REENVISIONING WORK AT TRANSAMERICA

January 31, 2018

TRANSAMERICA®

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CULTURE, CREATIVITY, AND COMMUNITY

Many tech companies, in addition to those centering tech roles, have invested in well-designed workspace to inspire and catalyze collaboration.

Several studies show the positive effect that a well-designed and balanced workspace can have on employees. Having the right environment can jumpstart creativity and help us to build the community and culture we desire at Transamerica.

A REFLECTION OF OUR WORK

GoDaddy - Sunnyvale, CA

BENEFITS OF A COOL WORKSPACE

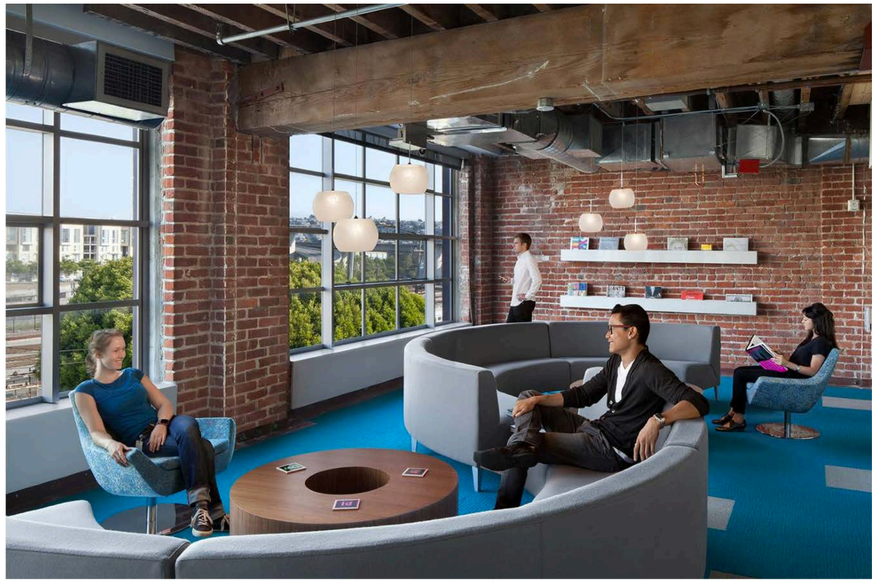
- Increases Collaboration
- Increases Productivity
- Enhances Mood and Boosts Morale
- Employee Retention and Recruitment

INCREASES COLLABORATION

"...face-to-face interactions are by far the most important activity in an office. Birnbaum is on to something when he talks about getting employees to "collide," because our data suggest that creating collisions—chance encounters and unplanned interactions between knowledge workers, both inside and outside the organization—improves performance."

From 'Workspaces that Move People'
Ben Waber, Jennifer Magnolfi, andGreg Lindsay
Harvard Business Review

Spaces away from a solitary, confined cubicle are important. Common areas are often where conversations get started that can end up being vital to the product and business. In addition, designers and developers work differently from other professions. The space we work in can encourage teamwork.



Adobe Systems Inc. - Sunnyvale, CA

INCREASES PRODUCTIVITY

Sometimes a change of scenery can help unblock and unlock some of our employee's best ideas. At Transamerica, you'll often see this in action as people decide to "WF52". However, the 52nd floor is not always the most ideal location for a change of scenery, as it is on a different floor. At times there is limited space and it can be much louder than it would be having a unique space on the same floor that we work.

There should be a balance of traditional and more relaxed workspaces so that those with differing work preferences can remain productive and comfortable. We have a good start with standing desks, but those partitions need to go.

ICRAVE - New York, NY

ENHANCES MOOD AND BOOSTS MORALE

Right now, we are working on a floor that is all beige and full of cubicles. It is a known fact that color and natural light can affect your mood.

“A recent University of Texas study found that bland gray, beige and white offices induced feelings of sadness and depression, especially in women. Men, on the other hand, experienced similarly gloomy feelings in purple and orange workspaces.”

From ‘How the Color of Your Office Impacts Productivity’
Kim Lachance Shandrow
entrepreneur.com

When our workspace can positively affect our mood, we can boost morale in the workplace, leading to better productivity. We don’t want work to always feel like *work*.

AirBnb - San Francisco, CA

EMPLOYEE RETENTION AND RECRUITMENT

If we we fulfill the needs of our employees, we give them more reason to stay with us. In addition, an attractive and creative workspace will give candidates a reason to join us.

As the office is a reflection of the work, it speaks volumes to potential employees when they come in for an interview. I have seen several candidates marvel at the 52nd floor when they come in for an interview. I can only imagine their thoughts as they see the stark differences between that and the floor they would actually be working on.

Having happy employees is important and seeing happy employees is attractive. If we invest in a creative and cool workspace, we will save money on the time and productivity that is lost when dealing with turnover and declined offers.

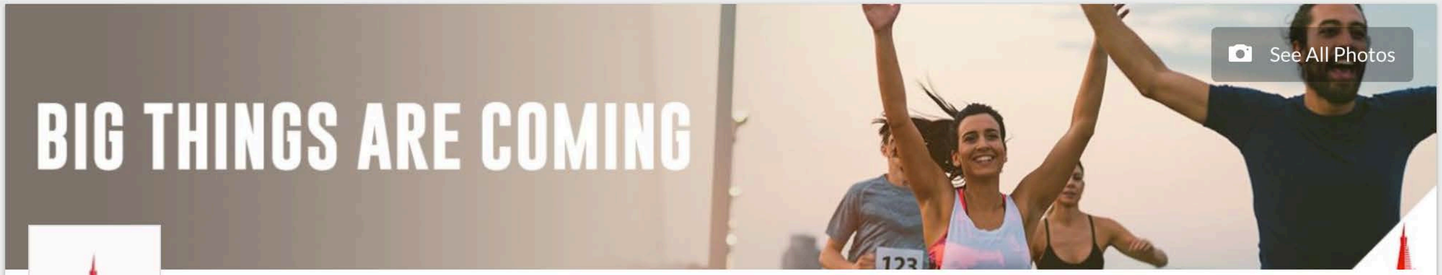
LinkedIn

CURRENTLY

Transamerica has been around for over a century and has seen several changes as time has morphed the company to reflect the environment. More recently, Transamerica has taken an interest and priority in design and development, bringing much of the Digital Platform Team in-house.

However, with this change, though a milestone in the company's evolution, the work environment no longer embodies the needs of these new roles.

AT A GLANCE



Transamerica

Part of Aegon

Engaged Employer

Overview | 919 Reviews | 153 Jobs | 1.3k Salaries | 280 Interviews | 300 Benefits | 48 Photos

Follow | + Add a Review

Transamerica Reviews

Updated January 29, 2018

838 reviews

Filter | Full-time | Part-time

2.9 ★★★☆☆ Rating Trends

38% Recommend to a friend

49% Approve of CEO

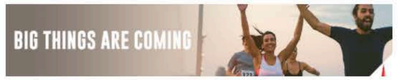
Mark W. Mullin
315 Ratings

Your trust is our top concern, so companies can't alter or remove reviews.

838 Employee Reviews

Sort: **Popular** | Rating | Date

Transamerica Careers



When it comes to preparing for the future, there's no time like the present. At Transamerica, we're helping people live better today and... – More

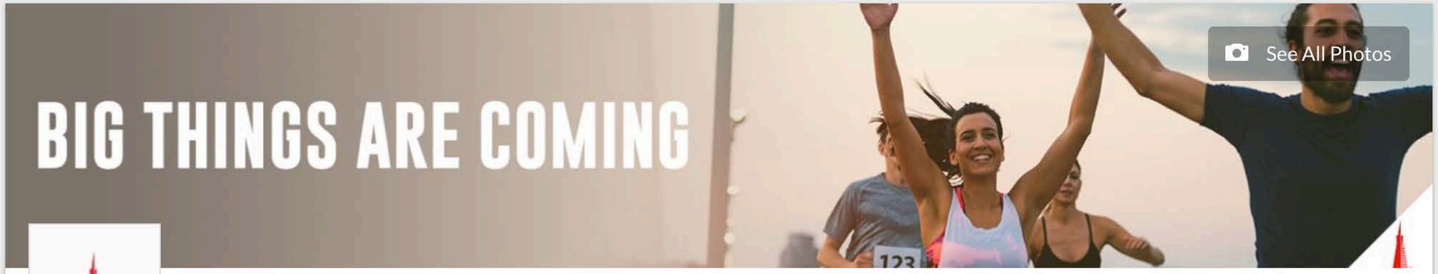
Our Journey >

Take The Leap >

Diversity >

Reviews by Job Title

AT A GLANCE



Transamerica

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Engaged Employer

Overview | 919 Reviews | 153 Jobs | 1.3k Salaries | 280 Interviews | 300 Benefits | 48 Photos

Follow | + Add a Review

Transamerica Overview

Website	www.transamerica.com	**Headquarters**	Baltimore, MD
Size	5001 to 10000 employees	**Part of**	Aegon
Founded	1904	**Type**	Subsidiary or Business Segment
Industry	Insurance Carriers	**Revenue**	$10+ billion (USD) per year

Transamerica® is changing the way people think about their financial and overall well-being. Yes, we help people achieve a lifetime of financial security by serving millions of customers across the United States with insurance; pension and retirement plans; investments; and asset management services. But today, it's about so much more than that.

As we all live longer, the connection between our wealth and health is growing. Transamerica is inspiring people to see their spending, earning, and saving in a whole new way. Considering all that can affect personal finances, we want to help people develop healthy physical and financial habits, so they can add more years to their lives and more life to their years.

Mission: Our business is empowering people to feel better about the future. And we've been doing that for more than 100 years.

Transamerica Locations

Baltimore, MD 2.9 ★

Bedford, TX 3.3 ★

Cedar Rapids, IA 3.1 ★

Dallas, TX 3.2 ★

Denver, CO 2.0 ★

Show More

Connect with Transamerica

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AT A GLANCE

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billion (USD) per year

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Bedford, TX 3.3 ★

Cedar Rapids, IA 3.1 ★

Dallas, TX 3.2 ★

Denver, CO 2.0 ★

Show More

Connect with Transamerica

REVIEWS

Jan 29, 2017

"How I liked it"

Former Employee - Financial Advisor in Los Angeles, CA

Recommends | Neutral Outlook | No opinion of CEO

I worked at Transamerica (Less than a year)

Pros

great people, open to your own hours

Cons

boring and not too much fun

Helpful

Jan 18, 2017 Helpful (1)

"Love this company"

Current Employee - Distribution Manager in Cedar Rapids, IA

Recommends | Positive Outlook | Approves of CEO

I have been working at Transamerica full-time (More than 10 years)

Pros

Great company to work for! They treat and compensate their employees fairly. Nice employee perks with a fitness facility, an on site cafeteria, etc.

Cons

No major cons from my perspective. I wish the building was a little more "warm". The color scheme is very drab, just wish we could brighten it up more.

Helpful (1)

"Account Manager"

Former Employee - Account Manager in Norwood, MA

Recommends | Positive Outlook | Approves of CEO

I worked at Transamerica full-time (More than 10 years)

Pros

Flexibility for the option to work from home. Competitive Compensation, Benefits

Cons

They need to find a better solution for other departments to work together more cohesive fashion. Since their structure is segmented work and no communication to and from each group this causes a lot of stress and ultimately leading to client frustration,

Helpful

COMPETITORS

Transamerica has joined the tech space, and in doing so has gained some competitors when it comes to recruiting for digital roles.

Here is an overview of some of the local companies hiring for similar roles, and how they rank amongst competitors and business alike.

GUSTO

See All Photos

Gusto

Engaged Employer

Overview | 196 Reviews | 51 Jobs | 116 Salaries | 238 Interviews | 98 Benefits | 70 Photos

Follow | + Add a Review

Gusto Reviews

Updated January 29, 2018

188 reviews

Filter | Full-time | Part-time

4.2

Rating Trends

82% Recommend to a friend

82% Approve of CEO

Joshua Reeves
96 Ratings

Your trust is our top concern, so companies can't alter or remove reviews.

188 Employee Reviews

Sort: **Popular** | Rating | Date

Gusto Careers

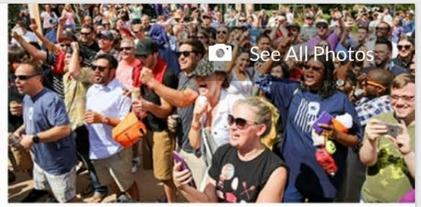
Founded in 2011, Gusto provides payroll, benefits and HR to modern companies. We have offices in San Francisco and Denver, but thanks to... – More

- Our Values
- Careers
- Benefits
- Investors

Reviews by Job Title

GUSTO

HOME ADVISOR



HomeAdvisor

Part of IAC

Engaged Employer

Overview | 434 Reviews | 67 Jobs | 355 Salaries | 125 Interviews | 135 Benefits | 113 Photos

Follow | + Add a Review

HomeAdvisor Reviews

Updated January 26, 2018

428 reviews

Filter | Full-time | Part-time

3.8 ★★★★☆ Rating Trends

70% Recommend to a friend

89% Approve of CEO

Chris Terrill
267 Ratings

Your trust is our top concern, so companies can't alter or remove reviews.

428 Employee Reviews

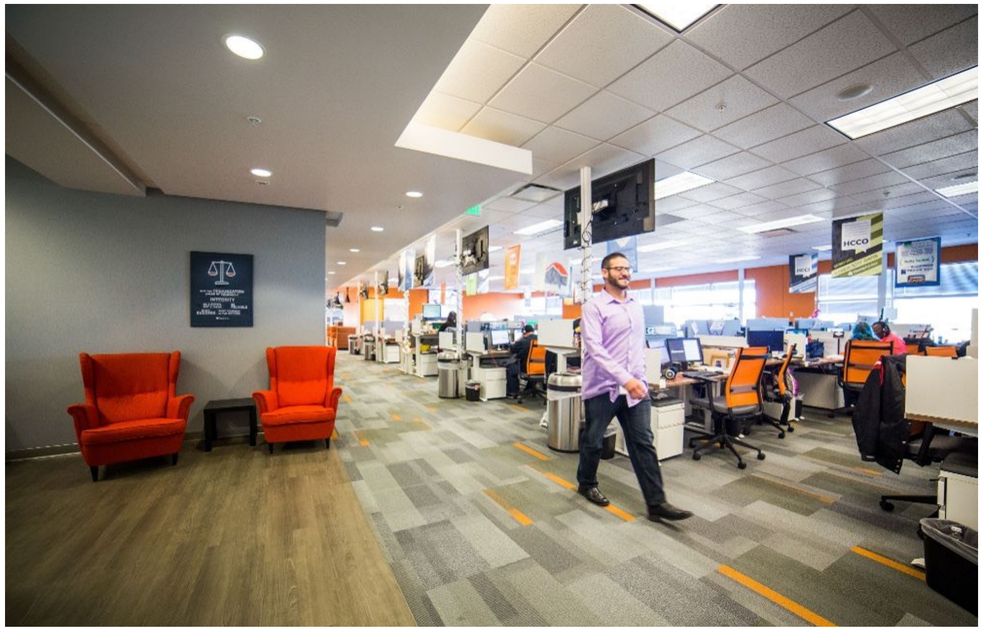
Sort: **Popular** | Rating | Date

HomeAdvisor Careers

What We Do HomeAdvisor is the free and easy way for homeowners to find and connect with trusted home improvement, maintenance & repair... – More

- Why We Love It
- Welcome Home
- Careers
- #HApride

HOMEADVISOR



IBOTTA

ibotta

Ibotta

OpenCompany

Overview | 90 Reviews | 94 Jobs | 46 Salaries | 37 Interviews | 14 Benefits | 27 Photos

Follow | + Add a Review

Ibotta Reviews

Updated January 29, 2018

86 reviews

Filter | Full-time | Part-time

4.2

Rating Trends

84% Recommend to a friend

100% Approve of CEO

Bryan Leach
57 Ratings

i Your trust is our top concern, so companies can't alter or remove reviews.

86 Employee Reviews

Sort: **Popular** | Rating | Date

Pros

"Ibotta offers flexible scheduling options with this work from home position" (in 23 reviews)

"Work at Ibotta is very fast paced and rewarding" (in 10 reviews)

Work in HR or Marketing?

Get a free employer account

Reviews by Job Title

Customer Service Representative (5)

Ibotta Care Agent (3)

Customer Care Representative (3)

Care Agent (2)

Data Analyst (2)

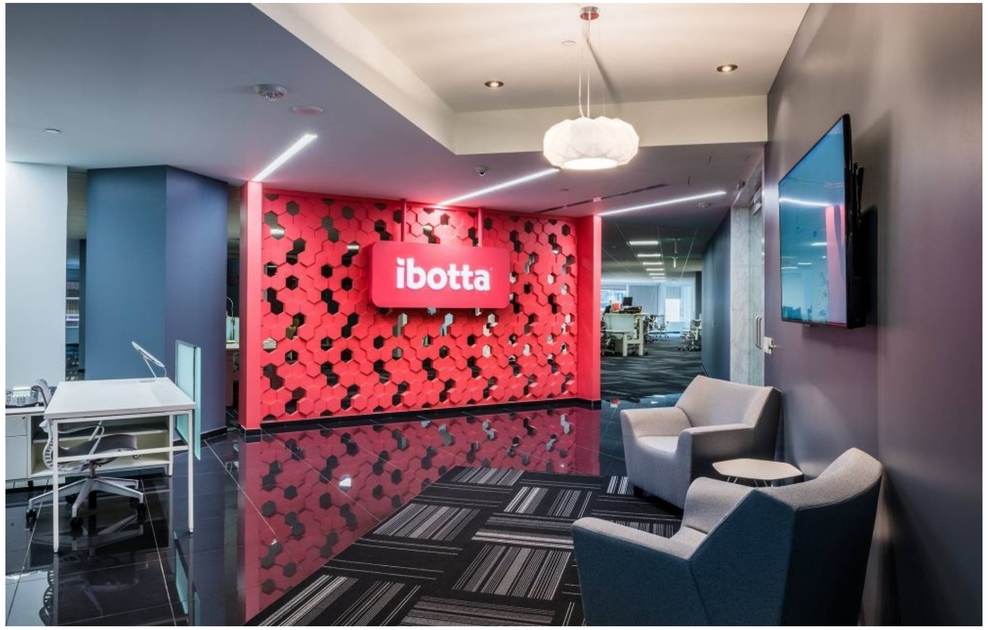
Show More

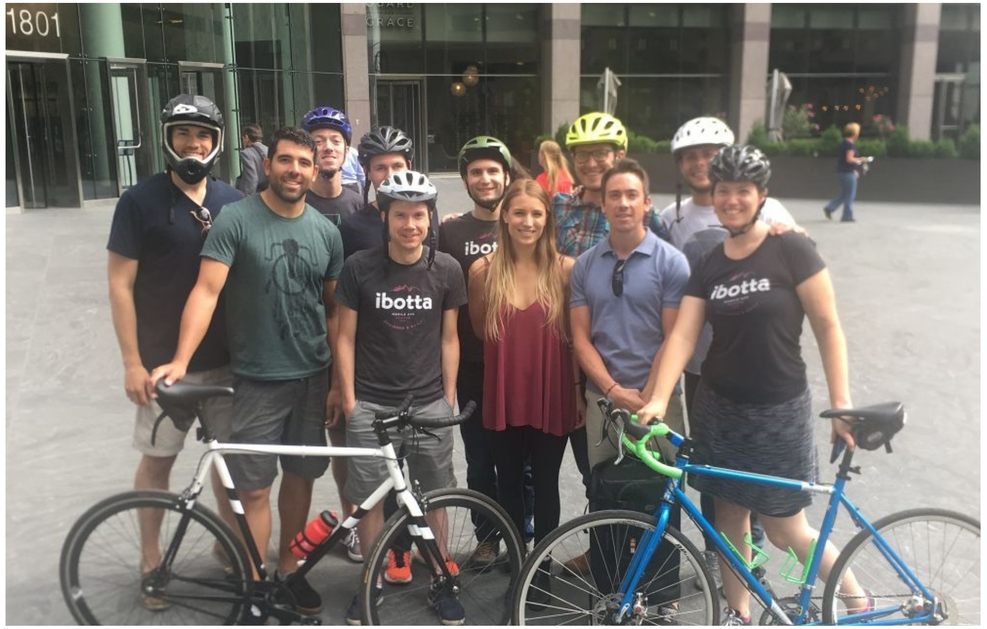
Company Updates

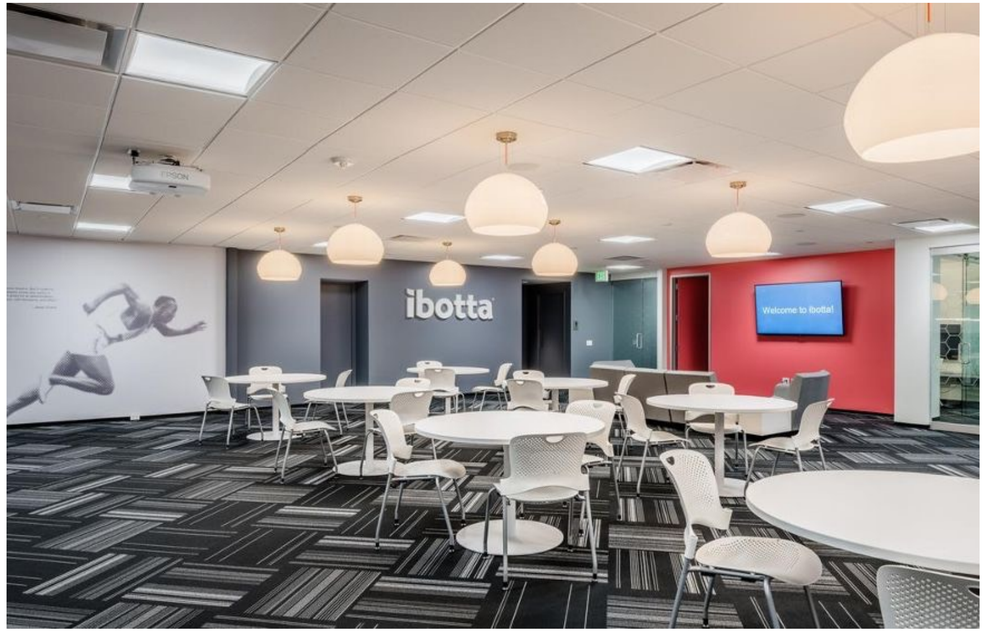
ibotta **Ibotta**
6 days ago

Psst...#5?

IBOTTA







SENDGRID

SendGrid

Engaged Employer

Overview | 94 Reviews | 26 Jobs | 147 Salaries | 50 Interviews | 40 Benefits | 28 Photos

Follow | + Add a Review

SendGrid Reviews

Updated December 6, 2017

86 reviews

Filter | Full-time | Part-time

4.8 ★★★★★ Rating Trends

98% Recommend to a friend

98% Approve of CEO

Sameer Dholakia
63 Ratings

Your trust is our top concern, so companies can't alter or remove reviews.

86 Employee Reviews

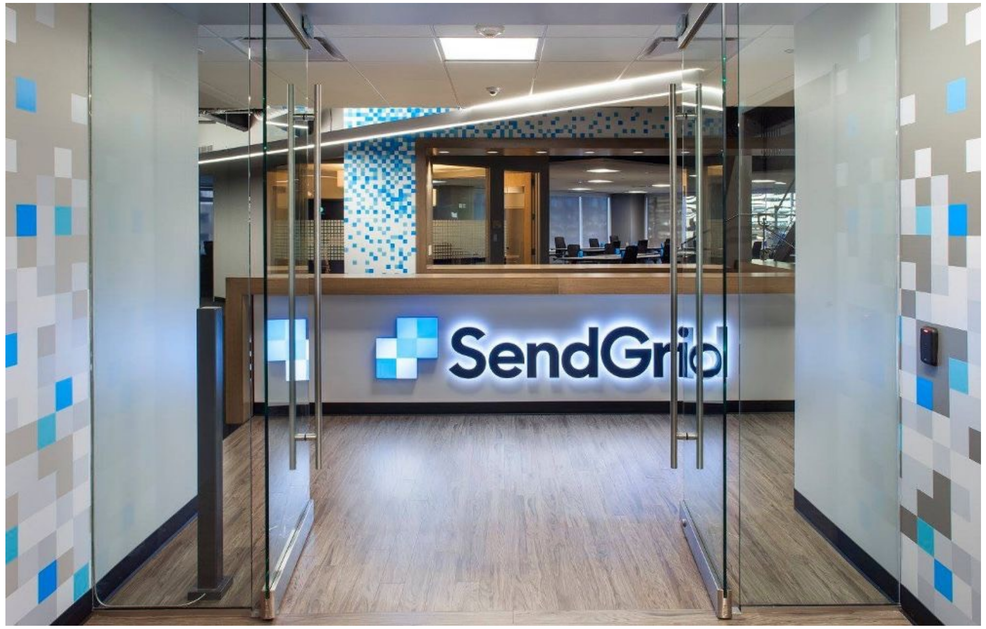
Sort: **Popular** | Rating | Date

SendGrid Careers

Our Mission WE DELIVER CUSTOMER COMMUNICATION THAT DRIVES ENGAGEMENT AND GROWTH Email is the most effective way to build and nurture... – More

- Benefits
- Culture
- Leadership
- Locations

SENDGRID



CHANGE

Change is good. As Transamerica continues to grow, we can create a more cohesive, collaborative, and motivating workspace for its employees.

Let's put the health of our workers up front! With the amount of talent and dedication we have at this company, we have the power to create a better working environment that will increase morale, community and productivity.

CHANGE

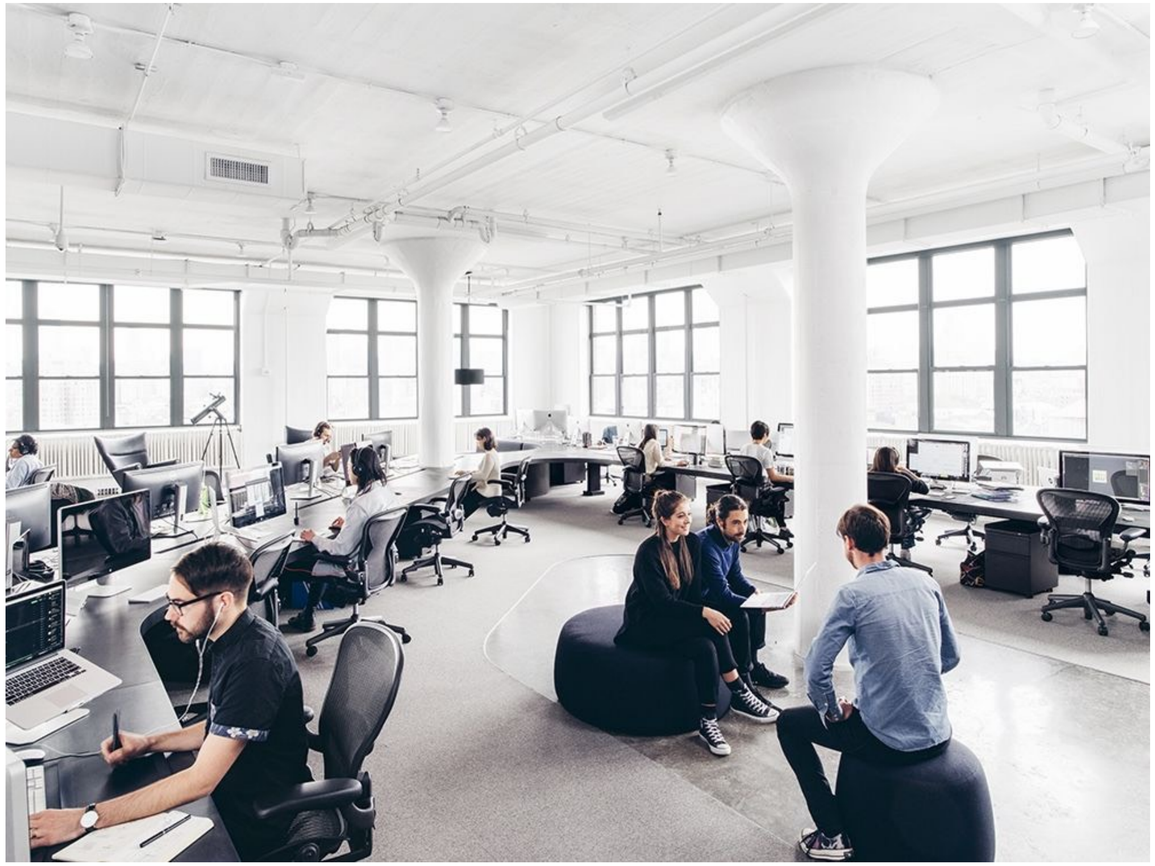
IDEAS FOR IMPROVEMENT

- More common areas with lounge furniture that encourage collaboration
- Long tables that not only provide a change of scenery, but a place to eat to prevent sad desk lunch
- Better color scheme
- More lamps and less fluorescent overheads
- Plants! —They help reduce stress and improve performance
- Posters/art in a designated area as not to be distracting but at some brightness to the space
- Device locker—devices for testing, mice, Wacom tablets, etc.
- Design library

NEXT STEPS

We would like to determine the costs for designing a space like this. To do that, we need a few things:

- Blueprint of prospective floor for redesign
- List of vendors
- List of contacts to include in process
- Budget



Squarespace - New York City, NY

THOUGHTS FROM OUR TEAM

"I've witnessed workspaces transform from ones with walls and barriers to those designed with fostering collaboration, creativity, and communication in mind. What we have now is the perfect skeleton. It's waiting for a touch of design, thought, and purposefulness to bring teams together. It will foster creativity that's efficient and effective—all while improving our employees wealth and health."

—Zack Gehin
UX Team Lead, Workplace Experience

THOUGHTS FROM OUR TEAM

"A deliberately designed office space encourages interaction and can help promote more of the collaboration that we need to do our jobs better.

Cross-team interaction is important for bringing all of Transamerica's products together. Being in the right office environment can help facilitate that."

—Paige Reidarson
UX Designer, Transamerica.com

THOUGHTS FROM OUR TEAM

“A creative workspace helps bring together curious people from a bunch of different disciplines, and in turn helps teams collaborate better on projects which allows projects to exceed expectations .”

—Jared Davis
Senior UI Developer, Workplace Experience

THOUGHTS FROM OUR TEAM

"We spend 40 hours a week in this office. We owe it to ourselves to make this place fun, inspirational, and welcoming."

—Zack Piper
UI Developer, Workplace Experience

THOUGHTS FROM OUR TEAM

“Creativity arises from inspiration and cannot be forced. Forcing creativity without the essential environment is like giving a world renowned chef a subpar kitchen to do his best work in.

A creative workspace can also provide a huge attraction for amazing talent which in return can transform a company into one of the most desired places to work. ”

—Hadlie Hahn
Senior UI Designer, Design Systems

THOUGHTS FROM OUR TEAM

“The work space around me impacts my productivity and creativity immensely. Trying to create healthy and beautiful products in a drab, sterile environment is like trying to flirt with a lady while wearing a chicken costume. It can be done but is a lot harder and will take more time...”

—Cristian Whitney
Senior UX/UI Designer, Design Systems

SOURCES

ARTICLES TO READ!

7 Steps To A More Productive And Inspiring Workspace

–Fast Company

Workspaces That Move People

–Harvard Business Review

Forget the 'Open Workspace.' Say Hello to the 'Balanced Workspace.'

–Entrepreneur

Meet Colorado's Top 100 tech companies: Employee count up 20 percent in 2017

–Built In Colorado