

## Culture Inflection Point #1

*"Buildium gets funded!"*

5/2012 -> 6/2014

### Business goals:

- Take a "lifestyle" business to a growth-oriented organization
  - 23 -> 52 US employees
  - Add an official RI office
  - Build out and move HQ
- Need to be able to attract talent from outside of personal networks and of different demographics (most of company was <30)
  - Benefits
  - Branding
- Figure out how to adapt culture in office that is manageable for double the headcount!

### Systems in place:

- Payroll provider
- Email for resumes
- Spreadsheets for personnell information

**People Ops Team (1):** HR/Office Manager

### Benefits:

- Equity
- Health - high deductible, company contributes 60% of premiums
- STD, LTD, AD&D and Life Insurance - company pays 100%
- 401(k) - Put in 5%, company matches 4% ... no waiting period
- 4 weeks PTO

### Perks and Events:

Birthday cards, gifts, cake	Friday lunches at restaurant	Ski House
Beer fridge	Ping pong/foosball	Company swag
MS Charity Bike Ride	Holiday Party	