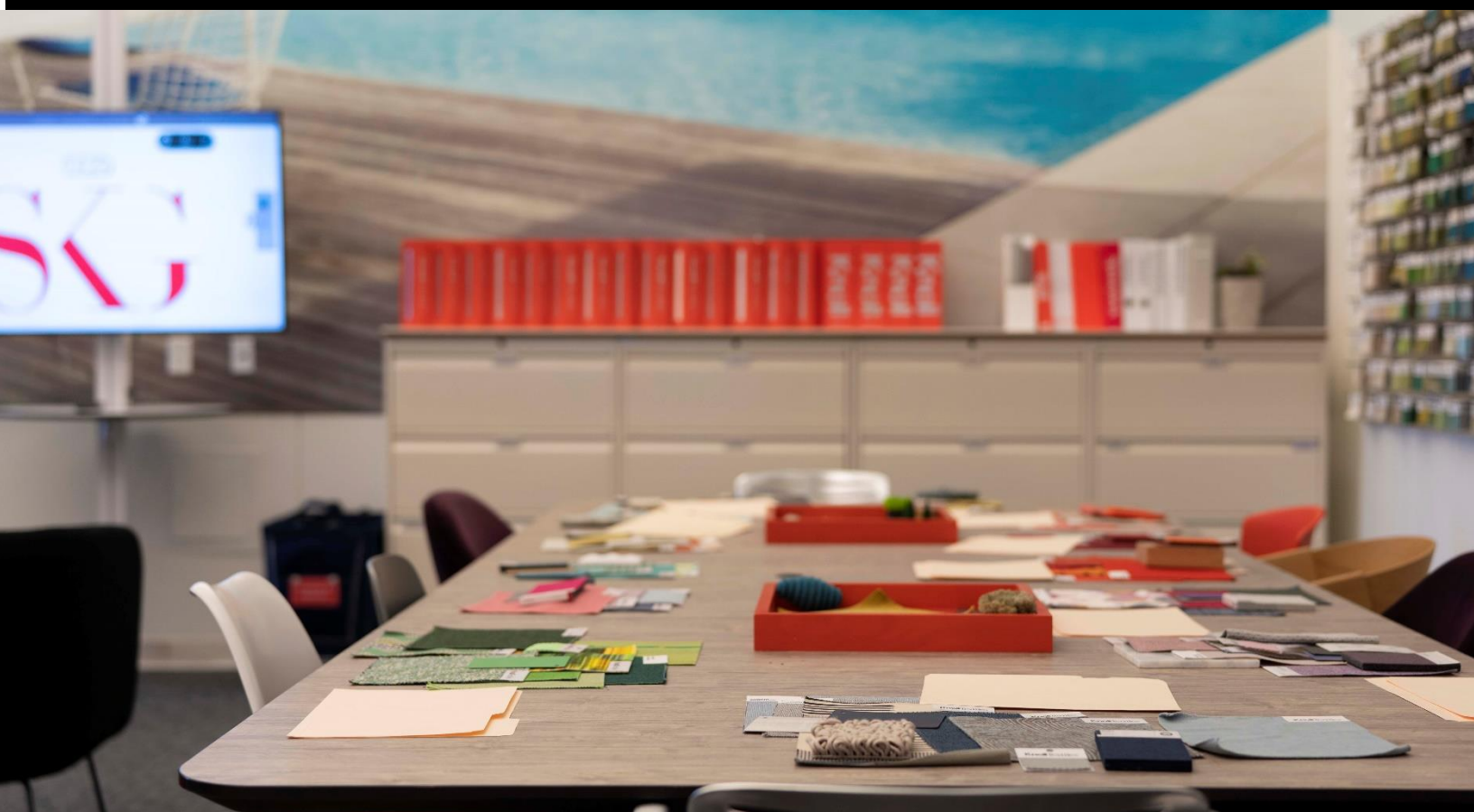


CULTURE CLUB OVERVIEW

SKG



1 | WHAT IT IS

'This is how we do things around here' is the statement that defines culture. Think of the company culture as a collective personality. It is a collection of values, beliefs and attitudes that define an organization and guide its practices. Elements of corporate culture include the organization's physical environment, human resource management practices, work habits and it's also reflected in emphasis placed on elements such as hierarchy, process, innovation, collaboration, community engagement and social engagements.

Culture Club is the team that drives the SKG culture and values:

1. **PROFESSIONALISM** - Be thoughtful and respectful to all and our culture. Create value through excellent customer service, great operations, and the best employee relationships.
2. **MAKE AN IMPACT** - Pursue professional and personal goals of growth. Embrace the opportunity to give back to the places and communities we live, work, and serve.
3. **EMBODY A PIONEERING SPIRIT** - Be open to change and innovation. Take initiative. Evolve through constant learning and improvement.
4. **SUPPORT EVERYONE** - Offer support to coworkers in need of help. Create an open-door environment with positive communication.

2 | WHO & WHY

We are a group of volunteers who focus on fostering the SKG values and the connection between the employees. Anyone in the company is welcome to join and contribute their time and creativity to this great team.

Culture is the secret sauce, it's what sets us apart and what makes us "US". It is also what makes work meaningful. Culture Club is the driver and influencer of our brand identity and employee connection.

3 | THE 4 PILLARS (focus for the year may change)

- Team Building-2021**
- Wellness-2021**
- Engagement-2021**
- Empowerment-2021**
- Office Conveniences -2020
- Office Experience -2020

4 | ACTIVITIES

- ❑ **Empowerment Sessions** focused on everything from Personal Finance to Business Etiquette and Event Planning Tips. These highlight our in-house talent and foster personal and professional development on the team. The team that grows together, stays together!
- ❑ **Birthday Celebrations + Holiday Celebrations**
- ❑ **Volunteering Initiatives**
- ❑ **Team Building Events and HH**
- ❑ **Recognition** – individual and team level, this is not always formal. Sometimes it’s a funny slideshow, a jib jab or song.
- ❑ **Wellness Initiatives** – this is everything from a Water Challenge to Wellness Talks

5 | TIME COMMITMENT

- + We meet every 2 weeks for 1H (2H per month)
- + You are never assigned a full-time consuming project. We do it together as a team so you are only assigned a task or 2. The time commitment really depends on the activity.
- + What we do need is creativity so don’t be shy to share and bring some crazy ideas!

6 | WHAT’S NEEDED

- ❑ Creativity
- ❑ Fun personality
- ❑ Leadership
- ❑ SKG Spirit
- ❑ Crazy ideas