



## What Success Means at Eventus

Read this before applying for a position.

Well, you are on this page, so you are either curious about who we hire or are thinking about joining our team. To ensure that we are a great fit for each other, we wrote this to explain who we are, what the work here is like, and what type of people we look for – *the characteristics that we find make for a successful team member*. If you are serious about us, take the time to read about “what success means at Eventus.” We put a lot of effort into the write-up below since we wanted anyone who read it to know exactly what we were all about. Working with us, either as a team member or a client, is an important decision, and we wanted to help inform you of who and what we are to help you decide if you felt we were a fit for each other.

### Why Do We Exist?

At a high level, our mission is to help companies get the finance and accounting teams they need despite any budget limitations. Finance and accounting are inherently lumpy jobs. There are certain times of the month, quarter, or year that are insanely busy while there are also times where it is very quiet. Month end, quarter close, budget season, a live M&A deal, SEC filing (10K's, 1-Q's, and any other number/letter combo you can think of), and prepping for a board meeting or investor call are some of the usual suspects. But, once those are complete, there usually isn't all that much to do to fill the day.

So, if you are a small to mid-sized company, and you need to hire full-time people, you have a few options:

1. Hire one person to do everything from strategic analysis to monthly close, to journal entries. It's the ubiquitous VP of Finance. It's a one-way street to burn out and having everything done at an average quality - at best.
2. Only hire a Controller and/or CPA and only meet your annual tax filings which will provide you transparency in your tax obligations but maintain a gap in your historical operations let along forecasting and budgeting
3. Under-hire and try to get by with having the bare minimum done. You can survive for a time, but you'll expose yourself to a ton of risk – lack of insight into your cashflow or an inability to produce clean financials to a potential lender or investor are some of the most common.
4. You can split the role – if you only have a fraction of a full-time job finance need, and you are going to hire someone full time, you could fill that person's spare time with other duties. But having a finance person perform non-finance work (e.g., HR, Operations, Office Management) is inherently inefficient.

Also, if you are a rapidly growing company, the skills you need today in your finance and accounting teams will be drastically different in six months to a year from now. It is an incredibly painful conversation to tell a high performer that they did a great job, but the needs of the company have evolved, and that person lacks the skill set for the new duties needed.



Therefore, instead of layering someone above the high performer, letting the high performer go, or taking one of the sub-par options above, you could hire Eventus.

With Eventus, you get a team of deeply skilled finance professionals: CFOs, Controllers, SEC Professionals, Analysts, and Accountants that can tackle any need you have. We serve companies from well-funded early-stage startups to microcaps trading on the public exchanges. Therefore, we can future-proof your company. And if there is a need that pops up that the current team assigned to you can't solve by themselves, you have the entire Eventus team at your disposal – which is especially helpful for those random technical accounting memos or a controls procedure project.

We expand and contract based on your needs, so you always get exactly what you need and don't have to pay for things you don't.

The team is dedicated to you and has the look and feel of a full-time team: responsive, dedicated, and professional, but you don't take on the burden and stress associated with full-time employment.

We look to supplement and enhance, not replace the team you have. We work great with others and never look to push people out. We only want to help your company succeed, along with any team member who is able to have a meaningful contribution to that success. And if you grow to a point where you need a full-time team, we will help you find the people you need.

### A Little Bit About Us

When we were building Eventus, we wanted to build a company we were proud to work for. Neil Reithinger and Aaron Spool both worked on or at various corporate ventures and jobs and felt restricted – either by bureaucracy or the day-to-day grind of doing the same thing over and over. We wanted varied work and to work on things that mattered, not concentrate on office politics.

We wanted a place that appreciated our full selves, where we can be us without worrying about fitting in . . . a place where people listen and let us run with our ideas . . . a place with high performers that encourage us to perform too . . . a place with the benefits of the varied work consulting provided, but without the grueling travel.

Are we perfect? No. We will get things wrong. We are human. But we work hard, provide an excellent work product, and treat each other with respect - and we address the mistakes as soon as we find them.

### What Remote Means at Eventus

Ok, this is important. We are a remote company. We've been remote for over a decade, so we know how to do this. Will we go on premise to a client? Yes, if it's needed. But that's expensive and not always a best use of the client's money and time, so we do it when necessary, but it's not a regular occurrence.



We don't care when or where the work gets done as long as it's done on time, at the highest quality. And we are responsive to our team's and clients' needs. That means you take care of your client AND your Eventus team.

Remember, we have to perform better than how a client thinks a full-time resource would perform. Anytime we are slow to respond, a client could think, "they must have too many clients and don't have the time for me," or "if I had someone next to me doing this work, I could get the response time I wanted." If you set the communication expectations with the client upfront and be responsive, that will alleviate a lot of these issues. We have training, policies, and procedures to help you with this.

Remote does not mean you are on your own, on an island, without a team and colleagues. Yes, there is no official Eventus water cooler. But that doesn't mean we are all alone. No one is a silo. We have plenty of programs, processes, and procedures to ensure we are all interconnected. Whether it's a scheduled 1x1, our weekly virtual coffee break, a streaming yoga class, or weekly meetings, we do our best to make sure that everyone feels they are a part of a great team that will support them when they need help.

### What is the Work Like?

It's not easy. As we like to say, our clients come to us because they have issues they need to solve, and if it were easy, they wouldn't come to us. But, it's varied, fast-paced, interesting, and meaningful. There is very little facetime for office politics. Simply put, when you directly have to pay for someone else's time, why would you want to pay for meaningless facetime or office politics.

What we do matters directly to the client. They need us, and we help them. It's a great feeling to know that you are responsible for the client's financial well-being. This work does require a bit of adjustment for anyone coming from a non-consulting background. Clients hire us because they don't usually have the answers. If they had the right processes, procedures, and team, they wouldn't contact us. When you step into a full-time job, there is a rhythm, processes, and upfront goals and expectations. You might have to adjust them to the current situation, but there is a known role to fill.

In our work, the client needs us to chase them. We have to create order from chaos and build the processes: from a month close to a forecast and budget cycle. They are looking for us to lead – to tell them what is needed. In a word, it's *ownership* of our role, and its critical from every member of our team.

### Who Are We Looking For?

1. **First and foremost, we are looking for experienced people.** Our clients don't hire us to learn on the job. Granted, there will always be new things we run across that we haven't seen before. But we employ experienced people who have "done it before." Our CFOs have been CFOs, our Controllers have been Controllers, our SEC professionals have been through multiple audits, etc. It might not be in the exact same industry that the client is in, but there is a significant enough overlap to guarantee a top-quality work product.



2. **We are looking for leaders.** It doesn't matter if you are an accountant or a CFO; you are expected to own your domain. If no one told you there was a month close calendar, don't wait to see one. Ask if one exists, and then, if it does not, build it. We need you to own, lead, and take the initiative. This does not mean you are not supported. We take teamwork and support very seriously. You are never alone. However, don't expect to sit around, be told what to do, and only work when you are tapped on the shoulder to do something. Take charge. You know your craft. Make sure that the client is being taken care of and that all of their finance and accounting needs are being met, even if it isn't something in your immediate job description.
3. **No lone wolves or prima donnas.** It doesn't matter how talented you are. You need to be able to get along with our team, follow our processes and procedures, and treat everyone with respect. We cherish our team. We have created a fun, caring, and professional environment. If you can't treat people with respect and have a difficult time dealing with people who don't operate how you think they should, this isn't the place for you.

On the client-side, yes, sometimes the client makes poor decisions, doesn't get back to you in a timely manner, panics, and sends off a flurry of emails. Well, think of things from their perspective. They hired us since they have problems. They had enough foresight to know they had an issue and were smart enough to hire us to help. But if things were running smoothly, we wouldn't be there. Treat the clients with respect and help them through their issues with compassion.

4. **You need to be able to juggle multiple tasks for multiple clients and manage competing deadlines.** You may have up to eight (8) clients that have varying levels of demand of your time. Your clients all might have deliverables (e.g., budget, forecast, analytics, month close) due in the same week. You need to be able to work with your team and clients to make sure we meet deadlines. You will have a team backing you up, but you have to own your deliverables. Everyone is depending on you. Also, when you join our team, we will ramp your responsibilities up over time with a goal that you succeed.

## Why Join Us?

Well, that was a whole bunch of "me, me, me." But it was necessary. We wouldn't be doing you any favors if we didn't tell you all about us in as clear of a way as possible. If we haven't scared you away and you think you have what it takes to be an Eventus team member, here's what makes working for us so great:

1. **Every day is different.** You'll have new clients, new tasks, ever-changing company landscape.
2. **Multiple industries and company types.** You'll get exposed to things you'd never see at just one company.
3. **Valued work.** Everything we do, the client has made a decision that it was worth directly paying for. There is no fake work here.
4. **Meaningful work.** We are needed and what we do is essential. If it wasn't, the client would have solved their issues in a different way. They need us, so we are there.



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5. **Challenging work.** This stuff isn't easy. You will be stretched. You will have some tight deadlines. Clients' livelihoods are on the line, and we are expected to help companies grow, adapt, and fix.
6. **Flexible work schedule.** You likely have a family you want to spend time with and someone who requires your care. You may need to move locations every few years for family, reenter the workforce after a few years away. Maybe, you love a particular event that happens mid-day. If flexibility is a priority for you, this is the place for you.
7. **We care about you and what you can do.** The corporate world dismisses so many people just because they don't fit the right "profile." We specialize in finding people with superior skills and talent who are overlooked by others, and we give them the environment and team they need to flourish.

## How to Apply:

If everything you've read resonates with you and you'd like to apply, please check out our website's career page. We look forward to hearing from you.