Sharethrough

Employee Journey

This employee journey map is a visualization of your entire employee experience at Sharethrough! It shows what you can expect in terms of recruitment, onboarding, learning and development, compensation, benefits and perks, performance and career growth, engagement, and even exit.

Legend			
	ERFORMANCE AREER & GROWTH SS ENGAGEM	MENT STEP 3	STEP 4
Get in touch Check out our open opportunities, see which one fits your skill set, and send us your resume.	Phone interview If you're a good fit for our team, we'll schedule a call with you.	Video interview After speaking with you over the phone, we'll invite you on a zoom meeting to meet the team, and talk about how you can contribute to the company.	Show us what you can do Depending on the role you are applying for, we might ask you to do a small practical exercise to get a sense of your capabilities.
	TEAM BUILDING ACTIVITIES We believe we are stronger together, working as a team towards common goals, so we organize team building activities to strengthen team cohesion and spirit. Monthly	COMPENSATION We offer great compensation and benefits packages and, as for all employees, we'll make sure to review your salary at least once a year. () All the time!	GENEROUS VACATION POLICY You'll get 16 vacation days per year between 0-2 years of service, 18 vacation days per year between 2-5 years of service, and 20 vacation days per year after 5 years of service.
STEP 7 See you on your first day! Celebrate! You're officially part of the team!		STEP 6 Employment agreement and hire packet We'll send you your written offer and hire packet via our HR platform, making it easy for you to get ready for your first day.	STEP 5 Job offer If we both determine that we're a fit for each other during the recruitment process, you'll receive an official offer from us.
EMPLOYEE ASSISTANCE PROGRAM All American employees have access to an Employee Assistance Program, a confidentia information, support and referral service offering tools and resources designed to help meet the challenges of a modern life. (a) All the time!	DIALOGUE All Canadian employees have access to Dialogue, a virtual healthcare platform that offers you and your family unlimited access to consult doctors, nurses and psychotherapists. (*) All the time!	WELLNESS ALLOCATION Compensation of \$840 per year (for gym memberships, sportswear, etc.) Image: Wearly	FULLY DISTRIBUTED COMPANY Sharethrough has a physical office location in Montreal, but is fully distributed across Toronto, New York, Chicago, San Francisco, Austin and more. We support a distributed workforce and are committed to provided the amenities needed to make you successful regardless of location.
Welcome to Sharethrough On your first day, you'll be welcomed by your team, and manager. You'll also have a welcome lunch with them! Order your favorite meal and	Home office setup and goodie bag We will provide you with everything necessery for work and you'll receive a goodie bag at home with	Group insurance plan We offer group health insurance to all regular full-time employees, starting on their first day. The company pays 100% of the costs for	

company pays 100% of the costs for employees and 80% of the costs for

employees' dependents

receive a goodie bag at home with

Sharethrough swags & products.

them! Order your favorite meal and

expense it. Our treat!

RECRUITMENT



LEARNING AND DEVELOPMENT

We are sad to see you go, but appreciate your contributions rowing our company and wil oort you on your journey out of Sharethrough.

Exit survey and interview Before leaving the company, you'll answer an online survey about your experience at Sharethrough and have an exit interview to give us your feedback.

LAST WEEK

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STEP 18

Goodbye lunch or 5@7 with team

Biyearly

STEP 19

We're sad to see you go! On your last week, you'll have a goodbye lunch or 5@7 with your team!

STEP 20 AFTER YOU LEAVE

Don't be a stranger!

Let's stay in touch! Don't hesitate to give us some news, to give us some feedback on Glassdoor and to follow us on LinkedIn, Facebook, and Instagram. Who knows what the future holds!

5 sharethrough

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