



CORPORATE FACT SHEET

OVERVIEW

Founded:	June 2007
Beta Launch Date:	June 2008
Headquarters:	Sausalito, California
Employees:	15
Co-Founders:	Rich Barton, Robert Hohman and Tim Besse

ABOUT GLASSDOOR.COM

Glassdoor.com is a career and workplace community where anyone can find and anonymously share salary details about specific jobs for specific employers, or company and interview reviews describing life on the inside of an employer — all for free. What sets Glassdoor apart is that all the information comes from the people who know these companies best, either the employees who work there or the candidates who have interviewed there. And through its community of employees, job seekers, students, and employers, Glassdoor is able to open up access and bring greater transparency to one of the most important parts of our lives — our work.

Product Features:

- **Job-specific salary/compensation information by location.** Glassdoor provides insights into salary, bonuses, commissions and more for actual positions that can be filtered by location. For example, users can see exactly what a software engineer at Google makes in the Bay Area and compare it to a QA engineer at Yahoo!. In addition, users can get a sense of total pay by position, including bonus and other compensation.
- **Detailed company reviews.** See what employees really think with reviews that hit on the good, the bad, and a lot more in between. Glassdoor encourages constructive feedback in company reviews and asks respondents to provide “pros,” “cons” along with “advice to senior management.” Once registered, members have the ability to sort reviews by date and helpfulness, as well as the ability to search all reviews based on location, job title, or keyword.
- **NEW! Interview questions and reviews.** The newest addition to Glassdoor helps job seekers better prepare for their interviews by giving them an inside look at the process and hiring details for each company – how long did it take, what did it involve, and even what questions were asked.
- **International relevance and reach.** Learn about companies and jobs around the world, including job-specific salary details in the local currency for more than 100 countries.

Employer Benefits:

Glassdoor is an open door for analysts, investors, customers, media and prospective employees to see inside another critical angle of a company’s success. While Glassdoor is built around contributions by employees, there are considerable advantages for employers who also engage in the community. Specifically, Glassdoor provides employers with:

- **Free, real-time feedback.** Supplement costly annual surveys with Glassdoor’s real-time look at what employees and job candidates really think. This can help quickly identify and exploit areas of strength and address areas in need of improvement. Glassdoor reviews are designed to be constructive, offering actionable advice for senior management and great perspective on the inner workings of a company.
- **Free competitive analysis.** Glassdoor let’s employers and recruiters instantly see how a company’s compensation and ratings stack up against the competition. This provides valuable information to adapt to rapidly changing market conditions and focus on the differentiators that matter most to employees and recruits.
- **Highlight strengths.** Glassdoor introduces more in-depth unedited accounts from employees regarding what the company does well, much like the people’s choice of employer awards. This provides another valuable tool to help companies recruit and retain top talent.

- **Participate in Glassdoor development.** Glassdoor is inviting representatives from company senior management, human resources and internal communications to participate in our Employer Advisory Panel. Glassdoor will draw upon panel members to participate in focus groups and surveys to ensure Glassdoor delivers tools and resources most useful and valuable to employees and employers.

THE GLASSDOOR STORY

“What would happen if someone left the unedited employee survey for the whole company on the printer and it got posted to the Web?” This was the question posed by Rich Barton to Robert Hohman in mid 2007. They discussed the fact that talking about compensation in many circles remains taboo and wondered why information about salaries and internal survey data is so hard to find in today’s increasingly transparent world. They brought in Tim Besse and kicked around the concept and Glassdoor was born to deliver greater transparency to a critical area of our life – our work – and help people make better choices about their career.

These co-founders have a proven track record building and running successful companies built on transparency. Barton founded Expedia in 1994 and pioneered areas that ultimately transformed how people shop and buy travel. Hohman was an early Expedia employee who became president of Classic Custom Vacations and Hotwire.com. Barton later co-founded Zillow.com in 2005, introducing free home valuations online that opened an entire real estate world. Fundamentally, the Glassdoor co-founders believe that if information about important aspects of our lives – such as our career -- exists, it should be easily accessible to everyone so people can make more informed decisions.

MANAGEMENT TEAM & BOARD OF DIRECTORS

Management Team

Robert Hohman, *Co-Founder, CEO and Director*

Tim Besse, *Co-Founder, VP Product & Marketing*

Ryan Aylward, *VP Engineering*

Board of Directors

Robert Hohman, *Co-Founder, CEO and Director*

Richard Barton, *Co-Founder and non-executive Board Chairman: Zillow.com Co-Founder, CEO and Chairman*

Erik Blachford, *TerraPass CEO*

Stephen Kaufer, *TripAdvisor CEO and Co-Founder*

Rusty Rueff, *Former SNOCAP CEO, senior HR executive at Electronic Arts and PepsiCo*

Jim White, *Sutter Hill Ventures Managing Director*

INVESTORS

Initial seed investment for Glassdoor came from its founders, followed by \$3 million from Benchmark Capital, a leading venture capital firm located in Silicon Valley. In October 2008, Glassdoor secured \$6.5 million in Series B funding led by Sutter Hill Ventures with participation from Benchmark. Sutter Hill Ventures investments include Farecast, Shutterfly and FeedBurner. Benchmark’s portfolio includes high-profile companies like eBay, AOL, Zillow, Bebo, Yelp and Second Life.

CONTACT INFORMATION

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 Student/University Contact: students@glassdoor.com