Creating a Positive Company Culture

98%

In a survey of the JPMorgan Chase Executive Advisory Board, 98% of business leaders believe that culture impacts their company’s success.

MAKING AN IMPACT

The top three things that business leaders believe impact a positive culture are:

- 90% Regular communications
- 67% Employee recognition
- 67% Access to management

90% of business leaders say their organization prioritizes providing a positive company culture.

85% of business leaders say their company does a good job managing culture.

We try to act big, while staying small. We want to protect the idea of keeping qualities of a small company as we grow, such as customer first, rewards and thriving employees.

STRIVING TO IMPROVE

In seeking to provide a positive culture, executives identified the same five initiatives that they’ve either already instilled or plan to implement in the future.

<table>
<thead>
<tr>
<th>CURRENT</th>
<th>FUTURE</th>
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<tbody>
<tr>
<td>84% Employee recognition</td>
<td>53%</td>
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<tr>
<td>83% Training and support</td>
<td>54%</td>
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<tr>
<td>81% Transparency with management</td>
<td>49%</td>
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<tr>
<td>69% Employee bonding activities</td>
<td>45%</td>
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<tr>
<td>66% Flexible work arrangement</td>
<td>42%</td>
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We have worked hard to maintain a very familial culture based on transparency, and open and honest communications where our employees are engaged and empowered to drive continuous improvement through the business.

REAPING THE BENEFITS

Business leaders said the top benefits they see as a result of a positive culture at work are:

- 76% Reduced employee turnover/retention
- 64% Mutual trust
- 60% Superior results
- 93% Motivated employees
- 63% A shared vision

This culture is driven by having open communications, mutual trust and respect between all employees, and providing a fun work environment where every employee can learn, grow and develop themselves.

J.P. Morgan