



Culture Code

What we're about as a company and how our employees make it happen.

There are many places
you can choose to **work**.



But at Pixability, we're building something **exceptional.**

We're leading a revolution in video that is changing TV **forever.**



Pixability and its employees

bring out the best

in each other—

for the good of our
customers and the world.



Pixability has
high expectations
of you

You have
high expectations
of Pixability

Combined,
these form our

core values



What does
Pixability expect
of you?

The image shows a checklist on the left with five items, each preceded by a square box. The second box from the top contains a checkmark. To the right of the checklist is a large red circle with a white dashed border. The circle is split vertically into two shades of red. The text 'What does Pixability expect of you?' is centered in white within the circle. The background is a light gray surface with several parallel black lines.

Be **You.**

Master
Your
Field.

Do As You **Say,**
& Think Before
You **Do.**

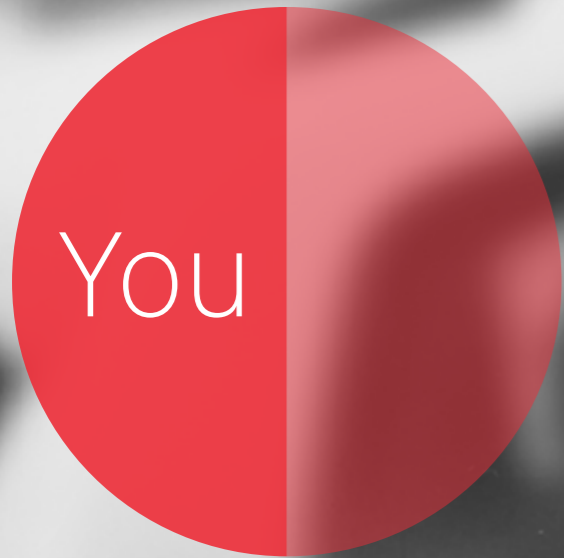
Have **Grit**
(and Zest).

Be
Curious.

Don't Let It
Fester.

Work
Sustainably.

Obsess Over
Customers.



Be You.

We want diversity and global citizens, introverts and extroverts, surfers and audiophiles alike. Bring all that is uniquely awesome about YOU to the table.



You

Master Your Field.

Be your most effective and productive self. We expect you to put significant effort into mastering your field of expertise and your tools. Get certified, contribute to open source, give talks, write a book. Share your knowledge with others inside the company and with the outside world.



You

Do As You Say, and Think Before You Do.

We collaborate like a finely-oiled machine. Commitments to customers and colleagues are sacred. If you promise something, deliver on time. Be structured and deliberate. Spend 10 minutes planning a meeting ahead of time. Create a project plan with a deadline, rather than "just running with it."



You

Have **Grit** and **Zest**.

Nothing worthwhile comes easy, but enthusiasm certainly makes things easier. We expect you to tackle hard tasks with zest, energy, and a smile and have the grit to stick with it when the going gets tough.



You



Be Curious.

You can only be a cutting-edge innovator and trusted advisor to our customers if you're constantly curious about our industry, the verticals we serve, and the world in general. Ask relevant questions, conduct research on your own, and always keep digging.



You



Don't Let It **Fester.**

Not every project runs smoothly, not every collaboration works, and not every customer is happy right off the bat. Don't let problems fester: raise a flag early if something is amiss, and don't blindsides your colleagues. It's your responsibility to resolve issues directly and swiftly in a professional manner.



You



Work **Sustainably.**

We expect you to work hard, but we also believe that people do their best work when they are well-rested and also able to attend to important things outside of work. We give you unlimited vacation and if you take 2 weeks at a stretch we will pay you \$500. We offer maternity and paternity leave. We are flexible with hours, because we trust you to do your work and do it well.



Thank you
for your
business,
please

Obsess Over Customers.

We start with the customer and work backwards. We work hard to earn our customers' trust and keep it. We expect you to be as obsessed as we are about helping our customers achieve incredible results.

A checklist on a light gray background with five items, each preceded by a square checkbox. The second checkbox from the top is checked with a black checkmark. A large red circle, split vertically into two shades of red, is overlaid on the right side of the list. The circle has a white dashed border and contains the text "What can you expect of Pixability?" in white. The background also features several parallel black lines sloping downwards from left to right.

What can
you expect
of **Pixability**?

We:

Give
Autonomy.

Grow
with you.

Care.

Measure It.

Change.

Are
Open.



We

Give Autonomy.

We love self-starters. We give you the autonomy to figure things out and make decisions on your own. It's your job to ensure your team is kept in the loop at all time and is fully on board.



We

Grow With You.

Company growth and personal growth go hand-in-hand. If you don't feel that you are helping grow the company and growing your skills individually, then it is time for you to do something else—within Pixability, or somewhere else.



We

Care.

Pixability cares about the wellbeing of each of its employees, and Pixability cares about the larger community around us. We encourage employees to volunteer every year to make our world a better place—and Pixability provides time away from the office to make this possible.



We



Measure It.

We don't measure your success solely by the hours you sit in your seat, but by the results you produce. We use objective metrics to measure success. Before you do anything, ask yourself: What metric would an outside observer use to determine if I succeeded at this task? Write that down and measure your success against it.



We

Change.

We've changed our company massively since it was founded, and we'll continue to change in order to develop a product that makes our customers happy and successful. If you're all about stability and the status quo, it might not work out between us.



We



Are **Open.**

We are a very transparent company. You get to see lots of data about our company, its financials, the way it is run, and more. We are open and transparent with our customers. We hold our company and each other to the highest ethical standards. Compromising on ethics is never an option.

These are high expectations.

It is a lot to ask, **we know.**

But we ask it

and we hold each other accountable.

Because we are
revolutionizing our industry.



BIG DATA
SOFTWARE



It's hard
work.

But the view from the top is
worth it.

And we want you to be there
with **us.**



PIXABILITY

Premium video advertising performance.
Powered by great people.