Pros

Before I begin, I am giving EASE a 2-star rating because 1-star is the lowest rating. If the rating system were zero based, I would have assigned a 1-star rating. There are some positives to working at this company that should be acknowledged and for that reason I am not giving the lowest rating possible.

I can agree with some of positives mentioned in previous reviews. The company does offer a solid work/life balance to its employees. Many employees are allowed to work remotely as life requires so long as you complete the work required of you. This is far and away the greatest perk of working here. The flexibility with time was the best I had experienced up until now.

Other smaller perks also exist, but are mostly subjective. They have a bright and colorful new office. Bright Orange and blue walls with accented hard wood accent walls surround you with an open industrial feel. Combine it with your company provided lunch and you have a hip looking office that you might just confuse for your local Chipotle, sans burrito.

Cons

Unfortunately, there are several cons to working here that one should consider before working at this company. And Before beginning, I need to mention that this entirely depends on the position held at the company. Certain roles/positions/departments are valued higher than others and if you’re not in what manamgent deems an interesting position

First, there’s the office environment to address. They’ve adopted the open office style of work space which has its own pros and cons. Here it doesn’t work so well. The lunch room and open meeting area is centrally located so if there are several people conversing it can be disruptive. There’s also a large TV in this space that is hooked to a video game system. A shuffle board table was also installed off to the side. These things are fun an entertaining, but while being used, create commotion and disruption making concentration difficult. Unfortunately, more often than not, the office feels like a large play room for children.

* Inequality in pay scales – While some people may have fair pay, there are multiple people that are vastly underpaid. The pay scale is not competitive with the standard market.
* New thoughts and ideas are discouraged. If you’re not in complete agreement with management you’re seen as an antagonist, something outlined in a company mandated reading.
* Indecisive – There seems to be a new direction or agenda every six months, where a new path forward is introduced.
* Lack of transparency – Transparency is often touted as a strength but there is often very little explanation given to any updates or changes in agenda.
* Management turnaround – The entire upper-management team was changed in the past year. Three of the four previous executives were replaced for unspecified reasons. Leaving many open questions about direction that were largely not answered
* Lack of direction – One of the company’s core products was largely neglected to languish as an income crutch. No attention was given to it’s possible future leaving it an open question for years.
* Poor customer service – Management’s decision to neglect one product also meant neglecting customers of said product. Some of the oldest and largest loyal customers were intentionally neglected. We officially decided to neglect these customers leaving many of them understandably upset.
* Excessive spending – For a smaller start-up business, it seemingly spent large amounts of money on trivial purchases. Buying expensive game tables, video game rooms, gourmet coffee dispensers, accent wood walls, high end apple products for all meeting rooms all while not offering competitive wages or cost of living raises for employees.