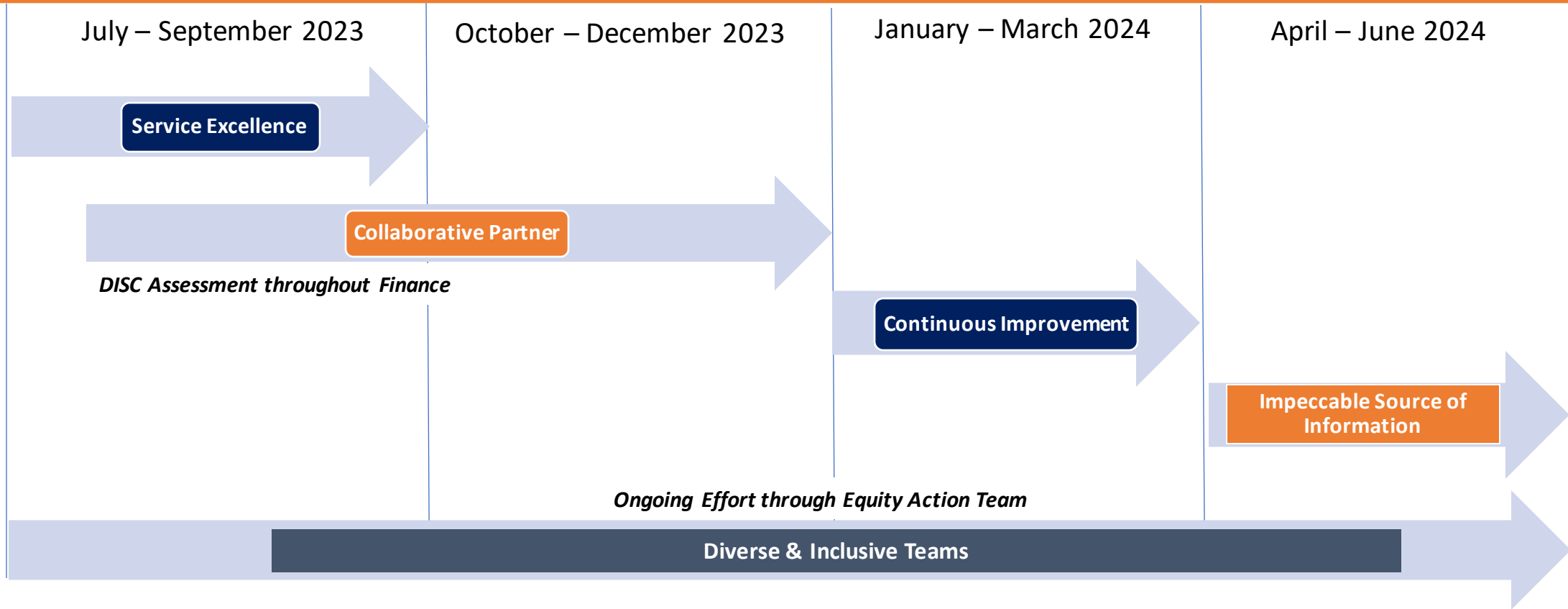


Culture Roadmap FY24 – Values Focus



CE CI will lead a targeted effort of value focus per quarter

- Highlight value/behavior focus for quarter through CFO and other internal comms
- Provide resources and discussion questions to Directors for use in team meetings
- Add to Director’s agenda for progress updates
- Facilitate check-in discussion at Managers meeting 1x per quarter
- Host lunch and learn sessions open to all of Finance related to value (same session, need only attend one)
- Ensure managers add a specific comment related to value focus in quarterly performance discussion/survey
- Recognize demonstrations of the value in action through regular leader calls outs, blog posts and other recognition activities
- CE CI meet with any new employees within 14 days of hire to share values