



Social

We know that our people are the cornerstone of our success, and we are committed to providing our employees with a positive work environment that helps them realize their full potential. We empower our people to achieve more - at work and in the community. From cultural awareness, to embracing what makes us different, offering a flexible work environment, paving the way for career growth, celebrating our successes, giving back to those in need, and more - we strive to care for the holistic wellbeing of every employee.



Diversity. Equity. Inclusion.

Our Diversity, Equity, and Inclusion (DEI) mission is to foster and support a culture where belonging and differences thrive. Helping to lead the way is our DEI committee, which is comprised of employees across our global footprint and from each business unit, who have an interest in doing more to recognize and celebrate the full spectrum of characteristics, traits, and experiences that make each of us uniquely qualified to move our business and society forward. The Committee lends their voice, laying the groundwork to further embed DEI into our corporate culture and pave the way for a more comprehensive program. Along with raising DEI awareness through communication and training, a top priority for us is creating a more diverse talent pipeline and being acutely aware of eliminating unconscious bias in our hiring and promotion strategy.





Employee Engagement Programs

We understand that a positive corporate culture links employee together as one cohesive team across business units and geographies. We look for new ways to boost morale and create an atmosphere of trust and collaboration. To elevate our culture, we have a few key initiatives designed to strengthen employee relationships with each other and with the leadership team.



Sync Smiles provides a forum for employees to share pictures of whatever it is that makes them smile – their family, a place, a favorite book, a pet, a movie, a hobby, etc. Pictures are submitted each quarter and shared as part of our Global Town Hall “Sync Up” meetings. With employees around the globe and many of us working remote, Sync Smiles helps us get to know each other a little better and gives us a fun way to connect and smile.



Coffee Talks sessions, held monthly give employees a casual way to get to know the leadership team through small group, casual conversations which take place in-person and virtually, but importantly, always with the option to have a coffee cup in-hand.



Sync Cheers encourages ongoing peer-to-peer cheer or recognition by putting the power of positive feedback in every employee’s hand. All it takes is a few clicks to send a virtual badge of appreciation for a job well done, or to recognize team members for living our values. We believe every day is a good day to spread a little cheer!



Sync Up Socials are on-site employee social events. Now that our offices are back open, we hope to host Sync Ups at least once a quarter at our larger office locations. We provide food and refreshments (often around a seasonal theme like Diwali and one of our favorites “Synco” de Mayo) and invite employees to step away from their desk to socialize and enjoy time with colleagues and leadership.



Sync Cares

Beyond the products and services we provide, we want to be a good corporate citizen and good neighbor. As a global company, we know there is need in every corner of the world, so we give our employees time off to volunteer for the causes and communities they care most about.

Sync Cares, our global volunteer program, officially launched in the first quarter of 2022, gives employees two “Cares days” off each year to volunteer. In addition, we hold a Global Cares month in May where we coordinate group volunteer activities, the idea being for employees to come together outside of their normal work activities to give back to the community. From park clean-ups to food banks, house builds, creating gift bags for hospitalized children, and recycling events, we are proud of the work our team is doing to serve the community.



Sync Health

We believe that caring for the whole employee extends beyond providing comprehensive benefits and financial savings plans. That’s why we offer numerous interactive ways for employees to choose well, live well, be well – as they manage their health and financial wellbeing.

When Covid conditions put employee health at risk, we quickly transitioned to remote work and looked for new ways to engage with our team members around the world. Since that time, we delivered more than 150 interactive wellness webinars across a wide range of topics including yoga, nutrition, work/life balance, preventative care, meditation, and so much more.

When Covid cases soared in India, we quickly responded, offering a myriad of resources to our Bangalore team including a special Covid insurance policy, free access to a robust wellness app, employee assistance program resources, supplementary sick leave, and something we are very proud of, COVHelp—a COVID-19 helpline for our employees, set up and managed by our employees.

