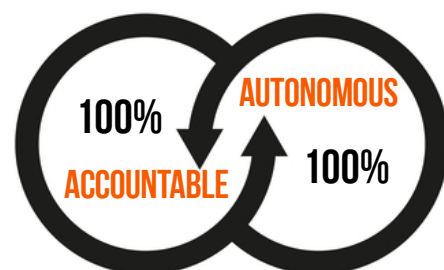




## ROWE STANDARDS

*The following standards have been established by CultureRx, the sole global authority on the Results-Only Work Environment™ (ROWE™) business platform, and the executor of ROWE training and organizational adoption.*



- Every meeting is optional. Accountability to measurable results is mandatory.
- People are where they need to be, when they need to be there, based on the work. Managers don't take daily attendance or monitor the halls, they manage performance.
- Employees take ownership over client coverage instead of adhering to core hours or a manager created schedule.
- Time working is not tracked, so neither is time off.
- All employees are 100% accountable to clear measurable results for the customer. In order to meet this level of accountability, employees are 100% autonomous, making decisions that are always in the interest of efficiency and effectiveness.
- Flexibility is about putting in time; about command and control by the company. Autonomy is about the freedom to meet the needs of the business and the individual fluidly every single day.
- There is no such thing as a work-from-home, telework, remote work, virtual work, etcetera. There is just work - which can happen anytime, anywhere. We have the technology, lets use it effectively.
- There is no judgement about how people spend their time. Sludge™ is eradicated from the culture.
- ROWE is not a program, a fad, or this years experimental perk. ROWE is a workplace cultural platform that creates the conditions for optimizing business in a way that no other workplace innovation can or could ever.
- Efficiency is rewarded with autonomy; not disincentivized with more work to fill the time.
- Non-performance is swiftly addressed. Continued non-performance results in termination.
- Performance management isn't a once or twice a year activity; it is ongoing to ensure results are achieved.