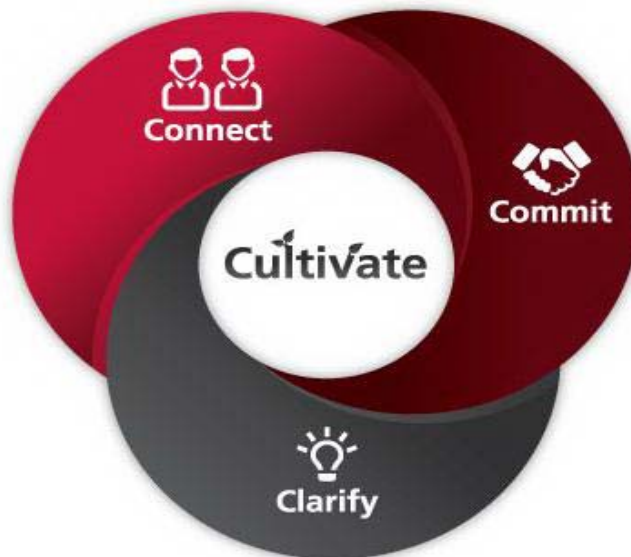


“Thrive” – Discover the **N**ext *you* at **A**ffymetrix!”

Our Thrive (Onboarding) program integrates new employees with Affymetrix and its culture, and provides new employees with tools and information needed to become a dynamic member of the Affymetrix team.

Cultivate: (Ongoing) We treat every individual with dignity and respect by openly sharing information, providing feedback, and listening to each other. Our environment is one of continuous learning in which all employees, regardless of cultural background, gender, level, or position, can develop to their full potential. We value the unique contributions of each employee, embrace each of our innovative spirit, and recognize the diversity of our work force - this defines our culture.

Connect: (9 months to 1 year) The phase by which an employee begins fully embracing the company’s Vision, Mission, and Values for more than self-benefit to make a positive impact. The employee should feel empowered, inspired, and part of a movement to make a difference.



Commit: (0-4 months) An engaging process driven by the manager and an “AffyBuddy” that helps new employees understand our culture, expectations, and day to day responsibilities. It also ensures that our employees are educated on required compliance training.

Clarify: (0-8 months) From the company’s perspective, ensuring Affymetrix provides further clarity in the expectations – the “what” and “how” – of the job and role for each employee. From the employee’s perspective, ensuring I understand what is my role and what are my job responsibilities so I can meet expectations in carrying them out.



CULTIVATE our Environment

Cultivate Phase: “All Day, Every Day!”

This is **EVERYONE’S** responsibility, and it is ongoing!

Our Culture is part of our daily life. “All day, every day,” we start off by:

Treating each other with courtesy, politeness, and kindness.

Exemplifying our values and holding each other and our teams to the same standard.

Encouraging each other to express opinions and ideas in a constructive manner.

Listening to what others have to say before expressing our own viewpoint. We don’t speak over each other’s thoughts.

Showing up on time and honoring our word. If circumstances prevent us from meeting our commitments, we communicate and identify alternative solutions.

Seeking out ideas to change or improve work.

Challenging each other to bring out our best.

Encouraging creativity and implementation of innovative ideas.

Never insulting, name calling, belittling, or putting down people or their ideas. Using respectful language; communicating with grace and clarity.

Not nit picking or criticizing over little things.

Treating people the same no matter their race, religion, gender, size, age, sexual orientation, or country of origin.

Keeping each other appropriately informed in meetings, discussions, training, and events.

Praising much more frequently than criticizing. When criticizing, it should be constructive.