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Vendia is a venture-backed startup founded by IT-industry veterans. Minority-owned and led, we're backed by \$50M in investment from top-tier investors, and we grow the team as we grow the business.

Since our founding in 2020, we've built (and continue to invest in) our employee compensation, benefits, and perks programs to ensure you feel empowered and supported.

Remote-first workplace		Transparent pay bands	
Co-working space in regional hubs		Responsible Adults* PTO Policy	
\$1500 office setup stipend		Flexible work days and core hours	
Company hardware and software		Summer Fridays	
Referral bonus program		12 paid holidays, plus our offices are closed for Winter Break (the week between Christmas and New Year's Day)	
Equity shares program		Medical, dental, and vision healthcare	
Generous parental leave		Professional development opportunities	
Military leaves of absence		Regular, transparent town halls	
<u>Kind Humans policy</u>		Fun regional and team-wide in-person events**	
Salary plus bonus potential			

* Our team members make thoughtful, responsible decisions when taking time off ; on average, Vendians take 4 weeks of PTO yearly

** Any travel, lodging, and meal expenses are prepaid by Vendia