

The logo for Frontstream, featuring the word "frontstream" in a white, lowercase, sans-serif font. A small "TM" trademark symbol is positioned to the upper right of the word. The background is a dark blue gradient with a pattern of concentric, wavy lines in a lighter blue shade.

frontstream™

Culture Deck



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# 01 Who We Are





# Hello! It's so nice to meet you.

**We are FrontStream and we're here to help.** Like Helen Keller says, we believe that together we can do so much. That's why we come to work every day to build solutions, steward relationships, and secure donations and payments to help you help good happen!



## We love to come to work for you.

While we're a fully remote company, we're also an active community that commits to showing up for each other every day. We believe that going out of our way to serve and build each other up is the only way to succeed.



02

# Mission & Values



## MISSION STATEMENT

**We're passionate about our mission.**

### THE LONG-FORM VERSION:

Our "for good" ecosystem provides a network to serve not for profits, individuals, and corporations in fostering their mission via best-in-class software and payment services, allowing for the most efficient facilitation of fundraising with a powerful purpose of empowering actionable good that results to increased charitable donations worldwide.

### THE SHORT-FORM VERSION:

**To empower nonprofits and socially responsible companies to advance their mission through great technology and an emphasis on service.**

## COMPANY VALUES

FrontStream works with integrity, respect, and compassion.

We know the why behind everything we do. Our why drives us in every donor and nonprofit support interaction, every payment and donation we process, and for every piece of code written to make our platforms better. Our values empower us to support each other and make FrontStream a place that we're proud to call home.



### Service

Lead with service



### Integrity

Do everything with integrity



### Communication

Be authentic and transparent



### Respect

Treat others with compassion and understanding. Give joy.



### Diversity

Empowering people by respecting and appreciating what makes them different



### Teamwork

Better together. Have fun.



### Innovation

Evolve and adapt



**As an organization, we will always  
know the why and help good happen.**

**These are constants and at the core of everything we do.**

# 03 Culture

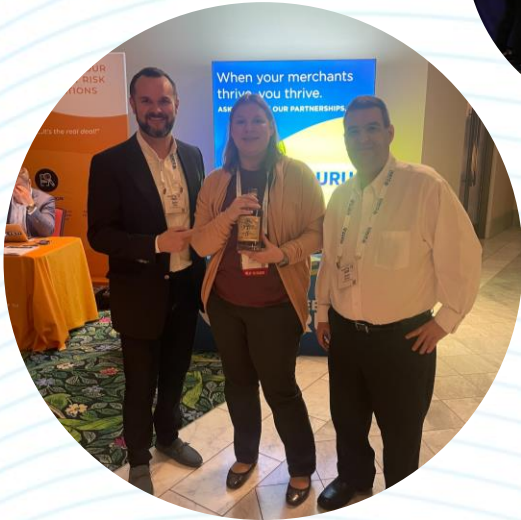




**We aim to  
embody the  
FrontStream  
culture by  
being:**

- Respectful
- Collaborative
- Entrepreneurial
- Transparent
- Helpful
- Resourceful
- Authentic
- Down-to-earth
- Thriving





## Good things happen when we come together.

When we travel together, we get the opportunity to celebrate our accomplishments, appreciate our differences, and build each other up for increased success in all that we do.

We also live out our mission by coming together to serve our communities through a variety of volunteer events.



# What it means to thrive

- What you say and what you do matters.
- Value and promote results and collaboration.
- You can develop skills and a career path.
- You are helping good happen. We are proud to support our clients' growth and help good happen for all our connected organizations.
- Life happens outside of work, and we celebrate each other's personal milestones – new babies, weddings and everything in between!
- Much of the work we do is cross functional within the company. Teams work together to help our customers as a unified team rather than as separate departments.

# 04

## The perks





# The perks



100% remote workplace



401K and RRSP match



Medical / dental / vision



Responsible Time Off policy



Community and friendship



Book club



Employee competitions



Career pathing and vertical mobility



Trust and flexibility

Thanks for how you

# HELP GOOD HAPPEN



FrontStream works with integrity, respect, and compassion. We know the why behind everything we do. Our why drives us in every donor and nonprofit support interaction, every payment and donation we process, and for every piece of code written to make our platforms better.

**We hope you're proud to be a part of the FrontStream team. We are grateful for all that you do to help good happen for our organizations!**