

Welcome to  
 **Financeit.**<sup>®</sup>





# Organizational Culture.

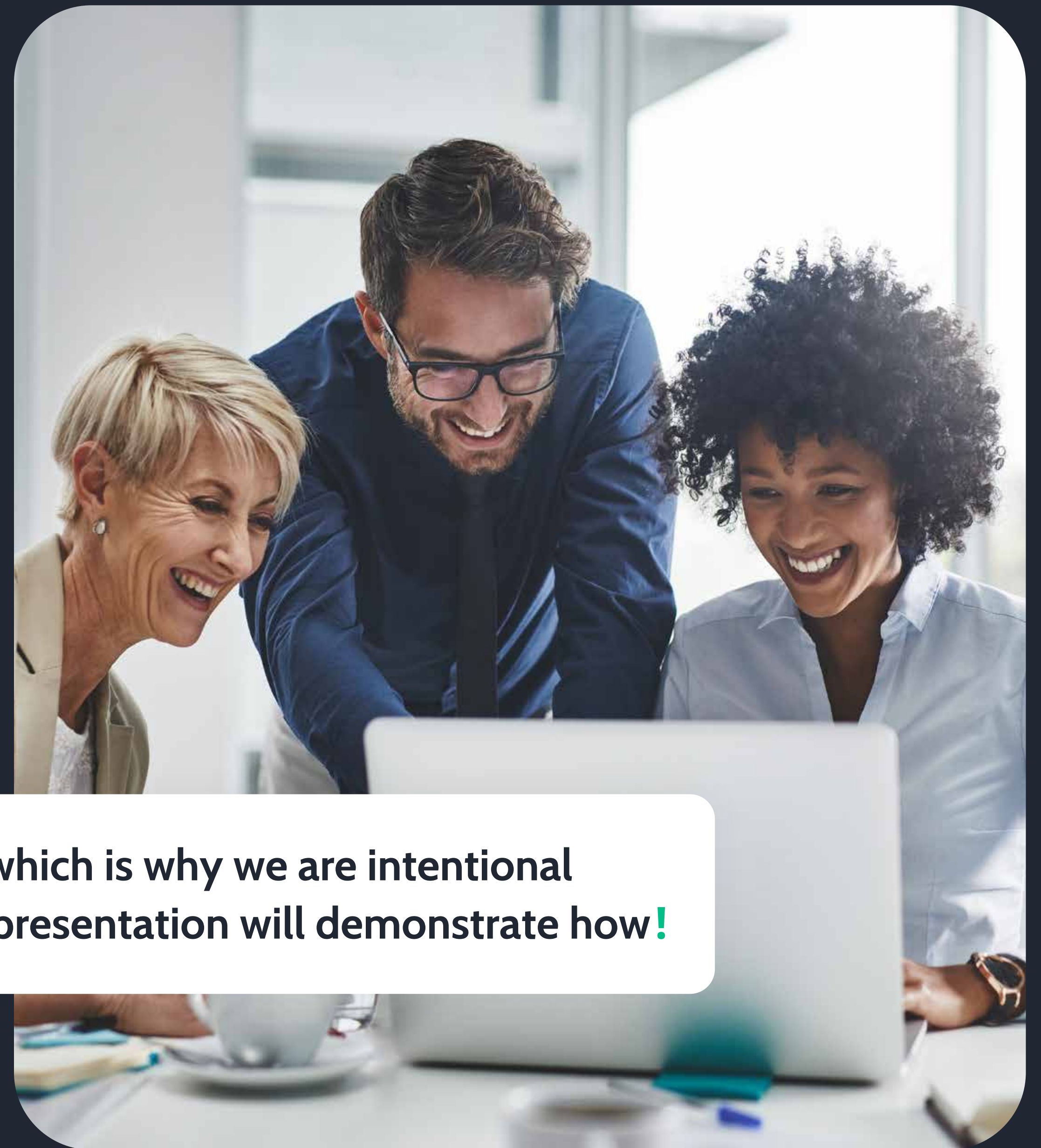


## What is it?

Organizational culture is generally understood as all of a company's beliefs, values and attitudes, and how these influence the behaviour of its employees\*.

**Culture affects how people experience an organization, which is why we are intentional about the culture we create and foster at Financeit. This presentation will demonstrate how!**

\*source: bdc.ca



**Company Mission,  
Vision and Values.**



## Company Mission.



"Empowering consumers and businesses to enhance homes and lives with flexible financing solutions."



## Company Vision.

"Transforming the future of payments to turn dreams into reality."

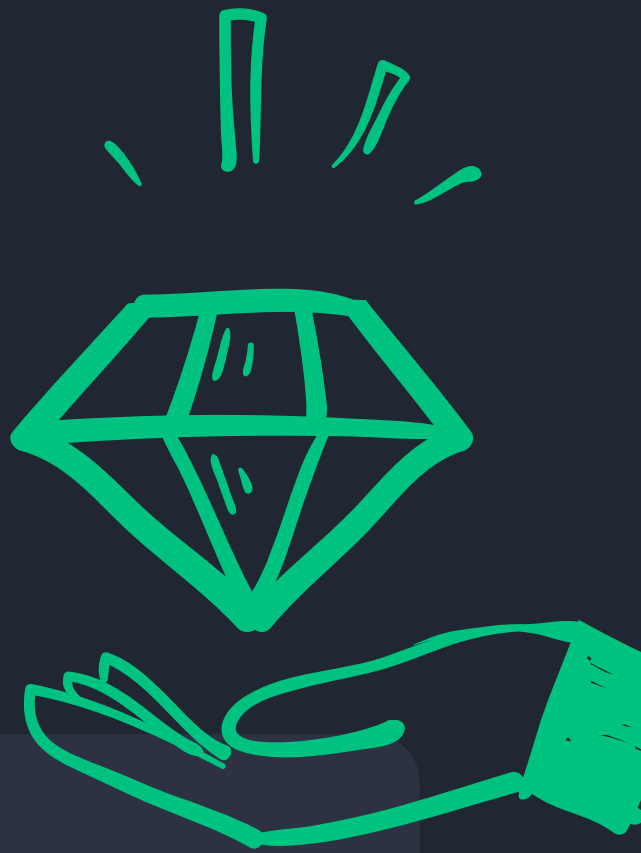
\*source: bdc.ca





# Our Values.

We make work more **meaningful** by using Bonusly, where everyone in our company can recognize and reward each other based on our values.



## Integrity

We act with unwavering fairness and transparency, building trust and confidence in everything we do. Integrity lives at the heart of every decision we make.



## Personality

We celebrate and respect diverse perspectives, fostering an inclusive environment where every voice is valued, individuality is embraced, and we boldly express our personalities and the unique viewpoints of others.



## Service

We succeed when our customers succeed, and we are committed to delivering exceptional service that drives their growth. We also extend our service commitment to the community, actively engaging in initiatives that make a positive impact.



## Drive

We consistently pursue results, pushing ourselves and each other to achieve more, never settling for less than our best, while understanding that speed and progress are key to achieving success.



## Excellence

We pursue excellence by taking pride in mastering our craft, continuously improving and streamlining our processes, removing obstacles, and delivering high-quality results that exceed expectations.



THE FINANCEIT WAY

# Who makes up our company.

# Our Founders.



**Michael Garrity**  
Executive Chair



**Casper Wong**  
CEO





# Executive Team.



**David Yeilding**  
CFO



**Lee Zwaigen**  
CTO



**Susan Duffy**  
CRO



**Jerome Peeters**  
COO



**Dante Tamburro**  
General Counsel and CCO



**Daniel Mayne**  
SVP of Revenue



**Shawn Jeffrey**  
SVP of Operations



**Gregory Thomas**  
SVP & GM, Centah



**Richard Teixeira**  
SVP of Sales



**Christian Gouveia**  
VP of Financial Planning  
& Analysis



**Amar Samra**  
VP of Marketing  
and Enterprise



**Petroula Tsirimbis**  
VP of People Success



**Peter Pedias**  
VP of Sales



**Angelica Argyropoulos**  
VP of Strategy & Analytics



**Clara Mendez**  
VP of Operations





**400+** TOTAL  
EMPLOYEES

**10+** YEARS IN  
MARKET

**02** OFFICES

**\$1B+** YEARLY PROCESSED  
LOAN APPLICATIONS



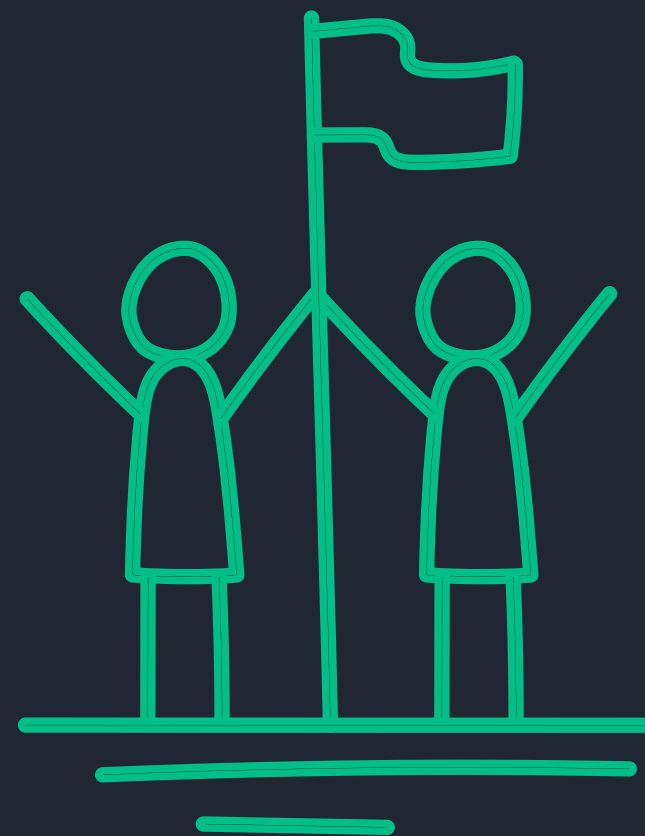
**We aspire to build a  
lasting organization.**



# Our Story.

Financeit initially operated as CommunityLend Inc. which was a peer-to-peer lending service founded by Michael Garrity and a small group of individuals (many of whom are still with Financeit today). Strict regulations for peer lending in Canada caused the business model to evolve into what we now present - a merchant to consumer lending program.

Financeit has worked with over 8,000 businesses and is recognized as one of Canada's fastest growing indirect lenders servicing the Home Improvement, Vehicle, and Retail finance markets.



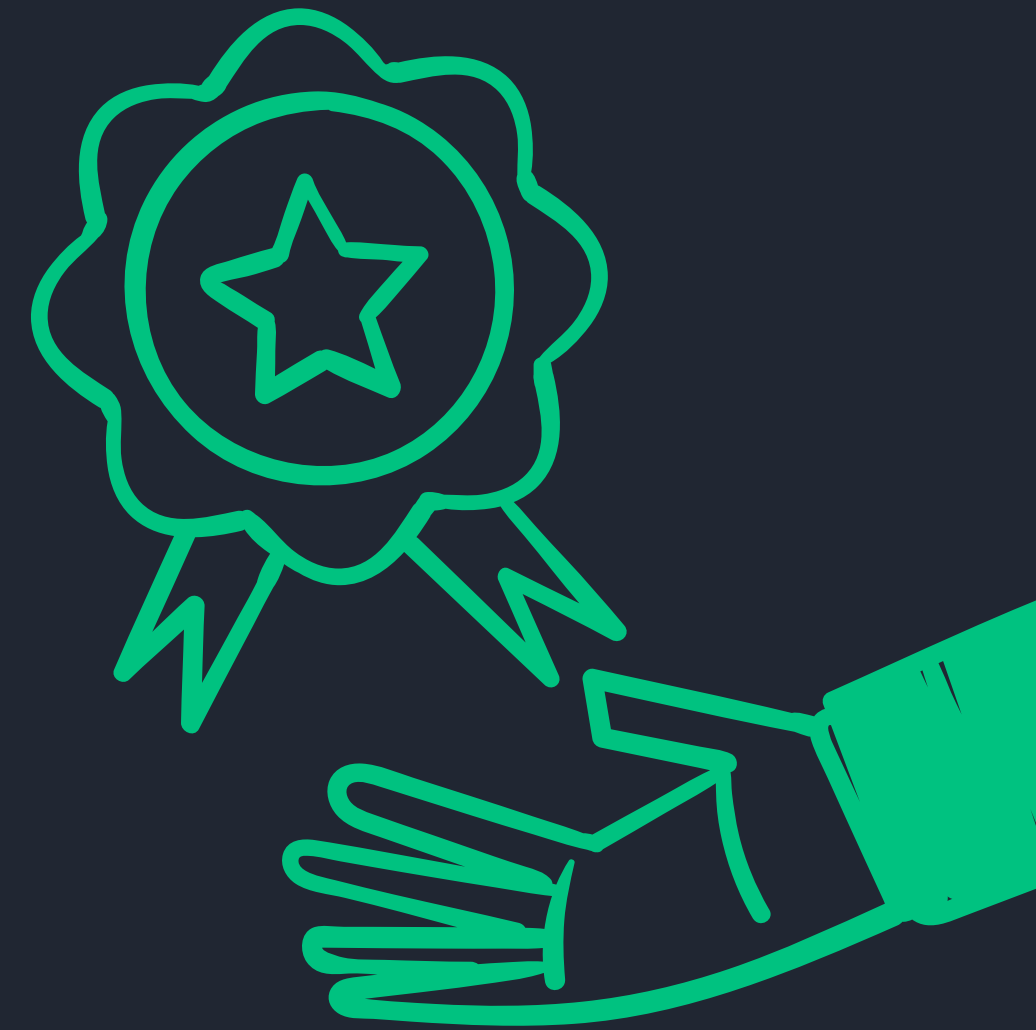


# Awards.

Selected as one of Canada's  
Top Small & Medium  
Employers (2023)



Financeit was named one  
of Canada's Most Admired  
Corporate Cultures™ for a  
second time in a row (2021)





Employee  
Benefits.

# Employee Health & Wellness.

## ✓ Health Benefits +

Health, Dental, Vision and Life Coverage for you and your dependents + RRSP matching

## ✓ Employee + Family Assistance Program

A benefit to assist employees and their dependents with personal and/or work-related problems

## ✓ Wellness Benefits

In office massage, lifestyle account + workout and meditation sessions.

We're building a culture at Financeit that promotes happy, healthy employees.





# Workplace Flexibility.

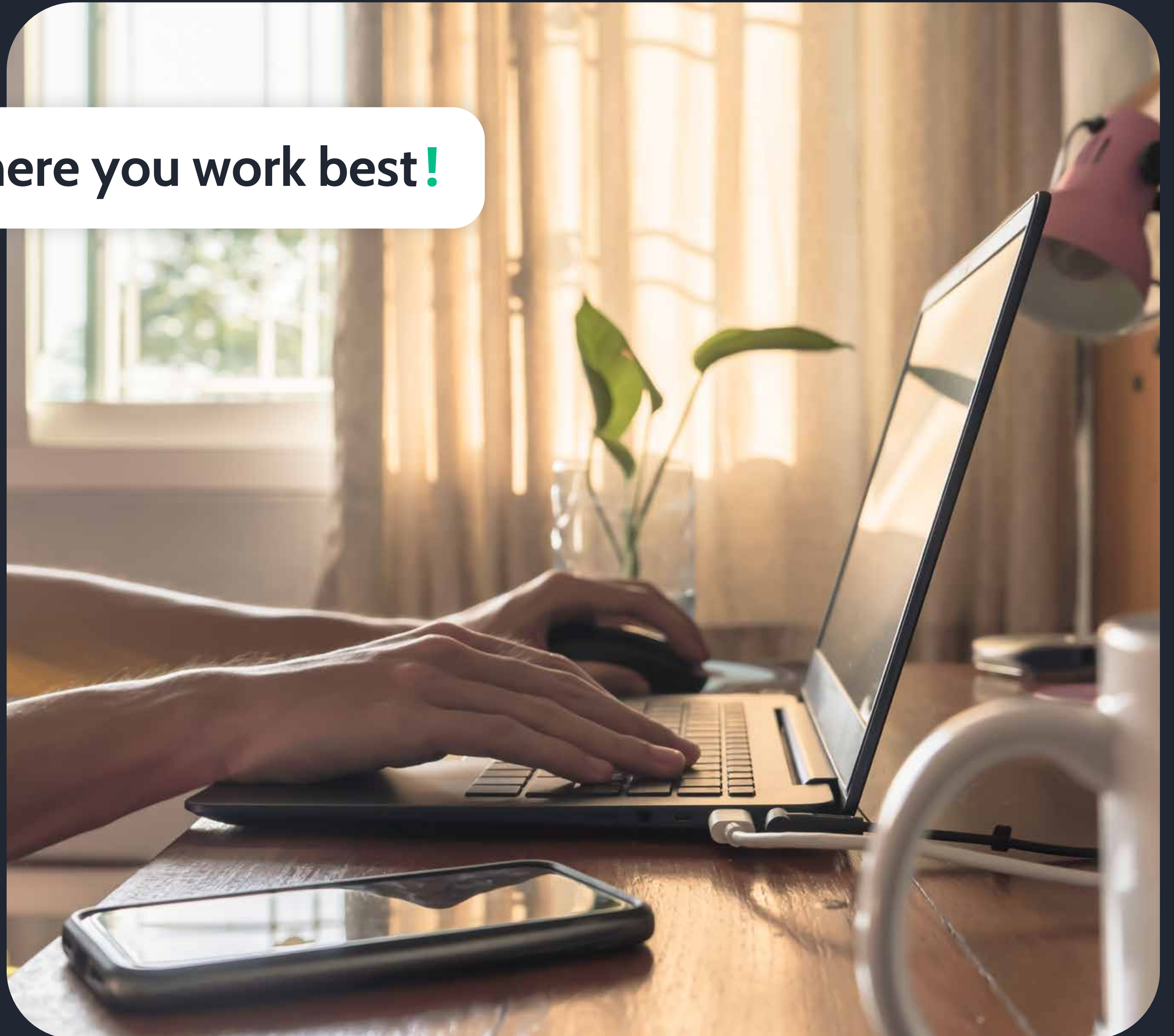
Work where you work best!

## ✔ Workplace Flexibility

Our hybrid work environment offers the flexibility of remote work while also fostering in-person collaboration in the office.

## ✔ Work From Anywhere In The World

With the approval of management and People Success, employees can work from anywhere in the world for up to 30 days per year.





# Employee Time Off.



To foster your work-life balance.

## ✓ Paid Vacation

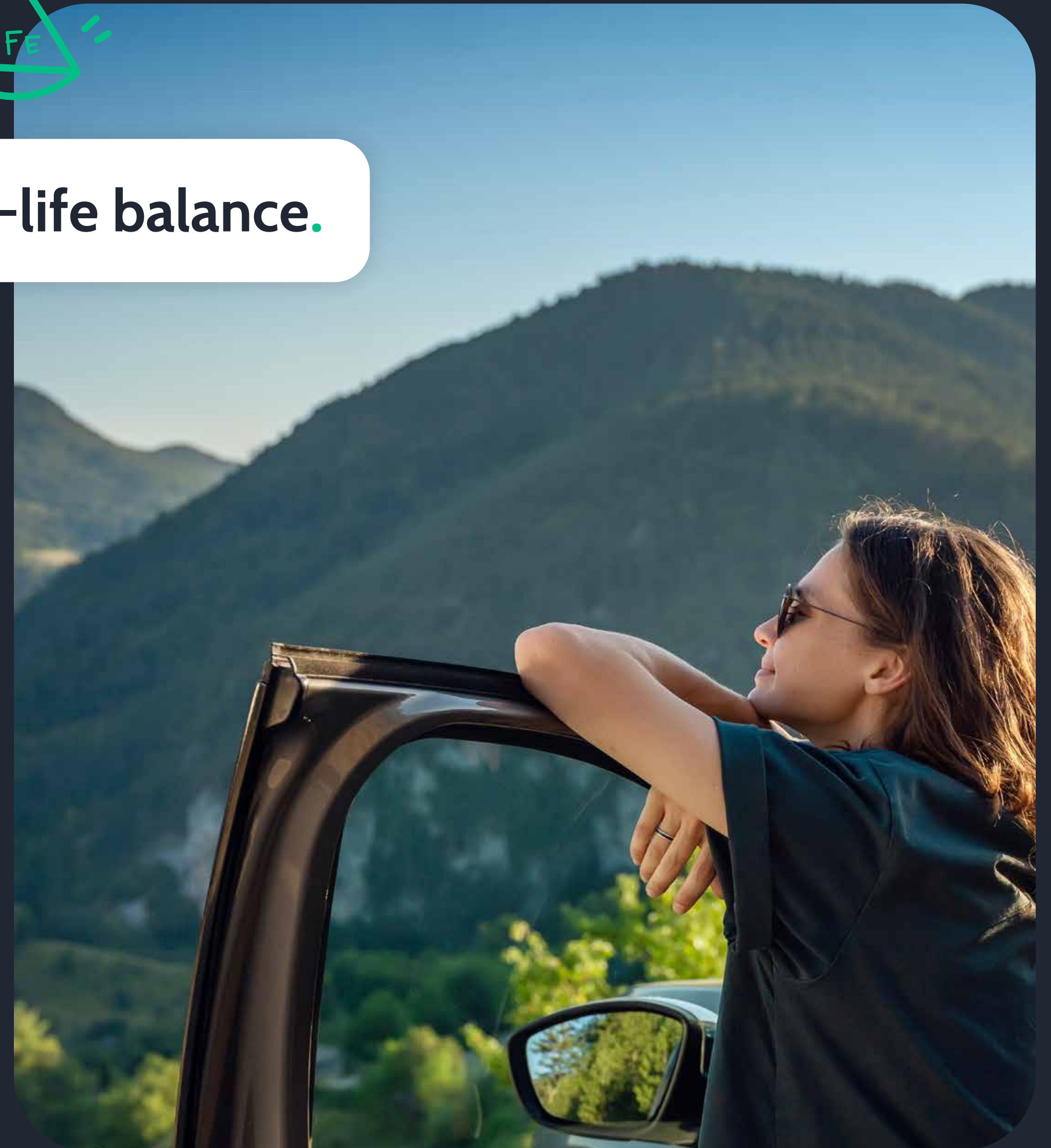
Full-time employees start with 3 weeks of paid vacation.

## ✓ Personal Days + Sick Days

Full-time employees get 6 personal days to use as they see fit and 6 sick days to rest and recover from any illnesses.

## ✓ Parental Leave Top Up

100% of salary during the first 3 months while receiving full benefits coverage for the entire leave.



# Employee Learning and Development.

For continued education and growth.

## ✓ Professional Association Fees

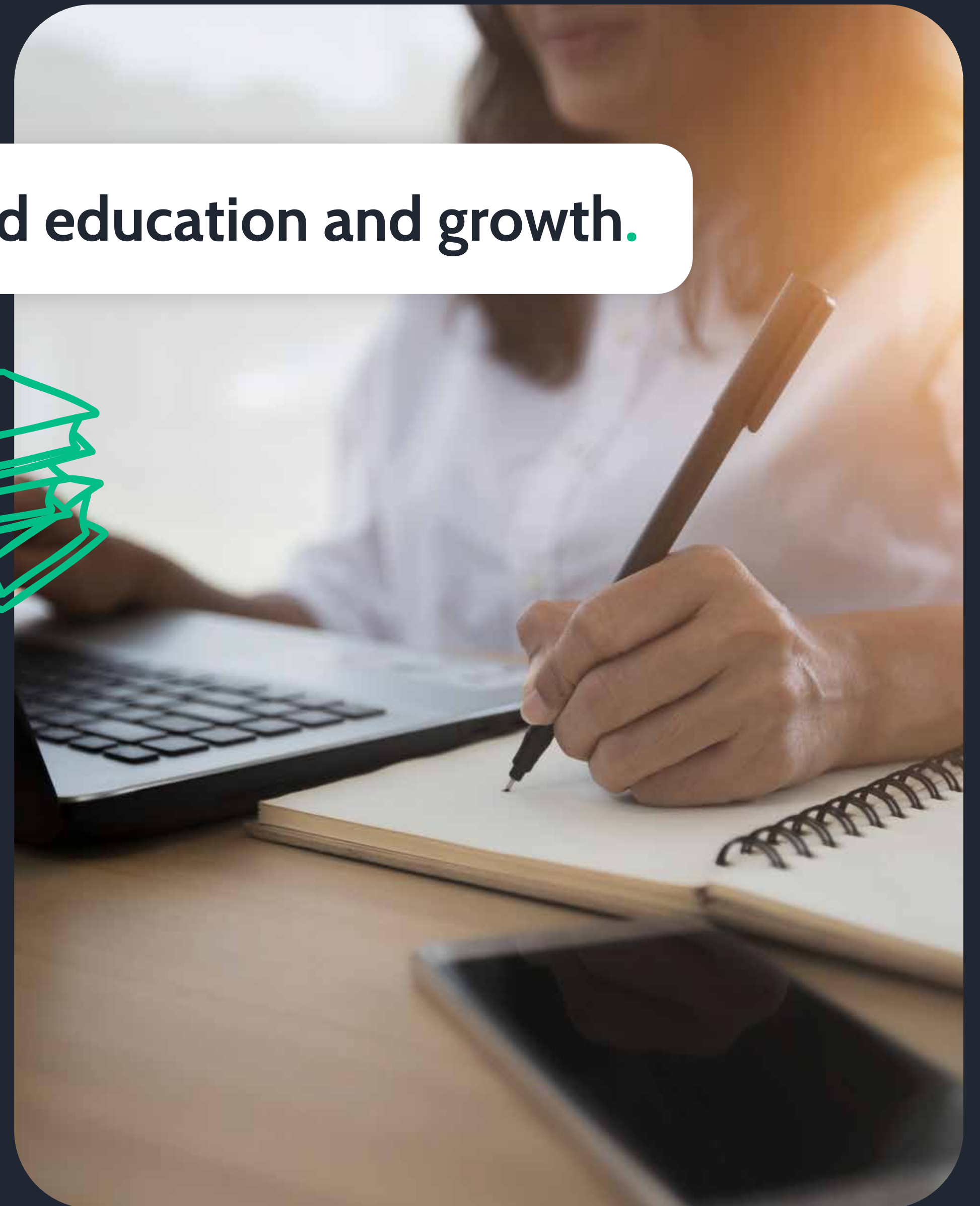
Employees will be reimbursed for professional association membership dues that are required for their jobs.

## ✓ Educational Assistance Program

Financeit will reimburse employees for continuing education through an accredited program that either offers growth in an area related to the employees' current position or that may lead to promotional.

## ✓ Internal Mobility

Employees at Financeit may apply for any positions within the company. This promotes growth and leads to several success stories.





Why we love  
working here.



# Feedback from employees.



Eva C, Technical Product Owner



"The thing that makes me want to come into work everyday is the people here at Financeit. I've built a lot of really great friendships, and the teams I work with are just amazing."



Maria V, Regulatory Compliance Manager



"If I can describe Financeit in one word, it would be rewarding. I would say it's rewarding because when I log off for the day, I feel a sense of gratitude and appreciation for my coworkers, the company and the exec team. It's an atmosphere that fosters a lot of appreciation and empathy. Financeit is just a lovely place to work. I'm so grateful I'm here!"



Joanne L, Training & Development Manager



"The culture at Financeit is one of diversity, inclusion, and belonging. I feel this every day working at Financeit & I know my coworkers would say the same. We have wonderful Leadership, People Success, Diversity, Inclusion, & Belonging teams at Financeit that continually host events and organise initiatives that advocate for inclusivity. Financeit employees feel like they can be themselves at work."





# Corporate Social Responsibility.



We have partnered up with two non-profit organizations: Habitat for Humanity and Shelter Movers. Both partnerships reflect Financeit's interest in offering support for some of the most pressing issues facing GTA residents today. We organize volunteering team events for our employees to assist in supporting Toronto communities.

We also organize fundraising events that address the current humanitarian, social and environmental issues that concern our employees.








# Diversity, Inclusion, and Belonging (DIB).

At Financeit, we have a set of values that lie at the core of what we do. We are committed to ensuring that diversity, inclusion and belonging continue to be key to our culture.

Financeit's DIBs Committee, made up of employees who meet on a regular basis, organize DIBs initiatives for the whole company.





## Vibrant, modern office space.

Our space at the Well in downtown Toronto offers several features to employees such as hotel seating, collaboration spaces, a wellness room, phone booths, lockers, and a kitchen filled with healthy snacks.



# Celebrations and Social Events.

Some of our favorite social events include lunches in the office, Cinq a Sept (this is our after-hours party), online trivia games, tech games night, milestone celebrations, Holidays, Cheese club, New hire meet and greet and more. Not only these events give us a chance to let loose and have some fun, but they also allow us to build stronger relationships with our coworkers and foster a sense of community within our organization.







**We are looking forward  
to meeting you!**

You can explore our open roles here:  
[financeit.io/careers-apply-today-financeit](https://financeit.io/careers-apply-today-financeit)

**Thank you!**