

Meritocracy

We aim to put employees in positions where they can succeed best and make their greatest contributions to the mission. Decisions for vertical and lateral movement are based purely on merit. Perform as a fantastic team and be a great team member and opportunities will come!



Mutual Commitment

Our work environment thrives on diversity, dedication and recognizing the responsibilities employees have outside of work. Our "Unlimited PTO" program (for salaried employees, conditions apply) allows managing personal responsibilities with as little stress as possible. In return, RAD requires a can-do attitude focused on getting the work done excellently and ahead of schedule.



Performance

We are built on excellent performance. We hire and grow the smartest people and expect greatness in return for our support, the environment we foster and the new industry we're creating!



Thoughtfulness

Professional thoughtfulness is critical to our success. Whatever you are working on, you need to think ahead and anticipate the needs of the people you are delivering the project to.



About RAD Culture

Communication

At RAD, we believe a high level of communication is essential for success. That's why we ask our employees to use W.A.I.T. Ask yourself in meetings "Why Am I Talking?" to ensure we are using everyone's time wisely. We try to keep meetings prompt and at a minimum, meaning we need to avoid talking to impress and focus our time on achieving results.



Ego

We leave our egos at home. Self-promotion, defensiveness and empire-building are habits driven by ego and are not compatible with the RAD way of doing things.



Titles

Titles are mainly for people outside our company to feel they are talking to the "right" people and may be a broad description of your work duties or responsibilities. But at the end of the day, we are not focused on your title and instead focus on how you are part of our team. We always do whatever is necessary to achieve our goals without regard to titles. This is echoed in every RAD job description and offer of employment.



Honesty & Responsibility

It's a given that there is 100 percent honesty from everyone at RAD. This means:

- No half-truths
- No saying things that are deliberately misleading
- No covering for other employees

We need to be able to accurately assess everyone's abilities and find roles where they can be successful. Covering up slows that process down and costs time and money.



Our Culture



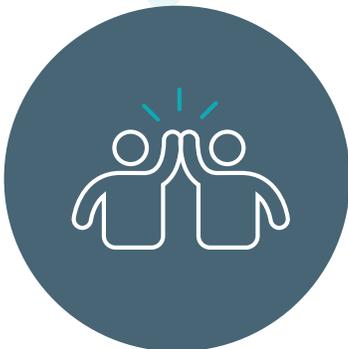
Why is Culture so important to RAD?

RAD is growing very quickly. A major factor in our success so far has been having great people who form a tight-knit group and work like a team. Our team goes beyond mutual respect. They get along and they enjoy working for RAD. As we add to our “A-list” team, we want to make sure that what has made us successful in the past, only helps us get further. To continue providing the best business environment to our employees, families and clients, we are determined to ensure we maintain and spread this culture by finding like-minded employees and providing clear guidance on how we do things. We are focused on making the RAD experience the same wherever the company operates.



What benefits do I get by subscribing and promoting RAD Culture?

A great career, participation in a special mission and an even greater work environment. We believe that our company culture is a big factor in our success as a business, and will be the key to your success as an employee.



What if I am not the right fit for this Culture?

No problem! We want to make sure our company is as right for you, as you are for us. If you are having trouble, talk with your supervisor and we'll discuss a disengagement plan so you continue working at RAD while we give you support to find alternate employment. If we can't find the right place for you we will work to help ensure you don't have a break in income as you look for other employment.

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Our Diversity

Committed to Fostering, Cultivating and Preserving a Culture of Diversity and Inclusion

Our human capital is the most valuable asset we have. The collective sum of the individual differences, life experiences, knowledge, inventiveness, innovation, self-expression, unique capabilities and talent that our employees invest in their work represents a significant part of not only our culture, but our reputation and company's achievement as well.

At RAD we embrace and encourage our employees' differences in age, color, disability, ethnicity, family or marital status, gender identity or expression, language, national origin, physical and mental ability, political affiliation, race, religion, sexual orientation, socio-economic status, veteran status, and other characteristics that make our employees unique.

Diversity Initiatives are RAD

RAD's diversity initiatives are applicable—but not limited—to our practices and policies on recruitment and selection; compensation and benefits; professional development and training; promotions; transfers; social and recreational programs; layoffs; terminations; and the ongoing development of a work environment built on the premise of gender and diversity equity that encourages and enforces:

- Respectful communication and cooperation between all employees;
- Teamwork and employee participation, permitting the representation of all groups and employee perspectives;
- Work/life balance through flexible work schedules to accommodate employees' varying needs;
- Employer and employee contributions to the communities we serve to promote a greater understanding and respect for the diversity.

All employees have a responsibility to treat others with dignity and respect at all times. All employees are expected to exhibit conduct that reflects inclusion during work, at work functions on or off the work site, and at all other company-sponsored and participative events. All employees are also required to attend and complete annual diversity awareness training to enhance their knowledge to fulfill this responsibility.

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