



Culture is the character and personality of any organization. It is what makes Harris Teeter unique. It is our values, our traditions and our beliefs, that set us apart from our competition.

Here's an overview of why workplace culture is important and the impact it creates.

■ WHY IS WORKPLACE CULTURE IMPORTANT?

Workplace culture either strengthens or undermines an organization and the objectives that it is trying to achieve. Culture is significant, because...

- It attracts a talented workforce. A company with a strong culture will attract those who want to work for an exceptional company.
- It creates a work environment that strengthens associate engagement and retention.
- It impacts job satisfaction. When associates are engaged and satisfied they build a stronger workplace culture.

■ WHAT AFFECTS CULTURE IN THE WORKPLACE?

ASSOCIATES: Our company culture is deeply rooted in our associates. Their dedication to taking care of our customers and fellow associates is how we go to business every day.

LEADERSHIP: The way leaders communicate and interact with employees. Setting expectations and communicating those expectations to associates.

WORKPLACE PRACTICES: Practices that relate to recruiting, on-boarding, training, compensation, benefits, rewards/recognition, advancement/promotion, performance management, and workplace traditions.

Culture is always a work in progress. Our culture is interactive and will change and evolve over time. Every associate of Harris Teeter contributes to the development and cohesiveness of our culture.

HARRIS TEETER... AN INCREDIBLE PLACE TO WORK
