

Renne Janseen -> Founder

Marcela Lopez -> good to bad

People first is for refocusing from short term to long term.

Expo new client and new stuff. Software is new.

Marcela was a bitch so Renne had a survey. psychological safety was most important.

Jigar agarwal was a good source. No communication and decisions without the team's consent. Lopez also did everything. If someone was below Lopez's expectations the Lopez would just do it herself.

Lopez just gave excuses. Also involved Charles. Legally bad. Still deflecting.

Charles said he was asked. He did not demand.

EXHIBIT 1: PEOPLEFIRST INC. TEAM SURVEY

Using the scale below, please indicate the extent to which you believe the following statements accurately represent your team:

1 Very Inaccurate	2 Inaccurate	3 Slightly Inaccurate	4 Uncertain	5 Slightly Accurate	6 Accurate	7 Very Accurate
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1. If you make a mistake on this team, it is often held against you.
2. Members of this team are able to bring up problems and tough issues.
3. People on this team sometimes reject others for being different.
4. It is safe to take a risk on this team.
5. It is difficult to ask other members of this team for help.
6. No one on this team would deliberately act in a way that undermines my efforts.
7. Working with members of this team, my unique skills and talents are valued and utilized.
8. All members of this team reliably complete quality work on time.
9. It is clear what this team is supposed to accomplish.
10. Our team has clear plans to achieve these goals.
11. Achieving the team's goals is well within our reach.
12. The work that I am doing on this client project is personally meaningful.
13. The work that this team does will make a difference for the people who receive or use it.

Source: Company files.

EXHIBIT 2: TEAM SURVEY RESULTS

Question	Response from Expo Software Solutions Team	Average Response from Past Consulting Teams
If you make a mistake on this team, it is often held against you.	5.33	2.12
Members of this team are able to bring up problems and tough issues.	3.50	5.52
People on this team sometimes reject others for being different.	3.50	1.50
It is safe to take a risk on this team.	2.83	5.28
It is difficult to ask other members of this team for help.	2.50	2.07
No one on this team would deliberately act in a way that undermines my efforts.	4.33	5.43
Working with members of this team, my unique skills and talents are valued and utilized.	3.67	5.84
All members of this team reliably complete quality work on time.	5.83	5.78
It is clear what this team is supposed to accomplish.	4.67	6.03
Our team has clear plans to achieve these goals.	5.33	5.87
Achieving the team's goals is well within our reach.	5.67	6.18
The work that I am doing on this client project is personally meaningful.	2.83	5.14
The work that this team does will make a difference for the people who receive or use it.	4.00	5.99

Source: Company files.