

beamTM

mission. values. people.

the big picture

empower our customers to reimagine their journey through health and wellness by serving over 1M people by 2023.

beam™ values

people first we take care of ourselves, our teammates
and our customers **equally**

beam™ values

constant improvement small daily improvements and a commitment to innovation and growth in our personal lives- and throughout beam

beam values

transparent + open communication say it straight or it comes out crooked; *respectful + direct communication* always

beam™ values

ego is the enemy always stay humble, hungry, and curious

beam™ values

think like an owner how are my actions or this moment going to impact the big picture?

beam™ values

risk taking make informed bets and emotionally move on from the ones that don't work

beam™ values

creativity + rapid iteration think big; fail fast and inexpensively

what is life at beam™ like?

lack of hierarchy

high productivity + fast-paced

freedom + flexibility

highly collaborative

direct + respectful communication

no job is too small

emphasis on health and well being

mistakes are encouraged—learning is key

progress over perfection

fun + authentic

scrappy

we blur the lines of person and employee

- *encourage self expression and authenticity*

atmosphere of evolution

- growth-minded personally and in the business

culture of creativity + ideation

data-driven, constantly learning

high trust environment

who are our people?

our people work relentlessly, are high performers, are strategic and analytical decision makers.

our people are gritty, adapt quickly, see obstacles as opportunities, persevere, are growth-minded, are able to be nimble and pivot at any time.

our people are open, honest, transparent and direct, respectful, encouraging, fun, are able to take a joke.

our people have common sense and good judgment, are collaborative, helpful, embrace change, challenge each other, welcome competing perspectives and constructive conflict, able to change opinions, are thoughtful.

our people are creative, able to see the big picture, think outside of the box, look for blind spots, solve complex problems, are able to see limitless potential.

how do we treat our people?

like humans

beam provides fully covered medical benefits, unlimited time off, 401k with up to 4% match, charity matching, wellness stipend toward health or fitness, hsa/fsa/childcare fsa enrollment, and investment into professional and personal development

like adults

beam provides autonomy, ownership, flexibility, constructive feedback, a safe space to flourish, and unbridled opportunity for growth outside of silos. our people are empowered to make decisions for the company - both big and small.

what will not fly at beam™

average performers/mediocrity

defensiveness

being a jerk

passive aggressive or closed communication

exclusivity/in-groups

silos

misogynistic or racist behavior

group think

complacency/phoning it in

complainers/whiners

stagnancy

narrow or small thinking

ego

elitism

unnecessary rules, policies or bureaucracy

micro-managing

does beam™ resonate with you?

if you embody these characteristics and beam's values and culture resonate with you, please email people@beamtlc.com to tell us about yourself and learn more.