

THE {COMPANY} EMPLOYEE

BILL OF RIGHTS



LIFE

You have chosen to work in a demanding industry, for a company obsessed with setting a new standard of impact. You have a right to be challenged constructively by this life at work, as well as the right to enjoy and explore your life outside of work. You have a right to be managed by someone who considers it important that you are able to balance life and work to help reach your personal and professional goals.

LEADERSHIP

You have a right to work for managers who behave like leaders. You have a right to know them – what they believe, what they are asking from you, and what you can ask from them. You have a right to direct contact with any of them without any chance of recrimination. You have the right to open and honest communication, even when the honest answer is they don't know or they cannot tell you.

RESPECT

You have a right to be treated with respect and decency at all times, including stressful times. People that you work with, whether they're inside or outside of our company, have a right to be treated this same way by you. You have the right to voice the truth as you see it about how to improve the organization, even if it's not the truth others want to hear. You have the obligation to hold yourself accountable for what you do but also the right to learn and grow from your mistakes.

ACHIEVEMENT

You have a right to a workplace where your contribution makes a difference. You have a right to discussion at any time about your objectives, performance and potential. You have the right to support or encouragement that helps you grow. You have a right to have the very best expected of you, backed by the confidence that you can deliver it.

**IT IS THE INTENTION OF THE EXECUTIVE TEAM TO HELP TO ENSURE THESE RIGHTS
WITH YOUR EQUAL COMMITMENT, THEY WILL BECOME A REALITY.**

CEO signature /

COO signature /

CFO signature /

CTO signature /

CIO signature /

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