Approach to Employment at Magoosh (for full-time roles)

If we make an offer and you accept it, the next steps are:

- Sign our contract (all employment contracts are at-will)
- Set a start date and begin working full-time

Intro Period:

Our goal at Magoosh is to hire people who will be successful, excited, and generally stoked about coming to work—we aim to build long-term relationships. That's why we try our best to get to know you throughout the hiring process and want you to get to know us as well. With every new job, we understand that there's an initial learning curve and "getting to know you" period—we call this the *Intro Period*—during which we pay extra attention to your learning and progress to help set you up for long-term success. This period usually lasts about 3 months but can take more or less time depending on how it's going.

During your *Intro Period*, we (Magoosh) will:

- Provide specific culture and competency feedback during weekly 1-on-1s with your manager.
- Solicit feedback from you about your experience at Magoosh and what we can do to help you succeed (Feedback is a two way street!).

Risk of employment at Magoosh:

At Magoosh, we're very proud of our low turnover rate. We spend time making smart hires, and as a result the vast majority of new hires go on to long and productive careers at Magoosh.

Sometimes the relationship doesn't work out, despite best intentions on both sides. This could happen during the *Intro period* or later. We have a mantra of "no surprises" when it comes to employment at Magoosh. If we do our job with the regular check-ins and feedback, you should not be surprised if we decide you aren't a good fit for Magoosh. And we hope that you also won't surprise us if you realize Magoosh isn't a good fit for you. We generally try to avoid situations like this, but there is always some risk.

If we let you go at any time during your employment at Magoosh, unless there's an egregious issue, we will pay you at least 1 month of severance if you are willing to sign a separation agreement. If you decide to leave us, you won't receive severance. These cases are rare, but we want to be upfront about any potential risk.

If any of this is unclear, don't hesitate to ask questions! :)