



Life at Kion

Our Mission and Values

We are cloud enablers—removing obstacles, streamlining processes, and simplifying what's complex in the cloud. Our goal is clear: to help our customers innovate, scale, be agile, and enjoy a culture of meaningful work. Kion simplifies cloud operations through automation & orchestration, financial management, and continuous compliance, so our customers spend less time managing their cloud and more time benefiting from it.

At Kion we embody our mission, vision, and values every day and in every decision we make.



MISSION

Our mission is to make it simpler and easier for organizations to achieve the benefits of the cloud.



VISION

To transform organizations by empowering their people to move farther and faster in the cloud.

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Every day, I'm so motivated to witness our passionate team of Kioneers embody our six values and demonstrate why they are truly our greatest asset. As you consider bringing your expertise to join us in helping organizations thrive by redefining their experience in the cloud, I hope this look into our culture, benefits, and work environment gives a sense of what it's like to be a part of this incredible team.

”



Brian Price
CEO

OUR CORE VALUES IN ACTION:



Turn customers into fans

We know successful customers will translate into success for our team.



Innovate where there is opportunity

We encourage new ideas but realize we don't need to reinvent every wheel.



Continuously improve, every day

We want to be better today than we were yesterday.



Own individual efforts, but work as a team

We are most effective when we leverage our individual strengths to power the team.



Always share knowledge

We believe in freely and openly sharing knowledge to build trust and ensure success.



Celebrate our differences

We seek to grow a diverse team with unique backgrounds and experiences to challenge the status quo.



“The company culture here is better than anything else I’ve experienced before. I always have positive support and encouragement in carrying out my role.”

— Rabee, Senior Technical Delivery Manager

Benefits

COMPENSATION:

We're committed to attracting and retaining talented professionals who believe in our mission and are passionate about turning customers into fans.

To support our mission and vision, we strive to ensure that employee compensation is externally competitive, internally equitable, and performance-based.

OUR PRINCIPLES:

Transparency:

We provide managers and employees access to career progression programs and pay practices.

External Competitiveness:

Our total rewards package meets or exceeds those of similar jobs in our market.

Internal Comparability:

We use salary bands for each role to ensure each position is compensated equitably.

Recognition:

We recognize and reward employees for meeting the strategic goals and objectives of our company through annual merit increase eligibility, performance bonuses and/or commission structure, and stock options based on level and tenure.



BENEFITS:

- ✓ **Ownership in Kion: Stock options offered to every employee**
- ✓ **401K - 3% employer contribution with no match required**
- ✓ **Unlimited vacation and sick leave**
- ✓ **Healthcare - Medical, Vision, and Dental (100% covered for employees)**
- ✓ **Flexible spending accounts (healthcare and dependant care)**
- ✓ **Disability and Life Insurance (includes AD&D and short-term and long-term disability; employer-covered premiums)**
- ✓ **Remote work stipend**
- ✓ **Parental leave (up to 40 days)**
- ✓ **Tuition reimbursement program**

Work Environment

Kion is a remote-first company. Our 100% remote work schedule (US only) allows employees to work from the comfort of their home. To foster engagement and collaboration, we provide the technology needed to support a remote-first work environment.

You may be familiar with the term "work-life balance", which refers to how people manage the time they dedicate to work and the time they spend on other activities. Work-life harmony involves incorporating work into the rest of your life in a way that promotes happiness both at work and at home.

We believe it's important to provide an environment where work-life harmony is supported and prioritized. We provide opportunities for our team members to set priorities and mental boundaries, and enjoy the work they do every day.

Kion offers numerous tools and events that encourage collaboration and engagement, including bi-weekly randomized virtual coffee pairings, monthly lunch & learn events, fun virtual team events, monthly all-hands meetings, Bonus.ly points to recognize employees who have gone above and beyond, and regular in-person all-hands events. Kion provides perks including wellness days to take a much needed break and designated no-meeting days so we can simply get stuff done without interruption.

Kion also provides a rich and growing Slack emoji library for the contribution, benefit, and enjoyment of all Kioneers. 😊



Third Thursday Event: Murder! In Hollywood



“A big strength of Kion is the emphasis placed on people, whether that’s internally in the way we pursue hiring or the way we approach service to our customers and partners. We really emphasize the importance of putting people first and doing our best to turn customers into fans.”

– Gabriel, Learning and Development Lead

COMMITMENT TO DIVERSITY

When hiring, we look for 'culture add,' not 'culture fit.' We believe our employees, our customers, and our business will thrive if we have a diverse team with unique backgrounds and experiences

To further develop Kion's company culture, our Culture Committee helps ensure all Kion employees feel represented as company-wide decisions are made. Selected from various departments and cultural backgrounds, our Culture Committee acts as a bridge between teams throughout the company to listen to employee opinions and provide an opportunity for employees to express their insights.

GIVING BACK

Philanthropy is a part of who we are and, throughout the year, we make it a priority to donate to charities that support our industry, our community, and the people within.

Employees can utilize their Bonus.ly points to make a donation to a charity of their choice.

Career Opportunities

TAKE CHARGE OF YOUR CAREER WITH:

- Career progression program
- Educational reimbursement and integrated training and learning programs
- Peer-to-peer feedback
- Semi-annual performance check-ins
- Regular manager one-on-one meetings
- Employee engagement surveys



“This is the most inclusive company I’ve ever worked for. Everyone makes me feel welcome. My ideas are important and it’s just the best.”

— Emily, Technical Writer

“I love the emphasis on people first. Kion’s open-door policy allows for anyone to have face time with anyone else in the company. I think Kion embraces diversity, and recognizes the whole person not just the employee. Love how intelligent, humble, and passionate everyone is. Kion offers outstanding benefits and generous leave.”

— Employee feedback from eNPS Survey





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