

Speaker 1: I'm personally, incredibly passionate about health and wellness, both mine and the space in general. And I think it's an incredibly unique opportunity to be able to combine both your personal passion with professional ambition. So I'm privileged and honored to have this kind of an opportunity to work in an environment where I can take both those elements of where I want to be in the future and combine those. I look at our growth. So if we look at where lifetime is today and where we are going in the next two, three, four, five years, the journey of growth is incredible. It's incredible. And if we look, compare ourselves to the marketplace of the Fortune 500, Fortune 1000s of the world, our growth trajectory is enviable. So being associated and working in an organization that is growing at that pace, impacting the number of people that it's impacting, is again, incredible. It offers opportunity at a professional level and a personal level, which is fantastic.

Those are some of the reason. And then being again from ... Coming from the technology side, I would say the other thing is we are at a point in our history and lifetime where I can say that technology will be one of the key enablers of driving our strategy. At the end of the day, we are in the service business of making a healthy difference in our members' lives. But technology is going to play an incredible role in how we connect our members to our performers, to our locations, to our places, to our clubs, and how we reach them digitally. I think every company feels that their culture is unique. But I would say it's different at Life Time. One of the things that you have here are a lot of extremely passionate people, and I was trying to figure out why. Why is that the case?

And I think one of the reasons is that the unique thing that we have at Life Time is a majority of our team members, our employees, are passionate about the product that we produce, which is a service around fitness and health. They themselves are consumers and passionate about that space. So that creates a really interesting dynamic. When you have a group of people that are so excited to be members along with employees of an organization, the growth trajectory brings again, a very dynamic culture. So you add dynamic to passionate. Sometimes it can be crazy, but we love it. We love the ability to have a personal impact. We still retain a fine balance of that startup mentality, which is get it done to whatever the outcome is. We extremely highly performance-based culture. Yet at the same time, we are a large company that has the safety net that comes with working in a large organization.

When we look at the healthy way of life, in a lot of organizations, you think of, "Hey, during my lunch break, I'm going to go work out." We're actually looking at the healthy way of life of our team members in a very different perspective, which is working in this environment, what's going to make you successful? If you are personally invested in your own healthy way of life, that's where the value proposition of what we as a brand bring to our employees.

The other things that we encourage is when you have a problem set that you cannot solve at your desk, physically remove yourself. I know that personally, I solve the majority of my major challenges when I'm in the swimming pool doing laps or I'm running, or I'm on a bike. And I think we are encouraging our employees to be able to do

This transcript was exported on Jun 18, 2020 - view latest version [here](#).

that. We also do a lot of group meetings and one-on-ones out in the clubs. So you'll see a lot of my team members taking, for example, yoga classes together, or doing spin together, or lifting weights together. And that creates, again, both a culture of health, but also a great dynamic within our team members.