

Founder's Life Experiences and Philosophy

Raymond Sozzi, Sr



"People like Ray from humble means could learn what the highly credentialed know, but what Ray knows they could never learn"



"One day, a very prominent venture capitalist reached out to me and said, 'I really envy you, because you earned everything you have and I will never know how that feels"



"Ambition is the lifeblood of human achievement. It is the catalyst that ignites daring achievers and converts the ordinary to the extraordinary"



"There is no elevator to success. You have to use the stairs. In other words you have to climb the mountain yourself, but you don't have to go it alone"



"You are not just a product of your environment and experiences – you're also a product of what you do with those experiences"



Ability + Education X Effort <u>X Attitude</u>

= Success and Happiness

"Attitude is the most important"



"There are more important things than things. Longterm happiness doesn't come from things. People who focus their time, energies, and talents on acquiring and showing things too often take shortcuts to acquire them and skip the steps necessary to grow inside"



"The early years are formative years and critical in defining one's future. A math teacher, attending Cardinal Hayes High School, and my cousin Raymond were inflection points and game changing events early on in my life. It probably made the difference in my career, quality of life, and ultimate success"



"Your handshake and smile are two of the greatest attributes to leadership. Must be a firm handshake and a caring smile"



"I loved to win and, at the same time, I was willing to accept the risks involved in losing. I've always possessed a strong desire for responsibility, goal persistence, self-confidence and tolerance"



"Ultimately, success in one's career and in life depends on how well you know yourself, what you value, and why you value it. I have always been optimistic about my life"



"I never – ever – felt I was superior to or above anyone in the companies I led. In my view, we just had different titles and responsibilities. We all played important roles"



"In bad times, I always took full responsibility for anything that went wrong. In good times, I preferred to pass around the praise"



"The measure of true character is not necessarily how we deal with the happy moments in life, but more importantly how we cope with the inevitable hardships and setbacks we will face"



"Leaders have a bulletproof resistance to failure. For them failure isn't the end – it's simply a detour to a better answer"