



*This article is designed to provide prospective Colorcon candidates with information about our company culture and principles. Colorcon's Six Global Operating Principles serve as a guide in our organization's approach and policies. These Principles are: **Customer Focus, Organize Around the Work, Speed and Simplicity, Empowerment, Golden Rule and Keep Getting Better.** As you learn more about Colorcon you will begin to see the impact these have on our culture. Our shared interest is served by offering this information and answering any questions you may have.*

Business Approach

Our success is a direct result of our loyal customers and our excellent employees. **Customer Focus** – we acknowledge the impact our customers have on our company. We strive to go above and beyond what the customer asks for and provide them with the highest level of service. Each day, we have over 150 employees in the market, meeting customers, identifying needs, offering unique solutions and communicating back to our organization. All of our products and services contain high degrees of technology, know-how and support for our Pharmaceutical solid dosage development and/or production customers. Colorcon's products and services are designed to speed our customers' products to market, increase efficiency and reduce risk in their ongoing production. **Customer Focus** has driven our product, service and infrastructure evolution for over 40 years and will continue to do so. We are a privately owned company with strong financial support and discipline, we can invest in opportunities faster than most public companies.

Organization

Colorcon's organizational structure is a matrix that overlays geographical, business, functional and customer components. Held together by clear, simple business strategies, we flex to **Organize Around the Work**. Our managers understand their role in the big picture and drive the whole process. They are simultaneously leading projects while in a supporting role for others. This organization requires our employees and managers to be team oriented, flexible and mature. Many managers have the opportunity to travel globally to execute their job or support their teams.

Culture

The culture at Colorcon is defined by actions that exhibit **Speed and Simplicity**. Avoiding complications, reducing and eliminating non-value-added steps and leveraging technology, helps us achieve organizational effectiveness. Managers count on high levels of visibility, support, expectations, results and reinforcement. **Empowerment** here means that managers are *expected* to take initiative and help when their skills are needed without being asked. To ensure we are moving in the right direction company-wide, our managers must understand and internalize our Strategic Business Unit (SBU) strategies (as well as the functional strategies that support the SBU's). A key skill for our managers must be the simultaneous demonstration of leadership and teamwork, and that happens around the world at Colorcon every day.

People

"Treat others the way you want to be treated," The **Golden Rule** – All Colorcon employees are required to portray the highest level of mutual respect and commitment to ensure a fun, positive work environment. Colorcon employees use the **Golden Rule** as a guide, personally and professionally. We extend the same courtesy to our customers, partners, suppliers and even our competitors. Of course, we're totally committed to a safe environment at all Colorcon locations. Other Colorcon training and development programs give our employees the knowledge and motivation they need to influence their careers and help meet individual and professional goals.

Performance Record

Thanks again to our great customers, Colorcon has achieved record sales and income in almost every year of our history. Expectations of continuous growth are inherent at Colorcon – and those expectations are consistently achieved. We continuously stretch our market activities (products, services, geography) and streamline our operations (investing in systems, infrastructure and processes) to meet our goals. We are always striving to **Keep Getting Better** at every level of our organization. We know that in order to help our customers achieve their objectives we must always look to develop the best products and services to accomplish that mission.

Future Opportunities

Colorcon is a long term, committed participant in the Pharmaceutical excipients and services market. As Colorcon continues to expand globally and develop new products and services our employees will continue to have increasing opportunities for growth and success.

We are delighted that you are considering employment at Colorcon, and we want you to choose us – if you're up to the challenge. Contact your regional Colorcon Human Resources Department to address your questions or concerns. For a list of current opportunities in each region please visit the Careers section of our website, www.colorcon.com/careers.

Thank you again, for your interest in Colorcon, and good luck with your career search.



<http://www.colorcon.com/careers/>

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