

WORKING AT

The Predictive Index



OUR VISION

Better Work, Better World

At PI, we drink our own champagne. It's simple: we know that our chances of achieving our vision, Better Work, Better World, are only possible with our ability and drive to succeed. A company's strategy and product are only as good as the people who drive it, and at PI, we work with an amazing team of top performers.

An individual's relentless drive and passion for results only intensify when surrounded by other top performers. This intensity generates energy— working together, holding each other accountable, and engaging in healthy conflict and discourse to achieve the extraordinary.





WELCOME

We are The Predictive Index.

We are action-oriented and fast-paced, but honest and thoughtful. As a PI employee, it's our commitment to you that you will be surrounded by smart, results-oriented people who are at the top of their game and provide disproportionate value just like you do. Our employees not only believe in the power of PI, but also have an attitude that transcends hierarchy, and challenges the status quo. We are about performance and results, not about punching in and punching out. We trust that you won't wait for someone else to act before you do.



OUR CORE VALUES

THREADS

You are a thread in the cultural fabric of PI. Every thread is just as important as the next. When threads fray, our cultural fabric weakens. Without it, we can lose resilience and lose sight of who we are and where we are going. Your energy, your passion, your drive: you are our most precious commodity.

Just as you are a thread in the cultural fabric of PI, THREADS is our framework for understanding our core values.

Teamwork

Honesty

Reliability

Energy

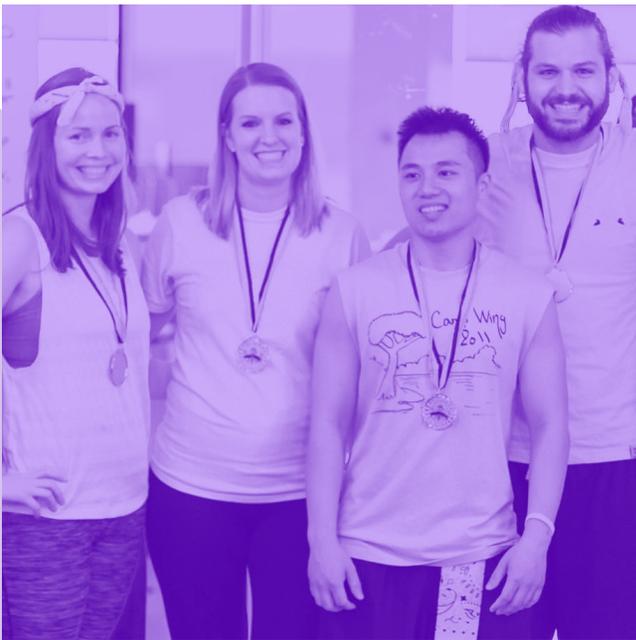
Action

Drive

Scope

TEAMWORK

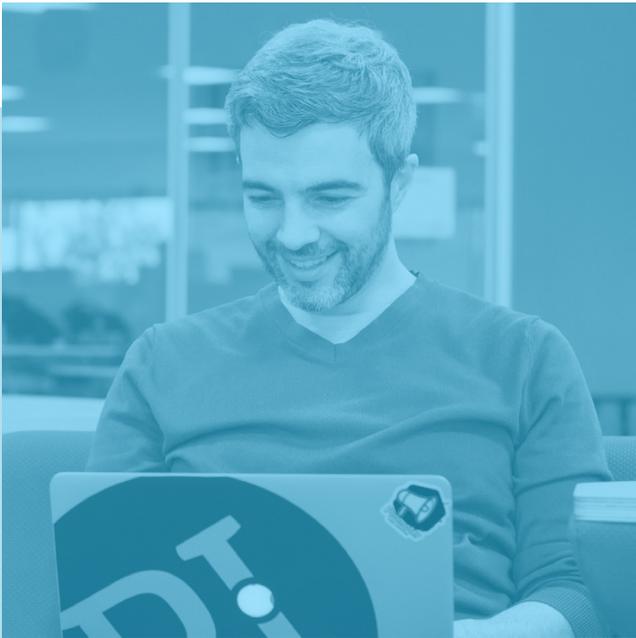
Focus on the “we,” not the “me.”



We're a team of A-players who embrace challenges, ask questions, seek out learning opportunities, and strive to make every contribution count. We check our egos at the door and support our team members by holding everyone, including ourselves, equally accountable.

HONESTY

Follow your moral compass.



We take the ethical high-road and take pride in making decisions that add the most value for everyone involved – not just for the sake of profits and growth. We admit defeat, fault, and failure not only to ourselves, but to others no matter how difficult it may be. When our work is in sync with our values, we approach the future with confidence together.

RELIABILITY

Be someone others can count on.



Our team members, partners, and clients can rely on us to communicate our intentions and goals with the utmost clarity and transparency. We rely on each other to get stuff done. We swiftly address issues and how we plan to fix them.

ENERGY

Be balanced, be energized.



At PI, our people are in roles that naturally play to their drives and strengths. This fuels empowerment, engagement, and energy. We recognize even the most energized individuals can run out of power. We encourage you to take the time you need to re-energize so the business can continue charging forward.

ACTION

Errors of action are better than errors of inaction. Be brave.



We are not defined by whom or what we manage, but rather how we get results. We are all empowered, expected to express our opinions, and to make decisions that are in best interest of PI. When we see opportunities, we seize them.

DRIVE

Own it.



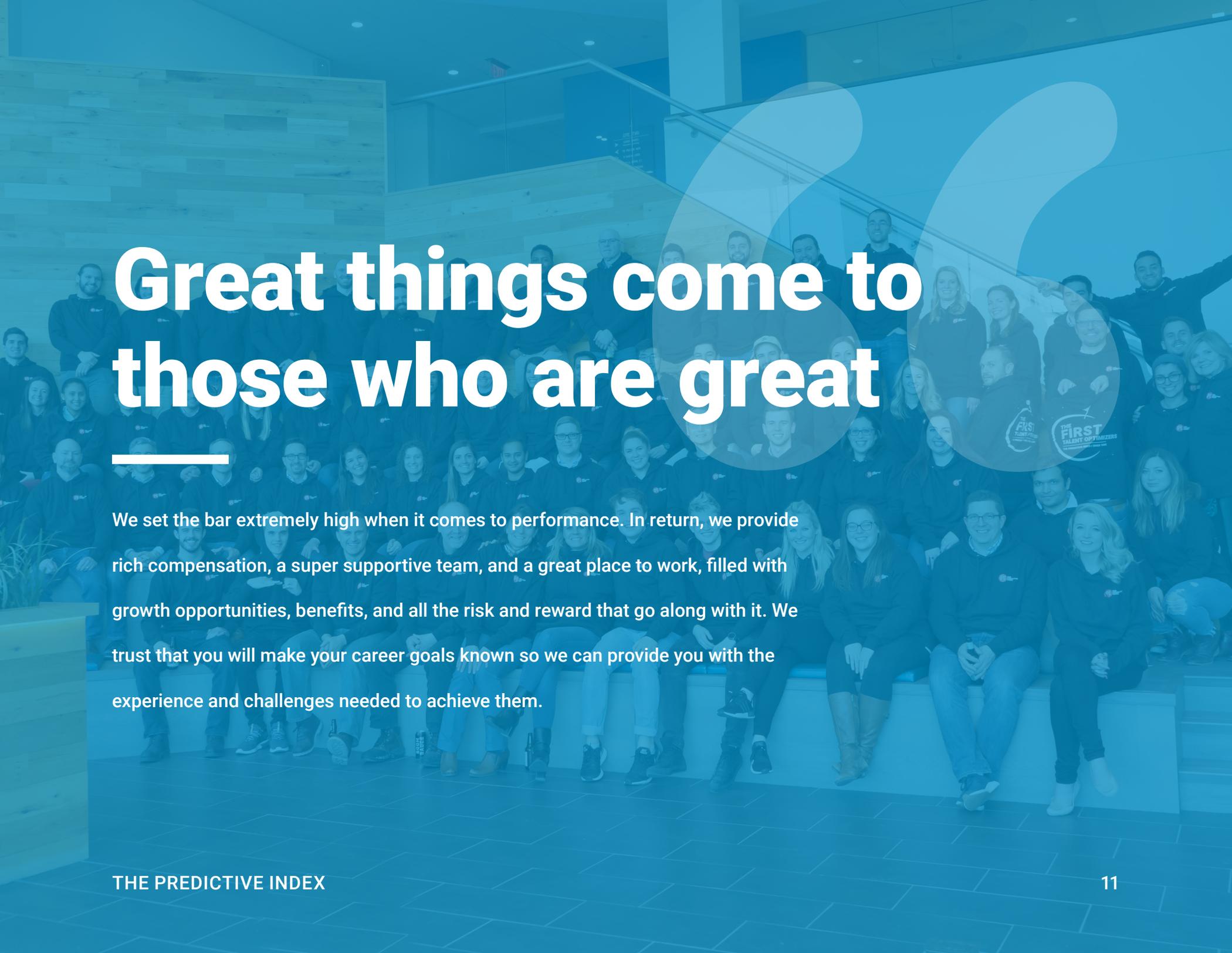
We are not only driven by the power of PI, but also by a deep-seated desire in our hearts and minds to make a difference. We yearn for constructive dialogue and feedback. We believe that every conversation, interaction, and task counts. We are driven to manage our personal growth and careers.

SCOPE

Don't try to boil the ocean.



We are dreamers, but also pragmatists. We understand the need for prioritization and focus. It is critical to our success.



Great things come to those who are great

We set the bar extremely high when it comes to performance. In return, we provide rich compensation, a super supportive team, and a great place to work, filled with growth opportunities, benefits, and all the risk and reward that go along with it. We trust that you will make your career goals known so we can provide you with the experience and challenges needed to achieve them.

OUR PHILOSOPHY

Compensation

We try to take compensation off the table. We believe you should go home every day feeling valued, fairly compensated, and that you have a good partner in PI. Failing to give 110% should never come down to a compensation discrepancy.

That's why we not only pay fair, but usually above market value.

When it comes to bonuses, we believe traditional bonus programs take up too much time and are demotivating. **Our expectation is that our employees hold themselves accountable and responsible for living THREADS every day.** We let you determine how much of your bonus you receive—seriously. If you bring you're A-game to work every day, then you should pay yourself 100% of your eligible bonus.

WE ARE INVESTED

Your Future

In addition to base pay and bonus eligibility, we offer additional variable pay in the form of profit sharing (based on company performance). All profit sharing compensation will be directly deposited into individual employee retirement accounts. This is additional real cash money that average employees discount...don't be average.

It's not always about money. We know employee engagement is all about feeling ownership and sense of challenge. We promise to keep you in challenging roles throughout your PI career that play to, and develop, your natural strengths. We'll give you the **tools and support** you need to supercharge performance and make it as easy as possible for you to bring your A-game every day. Recognizing and rewarding top performance is very important to us. We strive to create experiences and memories that make our lives richer.

TAKE THE TIME YOU NEED

Recharge

Want to take a vacation or need to time off? Great. Go for it.

There's **unlimited paid time off** for you to recharge when you need it. Don't forget to send pictures! You do what you need to do to get stuff done. We don't track face time. We track results.

WE CARE ABOUT THE WHOLE YOU

Perks & Benefits

- A comprehensive and generous benefits program including health, dental and vision insurance options that provide expansive, yet affordable, benefits to you and your family.
- 100% 12-week paid maternity leave.
- 100% 6-week paid paternity leave.
- Tuition reimbursement and professional educational opportunities.
- Profit sharing.
- On-premise fitness facility, running, biking trails.
- Free snacks, coffee, beverages, available all day.
- Dry-cleaning pick-up and delivery.
- Flexible work arrangements.
- Convenient office location: 12-minute commuter rail ride to downtown Boston; restaurants, grocery stores; and retail shopping at University Station and Legacy Place.



IT ALL STARTS HERE

Better Work, Better World

P.S. We care **immensely** about our employees (and people in general) – new, existing and exiting. PI may not be right for everyone, and that’s okay. We are happy to help you land on your feet if your experience is not what you envisioned.

