



**we
are
overstock.**

our vision

dream homes for all

This vision communicates our focus, meaning, and purpose. It aligns and inspires employees to accomplish the long-term goals of the company.

our mission

This mission declares how we achieve the long-term goals of the company.

we are a customer-focused online retailer

We make beautiful and comfortable spaces accessible by helping our customers easily and confidently find just what they want for less.

we are a technology company

We embrace leading technology platforms, methodologies, and processes across the company to focus innovation within our three brand pillars: Product Findability, Smart Value, and Easy Delivery & Support.

we are creating enterprise value

We cultivate a flourishing ecosystem of employees, customers, and partners in order to deliver sustainable, profitable market share growth.

our values

These values articulate our commitment to an inclusive, outcome-driven, and positive work environment, and embody our generative culture and spirit. They serve as guides to our decision-making within the company.

be you

We celebrate our differences, respecting and welcoming our colleagues with unique opinions and ideas. No matter your background, your perspective, your experiences, your identity, we want you to be authentically you.

know your numbers

We are laser-focused on using data to drive innovation and decisions to achieve our company strategy, initiatives, objectives, and key results. We spend company resources thoughtfully and creatively to facilitate sustainable, profitable market share growth.

do good

We do good for our customers, our partners, our employees, our shareholders, and our communities. Our values, leadership principles, and qualities guide how we do good business.

our leadership principles

These principles guide the interactions of our leaders with colleagues, creating a psychologically safe environment for productive and collaborative exchanges for improved outcomes.

open and active discussion

We share our perspectives and ideas with one another forthrightly and respectfully.

assume good intent

We approach our colleagues knowing their motivations are meant to be in the best interests of the company.

challenge ideas, not people

We question the subject matter, not the character of our colleagues.

actively listen to understand

We provide our undivided attention and consider others' perspectives.

commit when a decision is made

We unite in and actively support the determined approach.

our qualities

We look for, measure, and develop these qualities in our employees so that all become empowered to be effective and valuable contributors in the organization.

- 1 accountable & reliable**
We own our actions and deliver.
- 2 collaborative**
We work together to achieve common goals of the company.
- 3 problem solve**
We synthesize information to formulate a plan and achieve a solution.
- 4 productive & outcome-driven**
We show consistency in taking initiative and achieving goals.

- 5 communicative & inspirational**
We listen, motivate, and work together to achieve a common goal.
- 6 decisive**
We make decisions and own them.
- 7 empowering & coach**
We communicate intent and provide full support.
- 8 strategic & innovative**
We are focused on company strategy, initiatives, objectives and key results.

