

Perform@Quest

At Quest, we strive to support employees to perform their best and be successful. Perform@Quest is our performance management approach. It is an **annual cycle** that **establishes goals** and **provides ongoing feedback** that **supports company strategies**.

Perform@Quest is guided by the following principles:

- **Simplicity:** so we can focus on the right things.
- **Annual goals:** we set goals each year to drive the work we do, activate our core purpose, and advance The Quest Way.
- **Shared accountability:** both leaders and employees are an important part of the process.
- **Continuous conversations:** to provide support and transparency throughout the year.
- **Individualized feedback from coworkers:** to increase success and opportunities to grow.
- **Recognition of high performance:** we value results and the 5 C's—the behaviors that promote our Quest culture.
- **Ease of access:** performance goals and conversations are documented using an online system available to our employees.

