

**JUSTWORKS.**



**Press Kit**

# The Justworks Mission

**Justworks frees entrepreneurs to focus on what matters: building their business and creating a great place to work.**

## The Justworks Story

**We created Justworks to level the playing field for entrepreneurs.**

Growing a small business can be both immensely rewarding and incredibly complex. As your team grows, payroll, healthcare, and government paperwork pile up. In large corporations, entire HR divisions with enterprise tools handle these responsibilities.

**For entrepreneurs, it's a different story.**

They're barely keeping their heads above water with these HR intricacies instead of doing what they do best: building their business, empowering their teams, and creating a strong company culture. Whoever thought taking care of your team could be so complex?

Justworks saw the opportunity to help growing companies. Our simple, all-in-one platform takes care of small companies' foundational needs by automating payments, HR, benefits, and government paperwork.

With Justworks, entrepreneurs have the resources to make their company a better place to work. They have increased bandwidth and peace of mind, knowing that Justworks has them covered. Their teams benefit from top healthcare, benefits, and perks normally reserved for staff in large corporations. With employers and employees in sync, talent recruitment, retention, and company growth can flourish. We're proud of Justworks' role in giving small companies the competitive advantage needed to thrive.

**We simplify. We streamline. We make order out of chaos. Above all, we think that everything should *just work*. It's in our name. It's who we are.**

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# Meet Isaac

FOUNDER AND CEO

**Isaac Oates is the CEO and founder of Justworks, a simple all-in-one platform that automates HR, payments, benefits, and government paperwork. He built Justworks to help entrepreneurs create better places to work.**

The importance of an unshakeable team became clear through Isaac's twelve years as an intelligence officer in the National Guard and Army Reserve. He reaffirmed that belief while working as a software engineer at Amazon and at his first startup Adtuitive, which was acquired by Etsy. At both Adtuitive and Etsy, where Isaac led the HR and payments team, he recognized the system was broken. Frustrated by paperwork, exorbitant costs, and endless hours spent on administration, he saw the need for an easy, fast, one-stop platform. The idea behind Justworks was born in 2012.

Isaac holds an MBA from Cornell University and a BS in Computer Science from the University of Illinois at Urbana-Champaign. He lives in Brooklyn with his wife Lindsey, their son James, and their dog Milo.

## Using Justworks

**Justworks was built from the ground up.**

Isaac recognized that the only way to deliver on a customer-first promise was by building a vertically integrated platform and taking responsibility for every aspect of the customer experience.

This differentiates Justworks from current brokerage business models and companies that depend heavily on third-party integrations. With a focus on ease-of-use, Justworks' platform makes something incredibly complex now simple and fast.

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# Justworks Features



## **PAYMENTS & PAYROLL**

Growing companies use Justworks to administer payroll to full-time and part-time employees, while enabling one-off or regular payments to vendors and contractors. Justworks also lets users easily review tax history, payments, and spend by departments.



## **BENEFITS**

Justworks gives entrepreneurs the ability to offer the benefits their employees want at prices a small company can afford. This is achieved by pooling together customers to increase buying power with access to top-quality healthcare like Aetna. Justworks also takes care of dental, vision, pre-tax commuter, 401(k), life insurance, and a numerous other benefits and perks.



## **COMPLIANCE**

Justworks handles government paperwork at the local, state, and federal levels. We're legally certified to address compliance needs in all 50 states, giving entrepreneurs peace of mind to focus on their business and team. This includes payroll taxes, tax forms, workers' comp, unemployment insurance management, I-9s, COBRA, and new hire reporting among others.



## **HUMAN RESOURCES**

Justworks' intuitive platform and resource center keeps teams on the same page — even when they're not in the same place. The dashboard lets users manage their workflow, view upcoming payments, onboard employees, document paid time off, and manage company calendars and directories. Additional resources include employee handbooks, offer letters, and NDA templates.



## Meet Isaac Oates

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**Isaac Oates is the CEO and founder of Justworks, a simple all-in-one platform that automates HR, payments, benefits, and government paperwork. He built Justworks to help entrepreneurs build their business and create a great place to work.**

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### QUICK BIO

**Isaac Oates is the CEO and founder of Justworks, an automated HR and payments platform that helps entrepreneurs build their business and create great places to work.**

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# **Meet The Justworks Leadership Team**



# Jason Whitman

VICE PRESIDENT, CUSTOMER EXPERIENCE

**Jason Whitman is the Vice President of Customer Experience at Justworks. He is a deep believer in service excellence, and he leads Justworks' support and account management teams.**

Jason's focus at Justworks is delivering customer satisfaction and retention through amazing service interactions. Prior to joining Justworks, Jason built and led the global Client Services team at Indeed, including its Small Business service function. He has a passion for helping small businesses succeed by alleviating the common challenges of recruiting and HR so they can focus on running and growing their companies. Jason is originally from Chicago and now lives in Westchester, New York with his wife and daughter.

## QUICK BIO

**Jason Whitman is the Vice President of Customer Experience at Justworks, a simple all-in-one platform that automates HR, payments, benefits, and government paperwork. At Justworks, he leads support and account management teams, focusing on customer satisfaction and retention.**

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# David Feinberg

VICE PRESIDENT, PEO OPERATIONS

**David Feinberg is the Vice President of PEO Operations at Justworks. After analyzing legacy PEOs on Wall Street, he joined Justworks to build the next generation PEO attuned to the needs of today's entrepreneurs.**

David began his career as equity research analyst for Goldman Sachs and Morgan Stanley, followed Electronic Manufacturing & Services (EMS), Human Resources & Staffing, Railroads, Waste Services, Trucking, and Telecom Equipment companies. There, he was introduced to PEOs covering Administaff (now Insperty) and Gevity (now part of TriNet). He made the transition to the startup world at WellNet, where he built national, small group health plans as the Executive Vice President of Health Plan.

David graduated from Duke University and received his MBA from Columbia University. He lives in Connecticut with his wife and two children and has achieved a boyhood dream by driving a red pick-up truck.

## QUICK BIO

**David Feinberg is the Vice President of PEO Operations at Justworks, a simple all-in-one platform that automates HR, payments, benefits, and government paperwork. Justworks works to build the next generation PEO, attuned to the needs of today's entrepreneurs.**

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# Nick Thuesen

VICE PRESIDENT, ENGINEERING

**Nick Thuesen is the Head of Engineering at Justworks. He has a passionate belief in technology's ability to solve real world problems and is excited to be at a company that shares his enthusiasm.**

Nick started his career as an engineer at Microsoft and then *The New York Times* before turning to the startup world where he worked at Jumo and Etsy. He most recently left his role as Chief Architect at Tumblr to join Justworks as Head of Engineering. Nick is known in the Justworks offices and beyond for his vast collection of baseball caps. He spends his off hours in Brooklyn, where he lives with his wife.

## QUICK BIO

**Nick is Head of Engineering at Justworks, a simple all-in-one platform that automates HR, payments, benefits, and government paperwork. At Justworks, he helps entrepreneurs build their business and create a great place to work.**

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## Camilla Velasquez

VICE PRESIDENT, PRODUCT

**Camilla Velasquez is Head of Product at Justworks where she leads the product and design team responsible for Justworks' suite of offerings and features.**

Her mission at Justworks is to perfect a simple and beautiful product within an industry typically considered opaque and complex. Camilla came to Justworks from Etsy, where she was Director of Product, Payments, Products & Multi-Channel Sales. While there, she led the teams responsible for the company's proprietary payments products and wholesale initiatives. Prior to Etsy, she was a Director of New Product Development at American Express. Camilla holds a BA from Cornell University, and lives in Brooklyn with her amazing husband and son.

### QUICK BIO

**Camilla Velasquez is Head of Product at Justworks, a simple all-in-one platform that automates HR, payments, benefits, and government paperwork. At Justworks, she helps entrepreneurs build their businesses and create great places to work.**

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# Mario Springer

VICE PRESIDENT, COMPLIANCE AND CORPORATE COUNSEL

**Mario Springer is the Vice President & Corporate Counsel at Justworks. He joined Justworks to help fine-tune compliance and legal efforts.**

Mario worked as a corporate law firm associate for 9 years—at White & Case, Morgan Lewis & Bockius and Greenberg Traurig—handling corporate and commercial real estate matters. He then led the legal real estate function at ADP before becoming VP Counsel, Compliance and co-developing and implementing their global compliance program.

Mario earned his JD from the University of Virginia School of Law and a BA from University of Chicago, where he was a All-American wrestler. He lives in New Jersey with his wife and three children.

## QUICK BIO

**Mario Springer is the Vice President and Corporate Counsel at Justworks, a simple all-in-one platform that automates HR, payments, benefits, and government paperwork. After spending over 10 years at a multi-national human capital management company, he joined Justworks to help fine-tune compliance and legal efforts.**

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# Michael Greten

SENIOR VICE PRESIDENT, FINANCE AND CFO

**Michael Greten is the CFO at Justworks. His goal is to provide management with data and analysis to fully understand the levers of the business that leads to actionable steps.**

Prior to Justworks, Michael was the VP of Finance and Accounting at iCIMS, Inc. Prior to that he was the Controller/Treasurer of the RiskMetrics Group for over 10 years, where they launched an IPO and were acquired by MSCI, Inc. Michael's mission is to build organizations that help companies scale for hyper growth.

Michael lives in New Jersey with his wife Meg, a high school English teacher. They enjoy traveling with friends and family, including their 2 children.

## QUICK BIO

**Michael Greten is the Chief Financial Officer at Justworks, a simple all-in-one platform that automates HR, payments, benefits, and government paperwork. In this role, he manages corporate accounting and financial planning for continued growth.**

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