

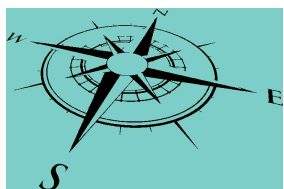
About Toptal

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Toptal (TPTL)

Stakeholder(s):

Total Leadership Team

Taso Du Val :

Taso serves on the board of multiple organizations, advising on talent strategy and innovation for Fortune 100s and nonprofits. Taso has guest lectured at Harvard Business School, Wharton, and Oxford on talent management and entrepreneurship.

Role: Chief Executive Officer

As Toptal's Chief Executive Officer, Taso manages Toptal's core team of hundreds of team members distributed throughout the world, with a focus on innovation. Since Toptal was founded in 2010, Taso has led it to become the largest high-skilled, on-demand talent network in the world.

Brenda Kurz :

She is an experienced Chief of Staff and Director of Business Management, holding senior-level roles for nine years at Microsoft and Schwab Bank. Prior to that, she worked at US Bank and also served as the CEO of an innovative start-up credit union serving an underbanked demographic in the Seattle area. Brenda has a BS in Accounting from Portland State University and is a graduate of the Pacific Coast Graduate School of Banking.

Role: Chief Administrative Officer

As Toptal's Chief Administrative Officer, Brenda works alongside the CEO and executive team to maximize the impact of CEO engagement and team initiatives.

Bill Tsingos :

He brings to the role over 20 years of experience. Prior to Toptal, Bill served as General Counsel of Bottomline Technologies (Nasdaq: EPAY), a global B2B fintech company, and as General Counsel of Plymouth Rock Assurance, a Boston-based insurance group. Before that, Bill was a corporate lawyer with WilmerHale and Posternak, Blankstein & Lund. Bill is a graduate of Harvard and Harvard Law School, and studied as a Rhodes Scholar at Oxford, earning his PhD in International Relations.

Role: General Counsel

As Toptal's General Counsel, Bill provides legal and strategic guidance on the issues that confront Toptal as a US-based, global company.

Simon Sproule :

With over 25 years of communications and marketing experience, he worked as the VP of Communications for some of the world's best known brands including Microsoft, Nissan, and Tesla. Prior to Toptal, Simon served as the Chief Marketing

Officer for Aston Martin Lagonda. He holds a Bachelor of Science degree in Geography from London University.

Role: VP of Communications

As Toptal's VP of Communications, Simon is responsible for media relations and the company's communications with key influencers and stakeholders.

Andrew Good :

He is a Finance leader with over 30 years of experience. Before joining Toptal, Andrew was the CFO of Kindle Energy, a Blackstone company, and CFO of Mercuria Energy Americas, the second largest privately held energy trading firm globally. He also worked at Constellation Energy, a Fortune 200 acquired by Exelon, in numerous executive roles, culminating as the head of mergers and acquisitions globally. Andrew earned a BS in Economics from MIT and an MBA from the University of Chicago.

Role: Chief Financial Officer

As Toptal's Chief Financial Officer, Andrew is responsible for all Finance operations, working closely with the executive team to ensure sufficient financial resources and thoughtful analytics to drive growth.

Sean Middleton :

Before joining Toptal, Sean spent over a decade at Cognizant in various leadership positions, concluding his tenure as COO of Cognizant Digital, a division with over \$5b in annual revenue. His breadth of experience at Cognizant included orchestrating a turnaround of Cognizant Digital, building and managing a portfolio of dozens of businesses, and creating the infrastructure for their Office of the CEO. During Sean's tenure, Cognizant grew from \$3b to over \$40b in market capitalization. Prior to Cognizant, Sean held various roles at PwC. He holds a BS in Computer Science from Cornell University and an MBA from the Wharton School at the University of Pennsylvania.

Role: Chief Revenue Officer

As Toptal's Chief Revenue Officer, Sean is responsible for overseeing business strategy, sales, and client success for Toptal.

Michelle Labbe :

Previously, she served as Chief People Officer at ICR. Her 20+ year career has included senior Talent leadership roles across both the startup and agency world, spanning multiple industries. Michelle has a Bachelor's in Political Science from the University of Arizona.

Role: Chief People Officer

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Stakeholders (continued)

As Toptal's Chief People Officer, Michelle is accountable for our People and Recruiting teams, creating and maintaining a world-class experience for all Toptal team members through hiring, developing, and retaining our top talent.

Christy Schumann :

Prior to Toptal, Christy spent more than a decade in management consulting at Bain & Company, and she later joined Rackspace as General Manager of their cybersecurity business. Christy earned a BS in Computer Science and Electrical Engineering from the Massachusetts Institute of Technology and an MBA from Columbia Business School.

Role: VP of Talent Operations

As Toptal's VP of Talent Operations, Christy is accountable for ensuring successful client outcomes by delivering the right talent from our global network, matched to client business needs and timeframe.

Ismael Peinado :

Ismael was formerly the CEO and Co-Founder of Blue4, a distributed media system used in the aerospace and entertainment industries. He leverages over twenty years' experience in providing commercial, operational, and technical leadership for B2B, B2C, and government organizations from early-stage startup to large-high growth market leaders. Ismael has a BE and BS in Industrial Engineering from the Universidad de Málaga.

Role: Chief Technology Officer

As Toptal's Chief Technology Officer, Ismael leads the company's engineering organization, driving process and

culture to ensure top quality delivery from our team of world-class engineers.

Kleanthis Georgaris :

He specializes in digital talent networks, leveraging a diverse background at both Microsoft and McKinsey, many early- and late-stage startups, as well as launching a startup of his own. Kleanthis has a BS in Computer Science from Athens University of Economics and Business and an MBA from the National Technical University of Athens.

Role: VP of Product

As Toptal's VP of Product, Kleanthis drives the evolution of Toptal's platform and associated products, working closely with operations and engineering teams to drive and support our hypergrowth by providing a seamless, on-demand experience for clients and network talent.

Alejandro Rigatuso :

With a background in electronics engineering and control systems, he excels at optimizing inbound marketing funnels, with a focus on organic traffic. He is the founder of Postcron, a SaaS company for social media marketers, that has been recently acquired. Alejandro studied Electronics Engineering at the Catholic University of Córdoba in Argentina. He also lectures at Harbour Space University on SEO, in particular on Enterprise SEO strategy.

Role: VP of Growth Marketing

As Toptal's VP of Growth Marketing, Alejandro and his team drive Toptal's inbound client and freelancer acquisition.

Mission

To connect the world's top talent with the world's top organizations

Values

Talent

Connections

1. Connections

Connect talent with organizations

1.1. Applications

Receive talent applications

Stakeholder(s):

Experts in High Demand

Role: Expertise

iOS Developers

Role: iOS Application Development

Front-End Developers

UX Designers

UI Designers

Role: User Interface Design

Financial Modeling Consultants

Role: Financial Modeling

Interim CFOs

Role: Financial Management

Digital Project Managers

Role: Project Management

Freelance Developers

Freelance Designers

Freelance Finance Experts

Freelance Project Managers

Role: Project Management

Freelance Product Managers

Role: Product Management

Specialized Service Providers

Role: Services

Performance Indicators

1.1.1 Applications Received

Description	Type	Start Date	End Date	Number
[Unspecified]	Target			
Applications (Baseline) Dec 2013 = 10,000	Actual		2013-12-31	10,000
Total Applications (Cumulative Data) Feb 2016 = 100,000	Actual	2014-01-01	2016-02-28	90,000
Total Applications (Cumulative Data) Dec 2018 = 500,000	Actual	2016-03-01	2018-12-31	400,000
Total Applications (Cumulative Data) Mar 2020 = 750,000	Actual	2019-01-01	2020-03-31	250,000

1.2. Engagements

Engage talent

Performance Indicators

1.2.1 Engagements

Description	Type	Start Date	End Date	Number
[Unspecified]	Target			
Engagements (Baseline) Sep 2014 = 1,000	Actual		2014-09-30	1,000

Description	Type	Start Date	End Date	Number
Total Engagements (Cumulative) Jun 2017 = 10,000	Actual	2014-10-01	2017-06-30	9,000
Total Engagements (Cumulative) Mar 2019 = 20,000	Actual	2017-07-01	2019-03-31	10,000
Total Engagements (Cumulative) May 2020 = 30,000	Actual	2019-04-01	2020-05-31	10,000

1.2.2 Days

Description	Type	Start Date	End Date	Number
[Unspecified]	Target			
Number of Days Talent Were Engaged (Baseline) Mar 2013 = 10,000	Actual		2013-03-31	10,000
Total Number of Days Talent Were Engaged (Cumulative Data) Jun 2014 = 100,000	Actual	2013-04-01	2014-06-30	90,000
Total Number of Days Talent Were Engaged (Cumulative Data) Feb 2016 = 500,000	Actual	2014-07-01	2016-02-29	400,000
Total Number of Days Talent Were Engaged (Cumulative Data) Mar 2017 = 1,000,000	Actual	2016-03-01	2017-03-31	500,000
Total Number of Days Talent Were Engaged (Cumulative Data) Aug 2018 = 2,000,000	Actual	2017-04-01	2018-08-30	1,000,000
Total Number of Days Talent Were Engaged (Cumulative Data) Sep 2019 = 3,000,000	Actual	2018-09-01	2019-09-30	1,000,000

1.2.3 Countries

Description	Type	Start Date	End Date	Number
[Unspecified]	Target			
Geographic Footprint of Talent Network (Baseline) Mar 2013 = 50 countries	Actual		2013-03-31	50
Geographic Footprint of Talent Network Feb 2020 = 126 countries	Actual		2020-02-29	126

1.2.4 Clients

Description	Type	Start Date	End Date	Number
[Unspecified]	Target			
Clients Served (Baseline) Apr 2015 = 1,000	Actual		2015-04-30	1,000
Total Clients Served (Cumulative Data) Aug 2017 = 5,000	Actual	2015-05-01	2017-08-31	4,000
Total Clients Served (Cumulative Data) Sep 2019 = 10,000	Actual	2017-09-01	2019-09-30	5,000

2. Impact Initiatives

Carry out initiatives that achieve impact

2.1. Scholarships

Empower the next generation of female CEOs, founders, and world leaders

We're committed to empowering the next generation of female CEOs, founders, and world leaders who want to change the world. We'd like to give you what you need to get there.

- \$10,000 Scholarship - Meaningful support, so you can focus on developing yourself as a future leader.
- One year of Mentorship - Mentoring from a Toptal expert with the skills and knowledge you need to set you on the right path.

Stakeholder(s):

Female CEOs

Female Founders

Female World Leaders

Toptal Mentors :

How do you want to change the world? We'll pair you with the mentor who can coach and advise you along the way.

Ivana Miličić :

Zagreb, Croatia — Ivana has over fifteen years' experience in visual and product design. She is an Adobe Certified Instructor and an Assistant Lecturer at Algebra University College in Zagreb. When not working with her multinational client base, Ivana speaks on conference stages and authors articles about design practices and remote work.

Eva Bojorges Rodriguez :

Playa del Carmen, Mexico — Eva is a data scientist, machine learning engineer, and back-end developer with experience in scalability issues, system administration, and more. She is an expert in Python, Ruby, and Go, and speaks at events worldwide about data science and Python. Eva is a digital nomad and Toptal's Regional Lead for Latin America.

Kelly Sickles :

Catskill, NY — Kelly is a finance expert who has worked with and advised some of New York's most well-respected startups as well as Wall Street firms. Now operating as a freelance financial consultant and interim CFO, Kelly works with a wide variety of growing companies, helping to strategize and secure funding for sustainable success.

Performance Indicators

Description	Type	Start Date	End Date
[Unspecified]	Target		
	Actual		

2.2. Volunteers

Accelerate impact for organizations in need

TopVolunteer™ leverages the power of the Toptal® Network to accelerate impact for organizations in need.

Stakeholder(s):

Volunteers

Performance Indicators

Description	Type	Start Date	End Date
[Unspecified]	Target		
	Actual		

2.2.1. Impact*Scale impact*

Industry experts give their time and experience to impactful projects. Scale your impact by engaging with willing and able contributors around the world.

Performance Indicators

Description	Type	Start Date	End Date
[Unspecified]	Target		
	Actual		

2.2.2. Connections*Forge connections*

The Toptal Network is one of the world's most influential workforces. This initiative connects individuals at the tops of their fields with organizations in need.

Performance Indicators

Description	Type	Start Date	End Date
[Unspecified]	Target		
	Actual		

2.2.3. Needs*Fill nonprofit needs*

Nonprofits often struggle to find and support expert volunteers. Toptal is committed to bridging that gap.

Stakeholder(s):**Nonprofits****Performance Indicators**

Description	Type	Start Date	End Date
[Unspecified]	Target		
	Actual		

Administrative Information

Start Date:

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