

“*Culture*

eats strategy for
breakfast.”

-Peter Drucker

CULTURE GUIDE



Why corporate culture

matters.

Lately, it seems a lot of companies are putting heavy emphasis on *corporate culture*.

To discuss something, we need to make sure everyone knows what it is. So, what is corporate culture?

More importantly, why does it matter?

corporate culture

[cor•po•rate cul•ture]

NOUN

a combination of the values, beliefs and attitudes in an organization and the practices and behaviors that demonstrate and support them

Corporate culture matters because it:

- provides a greater sense of identity to employees
- helps increase employee engagement
- reinforces the values of an organization
- creates greater synergy and momentum between team members

Culture

isn't about
ping
pong
tables
and
cereal bars.

It's about
building
a place where
people are
PROUD
to say they work.

Why we exist.

We exist to be the global standard for consulting.

That's why we carefully select our team.
We are in this to win, and that can only happen
with the right people.



The Simplus core values.

1 WE ARE **STEWARDS**

Stewards look after each other and the company on our collective journey to success by being accountable, doing the right thing, and promoting a caring corporate culture.

2 WE ARE **CRITICAL THINKERS**

We love solving tough problems for our clients and creating value in their businesses. When we don't know the answer, we figure out a solution.

3 WE ARE **UNDERDOGS**

We love to challenge larger competitors that have been in the ecosystem longer. We are scrappy and we're fighters. We welcome challenges and we're eternal optimists.

How we will succeed.

In a crowded marketplace, we differentiate ourselves by being the leader in Salesforce Quote-to-Cash implementations and defining our market.

Our position needs to be apparent every time we speak with a customer, interact with a partner or market ourselves.



We care about our **employees.**

UNLIMITED PTO

We understand the need to take a break. That is why we have an unlimited paid time off policy. We want you to enjoy working here and take time off when you need it.

STOCK OPTIONS

Here at Simplus, we want our employees to feel engaged. That's why every employee has the ability to earn stock in the company.

DRESS CODE

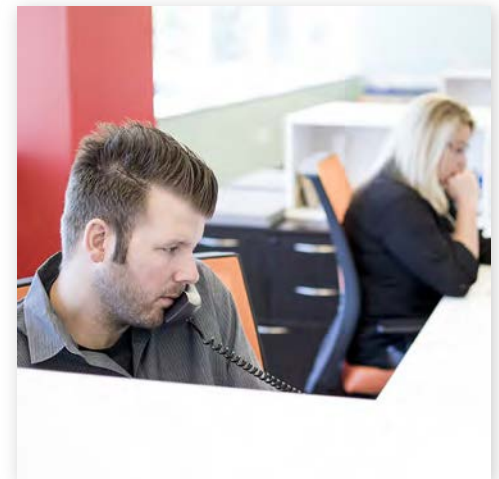
We trust our employees, so we don't have a formal dress code. We just ask our team to dress appropriately for the job. If you have questions on what is appropriate, your manager can provide clarification.

BENEFITS

Simplus offers several health, dental and vision insurance plans to help meet your needs and budget.

FLEXIBILITY

No one likes to be micromanaged. We believe that our employees are working hard and deserve to be treated like adults. That's why our team enjoys flexible work hours and the ability to work remotely.



A leadership team focused on clarity, collaboration, & transparency.

CLEAR, TRANSPARENT WEEKLY MEETINGS

With accountability comes transparency. We hold a weekly locker room meeting where executives and department leaders provide clear updates on the performance of the company. This also creates opportunity for collaboration between departments.

IDEAS OVER TITLES

Great ideas matter here more than fancy titles. If anyone has an idea or suggestion, we encourage them to collaborate and speak up.



COLLABORATION

86% of employees and executives cite lack of collaboration or ineffective communication for workplace failures. We've worked hard to ensure we're not in that camp. We work together as a team to solve problems and create solutions.

