✅ Pre-Offer Checklist: Is the Company Safe & Stable?

- ◆ **Financial Health**
  - [ ] Consistent revenue or funding
  - [ ] Profitable or strong runway
  - [ ] No recent layoffs or down-rounds

- ◆ **Layoff History**
  - [ ] Not listed on layoffs.fyi
  - [ ] No mass layoffs in last 18 months

- ◆ **Employee Reviews**
  - [ ] 4.0+ Glassdoor score
  - [ ] Good work-life balance mentions
  - [ ] No red flags about toxic leadership

- ◆ **Engineering Culture**
  - [ ] Uses modern stack (CI/CD, Git, etc.)
  - [ ] Follows Agile or some dev process
  - [ ] Mentions of internal developer growth

- ◆ **Founding Team**
  - [ ] Experienced leadership
  - [ ] No legal or ethical concerns
  - [ ] Stable and transparent history

- ◆ **Culture & Benefits**
  - [ ] Fair leaves, insurance, flexibility
  - [ ] Inclusive environment
  - [ ] Support for learning and growth

- ◆ **Tech Value**
  - [ ] Working on modern/in-demand technologies
  - [ ] Market presence or product fit
  - [ ] Not dependent on one client or industry

- ◆ **Exit Strategy**
  - [ ] Respected name in the industry
  - [ ] Alumni at strong companies
  - [ ] Relevant skills for future job switch

- ◆ **Interview Insights**
  - [ ] Good interview experience
  - [ ] Clear expectations and role clarity
  - [ ] Transparency during process

Result: If 80% or more are ✅ → It's likely a safe & stable choice.