

Why Not to Work at LiveOffice

By Nick Mehta, CEO, LiveOffice



I think a job is a lot like a relationship. It absolutely needs to be good for both sides, or it doesn't work. At LiveOffice, our employees give so much of their time and energy to our company, so I owe it to anyone talking to us to let them know what they're getting themselves into with us.

My personal goal is to make LiveOffice the **"best ... job ... ever"** for the people who are here. But a big part of that is making sure that our company and our people are a good fit.

Sometimes it's easier to figure out the fit by saying what we're **not**. So with that preamble, here are some reasons to NOT work at LiveOffice.

Don't work here if ...

- **You cannot be counted on.** Our first company Core Value is **Reliability**. We think one of the reasons most companies suck for their stakeholders (customers, partners, employees) is because you can't depend on them. If your word isn't good, this is the wrong place for you.
- **You're not service-oriented.** As a Software-as-a-Service business, our job is to serve others, so **Service** is our second company Core Value. We take that role seriously. We serve our customers by using the cloud to their advantage. We serve our employees and their families by providing a satisfying, fun and rewarding job. We serve our partners by helping their customers find solutions. We serve our community by participating in charitable events, like Movember, where we grow ridiculous mustaches to raise money for prostate cancer research. You get the idea. If you don't think about how your job helps others, this is the wrong place for you.
- **You don't believe in the Golden Rule.** Remember that **"do unto others as you would have them do unto you"** thing? Our third company Core Value is **Compassion**, and this is the one that's personally most important to me. You can probably run a company without Compassion (many do) and even make lots of money (ditto). But it's honestly just not for me or for us. We strive to put ourselves in the shoes of our peers, our partners and our clients. If you don't, this is the wrong place for you.
- **You're perfect.** Maybe you are – if so, good for you. But if you don't have something you're working on to make yourself better, this isn't the right place for you. We admit our weaknesses and celebrate our strengths. And we get better every day. If you don't, this is the wrong place for you.
- **You take yourself seriously.** I don't believe business has to be "business-like," because our people invest way too much of their lives for it to not be fun and rewarding. Our work is important, but we know how to play, too. And I love laughter – especially at my own expense. From our cheesily named **LiveOffice Laughter (LOL)** fun committee to our annual contest, where I dress up as a **pimp**, to our All Hands meeting, where I wear my **Pittsburgh Steelers jersey** to our **Beach Olympics**, where we race across the beach in fins. It's a wacky, wild and very lovable place. If you find that ridiculous or silly, this is the wrong place for you.

- **You don't want to take on more.** We need people here who look at this as a way to grow their careers, learn and challenge themselves. Most of our leaders started as individual contributors. Our entry-level support folks have gone on to senior sales, finance and engineering roles. Roles change and grow constantly. For some, that's scary. For others, they love it. And I hope your time at LiveOffice gets you your **next** dream job (hopefully far down the road 😊). If you want to do the same thing forever, this is the wrong place for you.
- **You can't move fast.** The technology world is changing constantly. And in the cloud, our business is literally growing and changing every second. So this is an intense and vibrant place. If you're uncomfortable with rapid action, this is the wrong place for you.
- **You don't love technology.** At our heart, we are a technology company. We are really pushing the envelope – storing billions of objects in the cloud, indexing and searching them in real time, plugging them into other applications, like Salesforce.com, and building a huge Business Intelligence platform for all of the unstructured data in the world. This is very hard and challenging stuff. And no one has done it before. So everyone in the company (sales, marketing, finance, operations, support and engineering) needs to be passionate about what we do. If you're not into technology, this is the wrong place for you.

I may have eliminated most of you with one or more of the above. But if you're still reading, LiveOffice is pretty amazing. I'm lucky to work here. And if you're still reading, we're probably lucky to have you here.

About LiveOffice

LiveOffice is the number-one provider of cloud-based email archiving, email compliance, email discovery and email continuity solutions, with more than 18,000 clients and a 97-percent client-retention rate. We process and protect millions of messages a day while helping organizations streamline operations. Our cloud-based archiving solutions preserve the integrity of communications, simplify the discovery process and ensure compliance with a variety of regulations. Founded in 1998 and headquartered in Torrance, Calif., LiveOffice serves a premier roster of clients, including Fortune 500 companies. For more information, please call **800.374.2032** or visit **www.liveoffice.com**.