



$$x, y) = \cos(x, y) =$$



$$\text{Simil}(x, y) = \cos(\vec{x}, \vec{y}) =$$

$$\cos(\vec{x}, \vec{y}) = \frac{\vec{x} \cdot \vec{y}}{\|\vec{x}\| \|\vec{y}\|} = \frac{\sum_{i \in I_{xy}} r_{x,i} r_{y,i}}{\sqrt{\sum_{i \in I_x} r_{x,i}^2} \sqrt{\sum_{i \in I_y} r_{y,i}^2}}$$
$$\max \sum_{k=1}^n \sum_{j=1}^J Pr_{j,z_j}^{k,z_j}$$
$$st \sum_{k=1}^n \sum_{j=1}^n A_{i,j} Pr_{j,z_j}^{k,z_j} \leq C_i, \forall i$$
$$\text{Duple}$$
$$\text{Simil}(x, y) = \cos(\vec{x}, \vec{y}) =$$

We Are PROS®

WE ARE PROS[®]





Introduction: **Our Culture and Values**

"Never doubt that a small group of thoughtful, committed citizens can change the world. Indeed, it's the only thing that ever has."

—Margaret Mead

$$V(x, t) \approx \sum$$

Our Mission

At PROS, our mission is to help people and companies **outperform**. This mission is driven by our **culture**, which guides our **behaviors, decisions, and attitudes**.

When passionate people focus on a common cause, **great things** happen.



$$\sum_j^J P_r^k \rho_j^k z_j^k$$

$$\max \sum_{k=1}^n \sum_{j=1}^J P_r^k$$



$$\text{Simil}(x, y) = \cos(\vec{x}, \vec{y})$$

$$\max \sum_{k=1}^n \sum_{j=1}^J Pr_{ij}^k z_j^k$$
$$\text{st} \sum_{k=1}^n \sum_{j=1}^J A_{i,j} Pr_{ij}^k z_j^k \leq C_i$$

Duals: π_i

$$\sum_{j=1}^J z_j^k = T \quad \forall k$$

$$z_j^k \geq 0 \quad \forall k, j$$

$$V(x, t) \approx \sum_{i=1}^M v_i(x_i, t)$$



$$\max \sum_{k=1}^n \sum_{j=1}^J Pr_{j;p_j^k; z_j^k}^k$$

$$st \sum_{k=1}^n \sum_{j=1}^J A_{i,j} Pr_{j;p_j^k; z_j^k}^k \leq C_i, \forall i$$

Duals: π_i

$$\sum_{j=1}^J z_j^k = T \quad \forall k$$

$$BIC = RSS + \sigma^2 \ln(n)$$

$$Simil(x, y) = \cos(\vec{x}, \vec{y})$$

$$V(x,t) \approx \sum$$

Our Culture

We're bringing together the most passionate, intelligent, and caring individuals in the world.

We don't just hire the best expertise, we hire the best people—people who make everyone around them even better.



Our Values

We embody three simple, steadfast principles in everything we do:



**We Are
Owners**



**We Are
Innovators**



**We
Care**

$$V(x, t) \approx \sum$$

A woman with long brown hair and a man are standing in front of a whiteboard. The woman is pointing at the board with a marker, and the man is looking at the board. The background is a warm orange color.

**We Are
Owners**

A man with a beard and glasses is smiling. He is wearing a blue polo shirt. The background is a solid blue color.

**We Are
Innovators**

A group of people are hugging. A man in a checkered shirt is being hugged by a woman. Other people are visible in the background. The background is a solid magenta color.

We Care

Ownership

No one ever washes a rental car.

—Scott J. Simmerman, Ph.D

$$BIC = RSS + \sigma^2 \ln(n)$$
$$\sum_{i=1}^n (y_i - \bar{y})^2$$
$$v_i(x_i, t)$$



Use every opportunity to create a better experience for PROS and our customers.

- ✓ You are a leader and step up to take ownership when the opportunity arises.
- ✓ You don't settle. You use your talents to the absolute fullest.
- ✓ You lead by example, infectiously.
- ✓ You care deeply about driving results and making a difference.
- ✓ You hold yourself accountable.



$$\frac{\sum_{x \in I_{xy}} r_{x,i} r_{y,i}}{\sqrt{\sum_{i \in I_z} r_{x,i}^2} \sqrt{\sum_{i \in I_z} r_{y,i}^2}}$$

$$V(x, y)$$

Innovation

There are no rules here.
We're trying to accomplish something.

—Thomas Edison



$$\sum_{i=1}^n v_i(x_i, t)$$

Think creatively to find new paths to success for our people, customers, and business.

- ✓ You strive to set the trends, not follow them.
- ✓ You believe anything is possible and you prove it.
- ✓ You plan for the future, always looking forward.
- ✓ You celebrate new ideas and help them thrive.





Caring

“Never doubt that a small group of thoughtful, committed citizens can change the world. Indeed, it's the only thing that ever has.”

—Margaret Mead

$$r_j^k, \rho_j^k, z_j^k$$

$$; Pr_j^k, z_j^k \leq C_i, \forall i$$

$$\text{Duals: } \pi_j$$

$$H_b$$

Put people first— our customers, employees, partners, and community.

- ✓ You commit to making our customers successful.
- ✓ You strive to make those around you better.
- ✓ You're collaborative, not just productive.
- ✓ You embrace diversity because it enriches our team.
- ✓ You succeed as a team and learn together.

$$\sum_{i=1}^n v_i(x_i, t)$$
A decorative graphic in the bottom left corner consisting of a horizontal row of five small squares in pink, orange, yellow, light blue, and dark blue.

$$V(x,t) \approx \sum_{i=1}^M v_i$$



Be All In!

- | Do your very best to live our values in every moment.
- | Take pride and celebrate when your team members embody our values.
- | Encourage and hold one another accountable to our values.





Hundreds of employees have shaped PROS culture over the past 30 years. Thanks to the many who helped us put what makes PROS special into words and pictures.

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