



## ORION GROUP CORE VALUES

### SERVICE MINDED

#### WE CARE

- We are friendly, positive, and helpful - we make customers feel good after every interaction with us
- We act with urgency and own resolution on all customer requests and issues
- We offer solutions and options - we look for ways to say "YES"

### TEAM PLAYER

#### COVER AND MOVE

- We serve our fellow team members and strive to make their work easier
- We bring issues and concerns directly to the team member in question, we do not gossip or discuss team members who are not present
- We Play to Win as a Team - we laugh and have fun
- We work collaboratively - we are best when rowing the same direction and no one cares who gets the credit

### INTEGRITY

#### DO THE RIGHT THING

- We do what we say we are going to do
- We are transparent and honest with customers, team members, and vendors
- We do the right thing even when no one is looking and even when it hurts

### DRIVEN

#### GET SH\*T DONE

- We constantly seek to improve ourselves and the company
- We are proactive and self-starters
- We manage expectations and follow through on our commitments
- We take extreme ownership of everything in our world

### PROBLEM SOLVER

#### FIGURE SH\*T OUT

- We think outside the box to creatively solve problems and issues
- We strive to help solve our customers' problems and make their lives easier
- We bring solutions to the table for our internal issues

**Our passion is to help people to grow and we will help EVERY life we touch to achieve their full potential.**