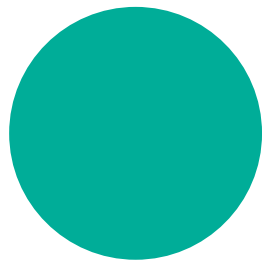


The Julian Krinsky Group CULTURE of HONOR

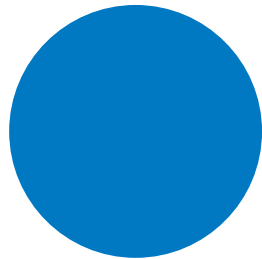




TEAM



LEADERSHIP



OUR BRAND

We are a “people” business

Since our founding in 1978, our “people” have united under one **Culture of Honor**.

Honor drives our people and our business. It pushes us to constantly improve and it guides us toward our goals. This honor permeates our community and provides each of our employees, partners, and guests with the same clear, goal-oriented focus.

While our roles in the organization vary greatly, we all envision and support the one culture.



Team

- Our team is a **family**. We laugh, we joke, we trust and **support each other**. If we disagree, we value **honesty** and reason above all. We steer conflict to bolster our relationships and to help us move forward.
- We each **determine our own way** to grow our business and expand ourselves. We empower ourselves to leave our comfort zones and to make tough decisions. We sometimes fail but we use failure constructively. We use our professional and personal lives to consistently learn, stretch our abilities, and challenge one another.
- We represent a **melting pot** of different cultures, ethnicities, beliefs, life experiences, and skill sets. Because we listen to and respect each other, we approach projects from multiple perspectives. **All opinions matter**. And our diverse backgrounds make for some amazing food at the office parties! Samosas followed by a Tim Tam, anyone?
- We love to have fun, but we know when to buckle down, **own a project**, and **get the job done**. We maintain a results-driven environment with intense deadlines. This environment keeps us efficient and focused on maximizing our time and our team's time.
- We are entrepreneurs at heart—**we like new projects**, programs, campuses, and partnerships. We have a collaborative, effective system for rolling out new initiatives for our community.





Leadership

- At Julian Krinsky, leaders **align, support, trust,** and **enable** their teams to perform the work they were hired to do. We are all empowered with the tools and space to complete tasks independently and freely. We know that, with the right people and the right goals in place, we can execute action-plans effectively.
- Leaders **help their teams reach their personal and professional goals.**





Our Brand

- Because we know our customers personally, we are able to **anticipate** and attend to their likes, dislikes, concerns, and questions. This makes it **easy for our guests to reach us**, understand us, and carve out their personalized path through our programs. Our partners and guests enjoy working with us.
- We work with agents and families across the world. Our history of **global reach** makes us **connectors**. Through social media and in-person visits, we maintain relationships with national and international customers, alumni, staff, and business partners.
- At 40 years young, we **evolve constantly**. We are **experts** in summer programming, pre-college experiences, and cutting-edge education.
- **We employ innovative systems** of technology and organization to enhance the community for our customers and our staff.





Great People Make Our Company Great

We strive to have the optimal team in place. When we look to add new members to our team, we look for people who fit our culture and have the appropriate skills. We designed our interview process to identify candidates with just the right principles, disposition, and talent to fit our community. We search long and hard until we find the A-level players we can trust to raise the bar for themselves and the team.



We hire people who...

- are friendly, happy, energetic and positive
- are organized but are also flexible and adaptable
- enjoy a balance of independent problem-solving and teamwork
- listen, empathize, and respond quickly to customers' needs
- aren't afraid to make mistakes, learn from them, and take ownership of their merits and faults
- work hard to understand and reach our big-picture goals
- have aspirations to push themselves and the company to new heights

And...they smile!

