

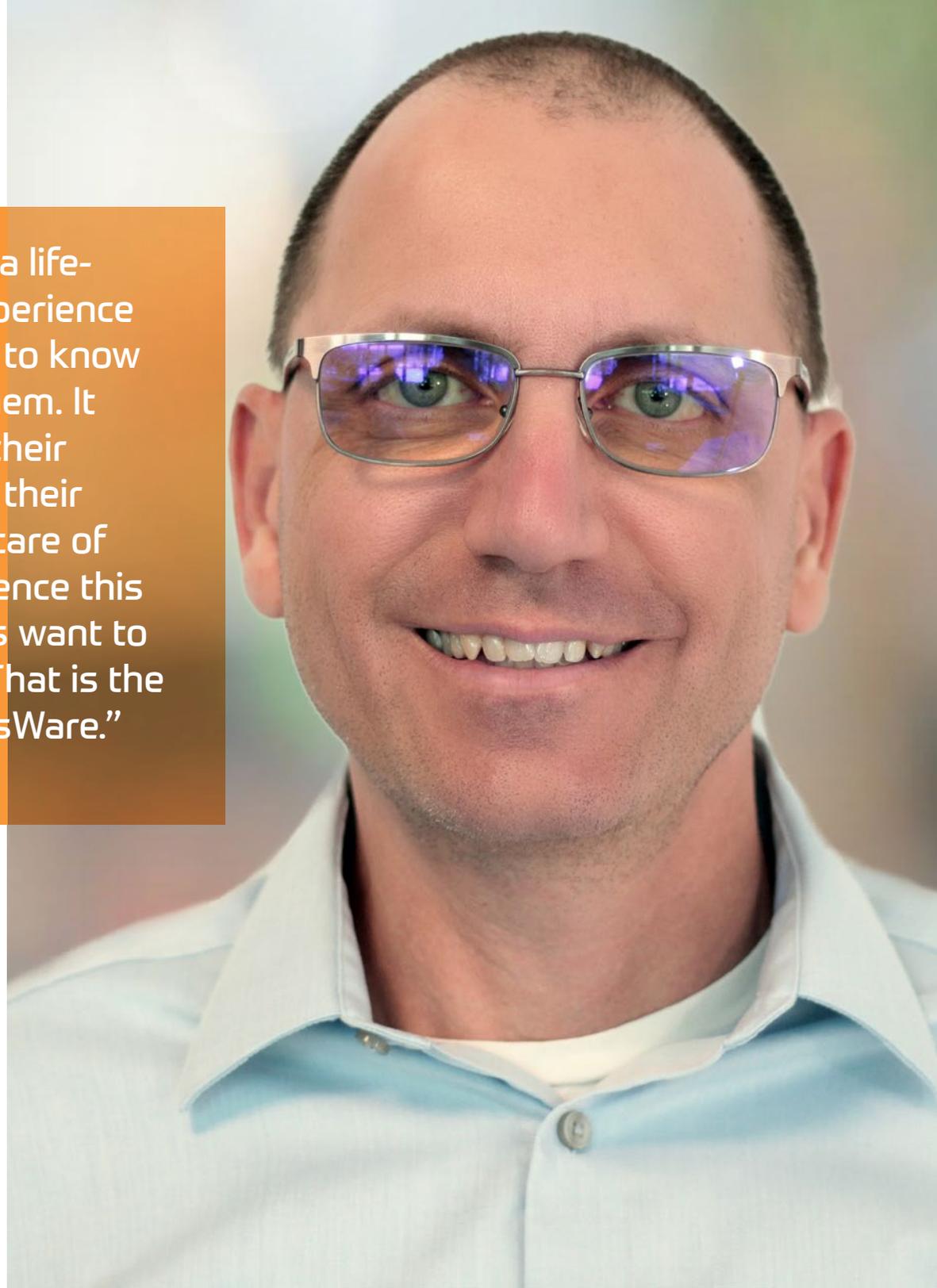
“When someone gets a job, it’s a **LIFE-CHANGING EXPERIENCE...**”



TrellisWare
TECHNOLOGIES

TrellisWare Culture Book

“When someone starts a new job, it is a life-changing experience. We want that experience to be a good one. We want employees to know that this company truly cares about them. It will provide them with the tools to do their jobs, with the opportunities to grow in their careers, and with the benefits to take care of their families. When employees experience this in their everyday lives, they will always want to do what’s right by our company, too. That is the kind of culture we are building at TrellisWare.”



Metin Bayram
President & Chief Executive Officer



About this **GUIDE**

This book contains the essence of the TrellisWare culture – who we are, why we’re here, what we expect from ourselves (and others), and the differences that make our culture impossible to replicate.

The culture you’ll see reflected in this book did not come from a vacuum, it came directly from talented TrellisWare employees who chose to build their careers with us *and their direct quotes are featured throughout this book*. It’s the product of the stories they all shared, the anecdotes they told, and the words they used to describe their time here at TrellisWare.

This culture – our culture – is who we are as a company, but it’s also much more than that – it’s who we are as a team. Wherever you are in your journey with us – whether it’s your first day or fifth year – we hope this culture book inspires your inner Trellly.

Our Core PRINCIPLES





“We have people coming to us looking for solutions to niche problems too difficult for others to solve. When nothing else works they come to us.”

Our MISSION



We Are Keeping the World Free





Our

VISION



**We are Innovating and Creating
Communications Solutions
When Nothing Else Works**

Our Core Values



Delivering Excellence

- Producing products that save lives
- Empathizing with and surpassing customer needs
- Conducting business with highest ethics and integrity
- Growing company value
- Embracing community, health and diversity



Empowering People

- Collaborating with open communication
- Leading with respect, action and positive attitude
- Cultivating ownership and accountability
- Taking initiative and awarding autonomy
- Strengthening trust



Pushing Boundaries

- Innovating with creativity
- Pioneering disruptive capabilities
- Continuing to learn for growth and results
- Inspiring change and opportunity
- Creating a collaborative and supportive community where you can show up authentically to do your best work

Expectations from LEADERSHIP



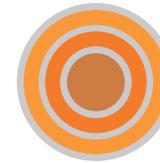
Integrity



Team Before Self



Coaching
Relationships
Built on Trust
and Respect



Transparency



Execution and
Decision Making



Self Obsolence
(Empower, Engage
and Develop Staff)

Our STORY

TrellisWare is continuously innovating and diving into the new and unknown. Our teams work hard to solve the toughest problems facing communications, and our unique technologies make a world of difference in safeguarding individual lives and nations.

TrellisWare has a reputation for creating concrete, real-world solutions from aspiring, intangible ideas. We don't simply build radios and deliver communications systems, we generate outcomes our customers never thought were possible. If you don't believe us, take a look at our patent wall!

TrellisWare continues to work within academia and various industries including government and commercial research labs to solve the most difficult problems by putting theory into practice. The results lead to worldwide utilization of TrellisWare's technology to solve communications challenges When Nothing Else Works™.



Our HISTORY

As a spinoff from Viasat, our company was founded in 2000 by four innovators. Experts in signal processing and advanced communications, they sought to pursue global applications of technology. From heavy manpacks to small hand-held radios, our evolution through the industry is something we are proud of and showcase within our facility for all to see.

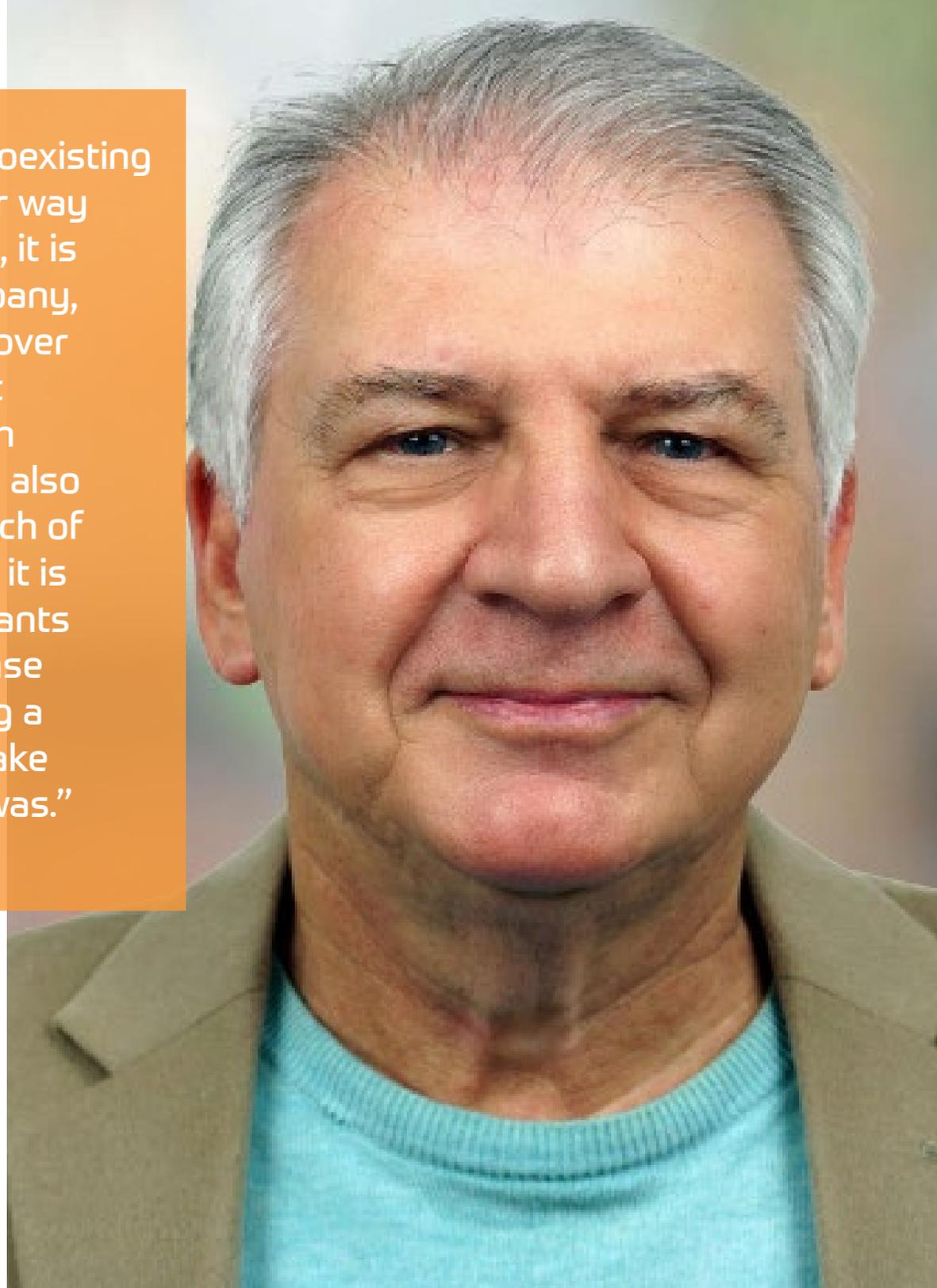


TrellisWare's growth has only been made possible by the brilliant minds we've encountered over the years. Our four founders not only paved the way technologically, they set the stage for what our company culture is today.

“TrellisWare has two distinct and yet coexisting ‘cultural’ or ‘character’ traits, whichever way you wish to call them: on the one hand, it is a down-to-earth, friendly, homey company, thus retaining its early start-up flavor over the years. It grew over time (quite a lot lately), but people still try to know each other and to care for each other, which also reflects a lot of the personable approach of upper management. At the same time, it is a very ambitious company, one that wants to leave its mark in the sensitive defense space it operates within. It is not [being a follower] in technology, or ‘let’s just make money’ type of establishment, never was.”

Andreas Polydoros

Co-Founder & Chairman of
Technology Advisory Board



Our CULTURE



**We are the link between challenge and solution.
We are the humble, everyday heroes.
We are the steadfast partners you'd want on your team.
*We are Trellies.***

Our CULTURE





“Being a Trelly means being in a family. Things may get a bit crazy at times, but at the end of the day we come together to succeed. I know any one of my coworkers would come to help me if I needed it – and that means everything.”

When faced with some of the most difficult technology challenges on the planet, you want to have good people on your team. The best people. People like you.

The talent of TrellisWare is inspired and passionate. You're brilliant and brave in the face of a challenge. You constantly push boundaries and innovate through creativity. You're the embodiment of everything we believe in and strive to be. The best of our people is amplified into our culture – creating a workplace unlike any other.

Talent Brand VISION

What Does it Mean to
Work at TrellisWare?

Building Bridges that Keep
People Connected.
No Matter What.

The work we do is mission critical. Where others say “Can we...?” we say “We must.”

We innovate because the stakes are too high to wonder. We put theory to practice, and never look back. The communications solutions we provide power every corner of our society – from military and first responders, to research and academia.





“As frustrating as [the work] can be sometimes, it’s like a good pain. Hard to articulate those moments where you just feel like you’re about to break, but the people, the drive, the need, the challenge somehow pushes you and gives you the energy and will to keep going.”

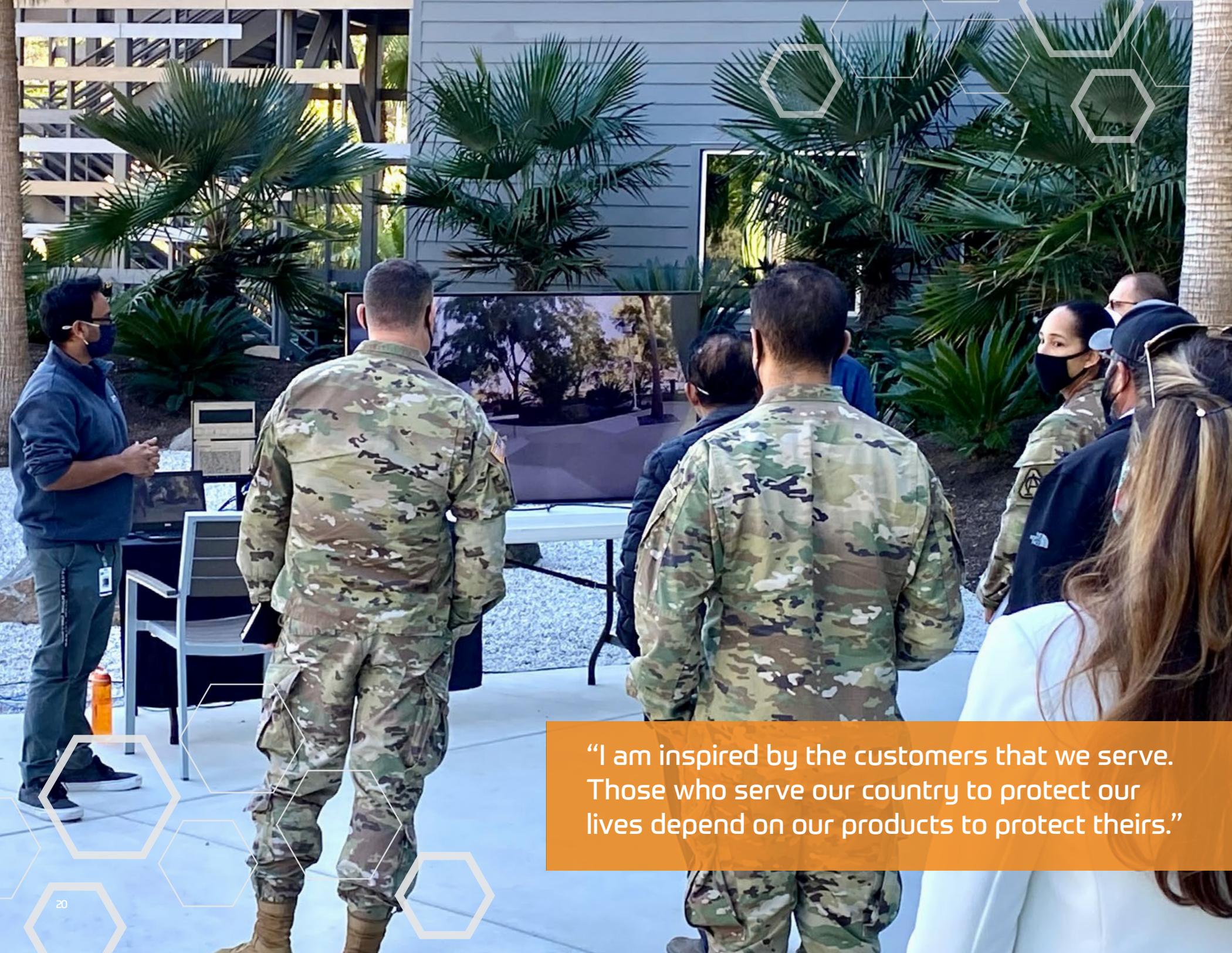
What Makes TrellisWare Different?

We are Inspired TO SERVE.



The opportunity to provide the solutions our world needs isn't a challenge – it's a gift..."

For many of us, it's our calling. We're inspired to be part of something much bigger than anyone one of us and honored to be laying the groundwork for the advancements to come.



“I am inspired by the customers that we serve. Those who serve our country to protect our lives depend on our products to protect theirs.”

What Makes TrellisWare Different?

We are Innovating LOUDLY yet HUMBLLY.



When our customers come to us with questions that have never been asked, our job is to find solutions that have never been thought of. It takes hard work, teamwork, and a whole lot of creativity. It takes pushing the boundaries in new ways, and it takes a few late nights and early mornings. What we get in the end – the fruits of our labors – is cutting-edge. It's profound. It's groundbreaking. And it's designed to serve the needs of others. While they may never know our names, the work we do touches the lives of millions. And that's more than enough for us.



“We push boundaries every day. Everyone here likes the fact that we are not limited by what we can design by outside standards.”

Photo taken during team building event.

What Makes TrellisWare Different?

Having an **ACTIVE VOICE.**



We don't hire people to have them fade into the background. We hired you to be part of our company – and that's exactly what you are at TrellisWare.

We value your ideas, your goals, and your dreams. We want to help you become who you want to be – not who we think you should be. We take feedback seriously. We respect ideas of all shapes and sizes. We celebrate the diversity of opinions, of our people, and of our approaches.

“We have an impact at TrellisWare. But more than that, we have the freedom of autonomy. The encouragement of mastery. And a reminder of purpose.”



What Makes TrellisWare Different?

We Eat, Play AND SOLVE.



At TrellisWare, the feeling of camaraderie is universal.

We work hard and we play hard. We break bread together. We are a true team – not just people with the same employer. Though the work can be difficult – we aren't afraid to ask for help, and we are happy to provide it. When you're part of the TrellisWare team there is no challenge you'll face alone.



“We are so collaborative. People go over and above to support each other because of how we started. No one is ‘above’ certain jobs or tasks. We have the same mission.”

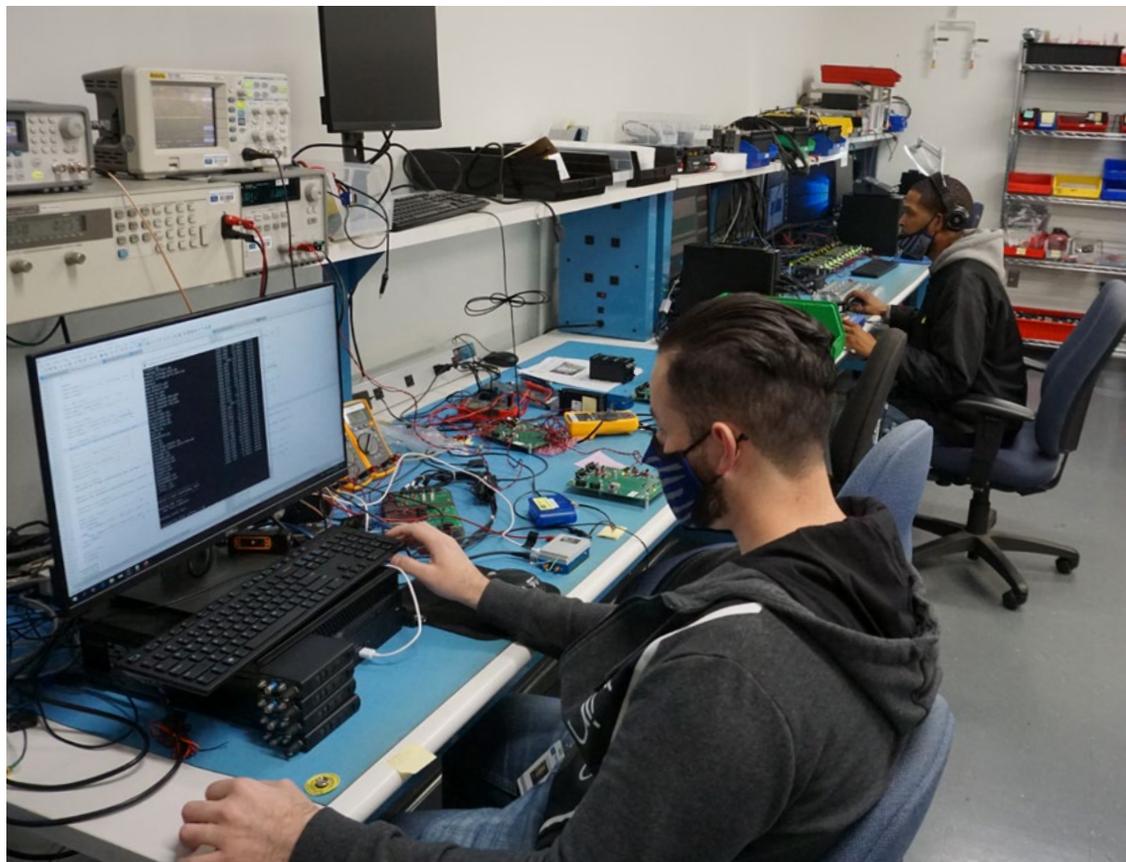
The TrellisWare Employer Value PROPOSITION

Why Do We Do It?

Because there's too much
at stake to go solo.

The people we serve can't use a cellphone or a standard radio. There's no magic button they can press to call back to their command center. That's why they call on us. We deliver mission critical communications solutions that keep the world free. That's no small task. We keep special forces connected. We keep first responders connected.

We keep the people pioneering academia and research connected. And we do it because there's too much at stake to go solo.





What We STAND FOR

The Mission. The Minds. The Mesh.

At TrellisWare, we're driven by and united by our mission. We represent some of the world's smartest minds, working to solve some of the world's most challenging communications problems.

We innovate where others cannot. We push boundaries daily. We see through obstacles. We move in silence, but our solutions send shockwaves through the industry. And we do it together. Who we are is in every piece of what we do. It's in empowering each other. It's in the passion we all bring to the table, and it's the force that drives us all forward. It's in the mission. The minds. The mesh.

TrellisWare Culture MANIFESTO



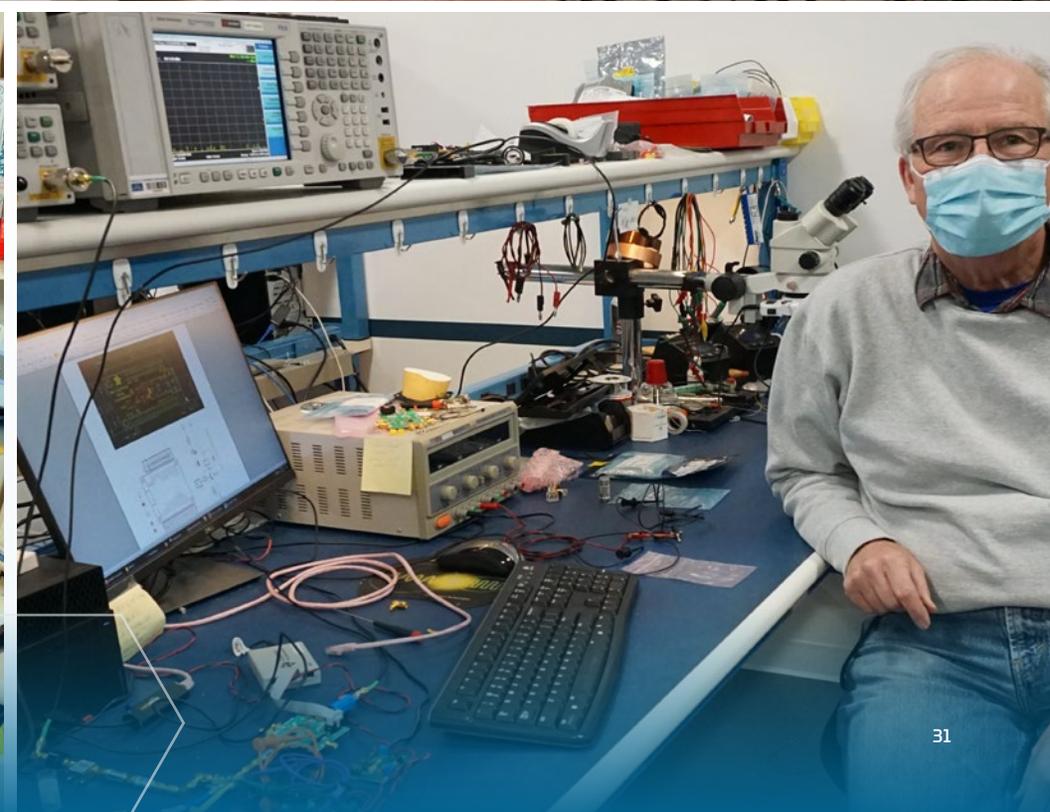
When communication innovation is critical, this is the place that they come. Because at TrellisWare, we're building bridges to keep people connected. When no one else can. No matter what. It's not easy but that's what makes it fun. People will rely on you but lean in with you. Some call it teamwork. We call it TrellisWare.

We look beyond obstacles and rewrite the rules. We set the standard in what we do. We eat together but play to win. And if we break some glass along the way, that's okay. Because tomorrow's innovation won't adhere to the standards in today's playbook.

At TrellisWare, we connect passion with purpose and together we make an impact – on our careers, our company, and the world. And you can too. If you love to innovate and collaborate amid chaos and change, you belong at TrellisWare. Where the opportunity to serve is not a challenge but a gift. Where you're never going alone.

Because there's too much at stake to go solo.







When Nothing Else Works





TrellisWare
TECHNOLOGIES

When Nothing Else Works

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