

## Care Deeply

We care about the work we do, and we care about each other.

We are foremost kind, but always honest. We act with mutual respect and extend trust.

We give and expect the best of each other because we understand the work that we do improves lives.

We value and develop diverse teams, embody a culture of inclusion and belonging, and encourage personal and professional growth.

## Embrace Change

We have a passion for positive change and innovation.

We are curious, open, and seek continuous improvement.

We were founded to be digital disruptors and to this day we are comfortable questioning the status quo.

We do this through science, knowledge, ingenuity, and action—using data and insights to make quick but informed decisions.

## Focus on the Customer

We earn the role of valued partner to our customers—whether they be internal or external.

We do this by listening and then applying knowledge, expertise, and technology to meet ever-changing needs.

We collaborate respectfully and skillfully with colleagues, customers, and partners to find the best solutions and deliver exceptional work.

## Act with Courage

We are bold and action oriented.

We have a strong sense of responsibility, are unafraid to be accountable, and brave enough to take ownership.

We have the courage to act with integrity, to take smart risks and experiment, and to have tough conversations.