



inVNT®

challenge everything®

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inVNT is a global brand communications agency that creates and produces experiences for some of the world's largest companies and trade associations. We exist to help brands and organizations create remarkable moments that stir emotions, challenge convention, challenge mindsets, challenge competitors and challenge the market.

Our diverse client list reads like a who's who of the best-known brands on the planet, including PepsiCo, ESPN, Subway, Nissan Infiniti, Miele, Grant Thornton and Honeywell. With 65 full-time inVNTers, we have offices strategically located in New York, London, Washington, D.C., Detroit, San Francisco and Laguna Beach.

Our brand positioning is "Challenge Everything." It speaks to how we think, who we hire, the way we approach our work and why we're different from our competitors. "Challenge Everything" is far more than a catchy phrase to us at inVNT; it's a thread that connects every aspect of our agency, and culture is certainly no exception," says Scott Cullather, Global Managing Partner at inVNT. "We work very hard to maintain a thriving, creative, collaborative and super-fun environment at inVNT. Due to the amazing culture we've built, the best talent in the industry continues to beat a path to our door.

THE REAL DIFFERENCE AT YOUR COMPANY: A TASTE OF THE CULTURE

Since our inception in 2008, inVNT has taken a maverick approach to our culture, referring to our employees as a "tribe" of "wicked smart, industrious, slightly rebellious individuals" intent on connecting people with ideas to create movements that change the world. inVNT's vibrant challenger culture celebrates creativity, diversity, ingenuity and leadership, as well as



collaboration and mutual respect, all of which empower inVNTers to fully realize their blinding brilliance.

By empowering all our employees to be leaders, we have grown a team of passionate, talented inVNTers who share our challenger mindset and collaboratively create amazing work for our clients. We challenge each other daily because it makes our work stronger; we challenge ourselves on an individual and company level to do it better every time.

Recruitment of diverse talent is critical to building our business and driving future growth. To that end, we are involved with student organizations and national diversity recruitment fairs and have a strong network of strategic partnerships in place to assist us in connecting with diverse yet experienced talent. We see this as a formula for success as we meet and work with a multi-cultural group of individuals who bring new thought, creativity, and inspiration from their backgrounds. This diversity, we believe, gives us a competitive advantage.

EMPLOYEE BENEFITS

inVNT's progressive workplace encourages a balanced approach to work, exemplified by a highly unique unlimited leave policy, an industry-leading benefits package, a 401k plan, a 100% paid mobile and data plan, target bonus plans, a Lean In program that inspires and challenges women in the workplace, and a leadership equity plan that allows employees to receive inVNT stock.

We also provide extensive education and growth opportunities. Employees are encouraged to take courses, attend lectures and conferences—inVNT pays 100% of the cost. By working with our teams to make their lives as rewarding as possible, we receive the highest level of performance.

WORK HARD, PLAY HARD

inVNT Game Night encourages and rewards creativity, builds camaraderie, welcomes new inVNTers and keeps those creative competitive juices flowing. We award prizes and recognize winning teams for their creativity in our monthly newsletter inTouch. Favorite company perk: Global Pajama Day!