

**“Corporate Culture”**  
**E. Thomas Arington, Chief Executive Officer**  
**Prasco Laboratories**



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**Meet the Speaker**



**E. Thomas Arington**  
**Chief Executive Officer**  
**Prasco Laboratories**  
**Mason Ohio**

**About the Presentation**

E. Thomas Arington, chief executive officer of Prasco Laboratories, in Mason, Ohio, hosted and gave the keynote address at the ACG Cincinnati CEO Focus luncheon on June 10, 2009. Arington entitled his talk “Corporate Culture: The Foundation for Success,” and his organization indeed highlights the significance of the culture-success relationship, as Prasco has, according to Arington, been the fastest growing pharmaceutical company in America over the past five years. Prasco’s business focus is the marketing of authorized generic drugs through strategic partnerships with brand (pharmaceutical) companies.

Arington, who has spent his life in the pharmaceutical industry, beginning at age eight, when he used to sweep floors at Scofield’s Drug Store in Shelbyville, Kentucky, founded Prasco in 2002. Prior to beginning Prasco, Arington served for 14 years as chief executive officer of Duramed Pharmaceuticals, Inc., a Cincinnati-based public company. A self-described entrepreneur, Arington has held leadership positions at several other healthcare companies—and learned much along the way. One key understanding he gleaned is that leaders’ foremost (in sequence and importance) responsibility is to set and uphold the corporate culture—and leaders are only effective at this to the extent that there is a seamless link between leaders’ personal and corporate commitments.

Culture, Arington said, influences a variety of organizational aspects, including: what a company stands for; how it approaches business; how it builds and maintains relationships; how it establishes performance standards; and to what degree it is involved with its community. Values are the cornerstone of corporate values, and Prasco’s stated in the acronym I SEE: **Improve** daily; **Serve** God, family, customers, partners, fellow employees, and community; **Execute** tasks with excellence to achieve our goals; and **Energize** others daily with the passion for what we do.

Arington believes that his particular giftings—enthusiasm, optimism, energy, gratitude, and love—allow him to infuse passion throughout the organization on a regular basis. Other practices that he labeled as key to corporate culture and operations include: setting a high bar for success; sharing the fruits of the business with employees; hiring the right people; esteeming personal and organizational character; shaping all business agreements with fairness; and providing opportunities for every employ to serve the community.

Prasco certainly has taken a proactive approach to community involvement, in that it has supported—through the Arington Foundation and other giving mechanisms—approximately 80 nonprofit organizations. Among other things, Prasco and its employees are involved in feeding the poor; tutoring students; mission trips; church outreach; and event management—including hosting events for charities on the corporate campus.

In summary, Arington noted that corporate culture defines “who” a business is, and culture influences all aspects of an organization; leaders must commit to the culture and model it—and it’s always too soon to quit fighting for the culture. Arington concluded his presentation with this quote: “The greatest job satisfaction comes through achievement by a team committed to high standards, with the will and integrity to win—regardless of time or the level of adversity.”