



sparks.

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OFFICIALLY, A BEST PLACE TO WORK

It's no secret that Sparks is a fun, fresh company, with crazy dedicated employees—average tenure exceeds 10 years! Part of its sauce is the prioritization of happy people and work-life balance, which means job satisfaction—and creativity—is always high.

Sparks lives its motto, “Work should be fun,” every day. You see that ethos in its brand new (Vegas, Detroit and NYC complete with roof deck!) and recently renovated creative environments across the globe, where meetings are followed by fuse ball or pool tournaments, cooking competitions or simple social hours. This balanced culture of work and play has been transferred into its offices, which are designed to stimulate the creative juices of those working inside them. They work smarter rather than harder at Sparks in casual-chic environments where employees are encouraged to come, collaborate and be creative together. Open and private areas are scattered about for meetings, relaxation and work, as well as various gaming areas and nice places to eat.

WORK SHOULD BE FUN

They also realize that wellness isn't something you just do at the gym. At Sparks, health starts at work—often at lunch. The Philadelphia office has a walking trail ideal for lunchtime strolls or staff meetings when the fancy strikes. San Franians have



easy access to the Anza Lagoon walking path and the Robert W. Wolley State Park. The LA staff, with bicycles and surfboards at the ready, sit minutes from the beach and multiple parks and recreation areas, while the Chattahoochee River flows through the backyard of Sparks Atlanta. There's also the Connecticut crew, who regularly hit up the Rail Trails; the Detroit staff, with their shared bike program; the China bunch, with their arm group exercises, and the Boston team, who can be found preparing for the Marathon, of course!

Tired of sitting all day? No worries. Standing desks are available for those who want them and the company Wellness committee regularly issues well-being challenges so employees stay active. Free healthy breakfast and snack foods fuel creative collaboration and a hassle-free \$5 lunch program lets staff select from hot menu items as well as a stocked salad and fruit bar.

The Sparks team likes a bit of healthy competition as well, which the staff-led Culture Committee organizes including chili cook-offs, cupcake decorating competitions, BBQ challenges, tournament brackets, Halloween costume contests, idea challenges and more.

But the traditional details matter there, too.

A FRESH PLACE TO WORK

To keep fresh on ever expanding service offerings, Sparks holds monthly company-sponsored lunch-n-learns they call Food4Thought. Employees can pursue higher education degrees through a tuition assistance program.

Further education through seminars, conferences and webinars is encouraged and covered departmentally. Annual reviews and year-end bonuses are issued for solid work and employees enjoy numerous HR benefits including a 401(k) matching program. Oh! And the offices are all dog friendly, if your dog passes an interview with the K9 Committee.