

# Core operating values.

# **AUTHENTIC**

We are humble, yet confident in our vision and mission and are known for candor and transparency. We stand out in a room.

# **SYNERGISTIC**

We work well with our Team and Franchisees to find ways to help them accomplish their goals and objectives.

### **COMMUNICATIVE**

We like to communicate with our Team, Franchisees and Guests and are concise and articulate in speech and writing.

# **CURIOUS**

We seek to understand our Franchisees, Guests, and the world around us in order to continually provide the best and most relevant experience.

# **COURAGEOUS**

We take smart risks and are open to failure. We do what is right even when it is hard.

# **INNOVATIVE**

We are always looking to try new things and suggest new ideas in order to disrupt the status quo.

# **GRITTY**

We accomplish amazing amounts of important work and fight thought challenges. We solve problems in the way of getting something done.

### **FRUGAL**

We know how to do more with less and always look for the most cost-effective way to accomplish our mission.

# **FUN**

We know how to have fun and find joy in every situation. We know joy is not found on the mountaintop but rather in the journey.

For Franchise Information, visit urbanairfranchise.com

