



Welcome to The Company!

We are so excited to have you join the team! Your Journey at the Company Starts Here!

Objectives Layout

1

Meet the Cohort & Company Introduction

Intro to the company and each other.

2

The Company Mission & Values

Clearly describe what the learner should be able to do after the course.

3

The Ecosystem

How we work (Product + Engineering + Customer Success)

4

Housekeeping & Next Steps

HR, IT Slack Basics Tips & Next Steps





1 | Meet the Cohort & Company Introduction

Icebreaker - "My First Tech"

01

Name, Role, Location

02

The first piece of tech you ever owned



Quote from the CEO



"Welcome to the beginning of your journey at The Company. Our mission—to organize the world's information and make it universally accessible and useful—is ambitious, but it is achievable because of people like you."

Every person joining our team today brings the ingenuity and passion that will define our next chapter of growth. Get grounded, get connected, and let's start building the future, together."



THE COMPANY History

JAN
2020



FEB
2021



June
2023



The Idea

The Company is founded by Brandon Smith in a coffee shop with a mission to organize the world's information and make it universally accessible

We Launch NORY

Our first product, NORY, officially launches, signing our very first customer, United Community Systems.

A Major Milestone

We hit **\$10M in revenue and 1 million users**. This was a turning point that proved our idea was working.



THE COMPANY History

Aug
2024



100 Employees & New Office

We hired our 100th employee and opened a new office space downtown.

Mar
2025



Fortune 100 List

We won a major award of the Fortune 100 in 2025 and we continue to grow to this day!

Jan
2026



Today

You're Here!

You join a team of 500 dedicated people across 20 offices all working to build the future of the Company.



Our Mission (*The “Why”*)

“To organize the world's information and make it universally accessible and useful.”

Our Vision (*The “Where”*)

To create a world where anyone can belong anywhere.



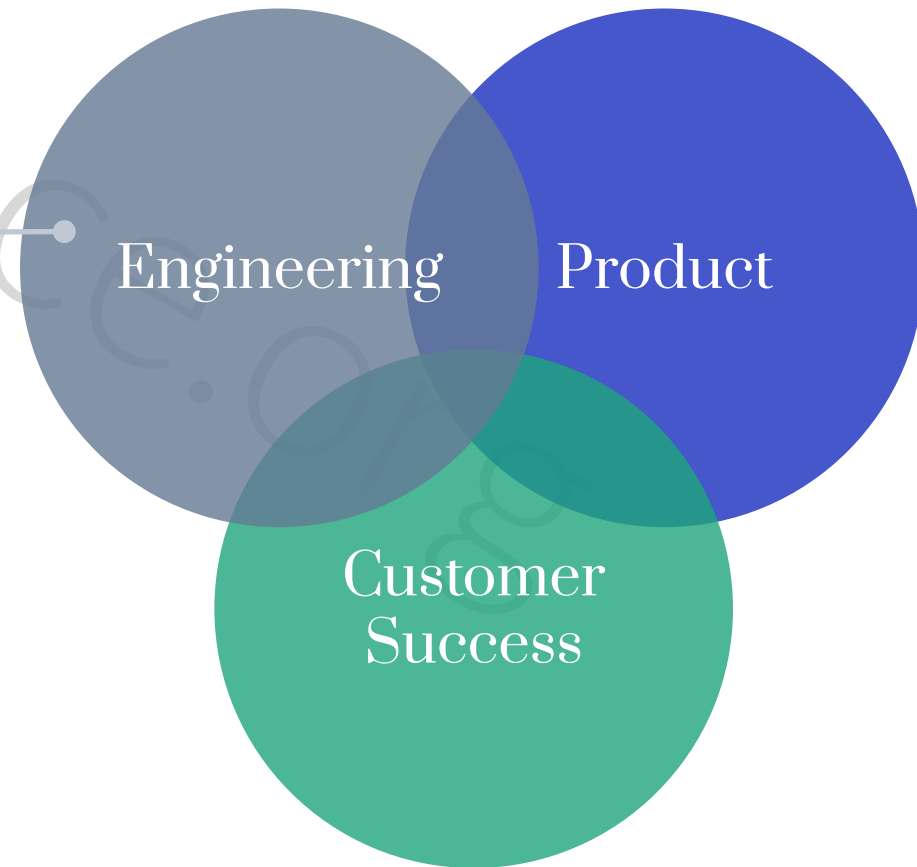


2 | The Ecosystem

The Company Ecosystem

At The Company, no team works in a silo. Engineering builds the foundation, but we rely on Product to define the path and Customer Success to tell us what's working in the wild. **You are now part of this ecosystem.**

- **Engineering:** Builds the foundation.
- **Product:** Defines the path.
- **Customer Success:** Closes the loop.



The "Unwritten" Rules (Culture)

Async-First

*Write it down
before we schedule
a meeting.*

Fail Open

*Post your mistakes
in #dev-oops so we
all learn.*

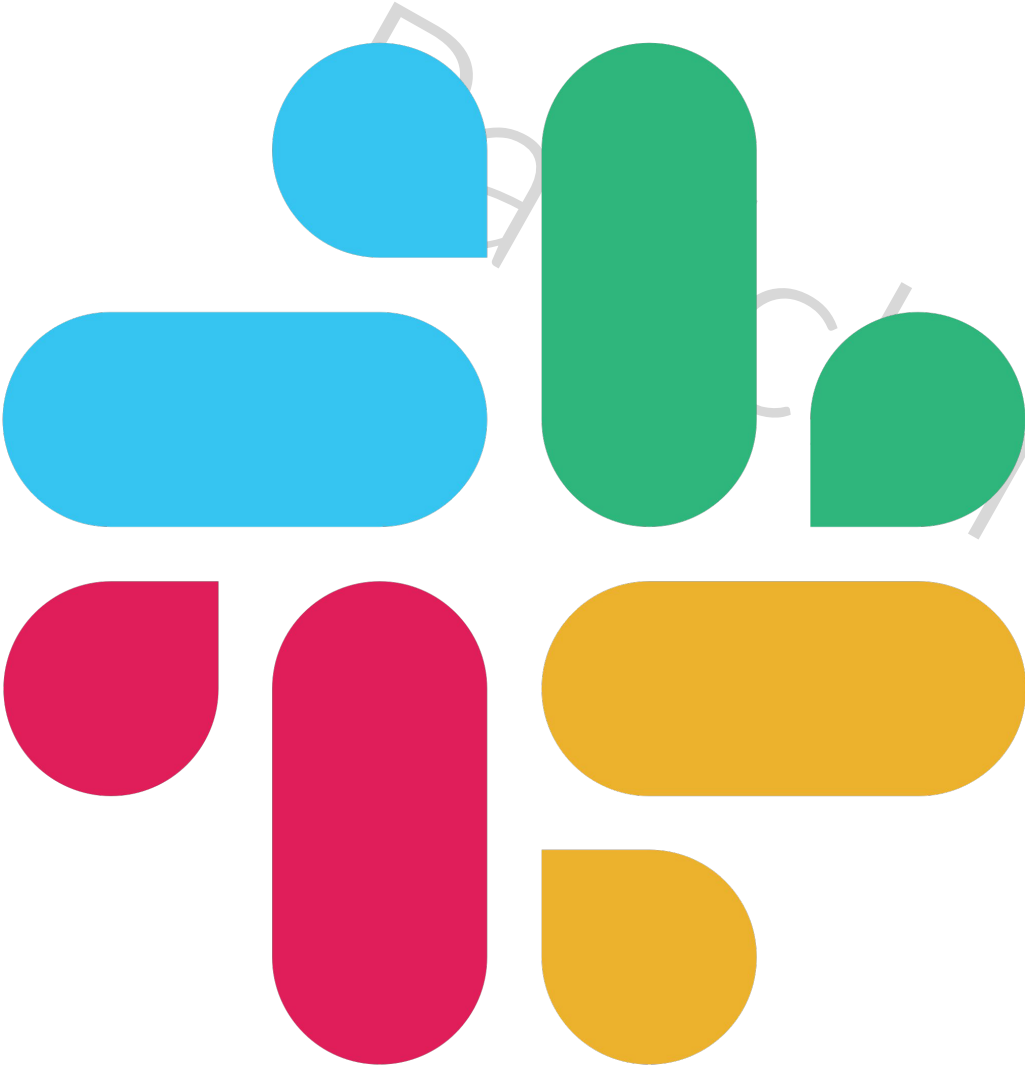
Camera Optional

*We care about
your code, not
your background.*





3 | Housekeeping & Next Steps



Housekeeping Quick-Hits

01

Benefits

Enroll by Friday in Workday.

02

Security

Set up your 2FA and VPN token by EOD.

03

Slack Cohort Channel

Join your #cohort-channel.



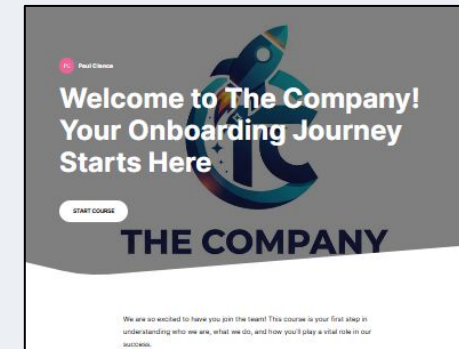
Your Onboarding Journey Starts Now!

One

Log in to the Company University (LMS)
[HERE](#).

Two

Complete New Hire
Orientation Course



Three

Meet with Your Manager

Four

Complete Any Outstanding HR
Tasks



THE COMPANY

Questions?