

Welcome!

We're so glad you're here to meet with our team and learn more about making RichRelevance your new home.

Getting to Know Us: {rr} Roots

Commerce is in our DNA. Our CEO, Dave Selinger ("Selly") led Amazon's Data Mining and Personalization team from 2002-2004, during which time he increased Amazon's annual profit by over \$50 million. Post-Amazon, he led Overstock's personalization efforts as Vice President of Software Development and Data Mining.

Selly and RichRelevance co-founders Tyler Kohn and Mike DeCoursey—childhood buddies growing up in Grants Pass, OR—had a long history of brewing big ideas. Each attended Stanford University, then went on to work separately, and together, at a few technology companies before founding RichRelevance.

Founders and friends:
Mike, Dave and Tyler





Benefits that blend substance with start-up flexibility

RichRelevance offers the stability and comprehensiveness of big company benefits, with the flexibility and fun of start-up perks. Here's a glimpse at what we offer:

We've got your back

- Medical, dental, and vision plans
- Employer-sponsored basic life and AD&D insurance
- Short-term/Long-term disability

Planning ahead

- Pre-IPO stock
- Employee stock and bonus plan
- 401K
- Medical and dependent care FSA
- Pre-tax commuter & parking FSA
- Employee Assistance Plan (EAP)
- Cell phone subsidy
- Discounted Zipcar partnership

{rr} stands for rest and relaxation... and health and fitness, too!

- Unlimited vacation time—take time off as needed!
- 10 paid holidays
- On-site monthly massages
- Monthly yoga classes
- Monthly gym subsidy
- Monthly happy hours
- Free meals

Family matters!

No one knows what makes us tick, and what makes our business run smoothly more than our own employees. That's why we offer a generous \$5000 award for each employee referral.

In addition to the perks above, check out other reasons you should consider working with us:

- The ability to play with petabytes of data comprising the largest shopping dataset in the world
- The opportunity to drive and deliver products and solutions from the #1 personalization provider
- The prospect of partnering with global blue-chip retailers and brands

We're at our prime and we're growing our family, so come break the rules, bring forth new ideas and share in the brave new world of commerce with us.

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Behind every great company are employees who truly believe in and work toward the success of that company, sharing an equal stake in its rise to the top. We work with the largest names in commerce and their success is in large part due to the passion, talent and dedication of our employees. I couldn't be more proud of our team and our shared accomplishments.

— David Selinger, CEO and Founder, RichRelevance

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