



**Build Smart. Go Smart.**

<https://www.stryke.dev/>

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# WELCOME!

Welcome to Sendola, we are so happy for you to join and believe that your talent, skills, and professional background will bring positive background to the mission and value of Sendola Corp

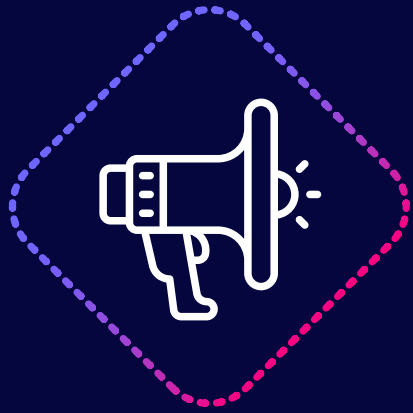


# WHO WE ARE

At Sendola, our mission is to empower businesses to communicate effectively with their customers through personalized, interactive messaging. We believe in creating meaningful connections that drive engagement and build loyalty.



# SENDOLA: OUR MISSION & CULTURE



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We believe in creating meaningful connections that drive engagement and build loyalty.

# OUR VALUES

## Our culture is centered:

- Collaboration,
- Creativity, and teamwork
- Continuous improvement. We encourage our team members to challenge themselves and each other,
- Take ownership of their work,
- Strive for excellence in everything they do.
- We value diversity and inclusivity,
- We believe that a supportive, inclusive environment is key to achieving our goals.
- We are an equal opportunity cooperation and value everyone equally regardless, of their role, religion race, ethnicity, background or disability, veteran status gender, sex or disability





# OPERATIONAL ORGANIZATION



**1**

Sendola operates on a foundation of efficiency and transparency.

**2**

We have a streamlined organizational structure that allows us to move quickly and make decisions effectively.

**3**

Our teams are organized around specific functions, with clear roles and responsibilities, but we also encourage cross-functional collaboration to ensure that all aspects of our operations are aligned.

# DATA



We use data-driven insights to guide our decisions and measure our success, and we prioritize scalability and sustainability in everything we do.



We have robust systems and processes in place to ensure that we can handle high volumes of messaging traffic, while also maintaining the highest levels of security and privacy for our clients and their customers.





# RIGHTS AND POLICIES

Sendola Corp is an Equal Opportunity Employer, meaning employment opportunities are based upon one's qualifications and capabilities to perform the essential functions of a particular job and free from discrimination because of race, religion, sex, national origin, age, veteran status, disability, genetic information, or any other characteristic protected by law.

# SENDOLA EMPLOYEE EXPECTATIONS

1

At Sendola, we are committed to delivering the highest level of customer service to our clients as well as to the best experience possible to our new hires feel like this is a place, they look forward to work everyday.

2

Our Account Executives (AEs) are the front line of our business, working closely with our clients to understand their unique needs and provide tailored solutions that drive results.

As an AE we believe having a supportive team and collaborative environment will lead to positive results

3

Our AEs are experts in the messaging landscape and are dedicated to staying up-to-date with the latest trends and technologies to ensure that our clients are always ahead of the curve. We pride ourselves on our responsiveness, attention to detail, and ability to deliver measurable results. With Sendola, you can trust that you are in good hands.

4

Employee matters and all of their concerns are important bring positive result to the table. Without you, Sendola would not be Sendola



# **AE POLICIES, PAYROLL AND PROCESSES**

# GUSTO PAYROLL SYSTEM

- All new hires will be hired under Sendola Corp and will get paid quarterly on first of the month on second quarter of the month through a platform used by the company called Gusto
- NOTE: if the new hire begins working after their pay period has passed, they may get a discordancy on their first paycheck.
- If the new hire happens to work outside of the U.S, they will get paid through Gusto as an international contractor until Sendola finalized being establish in the country in which they are located.



# THE AE MISSION

At Sendola, we strive to create a welcoming and supportive environment for every member of our team.



The Associate Experience team is dedicated to providing the necessary resources and guidance to help every new hire make a meaningful impact.



We believe that everyone's contributions matter, and we're committed to fostering an inclusive culture where everyone feels valued.



Our specialized teams, such as the benefits team and the Associate Experience team, are here to support you every step of the way.



We're dedicated to empowering every member to reach their full potential.