What is the ISE Mentality?

The ISE Mentality speaks to what makes ISE unique in our corporate culture and the value proposition it holds for our organization, and for each employee. We believe it is what attracts and retains our incredible talent. While different aspects of the ISE Mentality may have more or less meaning for each individual, several common themes truly define what make us special and have enabled us to achieve so much together as a team.

Defining the ISE Mentality:

**Treating people fairly**

- Acting with fairness, honesty, and integrity – key attributes that support our Core Values and Standards of Leadership
- Maintaining a high quality Total Rewards package that is competitive, promotes recognition of individual performance, and empowers employees to share in the company’s success

**Everyone contributes to our success and wears multiple hats**

- Rolling up your sleeves to get the job done regardless of your job description
- We know no boundaries for ourselves and others
- Managers can “do” and not just manage
- Remaining humble about our achievements

**Recognizing that family is important and promoting a culture of work/life balance and flexibility**

- Friends and family are impacted by our dedication to work so we recognize that you can balance work and family and still get the job done well

**Striving for constant improvement and innovation**

- Always attempting to achieve our best work and never feeling like we have achieved it all just yet
- Remaining open to new ideas and never simply accepting the status quo

**Fostering open communication**

- Day-to-day activities, important milestones, and challenges are communicated honestly and openly in both formal update meetings as well as informal emails and forums
- Our transparent business model keeps everyone informed on our company performance
- From line management to the CEO – doors are open and every opinion is valued

**Promoting teamwork**

- We recognize that no person is an island
- Creative, collaborative problem solving is the norm

**Nurturing professional development**

- Helping one another to reach our highest potential, regardless of job description
- Creating an environment where there is a vested interest in employee growth and the space needed to do so
Employee perspectives on the “ISE Mentality”

“I’ve said to my friends/colleagues on the outside that the ISE “way” should be the mantra of every CEO in the country on how an organization should be managed,”
Marie T., Administrative Services

“You get surprised when you meet senior officers in the elevator and find out they know you by first name within weeks of joining ISE,”
Kapil R., Product Management

“I think we are a company with many highly-motivated and hard-working individuals, the culture also promotes sharing a laugh and finding the humor in a challenging situation,”
Doug P., Internal Audit

“The mentality and attitude here is so great that you can’t help but want to be a part of this, you can’t help but want to strive for excellence, learn more, do more, and make yourself, and the ISE better,”
Ron M., Market Operations

“We are the innovators, and by continuing this mentality and effort, we not only stay ahead, but also attract like-minded, and talented people that most surely propel us forward,”
Han G., Technology/Application Support

“From your direct Manager to the CEO, everyone is looking for ways to make life better at work and at home. You don’t feel like just another employee, ISE makes you feel like part of the family. Employees are recognized for their hard work...”
Bret D., Technology/Operations

“Recognizing that family is important – this is one aspect that has engendered quite a bit of loyalty to the company for me,”
Willie W., Market Surveillance

“No person is an island and no one can get it done on their own. We are all in it together. We know no boundaries and have no heroes,”
Lou M., Infrastructure Engineering