

SONOS EMPLOYEE HANDBOOK

Welcome to Sonos!

COMPANY MISSION

Sonos is on a mission to fill every home with music and bring people together through sound.

CORE VALUES

1. Innovation - We push boundaries in audio technology
2. Customer Obsession - Our customers inspire everything we do
3. Collaboration - Great sound comes from great teams
4. Quality - We never compromise on excellence
5. Sustainability - We build products that last

EMPLOYMENT BASICS

Work Hours: Core hours 10am-4pm, flexible schedule

Location: Hybrid work (3 days in office, 2 remote)

Dress Code: Business casual, relaxed on Fridays

COMPENSATION & BENEFITS

- Competitive base salary
- Annual performance bonuses
- Stock options for eligible employees
- 401(k) with 4% company match
- Health, dental, vision insurance
- \$2,000 annual wellness stipend
- Free Sonos products for your home

TIME OFF

- 20 days PTO (increasing with tenure)
- 10 paid holidays
- Parental leave: 16 weeks primary, 8 weeks secondary
- Sabbatical: 4 weeks after 5 years

PROFESSIONAL DEVELOPMENT

- \$2,500 annual learning budget
- Tuition reimbursement up to \$10K/year
- Internal mentorship program
- Leadership development programs

WORKPLACE POLICIES

Harassment Prevention: Zero tolerance policy

Equal Opportunity: We celebrate diversity

Data Security: Protect customer and company data

Social Media: Be professional, disclose affiliation

PERFORMANCE REVIEWS

- Annual performance review cycle
- Mid-year check-ins with manager
- 360-degree feedback encouraged
- Career development planning

Questions? Contact hr@sonos.com