

**#GravityCareers**

# Meet Gravity's Co-Founders



## **RICK CONNOLLY**

*Co-Founder & CEO*

<https://www.linkedin.com/in/rickconnolly/>

- 15+ years of C-Suite leadership experience with leading companies including G4S Security, Allegis Group and Gravity IT Resources
- 29+ years of experience leading Marketing, Sales, Strategy and HR functions across multiple industries
- 8+ years of experience leading startup organization to \$29M+ Revenue and 4X winner of Inc. 500/5000 award as one of fastest growing privately held companies in the US
- B.S., Business Administration/Finance, Wake Forest University



## **STEPHEN C. DETTOR**

*Board Director & Advisor*

<https://www.linkedin.com/in/stephencdettor/>

- 18+ years of COO experience leading finance, marketing, operations, technology & HR functions within the Human Capital, eCommerce and construction industries
- 15+ years of tech industry experience including software and consulting
- 8+ years of experience leading startup organization to \$29M+ Revenue and 4X winner of Inc. 500/5000 award as one of fastest growing privately held companies in the US
- B.S., Business Administration, Wake Forest University
- MBA, Finance & Entrepreneurial Management, The Wharton School, University of Pennsylvania

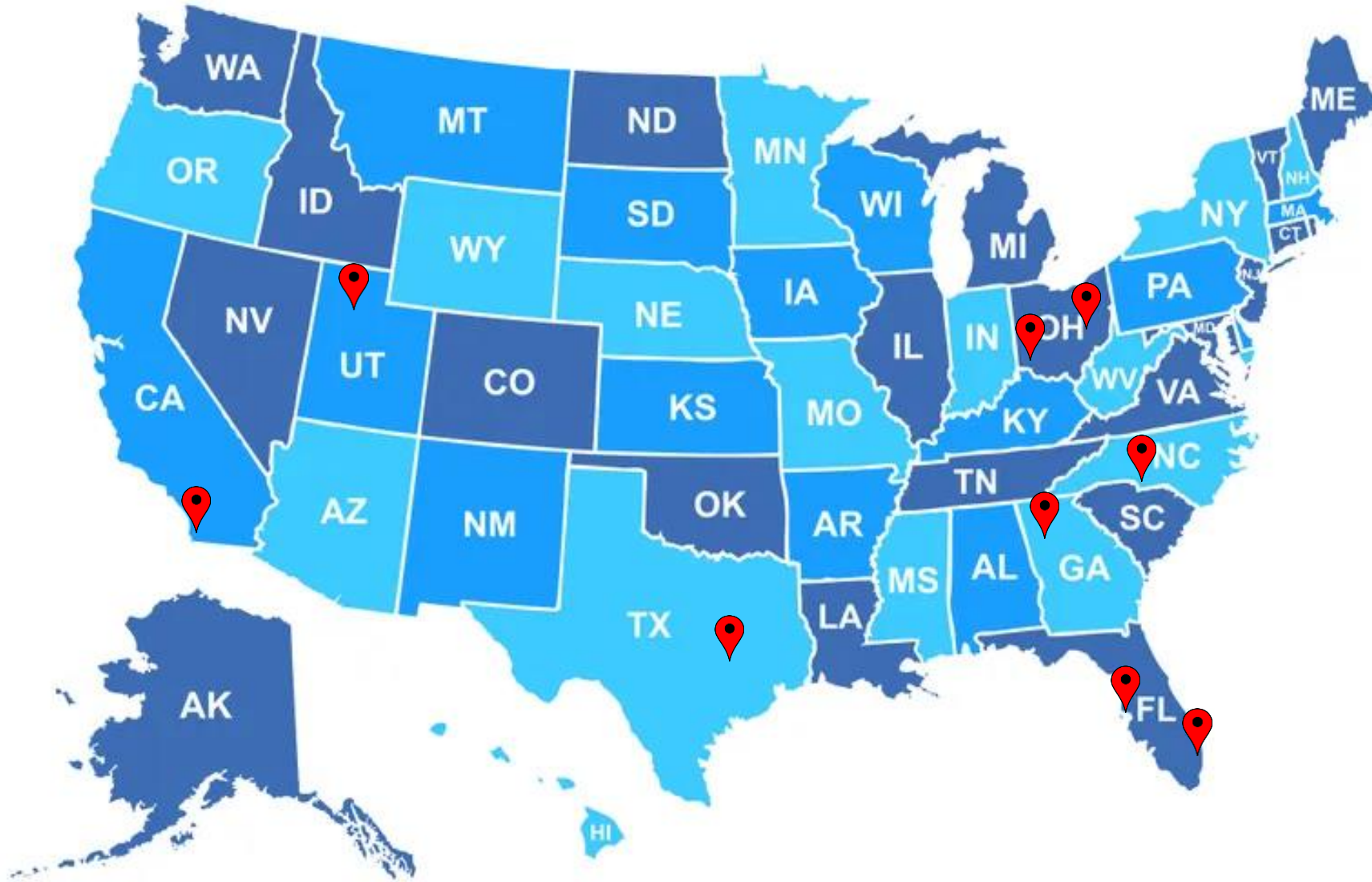
- Who is Gravity & what do we do?
- What types of jobs & career paths does Gravity offer?
- How do I get paid?
- Other perks and benefits?
- Gravity Culture
- What does Gravity look for in new college grads and what is the interview process?

# Agenda

# **Who Is Gravity And What Do We Do?**



# Locations



## CURRENT LOCATIONS

- FLORIDA
  - Fort Lauderdale (HQ)
  - Tampa
- GEORGIA
  - Atlanta
- NORTH CAROLINA
  - Charlotte
- OHIO
  - Columbus
  - Cincinnati
- TEXAS
  - Austin
- UTAH
  - Salt Lake City
- CALIFORNIA
  - San Diego

# Who We Are

- Gravity is a “Human Capital Management” company
- We help clients source, recruit and hire IT professionals for their most critical projects and jobs
- AI specialists, Software Engineers, Project Managers, Business Analysts, Data Engineers, Cyber Security Analysts

## Gravity Clients Include:



# Services Provided



## DIRECT HIRE SEARCH

- Gravity is hired by client to find a full-time, US-based permanent employee
- Gravity is paid a % of the full-time, permanent employee's salary (typically 25%)



## CONTRACT SEARCH

- Gravity is hired by client to find a temporary contractor to complete a project – typically 6 to 12 months
- Gravity is paid the difference between what Gravity bills the client and pays the contractor



## NEARSHORE

- Gravity is hired by client to find a temporary contractor to complete a project – typically 6 to 12 months
- Works the same as Contract Search but with Latin American based resources (40% - 60% cheaper)



## MANAGED TEAM SERVICES

- Gravity is hired by client to find an entire team of contractors to complete a project – typically 6 to 12 months
- Works the same as Contract but with multiple resources at the same time

# Gravity Jobs And Your Career Path





# The Talent Agent Position

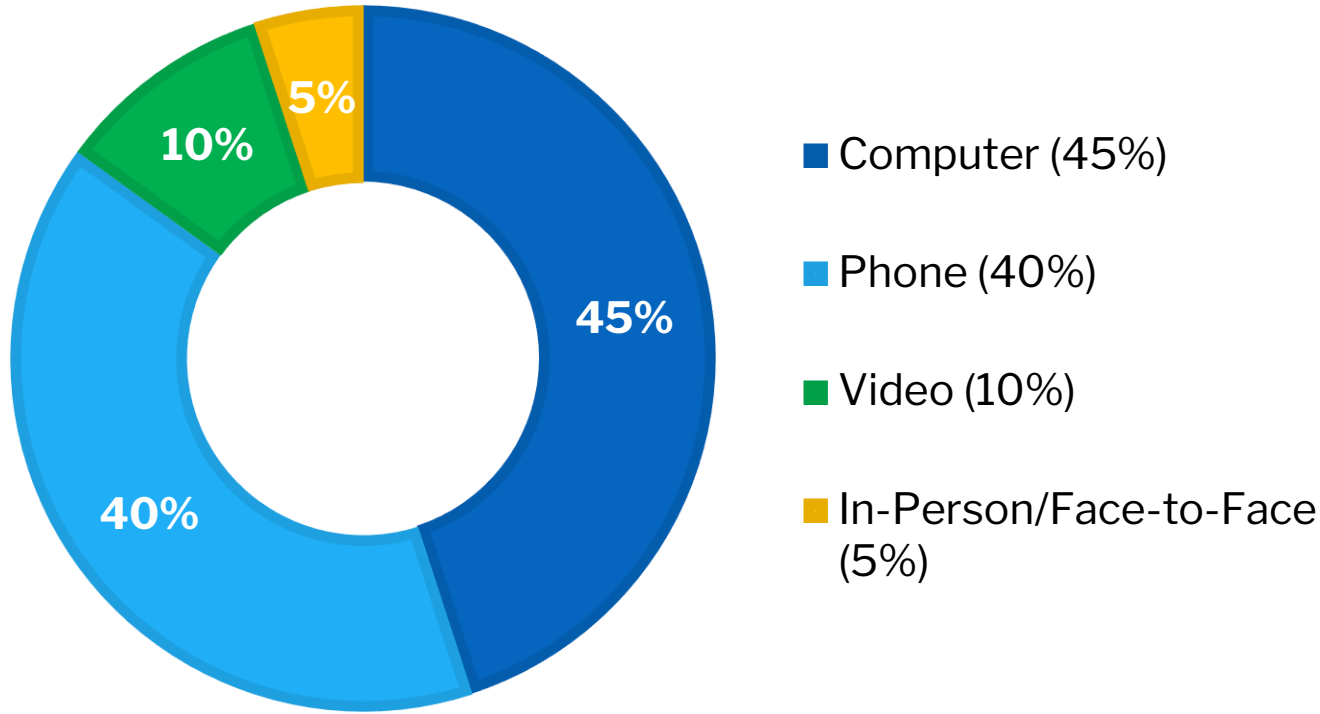
All new college graduates start their Gravity careers as a “Talent Agent” (IT Recruiter)

## YOUR MISSION

- Learn
- Source
- Vet & Sell
- Present
- Coordinate
- Negotiate
- Onboard
- Maintain



# Talent Agent: How You'll Spend Your Time



<b>Computer</b>	<ul style="list-style-type: none"> <li>• Job &amp; IT Skill Research</li> <li>• Interview Question Development</li> <li>• Candidate Research &amp; Sourcing</li> <li>• Candidate Outreach/Messaging</li> <li>• Administer Technical Tests</li> <li>• Write Candidate Profiles</li> <li>• Interview Calendaring</li> <li>• Candidate Onboarding Tasks</li> </ul>
<b>Phone</b>	<ul style="list-style-type: none"> <li>• Client Job Requirement Calls</li> <li>• Outbound Calls</li> <li>• Candidate Phone Screens</li> <li>• Candidate Reference Checks</li> <li>• Negotiate Salaries &amp; Pay Rates</li> <li>• Interview Scheduling &amp; Coordination</li> <li>• Candidate Interview Prep</li> <li>• Post Placement Candidate Relationship</li> </ul>
<b>Video</b>	<ul style="list-style-type: none"> <li>• Candidate Video Screens</li> </ul>
<b>In-Person/ Face-to-Face</b>	<ul style="list-style-type: none"> <li>• Networking Events &amp; User Groups</li> <li>• Client Site Visits</li> </ul>

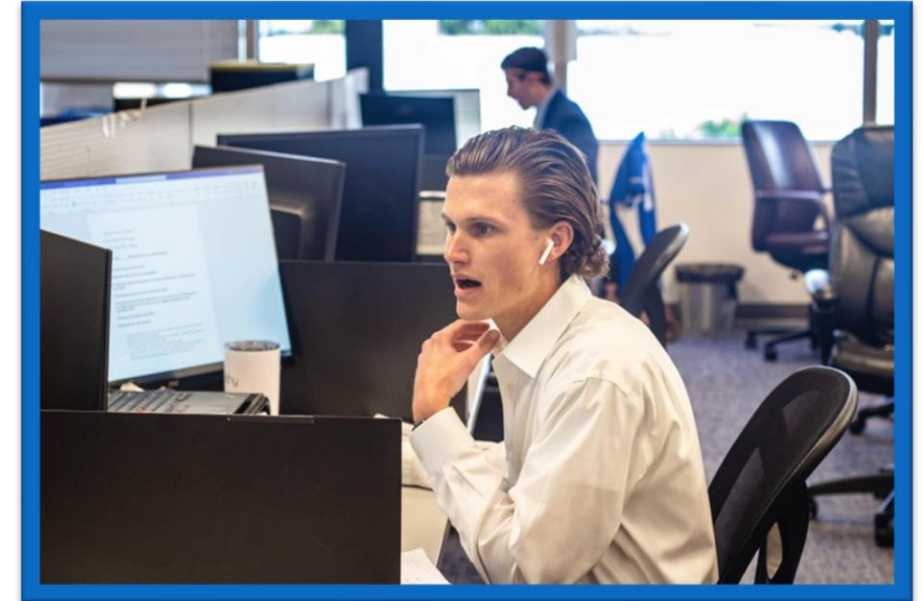
Client Facing Activities	Candidate Facing Activities	Leading/Developing Others
10%	80%	10%

# The Account Manager Position

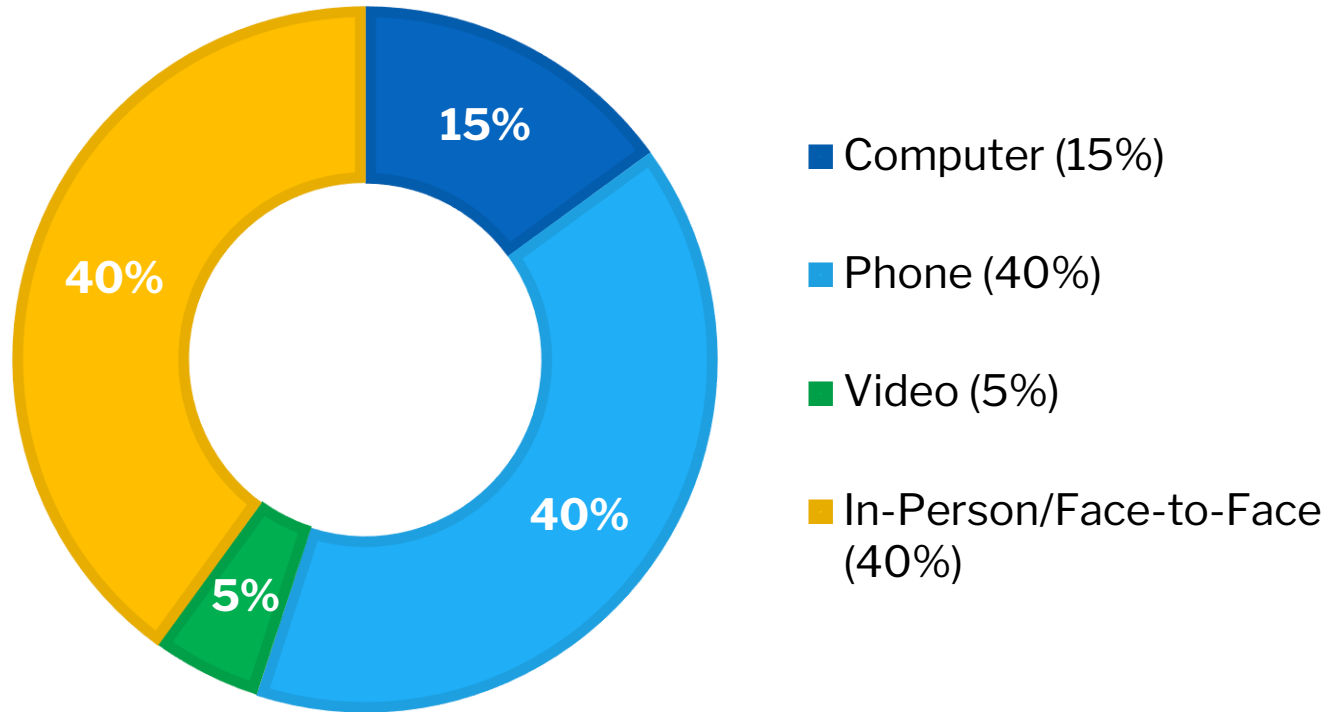
The AM position  
is your first role  
on the “Sales  
Leadership”  
career path

## YOUR MISSION

- Research
- Learn
- Connect & Communicate
- Build
- Win
- Find, Fill
- Teach, Develop, Grow



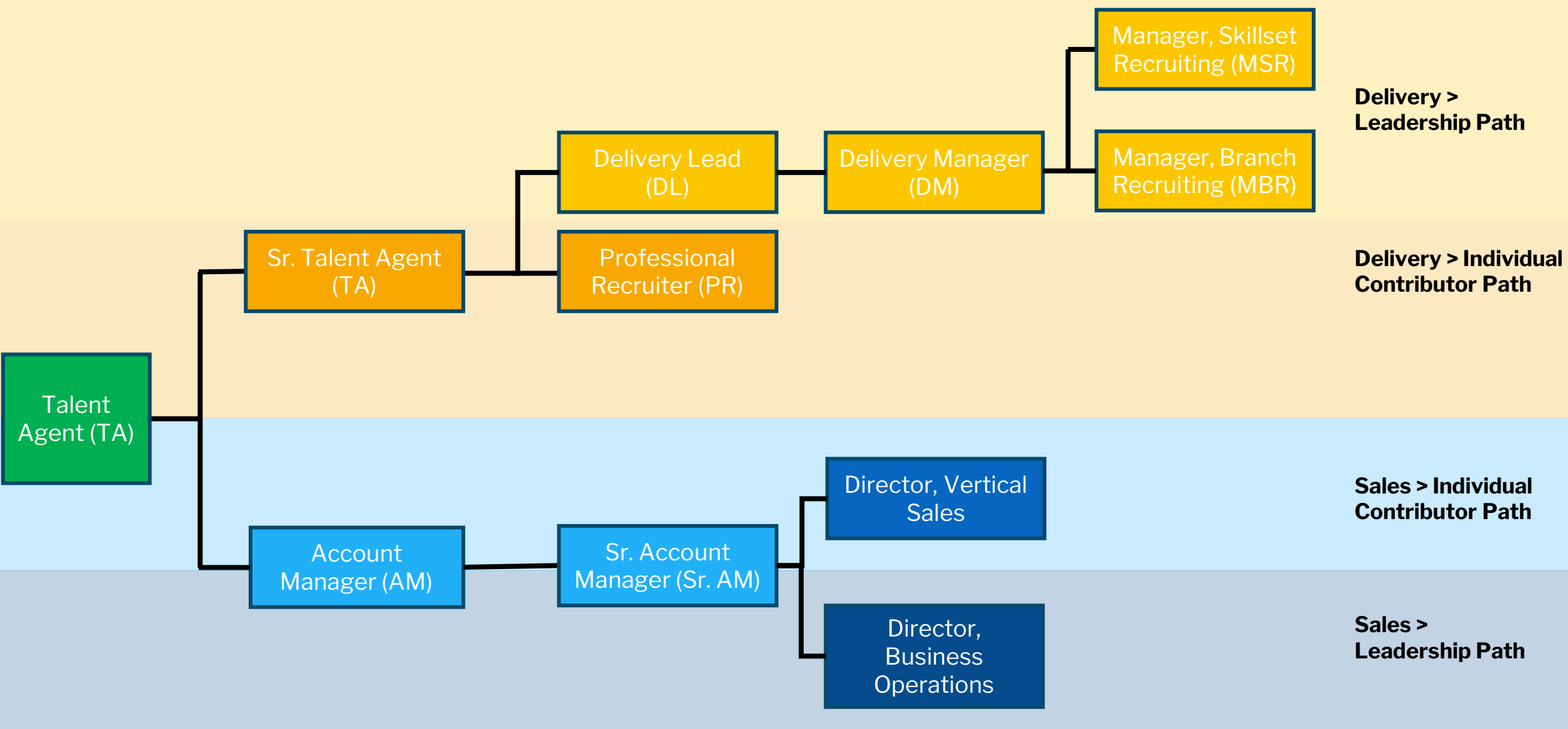
# Account Manager: How You'll Spend Your Time



<b>Computer</b>	<ul style="list-style-type: none"> <li>• Client/Prospect Research</li> <li>• Client/Prospect Outreach</li> </ul>
<b>Phone</b>	<ul style="list-style-type: none"> <li>• Client/Prospect Outreach</li> <li>• MSA Negotiations</li> <li>• Job Intake Calls</li> <li>• Client/Prospect Meetings</li> </ul>
<b>Video</b>	<ul style="list-style-type: none"> <li>• Candidate Interviews</li> <li>• Client/Prospect Meetings</li> </ul>
<b>In-Person/ Face-to-Face</b>	<ul style="list-style-type: none"> <li>• Client/Prospect Meetings</li> <li>• Coffees/Lunches</li> <li>• Dinners/Happy Hours</li> <li>• Networking Events</li> <li>• Conferences</li> <li>• Recruitment Delivery w/ Tas</li> <li>• TA Leadership &amp; Development</li> </ul>

Client Facing Activities	Candidate Facing Activities	Leading/Developing Others
70%	5%	25%

# Gravity Career Pathways

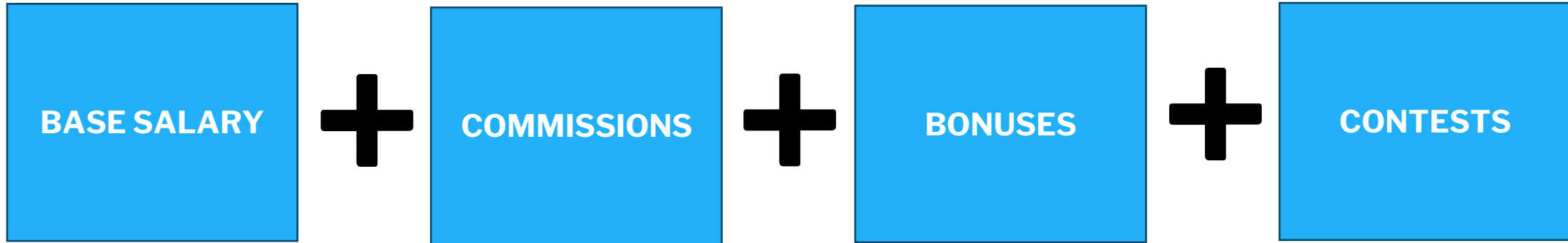


# How Do I Make Money?



# Cash Compensation

## 4 CONTRIBUTING FACTORS



### Year #1

- \$60K - \$70K



### Year #2

- \$75K - \$90K



### Year #3

- \$100K+



# Bonuses & Contests

How to earn extra cash + PTO!

## FIRST 13-WEEKS

- Every 1st INT = \$50
- Win Recruiting Contest = \$500
- Fastest Placement = \$500
- Hit activity-based targets = early start to your weekend! (Friday: 12 pm to 2 pm)

## FIRST YEAR > ACTIVITY, START AND SPREAD ACHIEVEMENT BONUS

- Most Candidate Submittals each month = \$200 bonus
- 1st 5 Placements = \$450/each (\$2,250 Total)
- Spread Achievement Bonuses (\$2,250 Total)
  - \$1,500 = \$450
  - \$3,000 = \$450
  - \$4,500 = \$450
  - \$6,000 = \$450
  - \$7,500 = \$450

## EVERY QUARTER > "START" AND "SPREAD" BONUSES

- Most "Spread Added" = \$500 bonus + Trip
- Most "Starts" = \$500 bonus
- Average \$10,000 per quarter in "Gross Profit/Spread" = \$2,500 bonus
- Average \$15,000 per quarter = \$3,750 cash bonus
- Average \$20,000 per quarter = \$5,000 cash bonus
- Average \$25,000 per quarter = \$6,250 cash bonus



# Gravity Stock Program



# Gravity Stock Program

## Gravity wants all employees to be owners in the business!

- Gravity provides all new employees with \$2,000 of Gravity “stock” – Long-Term Incentive Plan (LTIP) Units
- Gravity employees can earn additional LTIP Units by winning recruiting and sales contests each year!
  - Average \$10K in “Spread” per week for a year = \$10,000 in LTIP Units
  - Average \$15K in “Spread” per week for a year = \$15,000 in LTIP Units
  - Average \$20K in “Spread” per week for a year = \$20,000 in LTIP Units
  - Average \$25K in “Spread” per week for a year = \$25,000 in LTIP Units

## Earning more LTIP Units increases your wealth as Gravity grows!

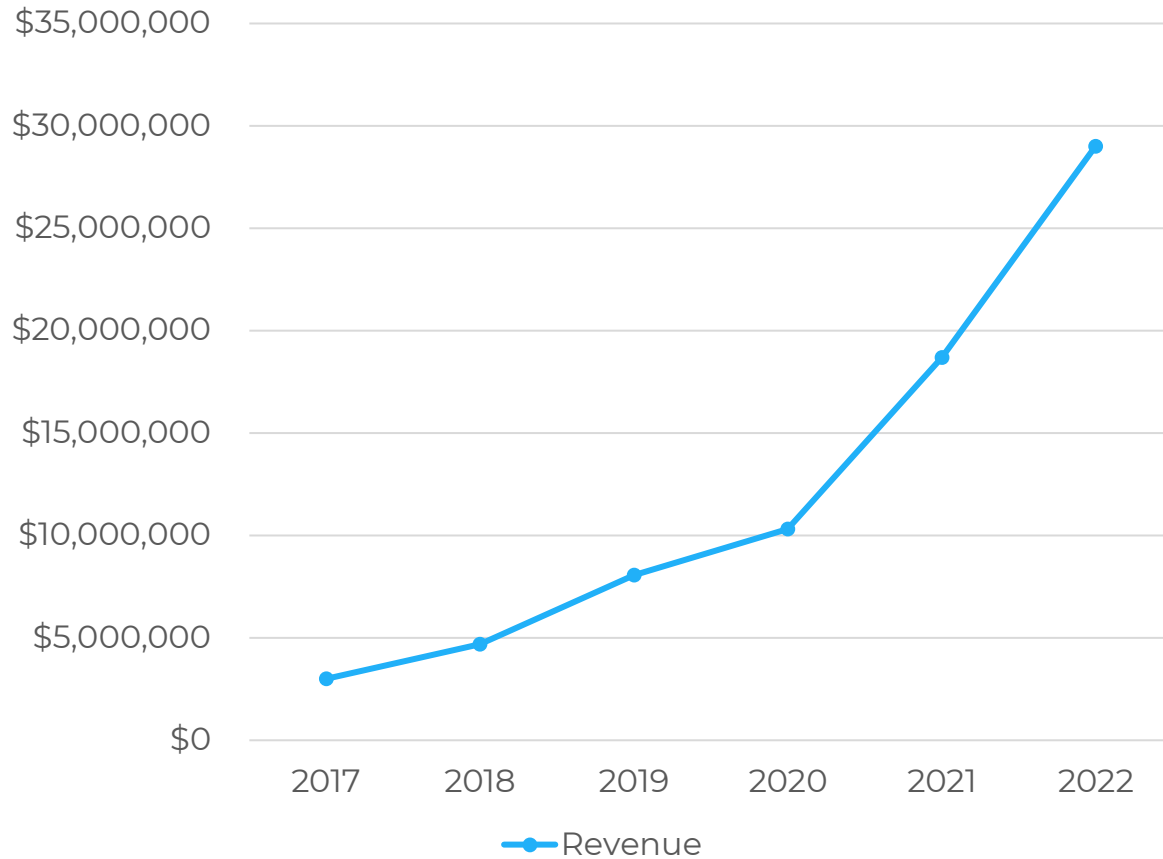
- You can borrow up to 25% of the value of your LTIP units to fund major purchases like
  - Down payment for a house
  - Down payment for a car
  - Wedding expenses



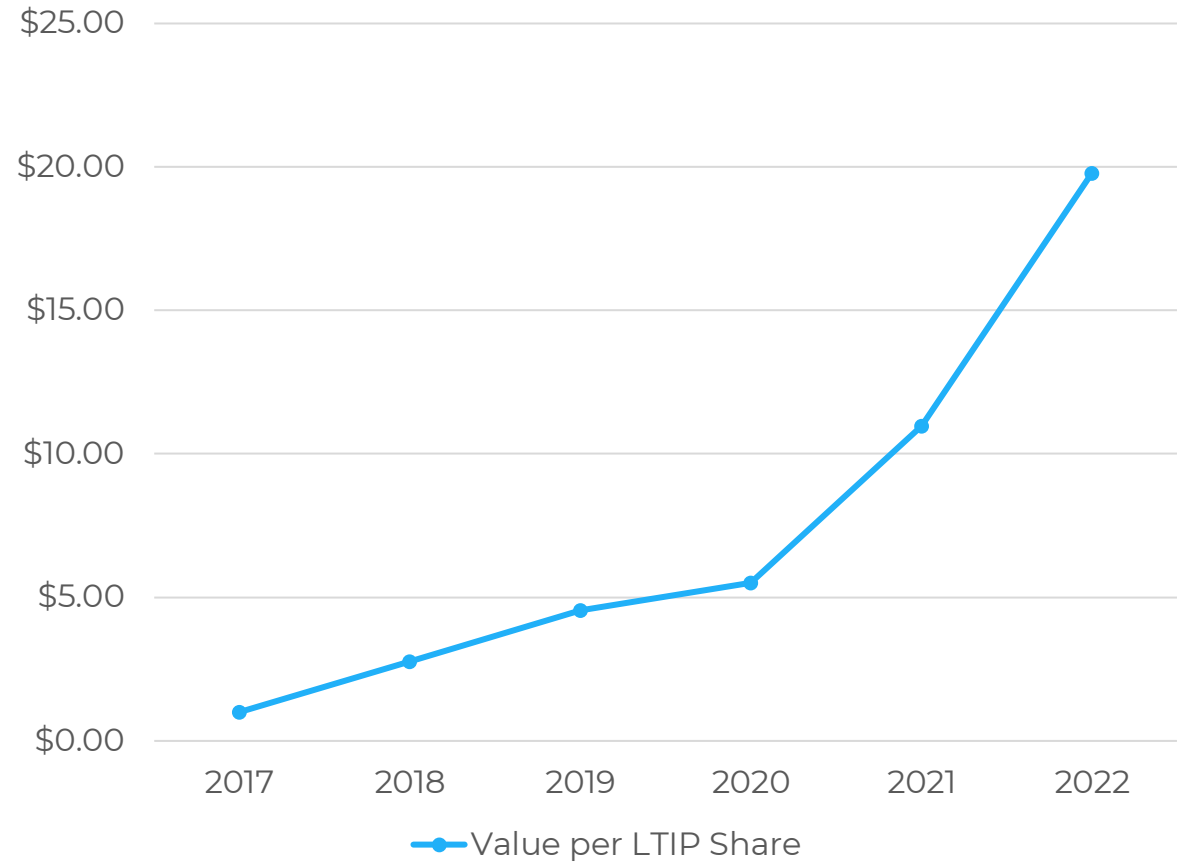
# Gravity Stock Growth

## Gravity Revenue & Stock Price Growth

### Revenue

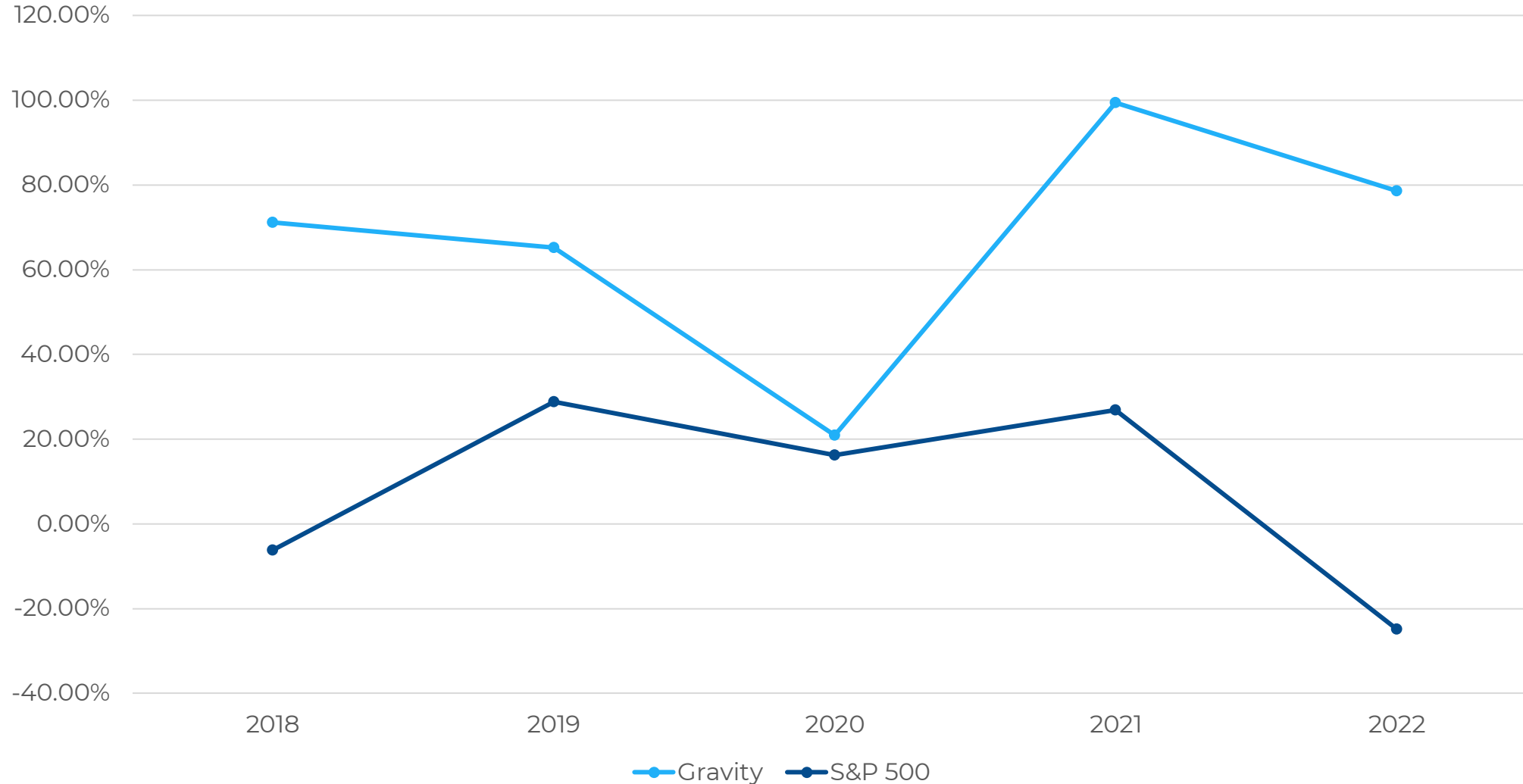


### Value per LTIP Share



# Gravity Stock Growth

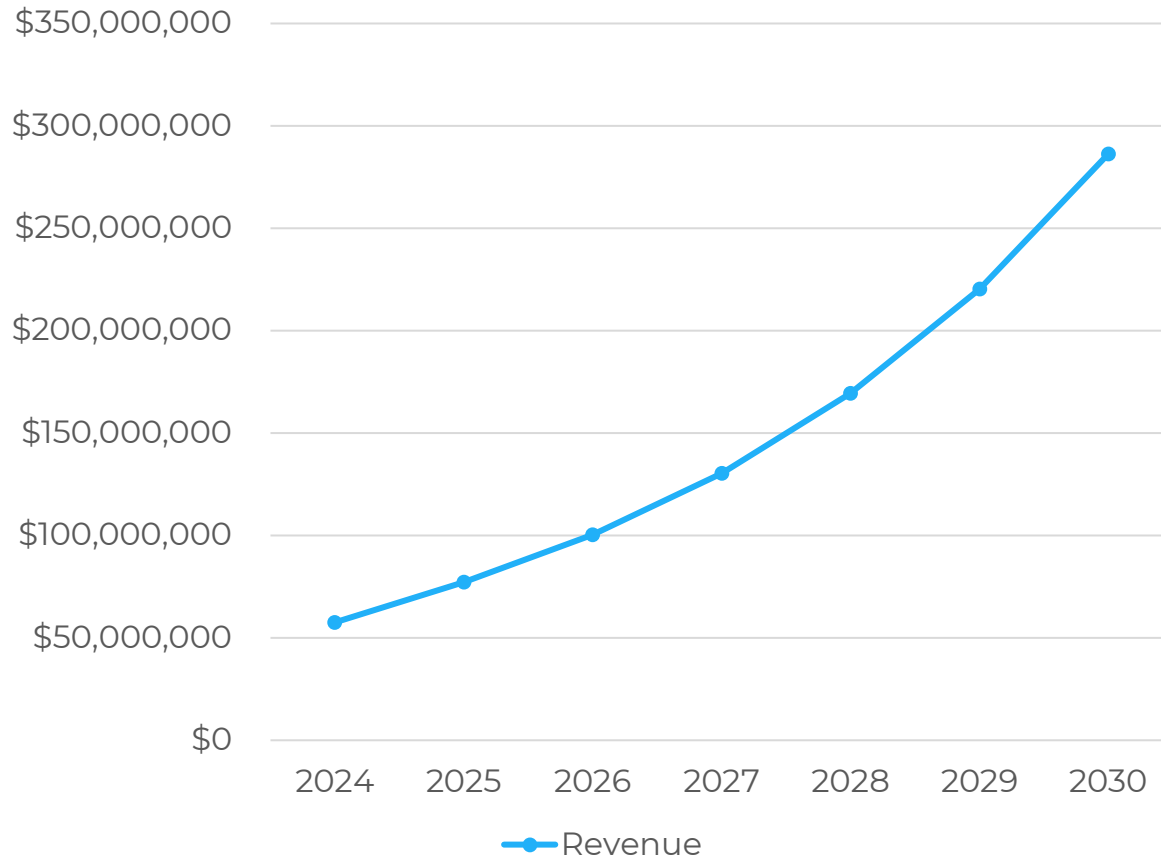
## Gravity Stock Growth Relative To S&P 500



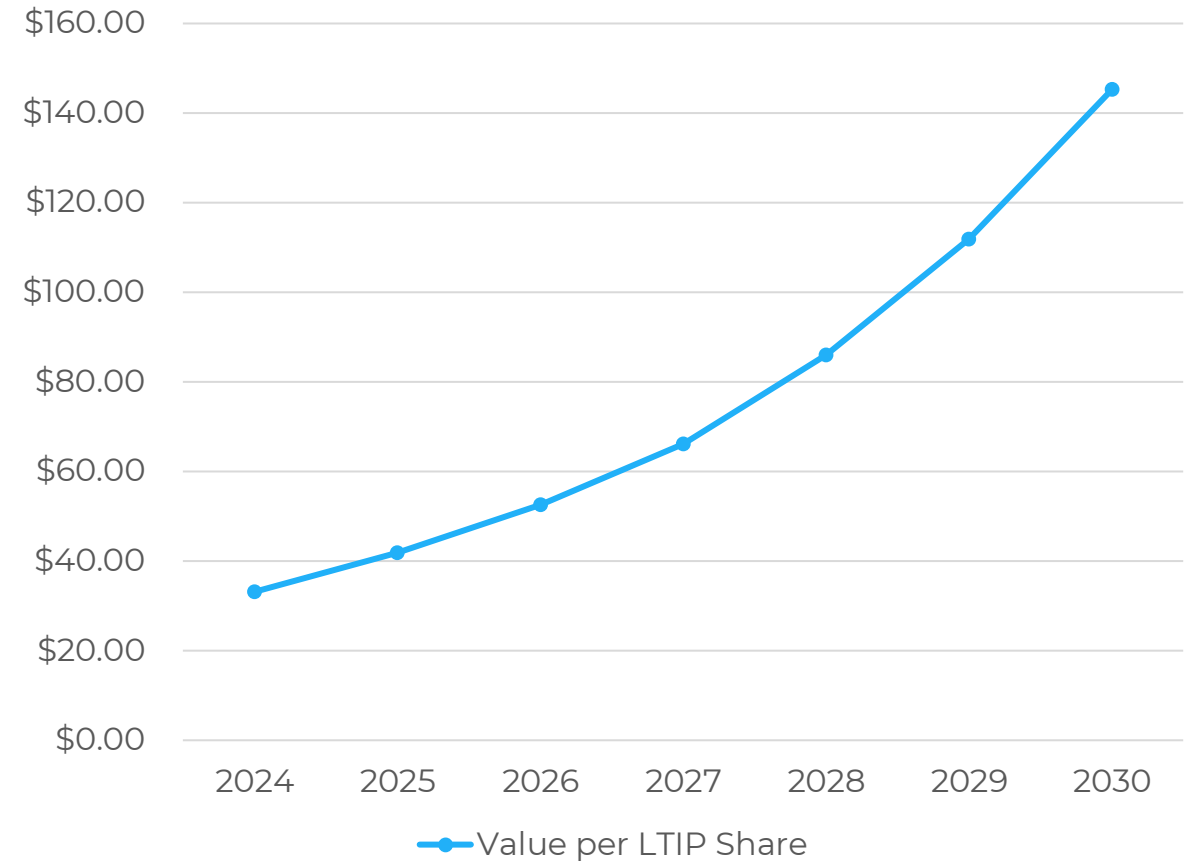
# Gravity Stock Growth

## Gravity LTIP Price Growth Projections

### Revenue



### Value per LTIP Share



# Gravity Culture & Benefits



# Gravity Culture

## What words do our employees use to describe Gravity's culture?

- Fun and welcoming
- Young, energetic and action-oriented
- Competitive and achievement focused




2023, 2022, 2021,  
2020, 2019

We enjoy working together to grind and build during the day and having a good time with each other outside work. We take our work seriously, but we don't take ourselves too seriously! We come together to celebrate birthdays, team event days (bowling, beach, boat days) and compete together in kickball, flag football leagues, etc.




# Vacation / Paid Time Off (PTO)

YEAR 1	YEAR 2-5	YEAR 5
<p><b>TOTAL: 17 PTO + 9 Holidays</b></p> <ul style="list-style-type: none"> <li>• 9 discretionary days of PTO</li> <li>• Company Closed: 5 days in December – week between Christmas and New Year</li> <li>• Birthday</li> <li>• May Mental Health Day</li> <li>• Community Service Day</li> </ul>	<ul style="list-style-type: none"> <li>• Add 1 day each year to your discretionary days of PTO</li> </ul>	<p><b>RADICAL SABATICAL</b></p> <ul style="list-style-type: none"> <li>• After 5 years with Gravity, you are provided a <b>fully paid 6-week sabbatical</b></li> </ul> 



# Holidays, Benefits, 401K

HOLIDAYS	HEALTH INSURANCE	401K PLAN
<ul style="list-style-type: none"> <li>• New Year Day</li> <li>• Martin Luther King Day</li> <li>• Memorial Day</li> <li>• Fourth of July</li> <li>• Labor Day</li> <li>• Thanksgiving Day</li> <li>• The Day After Thanksgiving Day</li> <li>• Christmas Day</li> </ul>	<ul style="list-style-type: none"> <li>• Gravity pays 50% of your monthly health insurance premium</li> <li>• Dental, Vision, Short-Term Disability, Long-Term Disability also offered</li> </ul>	<ul style="list-style-type: none"> <li>• Employer provided access to 401K plan</li> <li>• Employees can contribute pre-tax to plan</li> </ul> 

# Gravity Interview Process

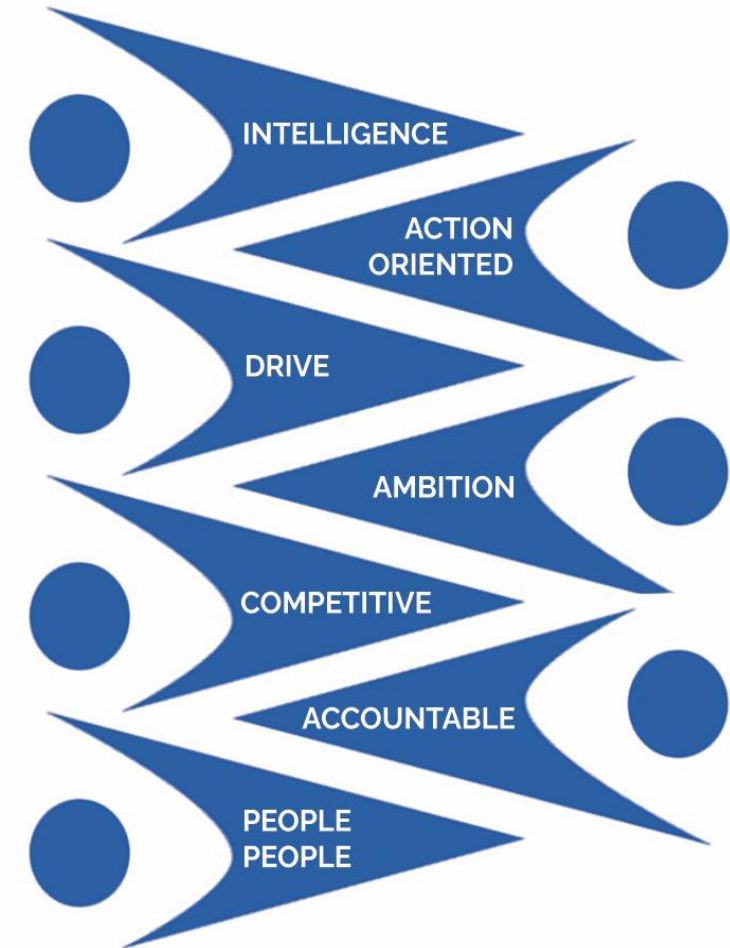


# What Does Gravity Look For In College Grads?

Gravity cares more about who you are – your unique personality traits and talents - than what you know.

## What personality characteristics and traits do we value?

- Intelligence: You have a strong ability to connect dots and rapidly learn new things
- Action-Oriented: You move quickly and like to get things done
- Drive: You are an internally motivated self-starter – you don't need outside help to light your fire
- Ambition: You have big dreams for your life and are willing to sacrifice to make those dreams come true
- Competitive: You have a strong desire to win on an individual AND team level
- Accountable: You have high standards for yourself and those you associate with – when you commit, you run through walls to live up to the commitment to yourself and your team
- People-People: You genuinely enjoy communicating and interacting with other humans – you get energy from building human relationships and helping others achieve their goals



# What Is The Gravity Interview Process?

**1**  
Apply to our job  
posting on  
Handshake

**2**  
1<sup>st</sup> Round  
Virtual  
Interview  
30 minutes

**3**  
Wonderlic  
Personality Test  
30 minutes

**4**  
2<sup>nd</sup> Round  
Virtual  
Interview  
60 minutes  
(Includes 10-minute  
presentation)

**5**  
Final Round  
Onsite Interview  
3 hours  
(Includes Shadowing,  
Interview with Co-  
Founder, Case Study,  
Lunch or Happy Hour  
with Team Members)



# Next Steps...

Submit your resume and cover letter to Gravity's job posting on Handshake

- <http://www.flowcode.com/p/ss4Ve6QgN?fc=0>

Scan To Apply



What should I include in my application package?

- Updated Resume
- Cover letter that outlines why Gravity would be a good fit for you in 3-4 bullets

# Questions?

