

New Hire Orientation

Welcome

Presenter Name



Agenda

Welcome to the Family!

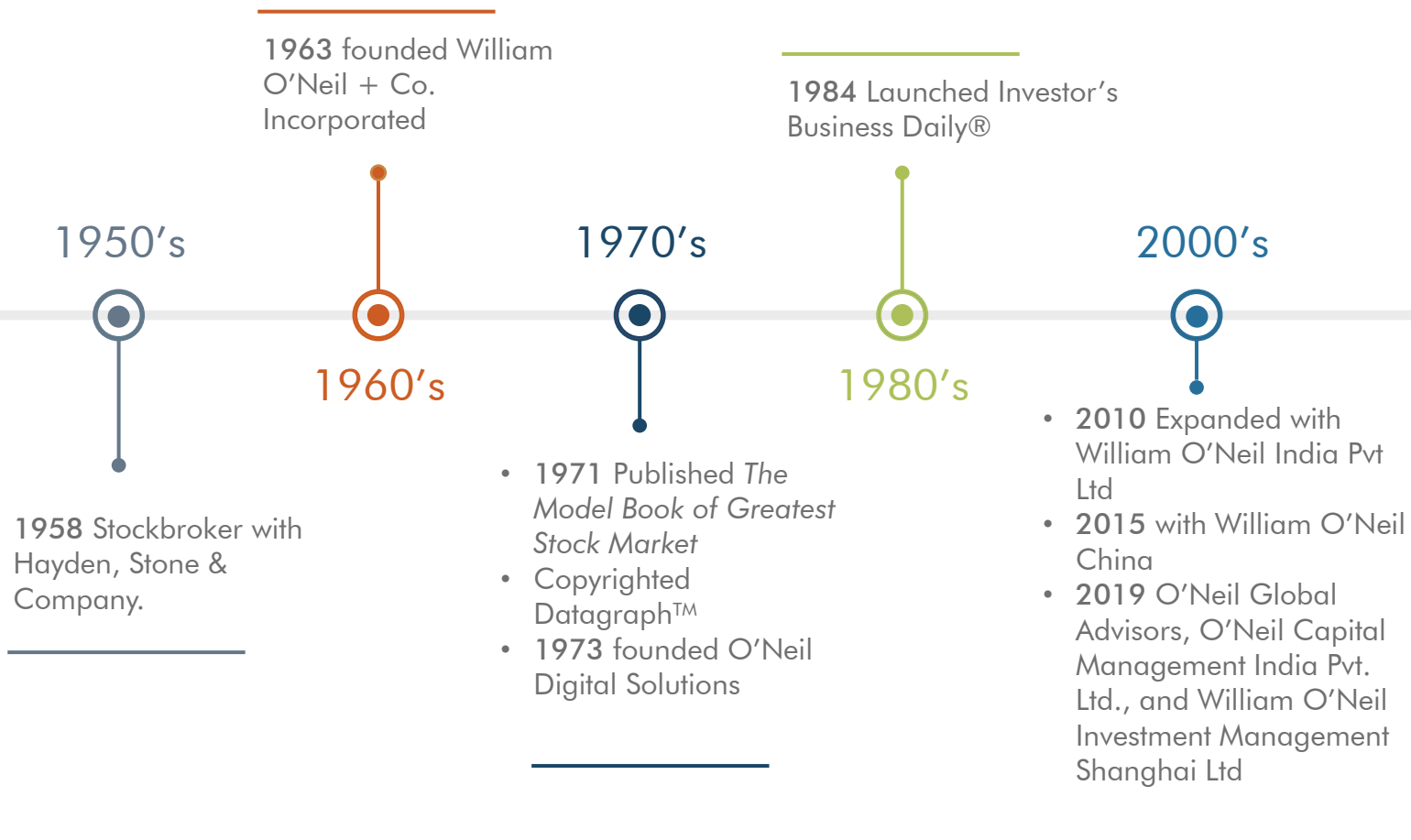
- 01** Intro
- 02** Getting to Know You
- 03** About Us
- 04** Guiding Principles

Setup for Success

- 06** People Partner
- 07** Tech Tools
- 08** Important Policies

Our Founder, William J. O'Neil

One of the true great American success stories



Our Companies



O'NEIL CAPITAL MANAGEMENT INC.



O'NEIL
GLOBAL ADVISORS INC.

O'NEIL
VENTURES LLC

WILLIAM
O'NEIL+CO.

WILLIAM **O'NEIL**
CHINA PVT. LTD.

 WILLIAM
O'NEIL SECURITIES

WILLIAM **O'NEIL**
INVESTMENT MANAGEMENT SHANGHAI LTD.

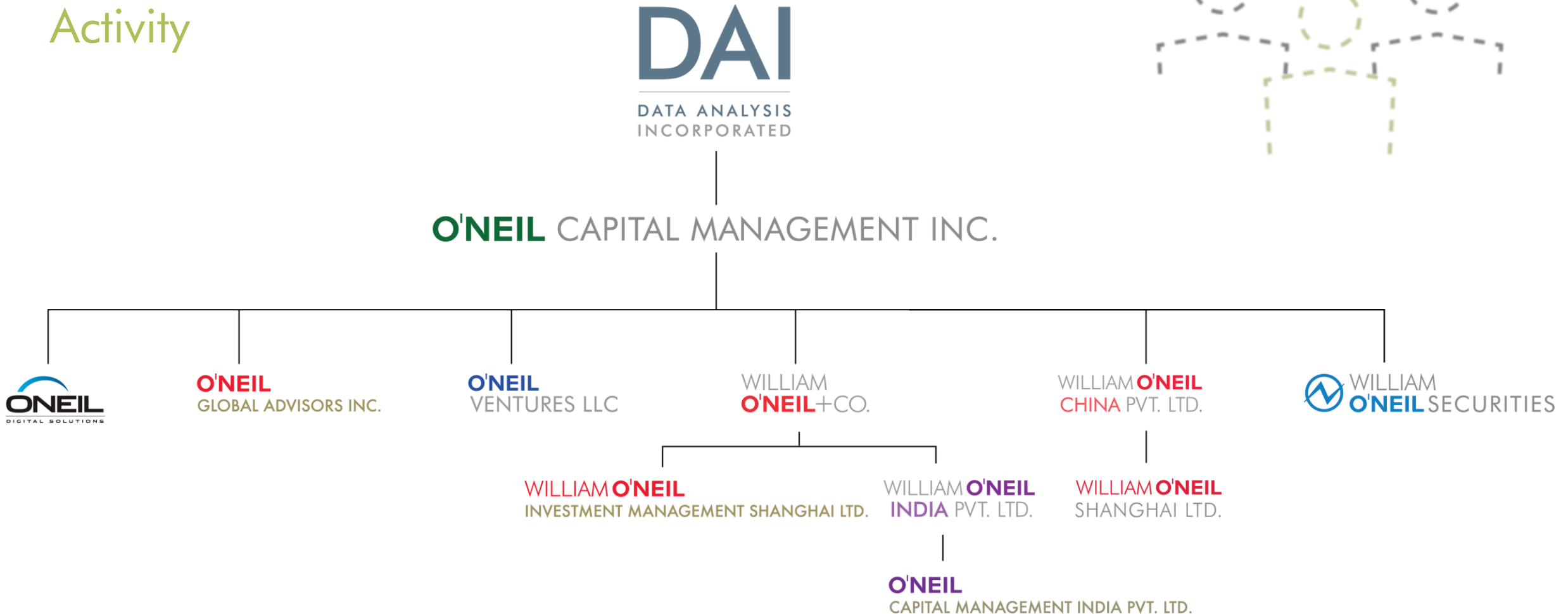
WILLIAM **O'NEIL**
INDIA PVT. LTD.

WILLIAM **O'NEIL**
SHANGHAI LTD.

O'NEIL
CAPITAL MANAGEMENT INDIA PVT. LTD.

Where do you fit in?

Activity



An abstract graphic featuring five overlapping circles of different colors: a large blue circle at the top, a large green circle on the right, a medium purple circle on the left, a medium red circle at the bottom left, and a small yellow circle at the bottom right. The circles overlap in a way that creates a central area where all colors are present.

GUIDING PRINCIPLES

Guiding Principles

DAI
DATA ANALYSIS
INCORPORATED

GUIDING PRINCIPLES

**Powered by people always doing the right thing.**

Bill O'Neil built the company's reputation on integrity – it is our responsibility to continue that legacy.

**We are constantly evolving.**

Our business has evolved for the last six decades through innovation, and we are ready for more.

**We embrace complexity.**

Data is messy. We cut through the chaos instead of retreating from it.

**We succeed by building powerful teams where everyone can realize their full potential.**

Everyone has something to contribute and should feel welcome and included in their team.

**Our approach is intentional, flexible, and biased toward action.**

We think strategically and pivot intelligently to achieve our goals.

**We carve our own way and have since the beginning.**

Our ability to innovate and seize opportunities has made us a market leader.

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Which Guiding Principle?

Activity

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Despite being new to the company, Bob has excelled and helped develop other teammates' skills. Additionally, he generated new ideas to either improve our current process or created an entirely new method to increase the efficiencies.



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Bob Guan
ODS, Los Angeles
Senior Accountant



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Which Guiding Principle?

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Akhila never compromises on getting things done in the right way! She always instructs and guides me to complete any task in compliance with the company's rules and regulations and never deviates from this commitment.



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Akhila Arjunan
WON, India
People Manager

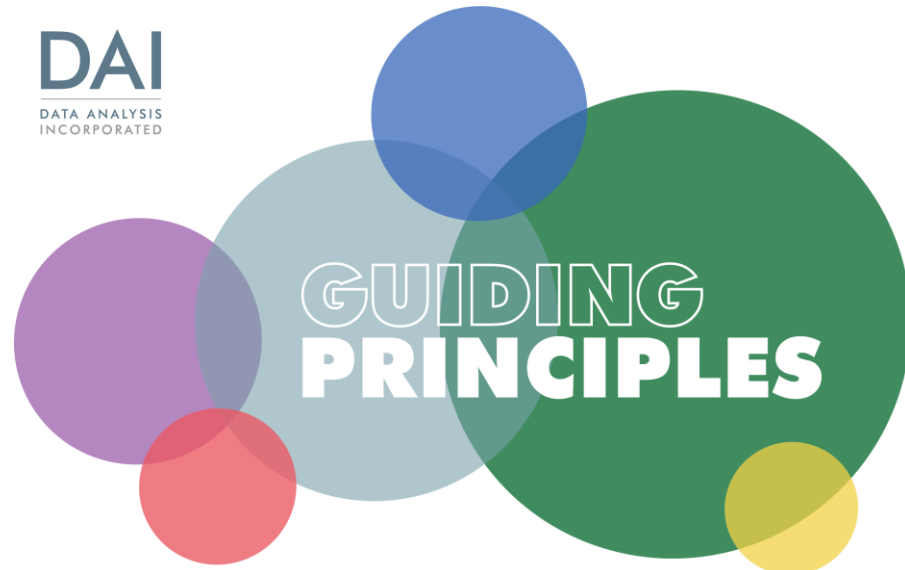


Akhila never compromises on getting things done in the right way! She always instructs and guides me to complete any task in compliance with the company's rules and regulations and never deviates from this commitment.



Which Guiding Principle?

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Even as complexity and volume increased, Iffy maintained his positive attitude and thoughtfully approached each change before acting. With limited resources, he was able to deploy new features while maintaining his relationship and communication with the client team and clients.



Guiding Principles

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Ifeanyi "Iffy" Agolua
ODS, Plano
Business Systems
Analyst III



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Which Guiding Principle?

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Merry was the first user of the Jeppesen Refactor User Interface and has contributed many ideas successfully added to the user interface. Enhancements include automating job ticket due dates, auto-populating shipping expediting instructions, and more.



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Merry Gaskill
ODS, Plano
Sr. Client Advocate



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Which Guiding Principle?

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Tony takes time to explain the processes and procedures and gives every opportunity to gain hands-on experience. He provides suggestions and solutions and thinks about the details from start to finish. He always is willing to help regardless of the other tasks he might have for that day.



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Anthony Tally
ODS, Los Angeles
Senior Production
Planner



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Which Guiding Principle?

Activity



GUIDING
PRINCIPLES



Victor consistently maintains an open mind in his approach. He seeks out information and understanding. With continuous feedback and collaboration, he strives to maximize efficiency and effectiveness in his role and the team as a whole.



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Victor Ramos
ODS, Los Angeles
Insert Operator II



Victor consistently maintains an open mind in his approach. He seeks out information and understanding. With continuous feedback and collaboration, he strives to maximize efficiency and effectiveness in his role and the team as a whole.



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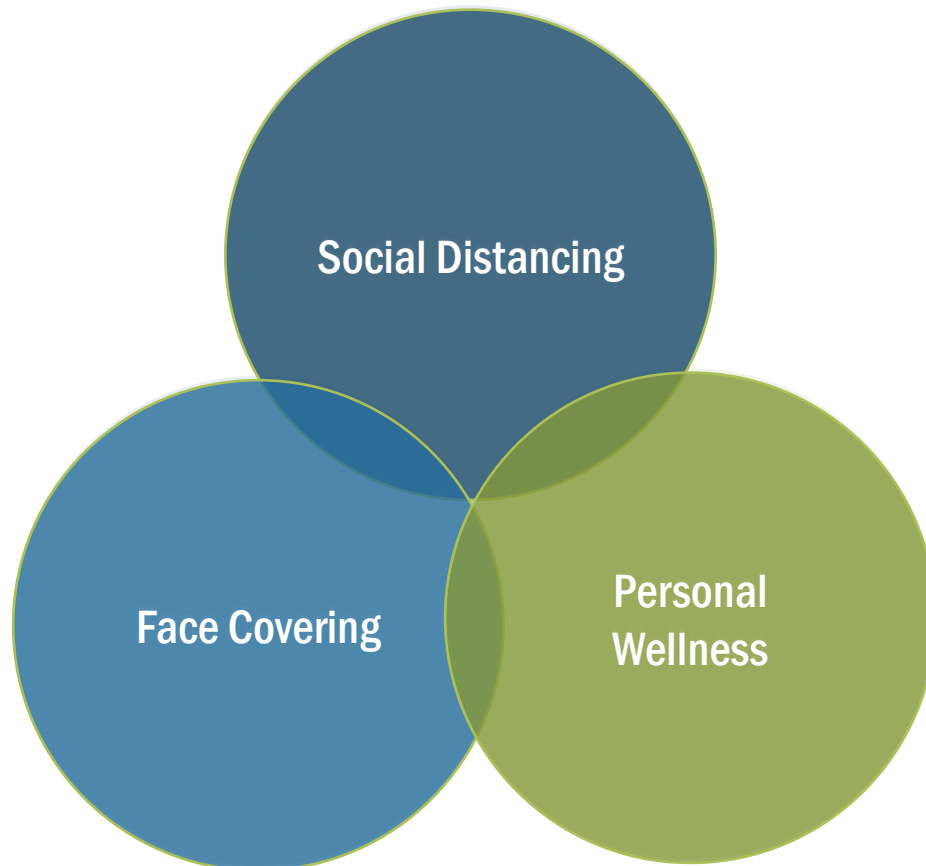
GUIDING **PRINCIPLES**

Your People Partner



COVID-19 Procedures

The DAI family of companies is committed to providing a safe environment.



Technology Overview

The following are a snapshot of our most frequent software tools. Depending on your company, division, and role, your go-to's may vary.

Find this helpful list in your **Teammate Resources** binder.



ADP Self-Service Portal

This platform allows employees to record work time, access pay records and enroll in benefits.



Login

Direct
Deposit or
Wisely

Time
Tracking


Time off

Tax
Withholding

Downloads


Success Factors

My Info



My Profile


Org Chart



4

Peers


Careers



20

Open Jobs


Recruiting




0

Requisition
Awaiting Approval


Performance



Achievements




Activities




Last update:
12 days ago

Give Feedback




Mobile Application



Activate your device


Company Documents




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SAP Jam




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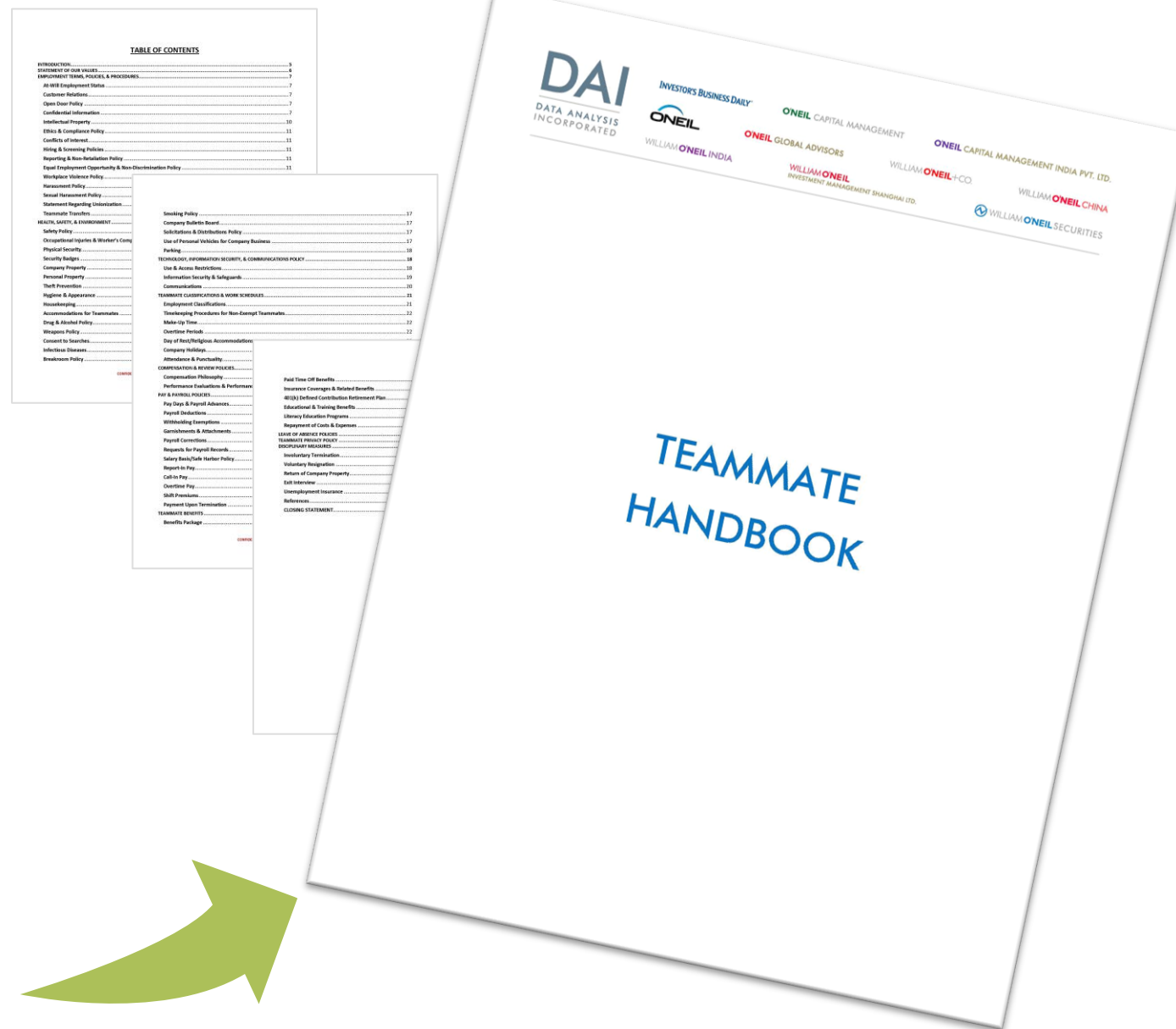


My Profile

Org Chart	Careers	Recruiting	Performance	Achievements	Activities		
 4 Peers	 20 Open Jobs	 0 Requisition Awaiting Approval			 Last update: 12 days ago		
Give Feedback	Mobile Application	Company Documents	Quick Links	Objectives	Learning Transcript	Learning Exchange	SAP Jam
	 Activate your device	 2 Documents					 0 Notifications

Teammate Handbook

- Holiday/Sick pay
- Leave of Absence
- Harassment/Retaliation
- 5th-hour meal policy
- Off-site work/social gatherings



Find in your **Teammate Resources** binder.

Oh no, they didn't! Activity



Oh no, they didn't! Activity

Scenario 1:

Joe punches in at 8am sharp. After he punches in, he starts a pot of coffee while looking over the newspaper. He waits for the rest of the team to file in so he can talk about the great football game last night.



Oh no, they didn't! Activity

Scenario 2:

Sarah had a rough morning getting to work on time, but she made it! She even forgot her badge. In a scurry, she runs over to Melissa and asks to borrow hers.



Oh no, they didn't! Activity

Which activity could result in termination?

Cell Phone use in Plant

Bringing your Cat to Work

Not following Standards of Procedures

Not punching out for lunch

Oh no, they didn't! Activity

If you have been harassed at work, you should give it 48 hours to talk to your family and decide if you should report it.

True

False

Oh no, they didn't! Activity

Workplace harassment and other unprofessional behavior should be immediately reported to the following:

Sue, who sits next to you

The CEO

The People Department

Your Manager



Compliance Training

Required Compliance trainings for ODS teammates and contractors.



Learning Exchange

ODS Medicare
Parts C and D
General
Compliance

ODS Compliance
(Confidential
Data)

ODS Code of
Business Conduct

ODS
Compliance
Training
Knowledge
Check