



WHAT IT'S LIKE

At Phase2

We are so glad to have met you! A career choice is about more than just a job, it's about your life. We get it, and so here is a peek inside what life is like at Phase2. Thank you for thinking about joining us.



We share a vision

As we strive to be a force, we are all aimed in the same direction. We are unequivocal in our commitment to our vision—**digital experience that advances the human experience.**



Using technology so the things you have to do are as effortless as possible and the things you want to do are better than you imagined."

Chris Johnson
VP, ENGINEERING



We find humanity in the digital world. It is not separate from us—it is a tool we created, and we are in control.

Sedona Rigsby
SENIOR DESIGNER



Our vision means hope for our future to be better and brighter. Technology is here to stay; how do we embrace it for good?

Stacey Febbraro
MANAGING DIRECTOR,
HEALTH & WELLNESS



Helping people achieve their aims depends on a digital experience designed for humans, which puts them at the center and gives them what they need to be successful.

Karina Schuelke
DIRECTOR, DIGITAL STRATEGY





We trust our values

Our values make us unique. They guide our daily decisions and shape our culture. They're inspirational and aspirational, recognizing who we are and inspiring who we want to be. And they give intentionality to the way we live, work, and create.



We assemble teams of people with very different hard and soft skills. We do that because those differences make us stronger. We are telling our team members, 'We need you to be who you are. We want you.'

Ellie Power
EVP DELIVERY

01

Be authentic.



02

Jump in, think big, create.

• JUMP IN, THINK BIG, CREATE • JUMP IN, THINK BIG, CREATE •

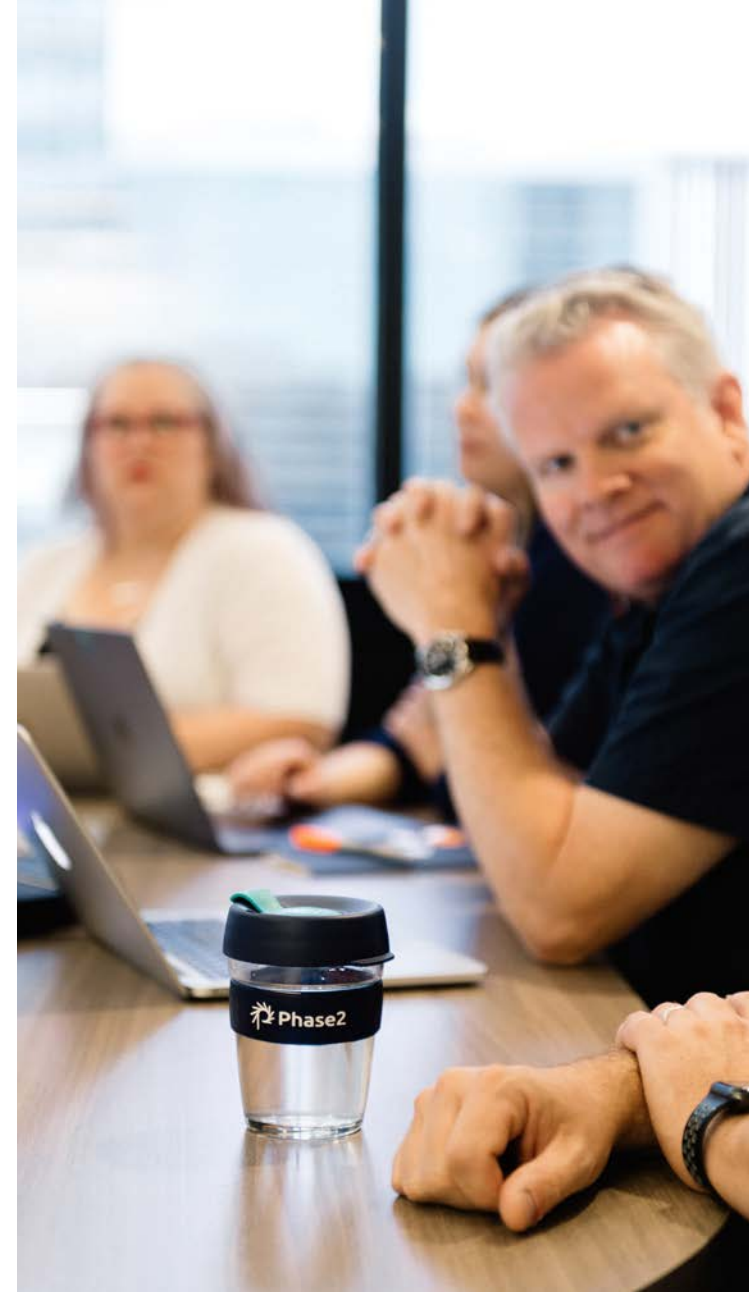


My favorite thing about Phase2 is the alignment of values. I have not always had such strong synergy between how I function as a person and how my place of employment functions. It's fascinating how that creates more mind and heart space, how it encourages creativity, thinking big, and taking chances.

Cherie Wagner
SENIOR PROJECT MANAGER

■ OUR VALUES

• LEARN, COLLABORATE, AND SHARE KNOWLEDGE OPENLY •



03

Learn, collaborate, and share knowledge openly.





The thing that makes this place very special is that we will unflinchingly look at a problem and then take it apart and do something about it. There are no sacred cows."

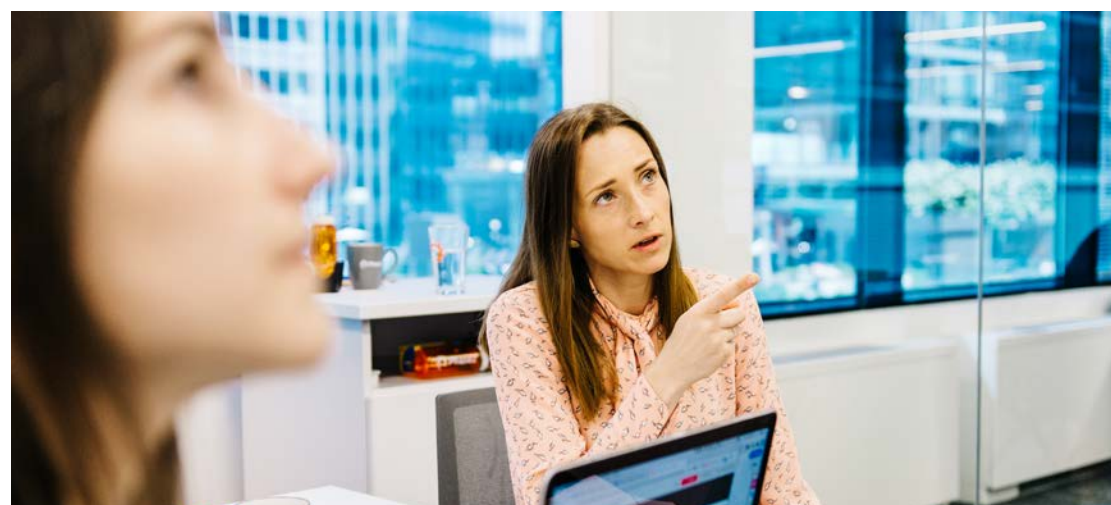
Caroline Casals
SOFTWARE ARCHITECT



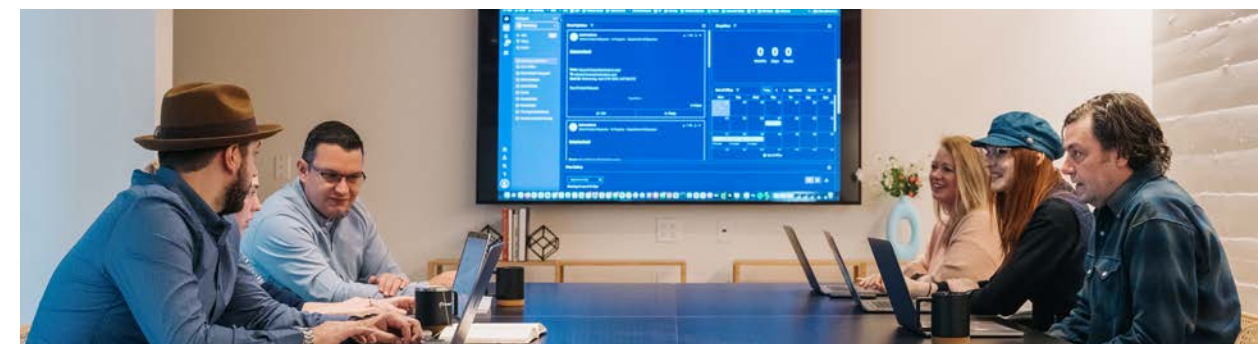
PINPOINT THE REAL PROBLEM AND SOLVE IT.

04

Pinpoint the real problem and solve it.



ADAPT, EVOLVE, AND ALWAYS IMPROVE.



05

Adapt, evolve, and always improve.



Always being open to the new thing, being willing to take feedback, being willing to adjust what you're doing, keeping your eyes out towards the horizon—towards what's next and who we have to become—all the successes we have come from those things."

Frank Febbraro
CTO





We do work that matters

In more than 20 years of designing digital experience solutions, we have created incredible partnerships with industry leaders and have helped them make an enormous impact in developing new products, revenue streams, and sharing their missions with the world. Here are some highlights:

We're building systems that help multi-billion dollar global organizations disseminate information, collaborate, and operate more efficiently.

Our work helps deliver the news that millions read and watch every day.

We've designed and built sites that our government uses to communicate and engage with their constituents.

Our work with technology leaders in social media drives revenue by connecting their services to other companies, users, and events around the world.

Our technology is enabling sports teams and leagues to connect with fans, publish scores and updates, and provide consistent two-way communication with their users.



Memorial Sloan Kettering
Cancer Center

 Pinterest



Fannie Mae



Johnson & Johnson





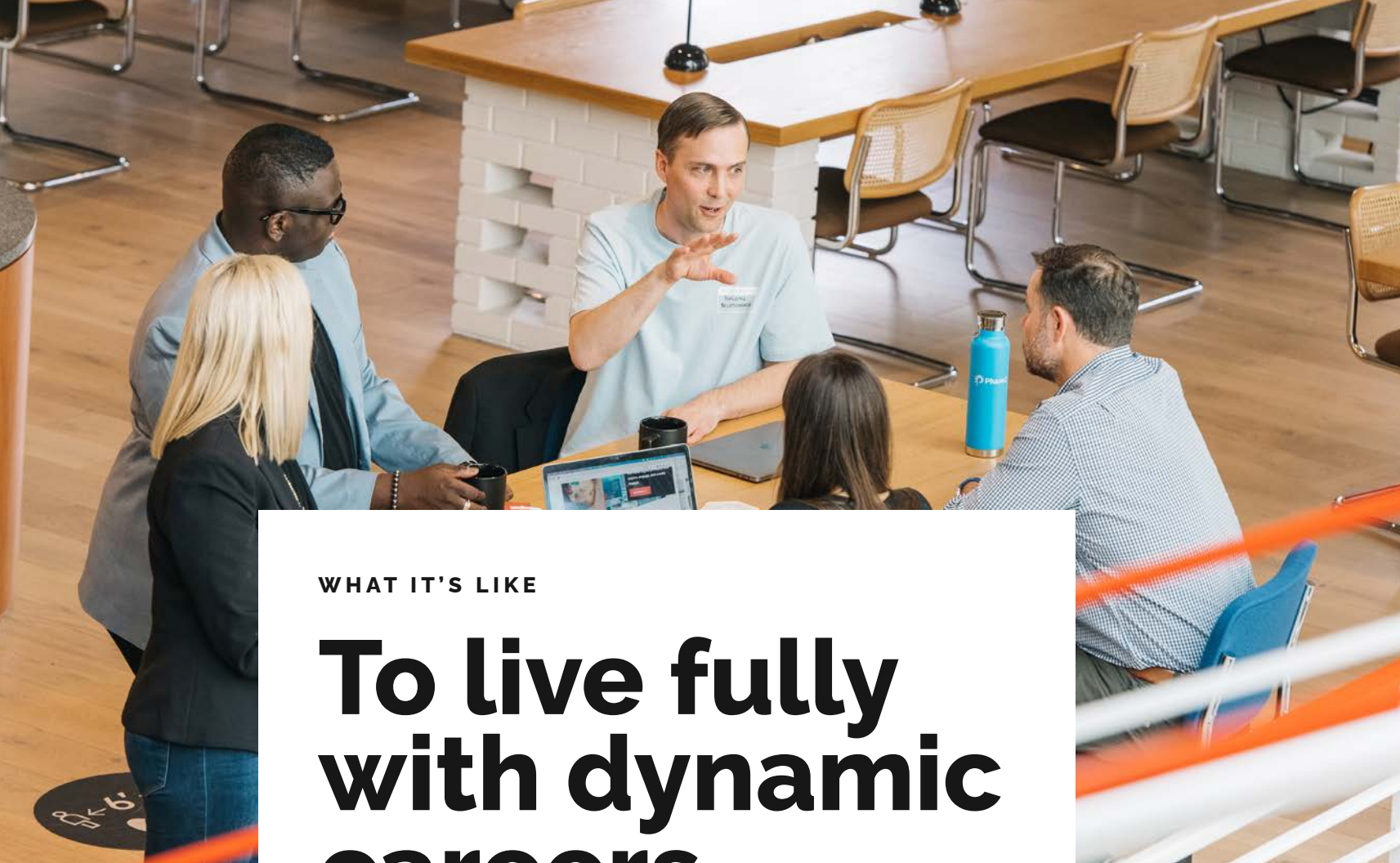
We are a force

Being a force means bringing together your expertise and your passion to make an impact—to be heard, create change, be known for something, grow constantly, do the best work of your career. We expect you to be a force, and will help you get there.

We have nearly 200 employees who are working to be a force, and we know what it takes:

- **To live fully with dynamic careers**
- **To enchant with logic and lead with courage**
- **To succeed together**





WHAT IT'S LIKE

To live fully with dynamic careers

You are not just your job title. You are a whole and complete story, and we invite all of it. **We live fully with dynamic careers** because we know that your best self is your whole self. That means we build authentic relationships with each other, your home life is invited, your schedule is your own, and the quirks that define you are storied.



WE ARE REMOTE-FIRST

Remote-first means that you can do your very best work no matter where you are. Sure, we've mastered the remote working tools and skills, but beyond that, we have the culture to support it. We keep our cameras on. We take the time to get to know each other, no water coolers required. And we get together in person at least once per year, because absolutely nothing can replace in-person bonding.



WE ARE OUTRAGEOUSLY TALENTED

Being great at our work is a given, but here, you will be surrounded by people whose talents will dazzle, challenge, and inspire you. We have published authors, winery owners, marathon runners, musicians, and makers of all kinds. Whatever excites and challenges you, you are sure to find kindreds among us.



WHAT IT'S LIKE

To enchant with logic and lead with courage

Our formula for impact weaves together our brains and our spirits. **We enchant with logic and lead with courage.** We are questioners, nerds, and inventors—logicians at heart who meet challenges with curiosity and a “what’s next” spirit.



OUR IDEAS INSPIRE

Our “what’s next” spirit means we are always looking, curious, and trying something new. We share our ideas and bring others along with us. Matt and Jake recently spoke about *Connecting the Dots Between Figma, Drupal, and Outline*, Amy and Gregg facilitated a birds of a feather session about *APPSolutely Necessary: Powering the Mobile Experience with Drupal*, and Dachs shared her journey *Becoming a Salesforce Administrator*. You are invited and encouraged to share your voice, and we will amplify it.

OUR WORK HAS ENORMOUS IMPACT

Our clients are some of the most influential and recognizable brands in the world. And while we love that for bragging rights, we are more excited about the influence that confers. Imagine building the brand for a project of USAID, or building a new digital platform for Memorial Sloan Kettering Cancer Center, or creating an interactive data visualization site for Mastercard. We do these things and so many more. And that impact adds up.

300+

Clients' missions served

1200+

Digital products launched

12M+

Our digital products reach over 12 million people every day





WHAT IT'S LIKE

To succeed together

When we work as one, we are potent and powerful. **We succeed together.** Your team will give you the autonomy you want and will always challenge, support, and advocate for you—and together you will achieve more than you ever could alone.



WE CELEBRATE EACH OTHER

We nominate each other for our annual Pzey awards, we send each other gifts for exemplary performance, and we share in each other's achievements in our work and lives. But the best way to understand our recognition culture is through karma. Karma (++) is something we award to each other in Slack for accomplishments, the moments we shine, or just to say thank you. And we do it a lot—nearly once per minute of every working hour. The currency of karma is admiration and gratitude for one another, and we are closing in on 100,000 given this year.



P2CON IS LEGENDARY

Every year, we travel from all corners to be in person for our conference, P2Con. We learn, align, bond, and renew our relationships. This time together preserves and perpetuates our culture—our shared memories, stories, and relationships. It is our collective campfire, and everyone brings their karaoke A-game.



We aren't done...

And we probably never will be. As proud as we are of our culture and our more than 20 years as a company, we are always becoming something new. **We ignite change and share it with the world**, and we are so excited by your spark.

