

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	

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! There are a lot of new people, and we're starting to feel a little less like a family

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

Culture Inflection Point #3

"Where do we go now?"

11/2015 -> 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!
- Employees have identified communication issues, silos (and a tougher time interacting with other departments), more process, and less regular/constructive feedback as issues.

Systems in place:

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

Benefits:

- Equity
- Health - low deductible, company contributes 75% 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	LeanBox	Quarterly Volunteer Day
Weekly catered lunch	Beer fridge	Third Thursday Event
Swag bag for new hires	Big Celebrations (10k)	First day lunch
Anniversary gift	Beach Day	Referral bonus
MS Charity Bike Ride	Holiday Party	Life event gifts