Company Fact Sheet

Making work meaningful

Lattice is the People Success Platform that brings together all of the tools, workflows, and insights to help organizations develop engaged, high-performing employees and winning cultures. By combining continuous performance management, OKR and goal management, employee engagement surveys, compensation management, and career development tools into one connected solution, Lattice can deliver powerful people analytics used by HR and People teams to drive impactful business outcomes.

Our platform

- Performance
- Engagement
- Grow

- Analytics
- OKRs & Goals
- **COMING SOON** Compensation

COMPANY FACTS

Founded:
2015

Global Team:
650+

Headquarters:
San Francisco, CA USA

Offices:
New York, NY London, UK

Work policy:
Remote-first hybrid work

* Numbers as of Q1 2022

Leadership team

Jack Altman
Chief Executive Officer

Dini Mehta
Chief Revenue Officer

Gillian Heltai
Chief Customer Officer

David Cain
Chief Marketing Officer

Cara Brennan Allamano
Chief People Officer

Josh Brown
Chief Financial Officer

Stephen Poletto
SVP of Engineering

Jennifer Liu
SVP of Product

Travis Kimmel
VP of Core HR

Jared Erondu
VP of Design

Dave Carhart
VP of Lattice Advisory Services

Josh Brown
SVP of Finance

Robert Scott
VP of Legal

Lester Lee
VP of Partnerships

Stephanie Waldner
VP of Customer Success

John Sherer
VP of Sales

Brian Strubbe
VP of Business Operations

Brett Wienke
VP of Sales

Amy Palmer
VP of Revenue Marketing

Juliet Strong
VP of EMEA Marketing

Leadership team

Sandra Smith

Miles Grimshaw

Vince Hankes

Jason Pressman

Jack Altman
Co-founder and
Chief Executive Officer, Lattice

Eric Koslow
Co-founder, Lattice

Investors

TIGERGLOBAL

DRAGONEER
INVESTMENT GROUP

THRIVE CAPITAL

FOUNDERS FUND

khosla ventures

Y Combinator

SVAngel

SHASTA

Incredible individuals have also invested in Lattice including **Marc Benioff** (CEO of Salesforce), **Alexis Ohanian** (Co-founder and Executive Chairman of Reddit), **Elad Gil** (Startup Investor and Advisor), and **Kevin Mahaffey** (Founder and CTO of Lookout).

Lattice mission

Make work meaningful

We strive to make work meaningful for business leaders, people managers, and employees at all levels.

Customer and market validation

Recent Lattice company, product, and team validation

- #1 in G2's Summer, Fall, and Winter Momentum Grids across four market categories: Performance Management, Employee Engagement, Career Management, and Objects & Key Results

- Included in G2's 2022 Top 100 Lists for Best Software Products and Fastest Growing Products, and in G2's Top 50 Lists for HR Products, and Mid-Market Products - based on more than 2,600 customer reviews

- Rated as Strong Performer in our first appearance in Fosway Group's "9-Grid for Talent & People Success" research in Europe

- 2021 Silver Stevie Award Winner for Sales & Customer Service

- Secured Series F funding of $175M from a diverse group of investors, driving Lattice's valuation to $3B from $1B in less than 10 months

- Forrester Research TEI report showed the average Lattice user could expect an average ROI of 195% with a payback period of less than three months

- Okta's Businesses as Work 2022 report listed Lattice as the most popular people success platform and the fastest-growing HR tools vendor, with 72% growth over the past year and 260% since 2019.

- More than 4,250 customers worldwide in all industries, growing 48% year over year. Logos include Slack, Asana, Reddit, Monzo, Imperfect Foods, Birchbox, Solera Health, Guild Education, etc.

- 46,000+ HR professionals registered for Lattice's 2021 Resources for Humans (RfH) Virtual event on September 22, 2021

- More than 15,000 HR professional members of Lattice's Resources for Humans community on Slack

Lattice culture

As a fast-growing business, we want to make sure we practice what we preach

- Certified as a Great Place to Work — with **99%** of employees reporting Lattice as a GPTW, and 100% of employees saying:

  - Management is honest and ethical in its business practices.

  - Management is competent at running the business.

  - I'm proud to tell others I work here.

  - I would strongly endorse my company to friends and family as a great place to work.

  - People care about each other here.

- Glassdoor rating of **4.8 out of 5**, with 99% recommending to a friend and approving of our CEO.

- We offer Lattice free to nonprofits fighting racial and social injustice. Accounts include State Voices, Coqual, SPRC Hamilton, Luminos Fund, Just City, Innocence Project, and MMSDC (Michigan Minority Supplier Development Council)

Logo usage guide

Primary logo

The Lattice logo is composed of the Nest and a logotype.

PRIMARY

NEST

Our primary logo should be used in most instances and does not stack.

The Nest should only be used in instances where Lattice is clearly identified.

Clear space

The Lattice logo works best when it has enough room to breathe.

PRIMARY

NEST

For our logo to show its full potential, leave at least one Nest worth of space around it.

When using the Nest alone, it's best to have clear space of at least one Nest at 50% size.

Full color

We strive to use our full color logo as much as possible. The full color logos can only be used on White and Nocturne backgrounds.
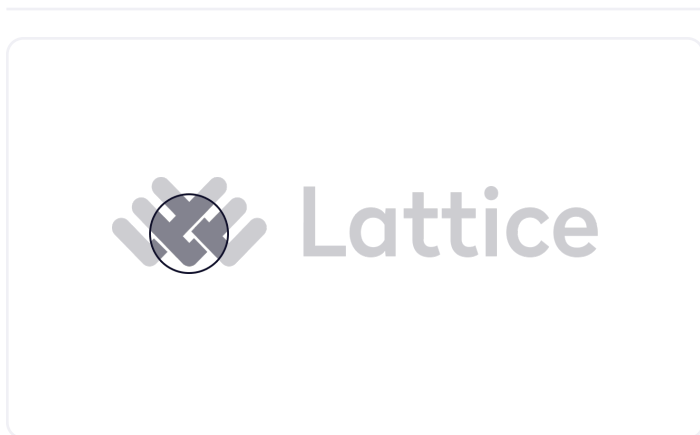
FULL COLOR ON WHITE
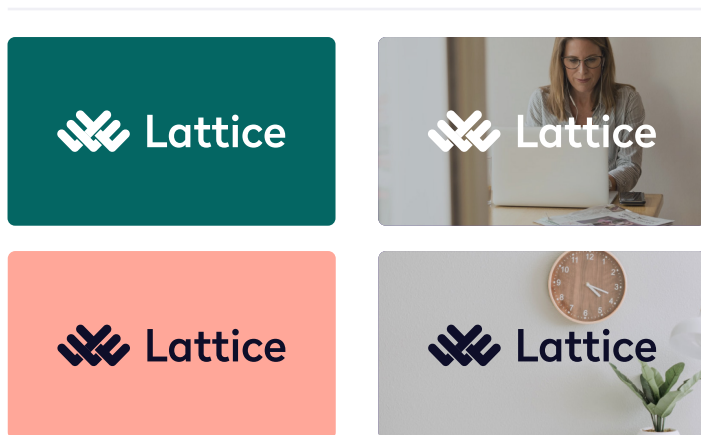

FULL COLOR ON NOCTURNE

Single color

The single color logo should only be used when contrast with the background is too low for the full color logo to be used, such as on background colors from our secondary palette or on photography.

SINGLE COLOR NOCTURNE

For the single color logo, the Nest is customized to use cutouts where there is overlap.

SINGLE COLOR WHITE

Misuse

Here are a few examples of what you should avoid when using the logo.

❌ **DON'T** change color of logo.

❌ **DON'T** apply an effect.

❌ **DON'T** apply a dropshadow.

❌ **DON'T** stack.

❌ **DON'T** use the wordmark on its own.

❌ **DON'T** use in text.

❌ **DON'T** change the wordmark.

Partnerships

Follow these spacing rules when creating logo lockups for Lattice partnerships.

100%   100%

When creating logo lockups for Lattice partnerhips, use 100% width of the Nest as a buffer between logos, split in the middle with a vertical line.

Both logos should feel of equal size. Partner logos should be aligned to the baseline of the Lattice logo wordmark.