

EMPLOYEE HANDBOOK

**MICRO
WEATHER**

**GLOBAL
COVERAGE**

72° @ 0.4in/h

74° @ 0.3in/h

35° @ 0.2in/h

57° @ 0.0in/h

52° @ 0.6in/h



SOME HISTORY

- November 2015 ClimaCell is incorporated!
- September 2016 Seed round
- March 2017 First wireless partners
- April 2017 HyperCast™ launched!
- June 2017 15 employees
- October 2017 Series A
- May 2018 Microweather™ API launch!
- July 2018 HyperCast™ Aviation launch!
- October 2018 Series B

Mapping all the weather in the WORLD



Micro weather. Global coverage.

INSIDE OUR WEATHER ENGINE

WE'RE ON A MISSION

We're on a mission to map all of the weather data in the world.

We're doing this by pioneering the use of new weather sensing technologies not used anywhere else, and combining them with the best existing sources of data to build the ultimate weather engine.

This engine will be the default micro weather platform of the emerging technology economy, powering autonomous cars, drones and other modern businesses, and providing life-saving information to communities across the globe.

PROPRIETARY MICRO DATA
[Millions of sensors]

+ **MICROWEATHER MODELS**
[On GPUs]

MICROWEATHER PRODUCTS

WHAT IT TAKES



To execute on our vision, we must be:

1

The polar opposite of a traditional forecaster

2

Faster than the speed of weather

3

Global problem solvers

4

A science and software company

5

A clean-tech and sustainable business



CLIMACELL TEAMMATE INDICATORS

HOW TO KICK ASS AT CLIMACELL

**CLIMACELL'S MISSION
DEMANDS A CULTURE
OF SPEED WITH QUALITY.**

**OUR SUCCESS DEPENDS
ON THAT CULTURE.**

**THAT CULTURE DEPENDS
ON YOU.**

CULTIVATE A GROWTH MINDSET

Aim high. Remember you influence events and outcomes, even in challenging circumstances.

Think positively, make the best of each situation, and assume people have good intentions.

Seek feedback actively, and learn and improve from it, regardless of where it comes from.

Provide others with constructive and actionable feedback that will support their growth.

Aspire for excellence in everything you do. Your work changes lives.

Show courage. Take risks. Be vulnerable.

Set aggressive goals and achieve them.

PUT WORK AHEAD OF EGO

We all have an ego. Let work drive yours, rather than let it drive your work.

No bullshit, no hidden agenda. Speak directly, and respectfully, with others.

Never assume a job is "too big" or "too small" for you.

Keep the company's best interests in mind; make the tough decisions.

Be open about mistakes. Don't think in terms of blame and fault.

Take responsibility, learn, and improve.

BE A PARTNER

Embrace a leadership mindset, as CEO of your domain. You are the company.

Share that leadership. Support others to form a winning team.

Be accountable for your deliverables. Build trust through integrity.

SHOW CAN-DO SPIRIT

Focus on what you can do, not the limiting circumstances.

Identify problems and develop solutions. Be proactive.

Speak up, and keep it positive and constructive.

STAY NIMBLE

Move quickly, look for quick wins. Intelligently adjust processes to meet deadlines.

Respond on time to your colleagues. Don't be the drag.

Work with energy.

SHOW PASSION

Inspire others with your thirst for excellence: employees, customers, candidates, investors, and the community.

Be proud and passionate about what you do, and do it with Joy! Emotional contagion is real.

Forget "the box." Look for solutions far outside your comfort zone.

Be Bold! A disruptive company needs a disruptive team.

CARE ABOUT OTHERS

Be kind and respectful to others; life is about relationships.

Have worthy goals, and make a positive impact on your team, customers, business partners, and industry.

Look after each other; help others succeed.

Share information and experiences with your colleagues, this is what successful team members do.

BE THE EXPERT

Master your domain; stay up to date and learn new things every day.

Know how to get to the best answers for any professional question.

Know industry best practices and utilize them.

Set your internal quality bar high.

YOUR WORK

First, nobody's tracking your hours or effort.

Only your results: top-notch and on time.

Focus on efficiency and plan ahead.

Own your focus area and prioritize.

YOUR LIFE

But greatness takes more than 8 hours a day.

That's why you have unlimited paid vacation.

You won't have to choose between work / life.

And we hope you'll take pride in your work.

We care about performance and try to be as **results-driven** as possible. We want you to have a **killer instinct** when you see a milestone or a task that needs doing. To do that, you need to **like** it, and more importantly - to **own** it.

FIRE AND FORGET

HOW WE MEET, GET THINGS DONE,
AND WHAT WE VALUE

HOW WE COLLABORATE



Lean Meetings, Big Impact

- I. Invited: Only the core crew
- II. Materials: Sent ahead, pre-read
- III. Content: Discussion to decision
- IV. Start time: 5 minutes early
- V. End time: ASAP! Never later than planned
- VI. After, send Action Items and track them

[READ OUR MEETING GUIDE](#)



HOW WE GET THINGS DONE

- I. Write: Make sure action items are written down. Don't let anyone ask for anything twice
- II. Set deadlines: Every item has an expiration date
- III. Track: Track action items until completion
- I. Communicate: Share status (progress, delay, done) with peers and managers
- II. Document: So we can debrief and learn

When given a task - you OWN it. Be resourceful!

Make sure you use **best practices**, consult with others, learn from **previous projects**, and deliver **on time**.

Sometimes things take longer - it can happen - but **WE must communicate**.

Be professional - take care of the **details**, fixing things takes longer than doing them from scratch.

OUR VALUES

Delivery: solve problems, achieve milestones

Priorities: we're always working on the #1 thing

High Energy: we're intense, and we work fast!

Honesty: we never shelve problems, they only get bigger

Input: we listen and consider everyone's ideas

Our Brand: we are proud to promote ClimaCell



We are a diverse team, but here's what we all have in common

READY? GO.

—

We want you to shape the day to day culture and our shared future. So, you are required to speak up!

Good luck and enjoy the ride! 🕶️