## **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.



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.



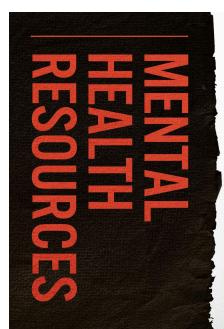
Volunteer Time off 4 hours of VTO/month to go do good in your world



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.

