The Fire Engine RED Way

FIRE ENGINE
RED
OUR TEAM IS YOUR TEAM

Our Company

We've been a fully remote company since we were founded in 2001.

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In fact, we were one of the first fully remote companies in the U.S.

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And our CEO wrote the first-ever book on how to set up, lead, and manage a successful fully remote company.

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Our company has 70+ team members located in four countries and 29 states.

Our team members stay with us.

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In January 2021, we asked our team "How long do you plan to stay at Fire Engine RED?" Here's what they said:

3% (1-2 years)
5% (3-4 years)
6% (5+ years)
70% (as long as possible)
16% (I don't know)

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Our Values

Here's what we value:

- Diversity
- Teamwork
- Wellness
- Integrity
- Empathy

- Innovation
- Simplicity
- Client Service
- Gratitude
- Grit

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Diversity.

We celebrate diversity and are committed to bringing people of different backgrounds and perspectives into our company.

Teamwork.
We believe "it takes a team" to do our best work.

Wellness.

We believe a healthy and happy team is a productive team.

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Integrity.
We're honest, authentic, and transparent. We trust each other to do the right thing because it's the right thing to do.

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Empathy.

We put ourselves in others' shoes, and try to see things from their perspective.

Simplicity.
We strive to simplify everything we do.

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Client service.

We strive to "wow" our clients and to exceed their expectations again and again.

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Grit.

We don't get discouraged by challenges and setbacks; we're resilient and stay focused on our goals.

Our Culture

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We celebrate diversity.

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We're committed to diversity and have created a diversity statement (on our website) that reflects our values.

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22% of our team members were born in countries other than the United States ...

… and 33% of our team members speak a second language.

There's also no glass ceiling at Fire Engine RED ...

… in fact, our founder and CEO is a woman.

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Our team is comprised of approximately 47 percent women and 53 percent men.

67 percent of our vice presidents are women, as are 42 percent of our directors.

We're always connected, even though we're miles apart.

We use dozens of collaborative tools.

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Our favorite is Slack.

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On Walking Wednesdays, everyone goes outside for a walk and calls into a conference number for a fun discussion on an interesting topic.

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Every other Friday, we have the SS Feed, a call where our CEO updates us on everything happening across the company.

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We're committed to providing our team with work-life balance.

Everyone gets three weeks of vacation to start …

And after 10 years, all team members get five weeks.

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Plus, employees gain access to all of their vacation days at the start of each year.

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Our team members can take up to two hours of unspecified "out time" per day WITHOUT using vacation time.

We offer unlimited sick time, and we don't make a distinction between physical and mental health.

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We also offer a progressive and generous family and medical leave policy.

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Our employees receive:

Two months of paid parental leave.

One month of paid leave to recover from an injury or extended illness.

One month of paid leave to care for a family member (team members define who's "family," not our company).

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And we provide generous and flexible paid time off for bereavement, voting, jury service, and any unforeseen "life happens" events.

What it takes to be a Fire Engine RED team member

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You're talented, experienced, and highly skilled, of course. But that's not all.

You think like an owner and act in the best interests of the company.

You have exceptional judgment, are self-motivated, and take initiative.

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You're willing to step outside your comfort zone and take on new challenges.

You're an effective communicator and a team player.

You acknowledge and own your mistakes, and you speak up when something's not right.

And you believe that the more we help each other, the more we can accomplish together.

In closing …

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Our team members and our values define our culture ...

… and our culture is what makes us a great place to work!

To learn more visit us at
www.fire-engine-red.com.

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