



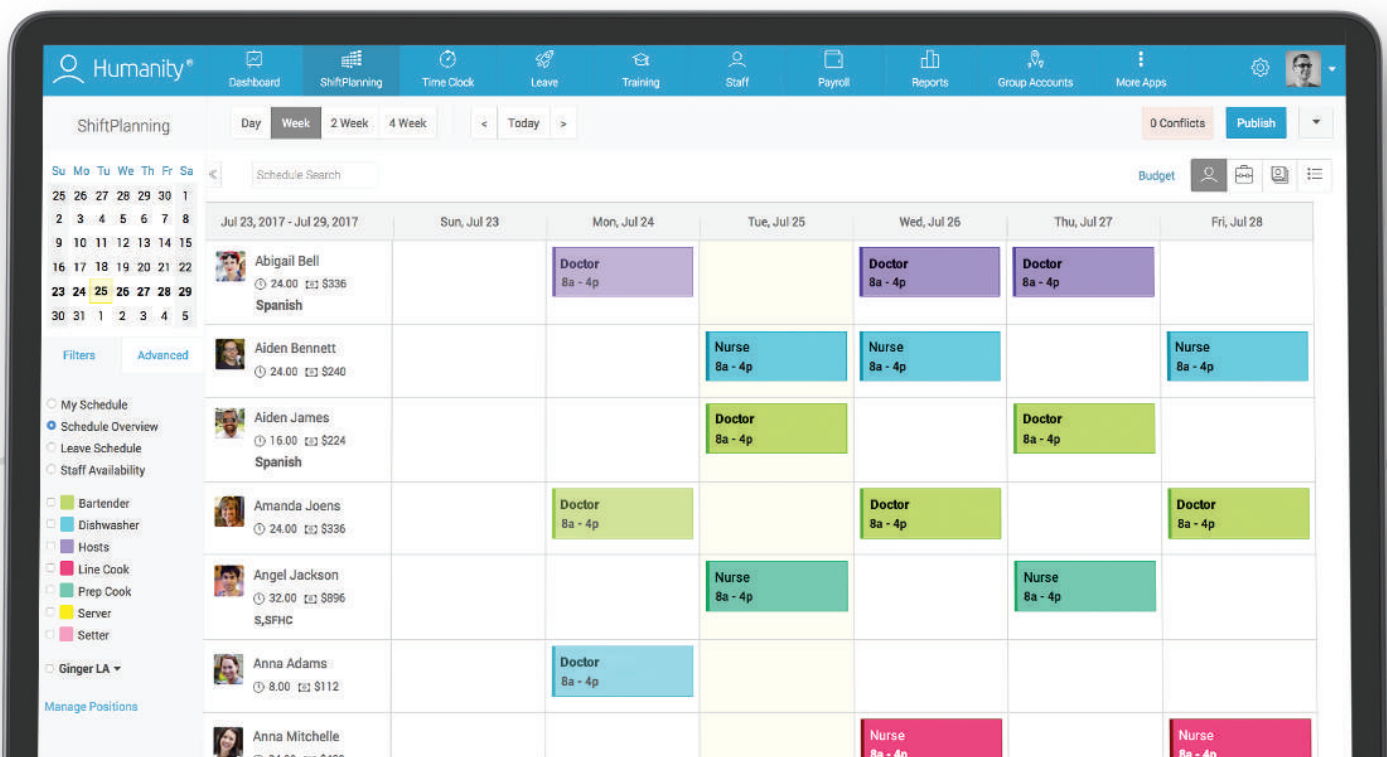
# Corporate Backgrounder

## Who We Are

Humanity is the leading cloud-based employee shift scheduling platform that accelerates schedule creation by up to 80 percent. Organizations of all sizes receive unprecedented insight into their operations, and actionable data to optimize staffing based on employee skill set, time-off/leave management, and staff availability. Humanity is offered as SaaS and can be deployed as a stand-alone solution in the cloud, or integrated quickly and easily with today's leading HCM platforms and payroll solutions.

## What We Do

Humanity simplifies your employee management process creating error-free, dynamic schedules by locations, departments, positions and skills, with real-time conflict checking.



## Key Features

**Intuitive, powerful scheduling for the enterprise** allows easy schedule creation for managers and real-time schedule visibility for the employee. Simple management of vacation and leave requests, or last-minute shift changes. Avoid scheduling conflicts with up-to-the-minute insight into employee hours and availability. Automatic email and mobile updates ensure everyone is up-to-date.

**Mobile-first design and user experience** allows easy shift trades and time-off requests for employees on iOS or Android devices, and allows managers to manage staff and create or edit work shifts and schedules from anywhere.

**Time Clock** for simple staff hours and attendance tracking from any location and on any device

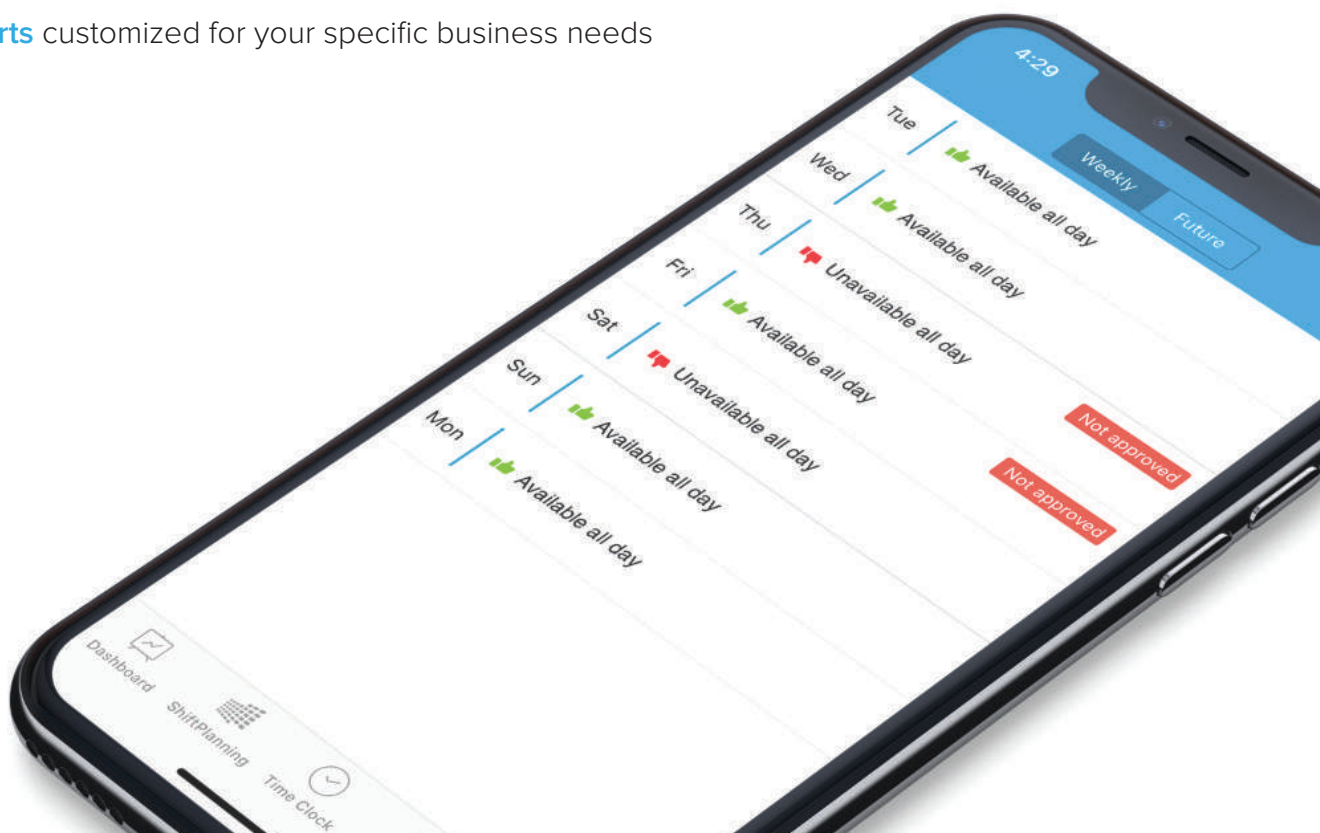
**Forecast capabilities** power advanced, data-driven staff schedules, leveraging vital business data such as POS metrics to improve bottom line

**Messaging platform** for simple employee communications for real-time updates from any location

**Payroll integration** for streamlined finances

**Training features** for quick onboarding

**Reports** customized for your specific business needs





# Cloud-Based Solutions For Organizations Of All Sizes

## Starter Package

Employee scheduling, unlimited location and roles, SMS/email notifications

## Classic Package

Also includes attendance, task management, skills, remote sites, availability approvals, custom leave types, payroll integration, and reporting

## Enterprise Package

Features forecasting, API access, learning management, group platform, custom branding, and dedicated account manager

## Humanity at a Glance

Industry-leading cloud-based employee scheduling and time tracking software services (SaaS)

Founded in  
**2010**

Employees  
**180+**

Headquartered  
in **San Francisco**

Offices in  
**Belgrade & Lahore**

More than  
**10,000**  
SMBs and Enterprises

Customers from  
**195+**  
countries worldwide

More than  
**175,000**  
business locations

Customers from  
**150**  
different industries

Main industries served **Healthcare, Retail, Hospitality & Restaurant, Education:**

## Humanity Customers

Corporations from a wide spectrum of industries are benefiting from Humanity's time-saving, conflict-free scheduling platform, including medical, hospitality, retail, education, transportation, engineering, help desk, recreation, and others.



“It’s an amazing tool. I can’t physically be at all six of my stores all the time, but **Humanity is so efficient and convenient that I can manage all my locations from literally anywhere.** There are so many features available that help us in every phase of the staff management process. It’s definitely been a huge change for us.”

*Troy Pugeda, Operations Manager, Safeway*

## Companies Love Humanity



“As journalists our schedules vary greatly – we have to work holidays, weekends, and overnight hours. Working this type of schedule is stressful in itself, so we wanted to provide our employees with something that would **make this part of their lives less hectic.**”

*Ryan Cooper, Director of Programming for the Los Angeles Bureau*  
**CNN**



“We needed a solution that would let us view all of our shops’ schedules at once and utilize our employees on a global scale. **We are very passionate about Humanity** and appreciate the benefit of being able to organize and view our schedules in one central place, as well as having the opportunity to directly communicate with our employees.”

*Michael Cobb, Food Systems Supervisor*  
**Dollywood Family Amusement Park**



“Humanity is **the ultimate shift scheduling software.** It is completely invaluable to our business and operation.”

*Taryn Wa, Co-founder and Culinary Director*  
**Savory Chef Foods**



**“Humanity simplifies the scheduling process.”**

*Dustin Bennett, General Manager*  
**5 Guys**



“Every aspect of Humanity has benefited CareMinders—**it is the backbone of my business.** It saves time and provides a good communication channel when working with staff.”

*Cindee Kelly*  
**CareMinders**

## Key Executives

### **Chris Amani**

#### **Chief Executive Officer**

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As a leading executive in the employee management SaaS industry, Mr. Amani brings a deep portfolio of strategic management, operations and leadership experience to the Humanity team, overseeing all corporate operations and developments. Prior to serving as CEO, Mr. Amani played an instrumental role in Humanity's growth and establishing its market position to-date, serving as chief operating officer, vice president of growth and operations, and head of finance and analytics over the past five years. Prior to Humanity, he held leadership positions at leading edge technology companies Electronic Arts, MongoDB, and Zynga. Mr. Amani has a B.S. in Accounting from University of Arkansas at Fayetteville, as well as an M.B.A. from San Jose State University.

### **Andrej Luneski**

#### **Vice President of Engineering**

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Mr. Luneski brings global expertise in human computer interaction to the Humanity executive team. As vice president of engineering, Mr. Luneski oversees all product development projects. Previously, Mr. Luneski served as director of engineering at Arbor Education Partners. He also served as a management board member at Balkan Security Network. Mr. Luneski holds notable experience in academics, including leading a team of programmers in the development of the Metropolitan University information system and lecturing on topics including databases, human computer interaction, software engineering, software development, and IT project management. He has been published in various publications, including the Methods of Information in Medicine Journal, The Chemical and Biological Microsystems Society (CBMS), among others.

### **Jack Robinson**

#### **Vice President of Solutions Engineering**

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Mr. Robinson is a leading expert in the workforce enterprise space, with 25 years of industry experience. As vice president of solutions engineering, Mr. Robinson is responsible for all product and technical processes during the sales and implementation process. Prior experience as principal solutions consultant on Workday's large enterprise sales team. Prior to that, he managed a team of solutions consultants at SAP SuccessFactors and supported the launch of the company's first vertical sales effort in the healthcare industry. Additional experience includes solutions consulting positions at Infor/Workbrain and Kronos, Inc. Mr. Robinson received a B.S. from Woodbury University as well as studies at the University of California, Los Angeles, in Computer Science.

## **Charles Orlando**

### **Vice President of Marketing**

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Mr. Orlando is an innovative marketing leader with over 20 years of experience—including the last 18 launching SaaS and Cloud solutions—and oversees marketing operations, branding, public relations, and demand generation. Prior to joining Humanity, Mr. Orlando led the marketing and inside sales efforts at transportation/IoT provider FleetUp, where he conceptualized corporate and product positioning and the go-to-market strategy, driving awareness and demand that resulted in 2,000 percent inbound lead improvements and growing the organization to a \$14M run-rate in under 18 months. Over his career, Mr. Orlando has helped drive go-to-market strategy and developed awareness-building programs for e-learning provider Ninth House—driving a 150 percent year-over-year revenue growth rate, enabling the acquisition by Korn/Ferry—and was senior director of marketing at Webex, playing an instrumental role in the successful IPO in 2000. Mr. Orlando serves as marketing advisor for a number of technology start-up companies in both Silicon Valley and Los Angeles.

## **David Charron**

### **Vice President of Partnerships**

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Since joining the Humanity team in 2012, Mr. Charron has been an instrumental leader throughout the company's expansive development—including revenue growth from \$200K to \$10M since 2012, adding 150 new employees, and supporting clients in over 150 countries. In his current role, Mr. Charron is responsible for overseeing business development, channel partnerships, licensing, and legal functions. Additionally, Mr. Charron spearheaded raising \$15M in funding during the past six years. With over 15 years of experience in business development leadership roles and over ten years in the startup market, Mr. Charron offers expertise in B2C and B2B technology. Previous experience includes positions at Clio.com, Maine Today Media, Canpages Inc., OnTargetJobs Inc., and SuperPages Canada.



## Investors



**MHS Capital** is a Venture Capital fund backed by an extraordinary group of technology executives and entrepreneurs, including senior executives from every major Internet portal, and a deep roster of serial entrepreneurs building some of the leading software and Internet companies.

- Acquired by Workday in 2016 and rebranded as Workday Prism Analytics
- Acquired by Marketo in 2018
- Leading online learning and teaching marketplace



**Point Nine Capital** is a Berlin-based venture capital firm focused exclusively on early-stage Internet investments in areas like Software-as-a-Service (SaaS), online marketplaces and mobile.

- Leading public SAAS Customer Service Software
- International food delivery service; Trades on Frankfurt Stock Exchange
- Enterprise search API; Recently raised \$53M round