



Culture book 2023

An uplifting environment for high achievers





Culture that drives **business** results

We are a performance driven culture that cares deeply about happiness. We like ambitious goals, facts & data, and constructive debates. But at the same time, we know that we can't repeatedly push ourselves if we are not surrounded by an uplifting and caring work environment. Those two sides of our culture, feed each other and are safeguarded with the same level of attention.



Our **values** and **principles**



01

We make our clients successful

From Finance to Operations, Growth, and Product, we strive to create exceptional customer experiences, looking at ourselves from the customer's point of view. We do what's right for our customers, even when it makes our roles more challenging.

- Provide top-tier customer service
- Put ourselves in the customer's shoes
- Own the customer experience end-to-end
- Adapt to changing requirements

02

We **execute** and deliver

We set ambitious goals for ourselves and are energized about meeting them. Acting with integrity, we move projects forward using deep expertise, pragmatic decisions, and ownership. When it gets difficult, we don't make excuses, but instead roll-up our sleeves. We never shy away from getting our hands dirty to deliver, no matter our role.

- Bring deep expertise
- Raise the level of ambition
- Show accountability and resilience
- Prioritize and be decisive





03

We **debate**, then commit

We like to challenge our own perspectives and ideas in pursuit of the best solution. We expect our team members to have an opinion and feel comfortable sharing and defending it, no matter with whom. We listen to each other's points of view and can disagree and commit when it's time to move forward.

- Listen actively and respectfully
- Share your opinion
- Seek the contrarian point of view
- Articulate clear next steps and decisions

04

We **innovate** to inspire

We value innovation in products, user experiences, and business practices.

When combined, those innovations reinforce our platform-centric business model. We see the current state of things as our baseline from which we seek to raise the bar. Our innovations create a new standard for our clients and in our industry.

- Shape our vision of the future
- Create products and experiences that make us proud
- Challenge the status-quo
- Reinforce our collective vision

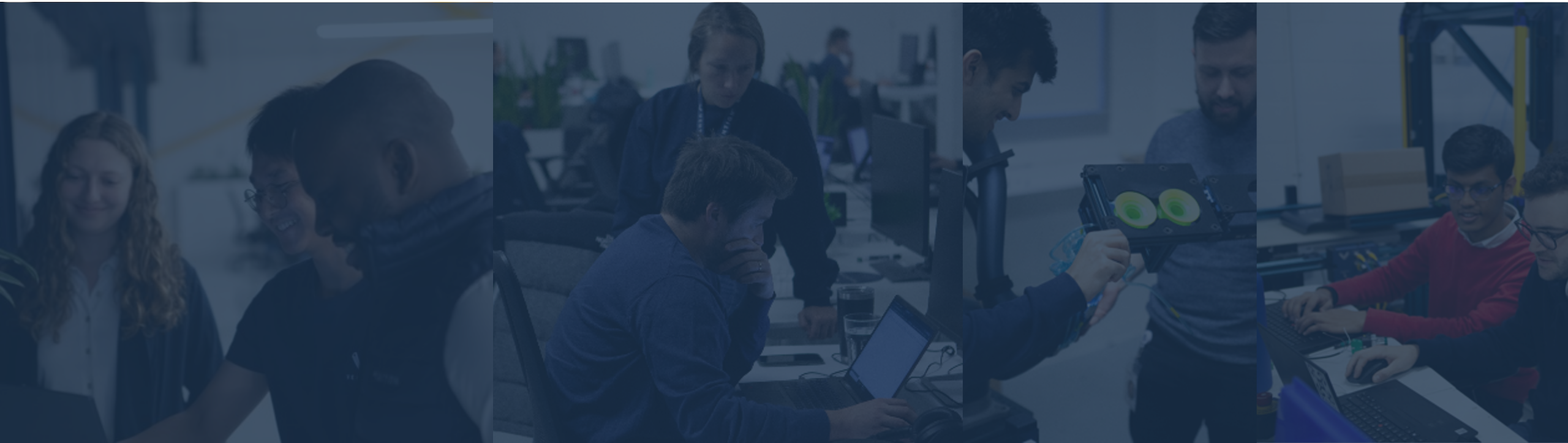


05

We collaborate to achieve more

We work as one team to achieve more than we would achieve on our own. We seek other's perspective and knowledge to make our game plan stronger. We can rely on our colleagues to make us successful, and we proactively support them when we can make a difference.

- Leverage the collective wisdom
- Respect others' contributions
- Be responsive to (with) others
- Enable our colleagues to be successful



06 We **empower** our people to reach their full potential

We seek to develop leaders, technology experts and professionals to build the Vention of tomorrow. We empower them with an impactful mission and learning opportunities that accelerate their professional development.

We give constructive feedback because we care deeply about becoming better professionals. We hold ourselves to high standards but know when to stop to celebrate progress and achievements.

- Create development opportunities
- Share information transparently
- Give constructive and candid feedback
- Celebrate success together



Causes we support and believe in



Diversity, Equity, Inclusion & Belonging

We are committed to fostering an environment where everyone regardless of gender, race, ethnicity, sexual orientation, disability, age, or all other identities feel respected, protected and celebrated.

We proudly support our Employee Resource Group, Women@Vention and aim to foster healthy discussions and initiatives that move us collectively move us forward.



Recognition

We recognize teams and individuals for their accomplishments. While we hold ourselves to high standards to achieve our objectives, we take the time to highlight everyone's contributions.

From our kudos on our All Hands call to kudos in Lattice, no matter the win, we uplift each other.



Connecting & Celebrating

We believe that good chemistry with colleagues makes working on challenging initiatives more enjoyable. Creating those special moments to connect outside of the day-to-day is a key ingredient to strong work relationships.

From our monthly 5 @ 7's, to our quarterly get togethers, team events, yearly Summit, and holiday party, spending time with each other and building strong relationships is part of the Vention experience.



Giving Back

We aspire to build a culture of generosity and social responsibility that creates a lasting impact on our communities.

Vention's second Employee Resource Group focuses on philanthropy initiatives where we aim to empower and unite our employees in a shared purpose.



Hiring and career paths

What **our team** is saying

“The minute I walked through the front door there was a quiet drum beat that drew me in. Greeted by friendly smiles and a high-energy environment, I knew I was walking into something special. And I was right.

Vention is the embodiment of ‘roll-up-your-sleeves-and-get-it-done’. At all levels. Nothing happens in silos, so get ready to regularly work across functions. Like any startup things move fast, but unlike most high-growth companies there is an order to the chaos. The two founders demonstrate unparalleled focus, dedication, and support for their teams.

It’s not uncommon to see employees huddled around a computer screen or standing at a whiteboard, pen in hand and brimming with ideas. The sheer talent that Vention has managed to attract (and retain) is a testament to its investment in employee growth, happiness and overall well being.

Every morning I wake up with energy and excited for the day ahead.
Best decision I ever made.”



What to expect when you **join Vention**

When you join Vention, you join a team of professionals with a diverse variety of experiences, backgrounds, and perspectives. Together, we strive to nurture a supportive and inclusive work environment for all. You will be supported through constant communication from the HR team, team building initiatives, buddy programs and integration into critical projects. You will have the opportunity to grow your career like you've never imagined.



Team lunches



One on ones



Buddy
programs



Project
integration



Employee
recognition



What we look for in our **team members**

Resourcefulness:

You are very curious and solution-oriented. You are comfortable thinking outside the box to achieve a lot with little.

Passion:

You are passionate and strongly believe in what you do every day. You are invested and excited about our future together.

Drive:

You value accomplishment and have a 'get things done' mindset. You don't mind lifting your sleeves and getting your hands dirty when needed.

Humility:

You are self aware and respect other perspectives. You find inspiration in the success of your team members.

Your **career growth** at Vention

Professional development is a commitment that we make to our people.

We strive to provide our employees with a supportive and inclusive environment, where you can learn, explore, and realize your full potential. At Vention, you will have the opportunity to take on important responsibilities that impact our success as a company and challenge you in new and fulfilling ways. Beyond progressing as a specialist in your trade, you can explore accelerated paths. There are both **management** and **expert** career paths available to our team members.

How do you get there? You consistently model the Vention values. You surpass expectations and everyone recognizes you as a high performer. Promoting you does not surprise anyone.

You step into the role as if it were already your title, proving you can meet expectations.





Management career path

We are looking for leaders. Individuals that define direction, set the bar high and empower their team to achieve it. We value managers who are (and remain) experts in their areas and are hands-on practitioners, while also focused on developing talent and designing successful orgs. They lead by example, getting their hands dirty alongside their team. They know how to develop others, hire individuals that elevate their team, and act as guardians of their team's happiness.



Flawless prioritization and execution



Strong communication



Ability to mobilize others

Expert career path

As part of the Technology organization, we are looking for leaders emerging as the technical authority within their team to join our Expert Career Path program. This program elevates individuals who demonstrate mastery across several technology areas and who actively support colleagues on complex technical problems. By combining knowledge, practical experience, and mentorship, the program will guide individuals towards becoming an expert in their domain by deep diving into the intricacies of their chosen field, gaining specialized knowledge in several areas, and taking their skills to the next level.



Radiating functional expertise



Strong problem solving ability



Demonstrated work ethic



A man with short brown hair, wearing a blue zip-up hoodie, is sitting at a white desk in a modern office. He is looking down at a silver laptop with an Apple logo. On the desk, there is a potted plant on the left, a stack of books on the right, and some papers. The background shows other desks and office equipment, all slightly out of focus. The entire image has a blue tint.

How do you know
you're going in
the **right direction?**

**Great
Question!**

In every employment offer we extend, we articulate ambitious short and medium-term goals to which everyone is held accountable for.

We also believe people are happier when they're given opportunities for professional development. This requires frequent candid, caring, and constructive feedback. We encourage managers and employees to conduct informal two-way feedback sessions every month.

At the mid year mark, our employees go through a mid year review with their managers. At the end of the year, more formally, is our Annual Review process. This review highlights employee achievements, development opportunities, and career path possibilities.



Performance management

A man with a beard and glasses, wearing a headset, is holding a handheld electronic device in a factory setting. In the background, there are yellow robotic arms and industrial shelving. The image has a blue tint.

How we **operate**

Strategy and **execution**

Strategy is cheap. Execution is valuable. No one is hired solely to strategize, but everyone is expected to be strong at execution. From a single contributor up to the CEO, all team members are expected to own work streams for which they lead the execution. Doing actual work is not a question of hierarchy; it's a question of maximizing the speed at which we create value.





Planning

We build plans that are tactical and concise. Our plans can be easily modified. We don't overinvest on "planning," and we don't like master plans with long gantt charts. They are not a great tool to collect everyone's input.

They are not easily updatable. They become obsolete within a week. They give us a false sense of security that we are working on what is essential. They make us forget key priorities.



We work **together**

Creating a high-performing team and maintaining our unique culture requires lots of human interaction. From impromptu whiteboard brainstorming sessions, to one-on-one feedback, to our frequent celebrations, the working methods that make us successful are not always compatible with working from home. There is a natural drumbeat to the workspace as employees work towards a shared goal.

That said, we do offer flexibility to work from home to enable us to work remotely when needed. Whether it be to free our minds from our buzzing office, to crack through intellectual problems or to accommodate our crazy lives, we want to support our teams.



Company wide **all-hands**

Every Friday, we come together as a team to deep dive into important topics, collectively educate ourselves, and highlight key projects to recognize team members across the organization for their valuable work. This Friday meeting keeps us aligned as a team, ensures strong handshakes between departments, and gives us the opportunity to celebrate wins, both big and small. All-Hands starts at 10:30 EST sharp.

Vention summit

Every summer, we take one day to come together as a company and participate in an activity offsite. We do this to celebrate our employees and say thank you for all the hard work. We do this to provide an opportunity for each of us to interact with different teams, build our networks inside Vention, and strengthen handshakes across departments.



Support to do your **best work**

We offer competitive and comprehensive benefits, though lots of companies can offer you those. We also have a rarer opportunity: The impact you can make from being at a high-growth startup while working with outstanding individuals. That said, we ensure we provide perks that make us perform at our best: fantastic coffee and snacks, best-in-class laptops, and a comfortable, modern work environment. Simply put, our perks focus on providing a supportive environment for our team.



We are



We're passionate about helping you do your best work. Claim your seat and find out what you can do!

