



Our Dream Culture



Our vision: **Make Sports Better**

We strive to solve sports fans' largest problems by creating an entrepreneur-led virtuous cycle of investment, innovation and wealth creation for fans, athletes, teams and leagues



The Dream Job For Sports Fans Our Office Stadium



Dream Big. Together!

**Our
Employees
teammates
are**



DREAMSTERS

Our Dream Culture

Data Driven

90% Data, 10% Gut.
Experiment w/o bias

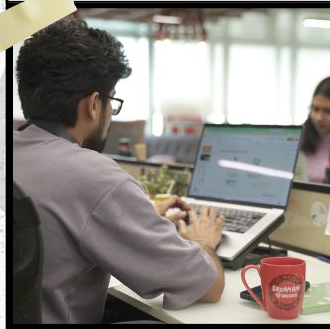


Ownership

Sign the best and get
out of their way!
No Blame Game

Perseverance

Play hard. Work harder.
Effort > Outcome



User first

Sports teams are
nothing without fans.
Focus on user problems

Transparency

Hits, Misses, Learnings &
Gameplans shared openly



DO-PUT our culture first

ARE ONE TEAM

DOPUT

Data Driven

90% Data
10% Gut

Experiment without bias



No HIPPOs allowed!
(Highest Paid Person's Opinion)





Ownership



**Sign the best & get
out of their way!**



The only game we don't play:
The Blame Game



DO P UT

Perseverance

**Play hard.
Work harder.**

Effort > Outcome



**Nothing replaces hard work!
Succeed by experimenting, failing and learning**

DOPUT

User First

Sports teams are nothing without fans

We focus on solving user problems

Committed to solving problems

Believe in Dreamster-centric approach

Always looking for feedback

Constantly user improving Experience

Tailored solutions to meet user needs

Reducing wait time for result declaration



... by working on their RPA (Root Problem Analysis)

DOPU ~~Transparency~~

Hits



Misses



Gameplans



Learnings



Hits, Misses, Learnings (HML) & Gameplans are shared openly.



Disagree and commit

Team mates don't always agree with each other. But we disagree & commit because all we care about is that **our team wins.**



No Jerk Rule

- Skill can be taught, Attitude can't.
- Skill can get you in. Culture keeps you here.



Highly skilled jerks have no place on our team

Team works makes the Dream work

