



# People Care



Employees celebrate the opening of the new Promega UK facility in 2019.



**Promega is so much more than a place to work. It is a family where we all support each other to be our best selves. We are blessed with a culture of giving and going the extra mile just because it's the right thing to do. Promega provides the opportunity to create *a different way of working and being.***

DARBIE MILLER

Director, HR Organizational Development

### People Care

Promega provides the opportunity and space for employees to grow as individuals and professionals. Our culture nurtures creativity, prioritizes emotional and physical well-being, and emphasizes self-actualization. Employees are given flexibility in how they work, and we acknowledge the individual differences of each employee. Our 19 worldwide locations provide support in ways that meet the specific needs of each region and encourage employees to achieve a balance of work-home integration. We live the notion that every one of our employees has the potential to make a meaningful difference. And they do.



The team at the Promega Europe Training and Application Lab (PETAL) enjoys some bowling.



Promega employees in the field.

## NURTURING EMPLOYEE CREATIVITY, GROWTH AND SELF-ACTUALIZATION

Feeling fulfilled is crucial to our development as humans, and realizing our personal potential means we grow and strive to achieve our true capabilities. As a company, Promega provides a work environment and culture that offers each employee the opportunity for individual development and to build meaningful relationships with one another.

### The Promega Culture

The psychology of the organization—our “cultural DNA”—provides a foundation through which company principles and operations are shaped. For us, these principles include:

1. Nurturing creativity, self-discovery and individual growth, creating an environment where the unique contributions of each employee are embraced.

2. Believing that both people and companies can self-actualize, and that growth at either level lifts the other into realizing their greater potential.
3. Structuring a culture that reinforces the idea that all stakeholders (customers, employees, community and shareholders) can find growth and transformation through:
  - a. Organizational reporting that provides for easy collaborative communication across and at all levels of the organization.
  - b. Decision-making that is shared among the group, not controlled, and the organization remains nimble because people in key nodes are empowered to act, having considered all voices.
  - c. Physical work environments, including design, lighting, communication systems and access to information.



Promega BioSystems in Korea visited Jeju Island to celebrate its anniversary and the production of over 500 Maxwell® Instruments last year. Teams stayed active by surfing, paddle boarding, fishing and horseback riding.

- d. Resources that employees need to do their best work.
  - e. A financial structure that supports organizational goals and values for personal development. Economic metrics provide guidance on sustainable business practices but are not the only drivers for business decisions.
  - f. Selection and support of employees entering the organization who reflect our values.
4. Contributing to life science research and related discoveries have been and will continue to be important to society and human development by designing and supplying products, systems and services that simplify this research and give more reliable and accurate results.

We seek employee feedback in annual climate surveys and monthly employee sessions to understand employee happiness and engagement. Feedback from the survey in 2018 highlighted that employees feel they work in a collaborative environment, are proud to work at Promega, enjoy the people they work with, and find their work to be meaningful.

2019 Climate Survey Top Ten	
Question	Positive
I work with great people.	99%
I'm proud to work for Promega.	98%
I have a reasonable work schedule.	97%
Promega has an overall good reputation in the community.	96%
I have the tools and resources to do my job.	96%
I have an intimidation-free and harassment-free workplace.	96%
I work in a collaborative environment.	95%
I'd recommend Promega to my friends.	95%
My manager is approachable.	94%
I have a boss with high integrity.	94%



Creative workspaces invigorate and inspire employees.

## Creating Workspaces to Inspire

As a business based on creative output and employee satisfaction, Promega prioritizes environmental quality and stimulating experiences in the workplace. Invigorating spaces come both in the design and variety of space offerings. Key components of workspaces include abundant light (natural light whenever possible), a variety of art and comfortable, warm furniture. The variety of spaces gives employees the opportunity to work in a creative “third space,” exercise, meditate or grab a bite to eat. Throughout Promega, there are opportunities to discover stories, history and whimsy.

Employees are engaged in the design of new space and the renovation of existing workspaces to improve functionality, ergonomics and foster group collaboration. This process considers all aspects of a space, including types and quality of lighting, sound levels and air flow. Additionally, customizable workspaces for employees encourage collaboration.

Architecture and design that “brings the outdoors in” encourages an appreciation of natural beauty. For example, our new facility in Germany incorporates an extensive array of indoor plants and trees to add life and warmth. Locations globally use local resources, art and culture to provide comfortable, functional and unique work environments. Our priority is to create environments with an attention to detail that is inspiring, flexible and aligned with the needs of employees.

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## Cultivating Emotional and Social Intelligence (ESI)

To foster a supportive and dynamic work environment, Promega embraces the principles of emotional and social intelligence (ESI). ESI helps employees improve relationships, manage stress and enhance connections. The components of the ESI program include 1:1 and group coaching, daily guided meditations, formal trainings and company-wide initiatives. Beyond strengthening our ESI skills, these programs bring employees together in ways that are both professional and personal, thereby strengthening our community.

To date, over 200 employees have attended our flagship program, the ESI Bootcamp. The ESI Bootcamp is an immersive experience that gives participants the time, space and support to focus deeply on learning and integrating the building blocks of ESI.

As the number of employees actively participating in ESI activities grows, we have continued to expand and deepen our programs with the fundamental goals of seeding and anchoring ESI widely throughout the business. A first cohort of Promega employees has now engaged in a job enrichment, train-the-trainer program called the Advanced Practitioner Training (APT), which makes ESI a formal part of the APT graduate's role. Through dedicated Communities of Practice, these employees refine and share best practices and come to serve as listeners and advisors to each other on journeys of personal and professional growth. We have also engaged Promega employees to act as ESI Teaching Assistants who are first tasked with deepening their own understanding of the topics they will teach. In so doing, their ESI Building Blocks courses come alive with personal stories, making ESI more real and tangible to fellow employees. People from all walks of Promega life report that our shared ESI language allows us to connect and evolve in response to challenges in ways that are more satisfying and effective.



Promega KK actions to support employees on their ESI journey included scratch art cards and 'body scan' meditations.

*"I am participating in the most rewarding and exciting project of my career—embedding Emotional and Social Intelligence (ESI) deeply and broadly throughout Promega. The tremendous leadership support; the unparalleled enthusiasm of the entire Promega team; and the capacity of an open and resilient organization to learn and integrate new ideas quickly, yet still with heart, has produced a culture that can stand as a role model for businesses everywhere."*

**Tim Weitzel**  
ESI Architect



Employees at Promega KK in Toyko connect and cultivate their emotional and social intelligence skills



The team at Promega Biotech Ibérica in Spain take part in leadership training

## PROVIDING PERSONAL DEVELOPMENT AND GROWTH FOR EMPLOYEES

Promega takes an innovative approach to employee development that focuses on a series of conversations to recognize employee strengths and encourage growth based on employee passions. Since growth starts from the inside, we have shifted from the more standard manager-driven review process to one that starts with the employee. More and more departments use a conversational approach that facilitates individual development plans, personalized growth goals and a listening session to understand what our talent needs to keep them with Promega.

### Leadership Training and Employee Development

Professional development programs like Coaching for Leaders, Leadership Forum, Transformational Leadership, Leadership Conversations and Manager Roundtable programs support managers at all levels. Individually targeted leadership development is available on site, or with external or training partners. In addition, organizational development services include talent management resources, personality and leadership assessments, coaching and consulting. Initially these programs were limited to North America, but they have expanded to our branches in Italy, Sweden, France, BNL, Spain and UK in the last year.

Employee development sessions are available for all employees and currently include Seeking & Receiving Feedback, Influencing without Authority, Conflict Management and much more. Due to overwhelming popularity, the number and diversity of programs increased in the last year. Two sessions on Coaching for Individual Contributors were added



Employees have added a sticker with the Principles of ESI to the back of their badge to help remind them to 'check in with yourself' and 'listen with empathy' throughout the day.



Training at PETAL (Promega European Training and Application Laboratory) in Lyon, France.

in 2019 for 45 attendees and 75 people on the wait-list before the 2020 sessions were even advertised. These on-site programs are facilitated by Human Resources team members or external training partners.

**“I am so grateful for this mind-bending experience. I made “To Do” notes to myself during the progression of the day-long event, and followed through with expanded attitudes and directed actions, built upon the course’s concepts. I feel I’ve been changed for the better in many wonderful ways.”**

KATHARINE HOFFMAN

Senior Scientist in Response to Coaching for Individual Contributors



### Scientific Training

The Scientific Training team designs, develops and implements product and sales trainings for employees around the globe, which are delivered in live and virtual classrooms. Live courses are available in Madison, WI; Lyon, France; and Singapore to address the training needs of employees globally. These facilities also incorporate video conferencing equipment for scientists and trainers to participate from off-site locations.



### English Classes for Employees

Our branches in Korea, Japan, and Germany offer employees English lessons to improve communication across the company and with clientele. These efforts help employees access the resources they need to advance their career.



Promega Italia celebrating their move to a new office space in 2019.



Promega Australia celebrating their 35th Anniversary on the water in Sydney.



Our Japanese team on a trip to Hokkaido to build connections with their colleagues and appreciate the natural beauty of the region.



Employees across Promega let loose to 'The Git Up' Challenge in 2019.



Colleagues at Promega France play bocce ball on the courts outside their office.



Promega AG from Switzerland visited the Aletsch Glacier, the largest glacier in the Alps, on a company outing in August 2019.



Managers at Promega Biotech Ibérica participated in the DISC personality assessment training program to facilitate the communication process between different departments.



Employees at Promega headquarters who are musically inclined have joined forces to create the band "Lead Generation." For over a decade, employees ranging from scientists, marketers, IT specialists, and administrators have come together to share their talents.



Promega Korea celebrated their 10th anniversary by visiting Namsan Hanok Village or "A Village of Traditional Houses in the Namsan Valley" to appreciate Korean history and reflect on their successes.

INTRODUCTION

CORPORATE MIND

PRODUCT REACH

PLANET AWARE

PEOPLE CARE

COMMUNITY TOUCH

ADDITIONAL INFO

## BUILDING RELATIONSHIPS AND CONNECTIONS

We cultivate an environment of connection among employees so strong bonds can be nurtured and extend through the company to our families and community. From team-building activities to employees joining together to share in hobbies, strong relationships are the foundation of what we do.

### Eppendorf Exchange Program

For Promega's 40th anniversary, we received a generous gift from a friend in the industry: Eppendorf. The teenage child of any Promega employee was given the opportunity to visit an Eppendorf family in another country, and in return host the Eppendorf family's child in their home. The goal was for both children to experience another culture and build a relationship with each other.

In 2019, 11 Promega children bid good-bye to their parents, hopped on a plane, and flew to Germany. There they would stay for three weeks or more with a family they'd never met. For all involved, it proved to be a valuable and positive learning opportunity.

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**“The change in the way I view the world, a more artistic and abstract view, will serve me well in school and life as I move forward. Before I took this trip, I was told that it would change my life. I never realized how true that would be.”**

EPENDORF EXCHANGE PARTICIPANT

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Teenage children of Promega and Eppendorf employees spent the summer of 2019 experiencing each other's countries and cultures.

## PROMEGA WELLNESS BY THE NUMBERS: 2019

**774**

KNOW YOUR NUMBERS  
PARTICIPANTS



**1,600**

WELLNESS CENTER VISITS

**381**

FUN RUN  
REGISTRANTS



**20**

FITNESS CLASSES/WEEK

PHYSICAL THERAPY APPOINTMENTS

**1,674**

**142**

ACUPUNCTURE  
APPOINTMENTS

**768**

NUTRITIONAL AND MENTAL  
HEALTH COUNSELING  
SESSIONS ADDED IN 2019



FLU VACCINES ADMINISTERED

**530**

**290**

EMPLOYEE MESSAGES  
AT THE ZEN ZONE

**250+**

WELLNESS FAIR ATTENDEES

**4**

NEW YOGA INSTRUCTORS  
ADDED IN 2018  
WITH A TOTAL OF

**8**

YOGIS

## Biopathways

A new event, called Biopathways, was offered for junior-high and high school children of Promega employees in 2019. This was our take on “Bring your child to work day,” allowing children the chance to learn about their parent’s company and expose them to the multitude of careers revolving around science. We want the future generation to be excited about what they can do in this industry and give them insights that can proactively help them turn an “undecided” degree into something they are sure of.

## PRIORITIZING EMPLOYEE HEALTH AND WELL-BEING

Promega takes a multifaceted approach toward employee well-being. Physical health and wellness start with safety but expand to include fitness and health care facilities, wellness programs and benefits packages.

### Employee Safety

Employee health and safety is a high priority. Environmental Health and Safety programs are committed to establishing, maintaining and improving work environments for the safety and well-being of our employees as well as the communities in which we operate.

### Resources and Benefits That Support Employee Wellness

Promega employees are offered comprehensive benefit packages based on country standards. These programs typically include medical, dental and vision coverage as well as a competitive 401(k) plan and flexible spending accounts for health care. Short- and long-term disability insurance, life insurance, tuition assistance and paid time off are also provided to ensure the well-being of our employees and their families.



“Emmy has been instrumental in helping me transform my life and get healthy. I started working with her last February... She recommended a new diet for me, helped educate me on what to eat, what to avoid, and how to balance it. And, she helped motivate me to start exercising regularly, and the right way. Since working with her I’ve lost 30 pounds and have gotten my bio numbers back on track. Her expertise, along with Promega’s great workout facilities, have given me the opportunity and motivation to get healthy.”

— Michael Bjerke, Sr. Product Manager, Promega

### **Wellness Center Offerings**

The Wellness Center located at our Madison, WI, headquarters provides all employees on-site health consultations and counseling, which is available five days a week. Services include routine blood draws, travel and routine immunizations, consultations for general health concerns, physical examinations and physical therapy. In 2019, Promega added a licensed professional counselor and a registered dietician to the Wellness Center Staff, offering free consultations to all employees. Counseling services can help a variety of needs like anxiety, depression, nutrition or navigating career and workplace challenges.

### **Health Assessments with ‘Know Your Numbers’**

Each year Promega employees are encouraged to participate in the Know Your Numbers program, which provides a free basic health screening for those interested in participating. Employees obtain a finger-stick test and meet with our Nurse Practitioner the same day to review their results. This program is offered every year and aims to help employees understand what health risks they might face. These diagnostic indicators can help employees formulate a plan around lifestyle changes they can make to prevent or delay the onset of certain diseases such as diabetes and heart disease. In 2019, 774 employees participated in this program.

### **Supporting Employees During Times of Need**

Caregiver Leave was made available to Promega employees in the US for the last few years. Employees can use two weeks of paid time to care for aging parents, ill spouses, children with medical needs, or time off to bond with a newborn or newly adopted child without sacrificing their own paid sick leave or vacation. Nearly two hundred employees have used this program since it was offered.

### **Encouraging Active Lifestyles**

A multitude of options are made available to employees so that they may develop healthy and active lifestyles supported by Promega at our headquarters and across the globe. Many locations offer on-site fitness facilities, yoga classes and group fitness instruction. Some branches also offer reimbursement for health club memberships and support for participation in sports or competitive events like marathons or triathlons.



Promega received a Health Transformation Award from The Alliance in recognition of our Caregiver Leave as a progressive benefit offering in 2019.

### **Promega C25k**

Each year Promega challenges employees to train for the annual Couch to 5k program, which provides new runners the education and training support to complete a 5k race.

**“I am grateful to work for Promega because the way of thinking is different, and my experiences have made me a stronger, more relaxed and empathic person.”**

NICOLAS SCHAFER

Clerk Export & Spoke Support, Promega Euro Hub

### Promega Annual Fun Run/Walk 5k

The 10th Annual Promega 5k Fun Run/Walk encourages employees to stay active and collects donations for the local food bank. In 2019, the team collected 565 pounds in addition to monetary donations.

### Eating Well, Living Well

Employees have access to fresh and local produce from our on-site culinary garden at the Madison, WI, location. Thousands of pounds of produce are harvested annually from the garden and, in conjunction with over three dozen local farms, are used to create healthy and organic menus across the campus. Employees may also select their own plots within an on-site community garden so they can exercise their own green thumbs. An additional way Promega supports employees is with take-home meals provided by the culinary team at Promega.

1. Employees at Promega Biosciences in California played dodgeball as part of a fundraiser for Big Brothers and Big Sisters.
2. Employees from Promega Shanghai took part in a cycling event to encourage employees to bike more. Seven employees participated with three in the team competition group winning third place.
3. Employees at Promega Biotech Ibérica participate in sporting events like Carrera Internacional de la Ciencia to support the scientific community and stay active.
4. The culinary team at Promega uses fresh and local produce from the culinary garden and local farms to create healthy and organic menus.
5. Employees from Promega Italia participated in Wanderlust, dubbed 'the world's only mindful triathlon' featuring a 5k run, 75 minutes of yoga and a 25-minute guided meditation in an outdoor setting. This gathering looks to spread love, peace, and compassion.
6. Employees at Promega Singapore participate in the Annual Fun Run.
7. The team at Promega India participated in Airtel Delhi Half Marathon to stay active and help raise funds for charitable work in India. Over 40,000 people participated and raised the equivalent of 65 million USD.
8. Our team at Promega France has added honeybee hives at their office in Lyon to help safeguard the bee population and educate employees on how to maintain a hive. An added benefit has been the ability to harvest fresh honey for employees.



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