

VALUES

GIVE A SHIT

Why do we get up each day and get after it? We care. Insanely. About the impact of our work. About the growth of our clients. About the wellbeing of our people and the state of our world. Indifference is the enemy.

GIVE A SHIT.



BE PREDICTABLY RELIABLE

How are we able to pull off the incredible feats we do? Creativity and business savvy aren't enough. It also takes accountability.

Be the one who colleagues know will crush anything, every time.



GET BETTER

What makes The Variable better? Simple: we require ourselves to be better. Here and beyond. To be better thinkers and doers. Better parents and partners. Better citizens. We never stop growing our professional and personal selves.



ACT WITH INTEGRITY

Who are we past our job titles?

People who
seek the truth and speak the truth.

Who
choose right over easy. reach
compromise
but refuse to be compromised.

Money makes us
profitable. Integrity makes us
remarkable.



CULTIVATE WORK LIFE HARMONY

Where do we find work-life balance? Nowhere, because it's a myth. It implies that for one side to be up, the other must be down. Here, we create harmony with a high quality of life that leads to a higher quality of work.



BENEFITS

Health insurance.

The Variable covers 76% of cost and contributes up to \$2400/year towards HSA plans



Peer-to-peer bonuses
Every employee receives \$1000/year to bonus
co-workers in any increment for helping us be
amazing.



Financial Wellness

Free subscription to PocketNest. A John Hancock 401K that The Variable matches 100% of up to 4% of salary



Personal Time Off
Minimum 4 weeks PTO. 15 Holidays.



Volunteer Time off
4 hours of VTO/month to go do good in your
world



Parental leave

14 weeks paid leave for primary caregiver. 6 weeks paid leave for secondary caregiver. Two weeks part-time upon return, at full salary.



Mental health resources
Face to face visits. Confidential app self care.
24/7 EAP access. Corporate wellness app
(yoga, fitness, nutrition, etc)



Heads down time
Every Wednesday from noon until you leave,
there are no meetings.



**HEADS
DOWN
TIME**