

# **Quarterly Reporting** ***Talent & Culture***

Q3 - 2015

# FQ3 - Talent & Culture

## Quarterly Objectives Summary

Objective	Impact on Goal	Dependency	ETA	Status
Recruit key hires	Hire VP of Strategic Partnerships Hire Director of Engineering Hire Legal Counsel	Hiring Managers C-Level approvals	3/31/15	Kourosch hired 3/30 Wes hired 3/30 Victoria accept 3/27 (4/20 start) Zhou accept 4/9 (4/27 start)
Rebuild Recruiting Team	Hire Director of Recruiting Hire Technical Sourcer Hire Recruiting Coordinator	C-Level approvals	4/30/15	Interviewing for Director Carla hired as Sourcer 2/9 Maria hired as Coord 1/26
Compensation Plan Update	Approve Y path comp grid for more options between SME and Mgr paths Approve Radford comp matching method	Radford	3/31/15	
International Payroll & Benefits	Pilot enrolled for April international payroll Complete rollout meetings to Managers Complete rollout meetings to Employees Contract review by Legal	Legal Paul Hastings Managers & staff	3/30/15	5 person pilot group set for April Manager meeting 3/6 Employee meeting 3/10-11 Contracts reviewed by counsel
ADP Upgrade	Upgrade ADP to current version, to allow for performance review and analytic modules for Q4 Create interim org chart	Radford Organimi	3/18/15	
All Hands	Review & publish All Hands survey data: staff satisfied with event and feel connected	Kim, Lila Admin team Vendors - Automattic, Exploratorium	2/28/15	Published 2/18 (60% participated)
Learning & Development	C2A Community related strategy support Call to Action Support organizational changes & transitions (Community Engagement, Wikipedia Zero	Paul Hastings Legal C-Levels		

# FQ3 - *Talent & Culture*

Quarterly Objectives  
Success

Recruiting is making progress, with 12 req# hires in FQ3. This includes attending career fairs at Stanford and CCA for employer branding & sourcing technical candidates.

International contractor solution is launched with 5 staff in the pilot group for April, with 15 agreed for May & 2 for June. 73% of eligible staff confirmed so far (22 of 30). Work continues in Q4.

All Hands was the biggest yet with 210+ attendees.

Benefits has been working closely with the Admin team on a Safety Program. They have already created more clarity on the Worker's Comp process and staff options. In Q4, they are planning to roll out more. Benefits has also researched an ACA compliance vendor in Q3 and is getting in place for Q4.

# FQ3 - *Talent & Culture*

Quarterly Objectives  
Miss

The FQ3 date for the compensation approvals was missed by a day, due to changes from the unexpected announcement of Gayle's departure.

The ADP upgrade was pushed back due to ADP's ongoing issues with customer service. Once the upgrade is done, if the software is still lacking, then we'd recommend getting a new HRIS & Payroll system. Garfield & Joady are doing a preliminary meeting with Workday on 4/30.