and most importantly, being a finisher. Being an entrepreneur is not just about coming up with ideas, it is executing those ideas to completion.

“Do. Or do not. There is no try.”
Master Yoda



SOLUTIONEERS

We value the ability to recognize, deeply understand, clearly articulate, and solve problems. A solutioneer takes the initiative to work out a problem without being asked; we do not complain about issues or rely on others to come up with ideas and solutions. Instead we take ownership of the problem and its outcomes, even if it is outside of our job title.

Receiving criticism is an opportunity to illuminate our shortcomings; we use that feedback to improve on our work and our character.

We are forever learners. We hone our craft, learn all we can about our job, refine ourselves, and pursue our passions. While we work hard at mastering our craft, a true solutioneer is not just a one-trick pony. A true solutioneer integrates all aspects of their life experience, including the person they are and the life they lead, into their work; a solutioneer's work is a representation of the person they are.

“We cannot solve our problems with the same thinking we used when we created them.”
Albert Einstein



TRUTH SEEKERS

We believe in being transparent, taking ownership of our actions, and intimately knowing our own strengths and weaknesses. We are not in the business of pointing fingers, we first ask, “where am I wrong?” and “what I could have done better?”

We are not “yes” men or women. Being a truth seeker does not involve telling others what they want to hear. A truth seeker is willing to ask the tough questions and make a stand, even when standing alone, to seek the truth and find the better way. We are always willing to challenge the norm, no matter the source, to achieve our goals. We know that we may never reach absolute truth, but by striving towards it, we will continually get better and better.

We believe in the power of healthy conflict. One of the best ways to seek truth is through open and honest discussions between individuals with unique perspectives. We listen with empathy and fully explore each other’s point of view. We don’t relent until both parties are ready to champion the resolution. We embrace conflict as an opportunity to grow together closer to the truth.

*“A seeker of Truth looks beyond the
apparent and contemplated the
hidden.”*

Rumi

COMPANY CULTURE

Policies

- We have only two policies:
 - 1) Treat others with respect and kindness
 - 2) Act with Emmersion Learning's best interest in mind
- We trust you to make decisions with your supervisor, such as vacation plans, work schedule, dress code etc. within the boundaries of the policies above.

Team Building

- We spend a significant amount of time together. We hope and expect to build close, impactful relationships with one another.
- We regularly participate in team building activities to get to know each other outside of our work context. We love having fun together!
- We regularly participate in community service projects as a team, to remind us of our roots and to give back. We love serving together!

Personal and Professional Growth

- We all seek to be masters of our craft. We encourage pursuits. We invest in our team's success.
- We regularly participate in team building activities to get to know each other outside of our work context. We love having fun together!