

Culture Inflection Point #2

"Mo money. Mo problems?"

6/2014 -> 11/2015

Business goals:

- Grow!
 - 52-> 117 US employees
 - Acquire a 15-person company with two WA offices
 - Build out and move HQ ... again!
- Ramp up hiring devs: Head-to-head with tough companies and need to draw them in and retain existing.
- Ramp up hiring Directors and execs. Need to hit table-stake benefits.
- Figure out how to adapt culture in office that is manageable for double the headcount ... again!

Systems in place:

- Payroll provider
- Applicant Tracking System
- Human Resource Information System
- Performance Management System

People Ops Team (3): HR Director, Recruiter/Generalist, Office Manager

Benefits:

- Equity
- Health - low deductible, company contributes 70% of premiums
- Dental - company contributes 75% of premiums
- STD, LTD, AD&D and Life Insurance - company contributes 100% of premiums
- Flexible Spending and Dependant Care Accounts
- 401(k) - Put in 5%, company matches 4% ... no waiting period
- Take What You Need PTO
- Wellness - \$480 reimbursement annually through IncentFit

Perks and Events:

Birthday cards, gifts, cake	Weekly catered lunch	Quarterly Volunteer Day
Swag bag for new hires	Beer fridge	Third Thursday Event
First day lunch	Milestone celebrations	Ski House
Anniversary gift	Beach Day	Referral bonus
MS Charity Bike Ride	Holiday Party	Life event gifts