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
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.
\[ \text{Simil}(x,y) = \cos(x,y) \]

\[ \begin{align*}
\sum_{i=1}^{n} \sum_{j=1}^{T} \Pr_{i}^{k} & \leq C_i, \quad \forall i \\
\sum_{i=1}^{n} \sum_{k=1}^{T} A_{i,j} \Pr_{j}^{k} & \leq C_i, \quad \forall i \\
\sum_{j=1}^{T} \Pr_{j}^{k} & = 1, \quad \forall k \\
\sum_{j=1}^{T} z_{j} & = T, \quad \forall k \\
R_{1,C} = R_{SSS} + \sigma^2 \end{align*} \]
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
We Are Innovators
We Are Owners
We Care
Ownership

No one ever washes a rental car.

—Scott J. Simmerman, Ph.D
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.
There are no rules here. We’re trying to accomplish something.

—Thomas Edison
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

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—Margaret Mead
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.
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.