



Is Ionis For You?



IONIS[®]
PHARMACEUTICALS

INTRODUCTION

- Ionis is a challenging, motivating and rewarding environment designed to foster innovation and excellence.
- Our success is a direct result of our outstanding employees.
- We pride ourselves on our unique culture and recognize that Ionis is not a place for everyone.
- We believe in a mutual selection process:
 - We assess your skills, knowledge, and ability to excel in our culture to determine if you are the best qualified candidate.
 - You assess us to determine if the position and Ionis are a good fit for you.

Is Ionis the place for you? Do you have what it takes to be an “Ion”? The following will assist in your determination.

“IONS”:

HAVE A PASSION FOR PATIENTS:

- Know sick people depend on us
- Understand the impact of their work on patients' lives
- Display a passion for science and helping patients
- Work intensely - time is of the essence and delays mean continued patient suffering
- Always ask first “What is best for the patient?”



“IONS”:

ARE COURAGEOUS:

- Speak up and act with confidence, even when doing so may be uncomfortable
- Challenge the “status quo” and offer a differing opinion if they have one
- Take appropriate risks
- Tackle tough problems with determination and humor
- Communicate in a direct, respectful manner
- Change opinion when convincing data is presented
- Propose solutions for problems
- Take ownership of mistakes and learn from them
- Interrogate concepts and challenge hypotheses
- Do not compromise on the best solution or their morals



“IONS”:

SET HIGH STANDARDS FOR SELF AND OTHERS:

- Dream big
- Strive for excellence
- Commit to individual accountability
- Set clear performance expectations
- Share positive feedback openly and often
- Share constructive feedback - directly, timely and privately
- Make tough decisions when performance does not meet expectations



“IONS”:

DO REAL WORK:

- Deliver high quality results, meeting aggressive timelines
- Produce high output
- Lead by example
- Roll up their sleeves and do whatever it takes to get the job done
- Gladly take on shifting responsibilities
- Innovate
- Never think or say “that’s not my job”



“IONS”:

HAVE A BIAS TO ACT:

- Eliminate unnecessary rules/procedures
- Are solution-oriented, proactive and take initiative
- Make thoughtful decisions in the face of insufficient data, using good judgement, in a collaborative and timely manner
- Act on decisions once made
- Recognize gaps/opportunities and fill them

If it's to be, it's up to me!



“IONS”:

HAVE FUN!:

- Establish personal relationships leading to:
 - Giving others the benefit of the doubt
 - Better and stronger working relationships
- Infuse fun into everyday work
- Show appreciation, care and recognition for others' contributions



Our Culture Statement and Core Principles

THE CULTURE WE DESIRE	CORE PRINCIPLES
We know that sick people depend on us.	Dream big
We are responsible for helping to create the future.	Stay small
We believe that the future will be defined by outstanding people and we are committed to recruiting, developing, motivating and rewarding them.	Innovate
We are committed to planned and well-managed change.	Commit to science and the scientific process
We have the courage to tackle tough problems with determination and humor.	Demand intensity, productivity and accountability
We know that we depend on each other. We treat one another fairly and are committed to the personal and professional growth of every person in the organization.	Have a bias to act
We strive for excellence. Mistakes made in the pursuit of challenging objectives are accepted.	Find a way to say yes
We encourage diversity in our work force. Prejudicial barriers to human potential and productivity are foreign to our values.	Establish the fewest possible rules
We believe that open debate and the free expression of ideas from all individuals lead to the best decisions. We interrogate concepts. We challenge hypotheses. We support people.	Decentralize decision making
We are committed to getting the job done efficiently, on time and with the resources available.	Be transparent
We have a passion to learn, to build, to grow, to create, to develop and to market new drugs.	Have fun