

# Employee Value Proposition

*2023 edition*

Steeple



# The Steeple Story



Steeple





## The history of Steeple: From student project to scale-up!

The Steeple story began in 2013, during a research project carried out by two students. The idea developed gradually and brought together a number of elements: expertise, a product and support. But the Steeple adventure is above all made up of passionate people! Reinventing internal communication could only be done by employees driven by a desire to exchange ideas: the foundations for improving working life.



**Video :** Discover the history of Steeple presented by Jean-Baptiste, our CEO



For more information, find our [website here](#)

# The Story

## 2013 - 2014: The "reflexion"

september  
**2013**



Meeting Nicolas & Jean-Baptiste

march  
**2014**

Adoption of the name "Steeple"

december  
**2014**



Launch of the beta version

## 2015 - 2016: Incubation

january  
**2015**

ESC Rennes Incubator

february  
**2015**

Creation of the company

june  
**2015**

Leclerc Plougastel launch

june  
**2016**



Invention of the Steeple screen

## 2017 - 2018: The launch

january  
**2017**

Moving to the Village by CA

april  
**2017**



First collaborator

## 2019 - 2020: Structuring

february  
**2021**

West Web Awards 2021 for the best team

january  
**2020**

Steeple at CES

january  
**2019**

Moving to Mabilay

december  
**2018**



First million turnover

november  
**2018**

100th customer

april  
**2018**

First Steeple Break

march  
**2018**

10th employee

## 2021 - today: The "growth"

may  
**2021**

50th employee

may  
**2021**

500th customer

may  
**2021**



100,000th customer employee

july  
**2021**



Setting up in Spain

January  
**2023**



Setting up in Germany

May  
**2023**



Setting up in Italie

To be continued...



The Steeple Story

# Steeple in figures



**100+**  
employees

**1200+**  
Customers

**2015**  
Creation of the  
company

**+38%**  
of 2022 sales

**100%**  
of equity  
capital



France



Francfort



Barcelona

Steeple

# Team Spain



Steeple



## Team Spain



### Dreaming big!

Steeple's internationalization begins with the **opening of the Spanish office in 2021**. Under the leadership of **Emilien Delile as Country Manager**, market development has been consolidated year after year.

Joining this team means being surrounded by colleagues who will provide a **supportive environment** in which to seek advice, share ideas, and receive feedback. An excellent opportunity for **continuous learning and personal growth** to acquire new knowledge, skills, and perspectives by observing and interacting with others. And, of course, to be part of a **constantly growing adventure**.



## 5 reasons why Barcelona

This city offers a unique combination of beauty, culture, pleasant climate and quality of life.

- ✓ Nature and outdoor **activities all year long**
- ✓ Enjoyable **weather**
- ✓ **Well-connected transport**, making it easy to travel in and out of the city
- ✓ **Gastronomy**, you will not get tired of discovering new places, from traditional taverns to fine cuisine restaurants
- ✓ Enjoy a **coastal lifestyle**, relax and enjoy the natural beauty of the Mediterranean Sea.



## Benefits at Steeple Spain

→ **Private office** in a coworking located in the center of Barcelona. The space offers a **large rooftop terrace** with unlimited coffee and tea bar, **foosball table** and **comfortable spaces** to relax.

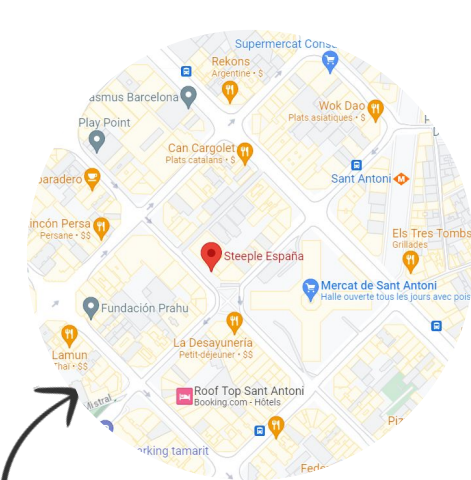
→ An **Office Manager** dedicated to well-being at work.

→ **Daily Snacks**, we try to promote healthy living habits.

→ **Regular events for the whole team.** Video and board game contests, birthday celebrations, off-site events, Friday after-office and much more.

→ Be part of a fun and dynamic **international team**.

→ Work in an office with **multiple development opportunities**.



Click on the map to  
see the location!

### The little story

It is a real pleasure to work and be part of this group of professionals. The working environment at Team Spain is the perfect reflection of the good weather that Barcelona offers us all year round.



# Team Germany



Steeple





# Team Germany



## Dreaming big!

Steeple's internationalization growth with the **opening of the German office in 2023**. Under the leadership of **Steffen Bimboese as Country Manager**, market development has been consolidated month after month.

Joining this team means being surrounded by colleagues who will provide a **supportive environment** in which to seek advice, share ideas, and receive feedback. An excellent opportunity for **continuous learning and personal growth** to acquire new knowledge, skills, and perspectives by observing and interacting with others. And, of course, to be part of a **constantly growing adventure**.

## 5 reasons why **Frankfurt**

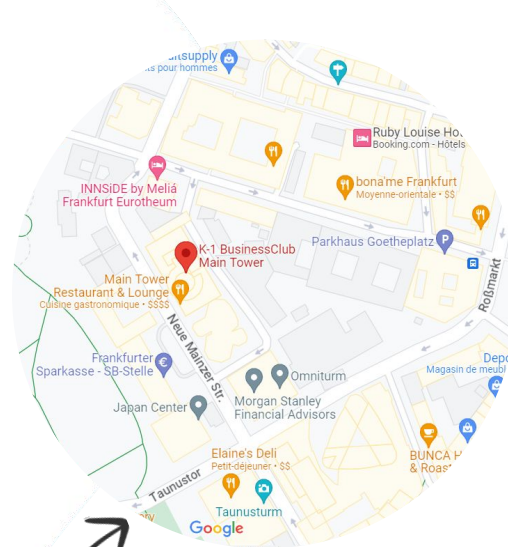
Frankfurt, the city where life is good

- ✓ **Ultra-modern architecture** for a large part of the connected city
- ✓ The **European Union's second-largest financial centre**; its business district and buildings rival each other in height
- ✓ **Well-connected transport**, making it easy to travel in and out of the city
- ✓ **Gastronomy**, you will not get tired of discovering new places, from traditional taverns to fine cuisine restaurants
- ✓ **Part of Germany with a large number of companies in traditional sectors of activity**



## Benefits at Steeple Germany

- New offices in a modern skyscraper in the heart of the business centre with a gym
- **Flexible hours** (Gleitzeit) and at least 1 day of **remote working**
- Participate from the start in the development of a new market
- Grow with the company and have opportunities for a **career**
- Free coffee/cappuccino/tea/water
- **30 days off**
- **Annual events** and recurring visits in the headquarters (full of charge)
- Dynamic professional team



Click on the map to  
see the location!



# Steeple's Mission



Steeple





Our mission is to retain employees, unite them around a corporate culture and energize the employer brand by improving internal communication by enabling the intelligent sharing of information.

**Steeple is simply a product that puts a smile on employees' faces by focusing on the meaning of work!**



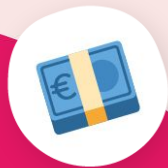
## Our ambition:



We started marketing the product in 2017 and since then we have gone from a start-up to a scale-up. That is to say, we are embarking on a hyper-growth phase with the aim of becoming the European leader in our market by 2025 and then the world leader by 2030.

**Our culture, our values, our ambition is to promote life at work, so that all employees who join us can develop their careers over the long term.**





# Remuneration



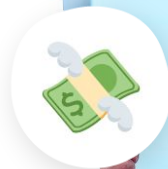
Steeple

## An efficient pay scale

### Transparent and agile, based only on skills

Together with the HR team, we are constantly working to build and maintain a successful remuneration package that is in line with our market. Our entire approach is based on the skills and impact of each employee for the company.

**Our aim is to offer a fair and equitable salary for all.**



**And depending on the position :** bonus and expense report system using the actual expense method.

## Closer steps of upgrading

### No recurrence imposed

Beyond the entry-level salary, joining Steeple gives you the opportunity to develop your remuneration as your experience as an employee grows, without having to systematically change company to obtain an upgrade. Thanks to our salary scale, **any employee who improves his or her skills and performance will see his or her salary increase naturally, without having to negotiate.**

### The little story

Several of our employees have more than doubled their salaries since their recruitment. For example, Clément has become our income director!





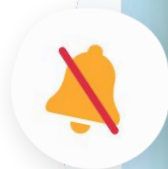
# Avantages



Steeple







## Work-life balance

You don't have to work long hours to say that we work hard

We offer 40 hour contracts with a **very flexible working schedule**, which will allow you to organise your personal and professional life efficiently.

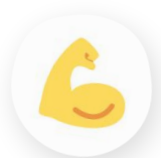
We claim a **hybrid working model**, you telework or come to the office when you want, **without any reporting constraints**.



### The little story

Former employees of large companies always tell me the same thing: it's incredible because our offices are deserted after 6.30 p.m. At Steeple, it's about life at work and not just work.

## Workload and management



### An organisation based on solidarity

You will also be able to count on the availability of your colleagues to share your tasks, as we operate as a solidarity centre where the activity is shared by all.

Thanks to weekly or monthly meetings with your manager, you can also count on his or her listening skills to help you manage or better distribute the workload.



## Office lunches and aperitifs

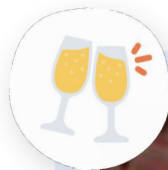
### Free drinks and snacks offered by the company

Steeple pays for drinks and snacks at the office. We also offer free fruit baskets, coffee and tea! With our kitchen and fridges you can bring your own food without having to buy it in the shops around. So you don't have to pay for it yourself.



### The little story

Several companies in Rennes envy our premises and everything we offer, I love coming on site because everything is available to me!



**Video :** Go behind the scenes of Steeple in our documentary "Steeple Inside"!

## 1.5% of our wage bill invested in well-being

in 2022: €1,000 per employee per year!

### But also :

- **Paid leave** as soon as you join the company, no need to wait 1 year





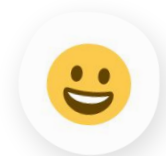


# Work environment

Steeple



## Spacious facilities



### And ideally located!

Every time we open a new country, we support the country manager in opening the local offices. In this way, we ensure that each office is a perfect balance between the Steeple spirit and the local culture.

To do this, we carefully select a location with real communal areas so that we can enjoy moments of conviviality even from a distance.

In Barcelona, for example, we have a rooftop space in our offices, and in Germany, a sports hall is accessible to all.



## Equipment at the cutting edge of technology

### Offered to every employee

In addition to a fixed salary, **we offer each employee state-of-the-art equipment.** This includes a laptop, a 2nd monitor and a personal headset for on-site work.



**And depending on the position:** a smartphone, a company car ...



# Career development



Şteepie

## Accelerated career

Steeple is growing fast, Joining us now is your guarantee of a fast-track career.

Steeple will help you grow, because we are fervent promoters of internal mobility. For example, many of our employees started out in pre-sales and then moved on to sales or customer relations.

**We always favour internal development over external recruitment!**

Whether it's a question of 'simple' mobility or a change of profession.

→ [More information on internal mobility](#)



# 30%

**of our workforce  
benefited from internal  
mobility in 2022!**



# Aiming for **excellence** and disrupting your work



**You'll be able to make your own contribution.**

You'll be able to help change things and help Steeple grow as an organisation. **We want everyone to feel free to propose, innovate and change the face of their profession.**

At Steeple, you have the right to try, to make mistakes and to try again. The right to make mistakes is a cornerstone of our management system. Joining Steeple means **contributing to the company's development.**

## The little story

Fabien, for example, has moved from the pre-sales team to the recruitment team. What's more, almost all our managers come from internal mobility.



# Corporate culture



Steeple

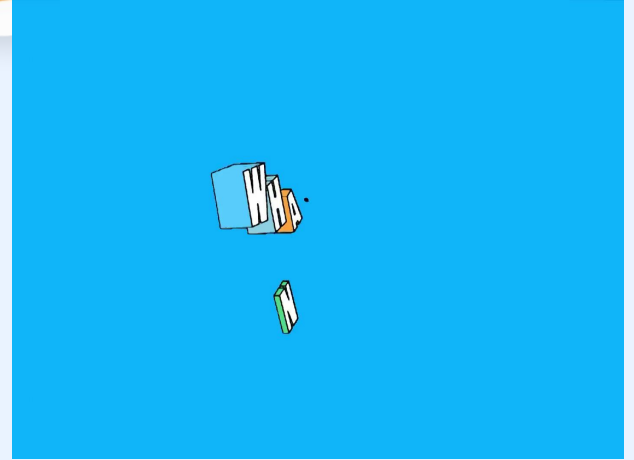


## Onboarding process

It is essential that new employees are integrated into the company project and, above all, feel part of it.

That's why we're offering an **extensive onboarding programme** that includes meetings with a wide range of people. Directly with the founder of Steeple, and with all the division and service managers.

**Everyone then has the opportunity to present** and explain the value of their team's missions for the Steeple project.



**Video :** Take a look at an example of a newcomer presentation video!

## Measuring satisfaction



Our ability to respond to candidates' challenges is constantly improving as we measure employee satisfaction.

Every quarter, an E-NPS-type survey is sent out to employees. **Employees are free to rate their satisfaction from 0 to 10.**

You can also write a comment to help internal teams improve the situation within the company.



## Events and teambuilding

We'd like to create more opportunities for people to get together and enjoy each other's company.

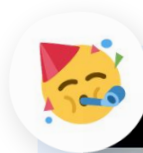
Whether it's with our famous Wednesday birthday snacks or during the lunch break with our consoles or board games.

Our most famous event is of course our **Steeple break**. Over a weekend, everyone can let their hair down and enjoy activities organised and funded 100% by the company.



### The little story

As we are proud of our values and our project, we also offer a number of internal communication events to share information transparently.



**Video** : Discover the 2022 Steeple Break in pictures!



## Meaning at work

We provide a tool that makes sense for companies and their employees.

Our mission is useful because we enable those who suffer from the digital divide to get **closer to their connected colleagues**. We bring management and the production team closer together, making the professional world more transparent and understandable.

**Joining us means helping to build tomorrow's world of work!**

→ [All about Steeple](#)



**Steeple**

## Keep in touch!

- **Your contact**  
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- **To write to me?**  
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