



THE REVEL WAY

Revel is a Software-as-a-Service company. We have seen that companies don't know how to talk to people in healthcare situations. We're here to change that. Revel is built by a group of people that share a set of core values:

**WE PUT
TEAM FIRST**

**WE THINK
CREATIVELY**

**WE WANT
TO WIN**

It is these core values that set the foundation for how we create value as unique individuals and as aligned teams. When recognized and celebrated, we are set free to contribute at new levels in a more healthy environment. For our business, it unlocks how we approach the market, how we provide value to our customers, and how we engage with our broader stakeholders. We call it the Revel Way.



WE WANT TO WIN

We're competitive, we like to win, and we want to have fun doing it.

WHAT IT LOOKS LIKE

- We show up ready. We bring our best to the goals of our organization. We are self-motivated and personally accountable to prepare mentally, physically, and emotionally to engage as valuable members of Revel.
- We always assume positive intent. We trust our colleagues to make smart decisions and get the job done.
- We learn, practice, perform, and teach in a collaborative way in order to continuously expand our opportunities.
- Momentum from the wins fuels our energy. We regularly look at our accomplishments (the Gains) to give us confidence to move ahead in our journey as a team.
- We value the trust that comes from enjoying our work together. We have fun while we accomplish our goals.

WHAT IT DOES NOT LOOK LIKE

- We are not driven by a hierarchical mindset. While other organizations strive to perform through "top-down" directives and a culture of fear and intimidation, we perform best when we use and support unique abilities to collaborate as a team.
- We are not measured by our effort or time - rather, we are measured by our results.
- We are not fans of "just enough" - rather, we "go the extra mile" to do our best, lasting work.
- We don't desire to win at all costs - especially to the detriment of our teammates and clients.

Ready. Set. Rev.





WE PUT TEAM FIRST

We know that an aligned team that likes helping each other is stronger than any set of individuals.

WHAT IT LOOKS LIKE

- We are quick to recognize the successes of others and celebrate team wins over individual contributions.
- We recognize that everyone at Revel shows up with unique abilities - understanding that trust unlocks their value.
- We encourage individualism and recognize that when people can be themselves at work, they thrive.
- We strive to leverage our unique abilities through clean handoffs - expanding the capabilities of the organization exponentially.
- We celebrate direct conversations with each other that first seek to understand.
- We are a team that fails often and fast. We don't spend time shaming colleagues - rather, we take each failure as an opportunity to learn, grow, and improve.

WHAT IT DOES NOT LOOK LIKE

- We are not just a few heroes. While we are quick to recognize an individual's contribution to the team, we understand that we cannot scale if we rely on a few people to save the day.
- We don't weaken the team through exclusionary actions. We work to tear down the natural barriers that different people may have by finding common ground and celebrating the broader mission.



WE THINK CREATIVELY

We are change makers and creative problem solvers.

WHAT IT LOOKS LIKE

- We are resourceful, often leveraging relevant past experiences to have a quick impact in our business.
- We seek different perspectives to advance and accelerate our thinking on how to improve our performance.
- We are inquisitive. We seek to see the possibilities in new ideas while maintaining momentum towards the objectives of the day.

WHAT IT DOES NOT LOOK LIKE

- We don't change for the sake of change. We use knowledge, experience, and data to find what's broken and quickly find solutions.
- We realize that we are never "done" and closed to improvement. We recognize we cannot avoid the short term work required for an agile, continuously improving environment.
- We don't accept the status quo - avoiding words like "that's the way we've always done it".