



The G.O.A.T. Award

*MountainSeed's Core Value
Awards Program*

The G.O.A.T. Award Program:

The G.O.A.T award program exists to champion our core values and the employees who embody them to a high degree. This program is intended to create a positive working environment, boost morale, show employees how much they are valued and appreciated, and foster a spirit of healthy competition.

Requirements of Nominations:

1. Full or part-time employee of MountainSeed for at least 6 months
2. Made recognizable contributions to his/her department or the company as a whole

An employee can be nominated for any one or more of MountainSeed's five core values. Evidence supporting the nomination should include specific examples of the nominee's actions or performance in demonstrating one or more core values and its impact on the company or fellow employees. There will be a maximum of **four** award recipients per quarter depending on the quantity and quality of nominations received.

Nomination Process:

- Nominations will be accepted via the **G.O.A.T. Award Nomination Form** which is posted on the [employee website](#).
- Nominations may be made by any member of the MountainSeed team.
- The **G.O.A.T. Award Nomination Form** will be completed by the nominator.
- The **G.O.A.T. Award Nomination Form** must be completed and emailed to [Employee Engagement](#).
- **Employee Engagement** will reach out to the nominee's manager for their input and approval.
- Nomination forms will be accepted anytime during the quarter with a deadline of the 15th of the month following the end of the calendar quarter (April 15th, July 15th, October 15th, January 15th).
- Employee Engagement will conduct a brief interview with the **nominator** to hear their experience and recommendation in their own words.

- PeopleOps will select the winners based on the Nomination Form and the Nominator Interviews.
- The awards will be announced by the Leadership team during the Quarterly Company Call the month following each calendar quarter (Q1 – April, Q2 - July, Q3 - October, Q4 - January).
- Winners will receive the coveted G.O.A.T. Trophy and other **EPIC rewards**.
- Any questions regarding the G.O.A.T. Award Program can be directed to [Employee Engagement](#).

OUR CORE VALUES



Be a Self-Starter

Constantly search out opportunities to improve yourself, your team, and the business. Have the courage to identify problems, solve them, or tell someone who can. Work with a true sense of urgency. Take action, take responsibility, and finish it on time.



Be a Team Player

Encourage others and celebrate when they succeed. Be willing to pitch in when someone needs help, prioritizing team results above individual results. We believe MountainSeed will succeed to the extent that we can create healthy, high-performing teams.



Don't be an optimist or a pessimist. Be a patriot.

Everything at MountainSeed is not good, and everything is not bad. Passionately seek the greater good for the organization, and be brutally honest about what's working and what's not working. MountainSeed isn't loved because it's great. MountainSeed will be great because it's loved.



Do it Right

Be the kind of person who does things right even when no one's watching, even if your boss won't catch it, and even if the client won't notice. No one's perfect, but be solid and have integrity.



Be Humble

Ask first how you can add value. Humility gets harder the more power you have. Invert the org chart – serve those you lead. At MountainSeed, the best idea wins no matter where it comes from. Be intellectually humble, the kind of person that can change your mind in the face of new information or a different perspective.