By Symone C. Skrzycki

Pondurance
CULTIVATING A SENSE OF SECURITY

"The partners really care about the people. They make it a place where you can go to them and talk about anything. As Ron Pelletier – one of the founding partners – always says, 'It's a safe place.' "

– Trish Ping
senior security consultant

Trish Ping (not pictured): "They give you a lot of flexibility. And they don't keep tabs on you if you need to run an errand during the day because they expect you to be able to manage your workload and deliver on time."

Playing it safe (services):
- Information security
- Business continuity
- Compliance
- Threat management

Flexible, fulfilling:
- Hours (freedom to adjust schedule if needed)
- Attire (jeans, shorts)
- Setting (many employees work remotely)
- Camaraderie (numerous social outings)

Empowering its own:
- Pondurance pays 100% of employee insurance coverage

"Working at different places where covering just me (my portion) was a couple hundred dollars a month, this is a significant advantage. And the health insurance is wonderful. I have a wide variety of physicians and locations I can go to – and it includes dental and vision. I absolutely love it!"

- Partners with Fit Livin' to promote healthy recipes, exercise demonstrations and motivational messages

Personal touch (monthly all-company meetings):
- 'Shout outs' honor impressive accomplishments
- New employees share a unique detail about themselves

Cybersecurity crew:
- Collab. (Collaboration) Friday: Employees across departments interact on-site
- Daily announcements, industry news, fun notes (anyone up for lunch?) are relayed via Slack

"It's like instant messaging, but on steroids. It's informal and helps facilitate the flow of communication whether or not you're in the office. We'll say, 'Hey, by the way, if you're heading north, the weather looks terrible!' And someone will put up a picture of the weather.

"It's those types of things that make you feel like you're part of a family or a team."