

# How Fictiv Achieved 100% Team Engagement With Compt

Fictiv turned to Compt to modernize their perk offerings into a more relevant and attractive program that supports all employees' unique individual needs.

## The Challenge

For many years, Fictiv's perks program featured the core offerings you would find in many modern companies including in office lunch, a continuous learning stipend, volunteer days, and standard insurance offerings. Those perks worked just fine back then, and the organization was able to grow into an industry leader with that standard perks program in place. That is until COVID-19 hit.

Virtually overnight, Fictiv joined thousands of companies throughout the nation and globally in an effort to transition its workforce to remote work. It didn't take long for Fictiv's people team to realize that their perks program no longer worked in this environment. Sure, some things could adapt to remote work but lots of it didn't make sense anymore, and overall it didn't address employees' current work-life needs. For example:

- How do you provide work-day meals if everyone is distributed?
- How do you continue to invest in continuous education?
- What do you do about cell phone and internet costs, which have been put on employees as they work from home?
- How do you address virtual team building costs?
- How do you help employees feel supported, even though they're all experiencing work-life in different ways?

Even as Fictiv considers a future with some level of office use, it was very clear that their old perks were no longer valuable or attractive and left these questions unanswered.

Fictiv's next big challenge, then, was to find a way to offer an employee perks program that was exciting, relevant, and able to be tailored to fit each Fictiv's (what they call their employees) needs today and into the future.

“Compt has been instrumental for us to be able to increase employee satisfaction and utilization rates for higher than we could have ever achieved with our old perks approach.



Melissa Solcius  
Director of People Operations, Fictiv

## The Solution

Fictiv turned to Compt to achieve their ideal perks program.

With Compt, Fictiv was able to create and launch a perks program that:

- Supporting a distributed team that fosters curiosity and personal growth
- Makes life easier from a people operations and administrative perspective
- Is personalized to best meet each employee's individual situation and needs

And as a bonus, they also enjoyed less admin work and guaranteed tax compliance.

Fictiv's perk stipend program with Compt includes a(n):

1. Cell Phone Stipend
2. Internet Stipend
3. Virtual Work Stipend
4. Continuous Learning Stipend
5. Team Building Events Stipend

These stipends cover 13 different categories of employee spending, which have all become important to employee wellbeing and satisfaction in this new era of work. Here are those categories in order of highest spending among Fictiv's employees:

- Food
- Professional Development
- Health & Wellness
- Internet
- Cell Phone
- Tech
- Travel
- Pets
- Family
- Student Loan Repayment
- Productivity
- Charitable Giving
- Financial Wellness

Working with Compt to offer these personalized perk stipends gave Fictiv peace of mind that their employees felt truly supported and that they were making the right business decision for their long-term growth. In their first year of working with Compt, Fictiv's headcount grew by 72% (during COVID-19).

Choosing Compt to transform their perks program turned out to be a great decision, and the real proof is in their increased employee satisfaction and engagement.

“Our goal was to offer attractive perks that supported each of our employees' needs, regardless of whether they're in office, remote, or what region they're in. Compt has helped us do exactly that. Now we have a perks program that truly helps our people to do their job to the best of their ability.



Melissa Solcius  
Director of People Operations, Fictiv

## Success Metrics with Compt



**~17% to ~89%** increase in continuous learning stipend utilization



**100%** team engagement in 2020



**65%+** Perk utilization for Fictiv's top three stipends in 2020 (compared to 10% industry average)

And most importantly, their employee satisfaction shot up after starting with Compt, even in the midst of a pandemic.

This past year has been a true challenge for everyone and it's forced us all to rethink what work should look like. As an employer, it's up to you to foster a work environment that employees couldn't imagine leaving. That's what Fictiv has done with great success, with help from Compt's modern approach to perks.

If you haven't updated your company's perks program since the pandemic started, now's the perfect time to do that.

Learn how Compt can help you transform your old perks program into meaningful perks that your employees will actually use and love.

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## About Fictiv

Company headquarters: San Francisco, CA

Company size: 100+ employees

Industry: Technology, Manufacturing

Fictiv means "created by imagination" and their name embodies the company's founding vision to break down the barriers that prevent so many new hardware products from reaching the hands of customers.

Often called "The AWS of manufacturing", Fictiv is a Digital Manufacturing Ecosystem that delivers precision parts on-demand through its digital platform and global partner network. Fictiv helps companies accelerate new product introduction by delivering high-quality parts at unprecedented speeds. In the last 7+ years, the company has manufactured over 16M parts for early-stage companies and large enterprises alike, helping them innovate with agility and get to market faster.

Learn more about what it means to be a Fictiv and what they're accomplishing as a company.