November 15 - December 20, 2023



Company updates and opportunities for WPRiders team members

WPRiders updates
November 15 - December 20, 2023

WPRiders updates

- Lidia is taking over the role of Marketing Coordinator, while still holding the Sales Account Executive role. We wish you all the best! 🚀🏆🤗
- We are planning to launch a “web design” service with a new landing page in January 2024.
- Between Christmas and New Year we will have lower availability.
- We are planning a Strategy Meeting with the department managers, followed by a company-wide online Yearly Meeting.
- We have 25 Clients on retainers.

WPRiders updates

- (reminder) WPRiders Garage (our intranet) was officially launched garage.wpriders.com
  - WPRiders handbook
  - Give recognition form - show appreciation for your colleagues
- We had a **Secret Santa** Edition. You can read the article here.
- Gabi Costil finished his probationary period. Congratulations! 💪
- We had a lovely Christmas dinner in Bucharest
  (photos on the next slide).



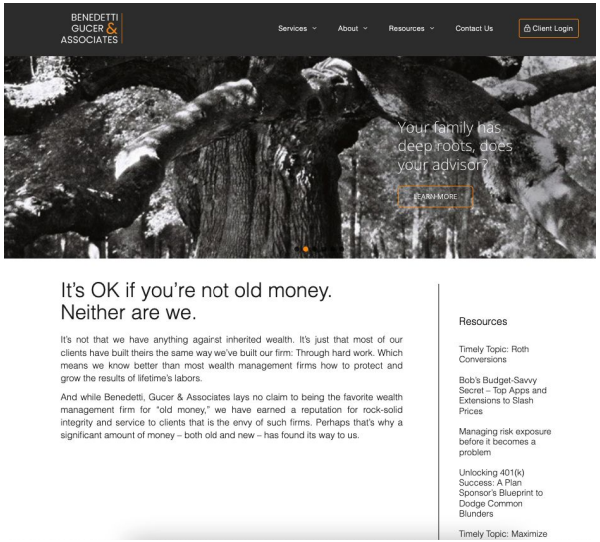


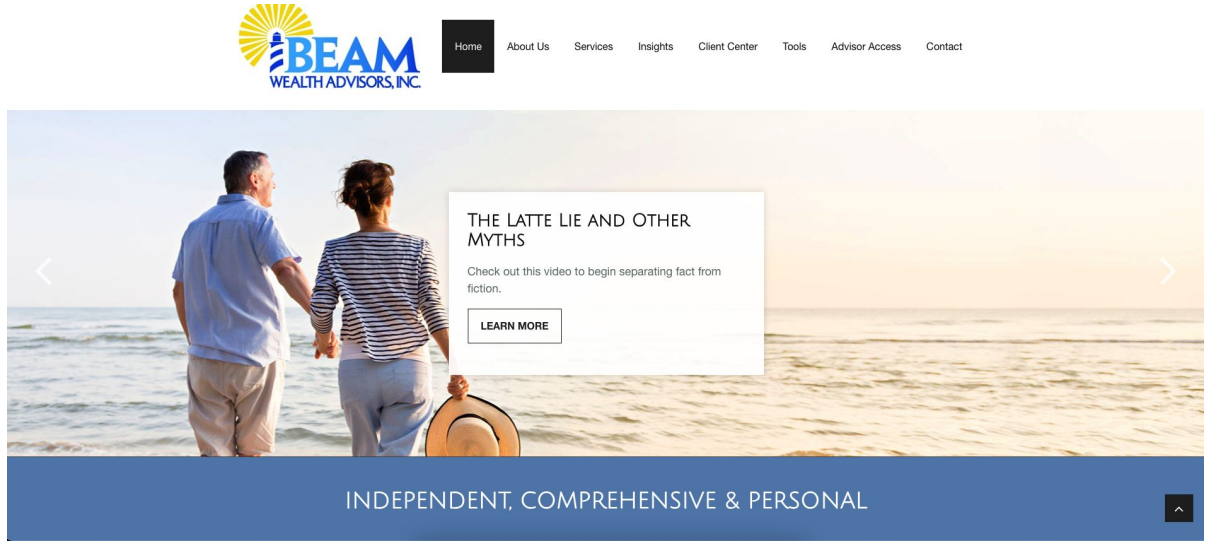
New Client: BEAM Wealth Advisors Inc.

For over 35 years, BEAM Wealth Advisors Inc. (http://www.beamwealth.com/) has been dedicated to addressing the financial requirements of individuals in search of personalized, holistic financial planning and investment management. Their approach emphasizes transparent, thorough, and impartial guidance delivered by seasoned independent advisors.

We help them redesign their website as project work on a retainer collaboration.

Future collaboration opportunities: they might extend the service to redesign their www.bgawealth.com website too, plus ongoing maintenance in 2024.





Opportunities for you

1. We need:
   - **1 Support person** (contractor) who can answer tickets and perform small technical tasks on the US time zone between 6 pm Romanian and 2 am Romanian time.
   - **1 Technical Consultant** - will provide advisory for our customers
   - **1 CTO** ideally the person will grow from inside the company

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2. You can take AWS technical and commercial trainings and certification exams here.
3. If you need hardware, or software licenses, or even glasses so you can do your job better, please contact Alexandra.
4. If you want to read a book, or take a course, and want us to buy it - tell Alexandra.
5. If you refer somebody and we hire the person, you get a bonus after the trial period.

How do we get there? WPRiders accountability chart

Covered
Partially covered
Uncovered

<table>
<tr><td colspan="11">General Manager</td></tr>
<tr><td colspan="5">COO

CTO</td><td colspan="3">Sales Manager</td><td>Marketing Coordinator</td><td>HR Development

Recruiting

Team cohesion</td><td rowspan="2">Administrative & HR Manager

Accounting & Legal & Financial</td></tr>
<tr><td colspan="2">TEAM 1
CSM 1 - Customer Success Manager</td><td colspan="2">TEAM 2
CSM 2 - Customer Success Manager</td><td rowspan="2">Technical Team Leader (Mihai)</td><td rowspan="2">Technical Consultant</td><td rowspan="2">CRO expert</td><td>Technical Sales Support (Oraldo)</td><td>Sales Account Executive</td><td>Word Press Business Analyst</td><td>SEO, Content, Marketing specialist</td><td rowspan="2">Technical Recruitment (Mihai)</td></tr>
<tr><td>Developers x3</td><td>Tester x1</td><td>Developers x3</td><td>Tester x1</td><td></td><td></td><td></td><td></td><td></td></tr>
</table>

How do we work - our values

1. **Accountability -** We do our job well and we are *reliable*.



We work efficiently since we believe it is only up to us deliver on the promised results.

2. **Integrity -** We follow one simple rule - *always* do the right thing.



We are honest and open with our customers.

We keep our promises and treat our stakeholders with respect and consideration, just as we would want them to treat us.

How do we work - our values

3. Personal growth - We are passionate about our work.



We are also open to personal change and continuous improvement. That is why we constantly challenge ourselves to find new ideas and solutions in our pursuit of excellence.



4. Contribution - We are part of the Open Source community. We are determined and dedicated to its success. We gladly share our know-how as keynote speakers and our code to inspire and help others just as we were inspired and helped by the Open Source family.

Where do we want to go? -> Our vision

To be the **super-star**,

well-known agency for

ongoing WordPress development,

maintenance and **support.**

wpriders

The



Of



WordPress


RODMAN
91
BULLS
23

Our mission

WHERE DO WE WANT TO BE:

- Reach 50 recurring customers who
- Stay with us for at least 12 months and who
- Consistently rate us with 5/5.

“No one can whistle a symphony. It takes a whole orchestra to play it.”

~ H.E. Luccock