



BEHAVIORS & ACCOUNTABILITY

EQUINOX TEAM VALUES



Equinox Team Members

We are legal professionals with real business experience as in-house counsel, business degrees, or entrepreneurs. We are:



Business First

We understand business and support the leadership team's vision and strategy to achieve its goals.



Deal Makers

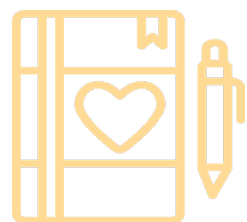
We work collaboratively and innovatively to move the business forward, advising on the balance of business and law in each decision.



Intentional

We follow through on our commitments.





BEHAVIORS & ACCOUNTABILITY

Business First

Value

FOUNDATION: Always considering the purpose and goals behind our work to maximize value. Actions include:

- Understanding of our KEDs, Purpose, and Why for Equinox (Sales, New GCS Clients, Churn, Profit)
- Understanding the Purpose, Why, and expectations of each project (BR, Churn, Available Capacity)
- Providing communications and deliverables that align with the project's Purpose and Why (BR, Profit, Churn, Available Capacity)
- Providing specific value to our clients and team (Sales, BR, Churn, Available Capacity)
- Proactive and intentional planning for meetings and trainings to address Purpose and Why (BR, Available Capacity, Churn)
- Providing constructive feedback on process gaps and inefficiencies (Available Capacity, Sales, Profit, New GCS Clients)

Deal Makers

Respect

FOUNDATION: Continuous focus on moving the projects forward through collaboration and curiosity. Actions include:

- Approaching challenges and questions with curiosity and a growth mindset (Available Capacity, New GCS Clients, Churn)
- Being a resource for the team to grow in both legal and business knowledge (Available Capacity, Profit)
- Proactively seeking out value-added resources to solve problems (BR, Available Capacity, Churn, New GCS Clients)
- Leveraging resources to find practical and creative solutions (BR, Available Capacity, Churn, Profit)
- Supporting team members with feedback for growth and improvement (BR, Available Capacity, Profit)
- Communicating in a professional manner (Churn, New GCS Clients, Sales)

Intentional

Integrity

FOUNDATION: Set clear expectations and follow through on commitments. Actions include:

- Setting clear expectations and following through on commitments in light of expectations set (BR, Churn, New GCS Clients, Sales)
- Understanding your role in our KEDs and being accountable to others to achieve their metrics (BR, Churn, Available Capacity)
- Thoughtfully developing work plans for projects and proactively managing plans against goals and budgets (BR, Churn, Profit)
- Preparing for meetings to ensure key issues and value are addressed (BR, Churn, New GCS Clients)
- Proactively communicating successes, challenges, risks, and opportunities (BR, Available Capacity, Churn)
- Leading your professional journey (Available Capacity, Sales, BR)