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## MARCH

2021

Welcome to the March issue of the Fiktiva newsletter! In this issue we report, among other things, on the opening of our new location in New York. You can also find informations about the employee satisfaction survey we conducted in February. The first results of this survey will probably be published in the next newsletter.

#### Congratulations

*Dylan Cooke, Edward Moore, and Frankie Lee: 5 years at Fiktiva – Go on strong!*

*Mollie Harrison, Louise Shaw, Summer White, Kieran Clarke, and Abel Perez: 10 years at Fiktiva – How time flies!*

*Lexi Rees, Ethan Fox, Aidan Adams, Arjun Sloan, and Austin Marquez: 15 years at Fiktiva – Keep up the good work!*

*Sofia Price: Receiving her 25th award – Outstanding!!*



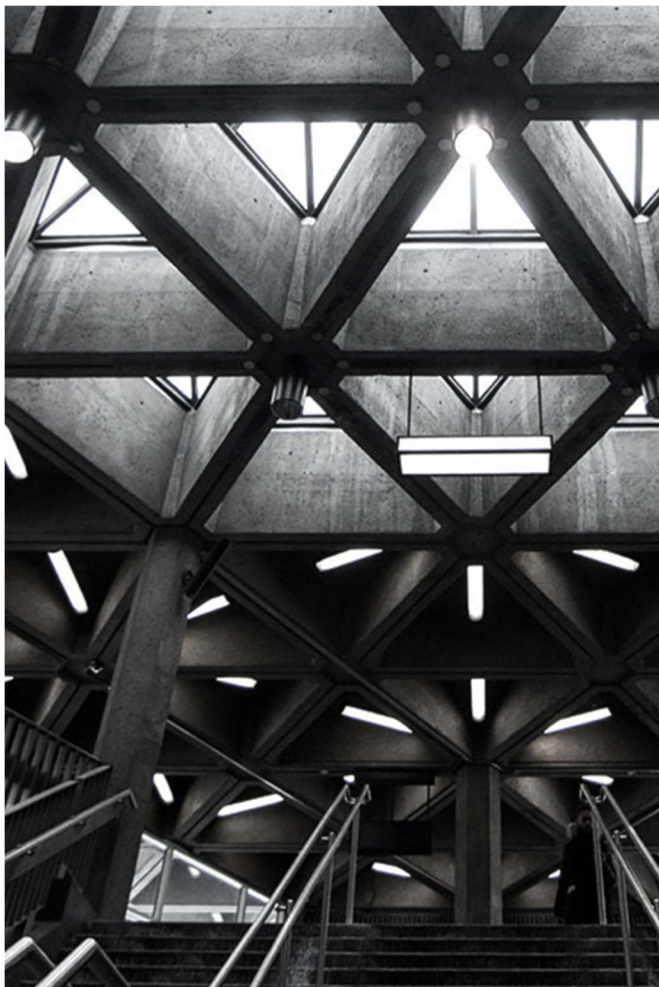
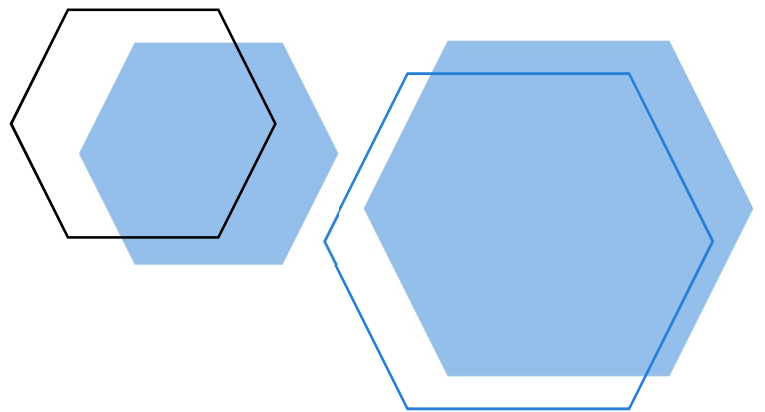
## WE ARE GROWING

### 500th EMPLOYEE HIRED

We are pleased that our company has been growing steadily since its foundation in 2004 and we are always welcoming new faces. With the hiring of John Doe in December 2020, we now have 500 employees. John works in the purchasing department and has already fit in well. We wish him a great start and look forward to the next 500 employees!

We asked John how he came to Fiktiva and what his first days at work were like:

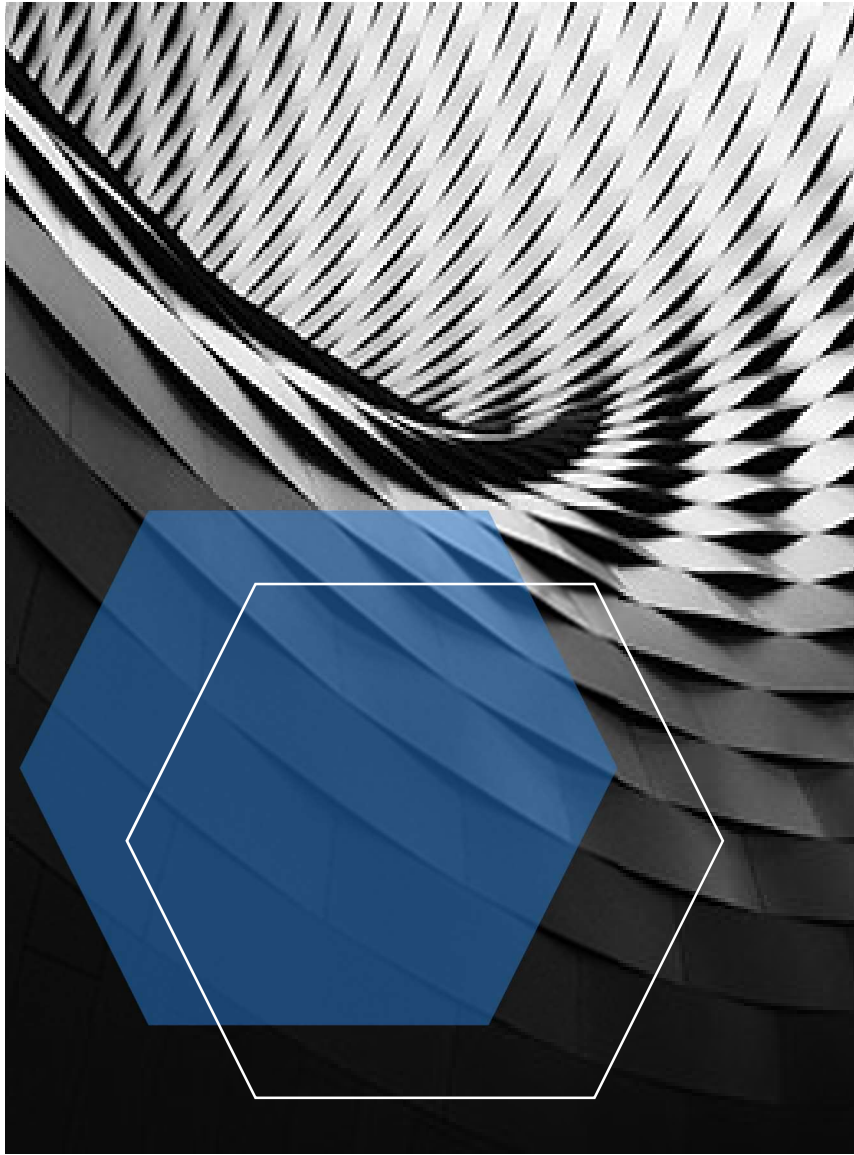
*"A friend of mine recommended Fiktiva to me. I wanted to make another career change at 41, and Fiktiva seemed like just the right company. My colleagues gave me a very warm welcome and I feel very comfortable. I'm also looking forward to the new tasks and hope I can contribute to Fiktiva's continued success and growth!"*



## NEW LOCATION

### OPENING SOON

The final remodeling work has been completed and soon the time will come: In May 2021 our new location in New York will open. Already in April, interested parties can take part in a first tour of the new premises and get an impression of the new offices. The dates for this will be announced soon. We are very happy that we are finally represented in the "Big Apple"!



## PROTECT THE PLANET

### NEWS

How much electricity do information and communication technologies consume? We often use technologies without knowing what kind of CO2 consumption is behind them. This already starts on a small scale: Have you ever wondered, for example, how much CO2 a search query emits? Google states that each query consumes about 0.3Wh. So with 200 queries, you could power a 60W light bulb for an hour! Even though Google has switched to renewable energy in the meantime [1, 2], there are dozens of other servers between you and Google's servers that may not be powered by renewable energy. For this reason, it is worthwhile to think again before a search query, if you do not come to a solution for your problem or question. Alternatively, you can use Ecosia. The operators of this search engine plant about one tree per 48 search queries [3] and thus work not only climate-friendly, but even climate-neutral.

[1]<https://www.theguardian.com/environment/2016/d ec/06/google-powered-100-renewable-energy-2017>

[2] <https://sustainability.google/environment/>

[3]<https://blog.ecosia.org/ecosia-financial-reports-tree-planting-receipts/>

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## SATISFACTION

### SURVEY INFORMATION

As you have already noticed, we conducted a satisfaction survey last month. We want to constantly improve and the satisfaction of our employees is very important to us.

For this reason, we asked each of you for your ID, gender and whether you are satisfied with your job or not. We use the ID to link the data with other information, such as job level and date of hire. We hope to get a better overview of the satisfaction of our employees with this data.

The results of the survey are expected next month. Depending on this, we will also present further actions to increase satisfaction. We are looking forward to the results!