

Global companies making EX experiential

Square brings their EX a full circle

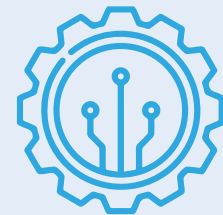




92%
Employees
as customers



100%
Culture



100%
Technology



100%
Practiced
empathy



92%
Rewards
and benefits



97%
Overall average

*twimbit ratings for best practices



About Square

twimbit



CEO: Jack Dorsey



Mission: Make commerce easy.



Revenue USD MM (FY20): \$4,713.50



Headcount: 3,835

Square is a merchant services aggregator and mobile payment company that aims to simplify commerce through technology.

Highlights



People analytics to check unconscious bias unfairly impacting people promotion and compensation decisions.



One of the first few big-tech companies out of the valley to announce permanent remote work



83% of employees recommend the company to a friend

Drivers of culture

1 Progressive and employee friendly

2 Purpose driven

3 Feedback and collaboration

4 Flexible schedules

5 Participation and equanimity

EX objectives

Flexible employee benefits


Wellness and health programs to promote people well being

Focus on learning initiatives bottom up for new skills building

Have a comprehensive D&I plan to promote point of views

Diversity through community



The time and energy that management puts into each employee to grow and develop specific areas of improvement was very comforting. Nowhere along my time with Square did I feel like I wasn't a part of a team. My supervisor used to always tell everyone in the team meeting that we are "ONE DREAM ONE TEAM!" I would absolutely go back to work at Square if I could. A lot of the co-workers I worked with are still working there. 

Former customer success manager at Square

Key ratings



637

Total ratings on Glassdoor



4.1

Overall rating



83%

Recommend to friend



89%

CEO approval rating

Benefits

1 4-months paid parental leave


2 Monthly wellness allowance

3 Retirement saving programs

4 Flexible time off

5 Equity incentive program

Some development programs



Some development programs Leads program for managers to build new skills

Coaching and one on one mentorship programs

In-person, virtual and on-demand workshops on varied topics

Access to Skillshare for learning

Diversity and Inclusion

40% The representation of women in the workforce


26.4% Women representation in company leadership

44.4% Representation of other ethnic groups in the workspace

8.6% Representation of other ethnicities in leadership



Best benefits I have ever had with a company. Insurance is next to nothing and is the best health care program I have seen in a company have. The culture is amazing, and the people do actually care about each other.

Management typically has moved through the ranks, and understand where they employees are coming from. All around great place to work. 

A business development manager in California office.

Match-up to Square!



Invest time and energy in every employee's specific growth areas



Groom your succession pipeline





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How can we help?

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