



# Mammoth

---

MEDIA KIT  
2018

**PRESS CONTACT**

[media@mammothhr.com](mailto:media@mammothhr.com)

**CONTENTS**

**03 Who We Are**

**05 Overview**

**06 Awards**

**07 Our History**

**08 CEO Bio**

**09 Notable Media Mentions**

**13 Downloadable Assets**



# WHO WE ARE

Mammoth started with a simple idea: together, we can do HR better. We're a Collaborative HR company. We partner with organizations to solve their HR issues, ensure compliance, and transform their workplaces. We help employers across all 50 states stay up-to-date on the HR landscape by providing straightforward advice, subject matter expertise, and a suite of digital tools. Our goal is simple: help solve whatever HR problems organizations are facing so they can confidently move forward.

# WHAT IS COLLABORATIVE HR?

Collaborative HR brings the best of HR Consulting and HR Technology to in-house HR teams. It helps employers quickly find solutions to their problems, empowers internal HR teams, and delivers lasting workplace outcomes for HR practitioners and their organizations.



#### MISSION

Building  
great  
workplaces

#### BRAND PROMISE

Better HR together.

#### FOUNDED

2001

#### CLIENTS

80,000

#### EMPLOYEES

65

#### CUSTOMER SATISFACTION



#### ABOUT US

HQ in Portland, OR

Expertise covering all  
50 states

Proprietary technology and  
HR content built in-house

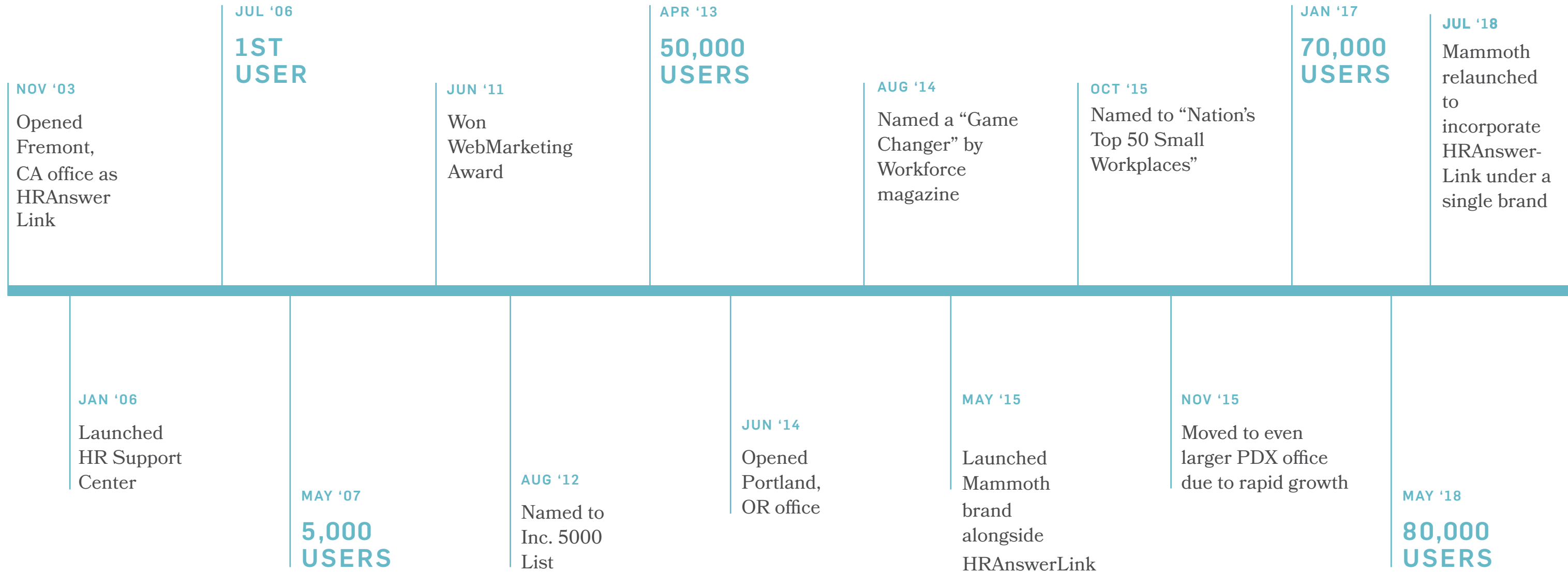
5,000 regularly-audited  
laws, trainings, and other  
HR content

Recognized as a Best/  
Great Place to Work

# RECENT AWARDS

 <p><b>2018</b> <b>100 Best Companies to Work for in Oregon</b> <small>OREGON BUSINESS MAGAZINE</small></p>	 <p><b>2017</b> <b>One of Nation's Top 50 Small Workplaces</b> <small>GREAT PLACE TO WORK + FORTUNE MAGAZINE</small></p>	 <p><b>2017</b> <b>Stevie Award Winner for Great Employers</b> <small>STEVIE AWARDS</small></p>	 <p><b>2017</b> <b>Inc 5000</b> <small>INC MAGAZINE</small></p>	 <p><b>2017 &amp; 2016</b> <b>Top Workplaces</b> <small>OREGONLIVE</small></p>	 <p><b>2015</b> <b>Best Entrepreneurial Companies in America</b> <small>ENTREPRENEUR MAGAZINE</small></p>
--	---	--	--	---	--

# OUR HISTORY



# LEADER OF THE HERD



[DOWNLOAD PHOTO](#)

## NATHAN CHRISTENSEN, CEO

Nathan is the CEO of Mammoth HR, a Collaborative HR company that serves over 80,000 small and mid-size businesses nationwide. Nathan has been named a “Game Changer” in the HR field by Workforce magazine and was selected by the Portland Business Journal as a member of the “Forty Under 40” class. His company, Mammoth HR, has been recognized as one of the country’s top workplaces by Fortune magazine and Entrepreneur magazine. Nathan’s articles on management, human resources strategy, and public policy have appeared in publications such as The Washington Post, Fast Company, and Workforce, and he’s been a featured speaker at numerous industry conferences and events. Nathan holds degrees from Stanford University and The University of Chicago Law School.

# NOTABLE MEDIA MENTIONS

**FASTCOMPANY**

## **We Offered Unlimited Vacation For One Year. Here's What We Learned.**

“One CEO explains why employees find unlimited vacation so valuable even though they aren't taking more time off.”

[READ ARTICLE](#)

**FASTCOMPANY**

## **How To Create An Employee Handbook People Will Actually Want To Read**

“So here's an idea: Write an employee handbook your employees will want to read. The handbook is, after all, often the first document a new hire receives, sometimes the only document all employees are required to read and acknowledge, and a document that gets reviewed, revised, and recirculated every year. Seize the opportunity.”

[READ ARTICLE](#)

# NOTABLE MEDIA MENTIONS



## Living lab: Portland's Mammoth HR tests trends like unlimited PTO on its own staff

"Human resources trends are changing as workplaces evolve. One Portland firm uses its own organization as a laboratory to experiment with these changes."

[READ ARTICLE](#)



## Unlimited annual leave builds trust, helps staff balance their lives

"While the concept of unlimited paid leave is new in Australia, it has been around for several years in the US even though only about 1 per cent of companies use it.

If you are considering implementing an unlimited policy, Mammoth HR chief executive Nathan Christensen recommends thinking carefully about how you label it. Mammoth introduced flexible extra leave in 2014 and Christensen says calling it unlimited paid time off is not appropriate as there are limits to the amount of time his employees can take off, such as if their work is not getting done."

[READ ARTICLE](#)

# NOTABLE MEDIA MENTIONS



## The old salary history question could be on its way out for good

“Multiple cities and states have passed laws recently banning employers from asking a job candidate for their salary history during the employment screening and interviewing process. The goal, advocates said, is to redress the persistent gender pay gap in America.

Oregon’s new salary history ban took effect in October 2017. From its office in downtown Portland, Mam-moth HR provides human resources advice to employers across the country. The firm has been fielding questions about how to comply with these new laws, said director Kerry Lear.

Lear said the new laws could create compliance problems for employers. For instance, salary history bans typically allow a candidate to volunteer their salary history unsolicited. But under Oregon’s law, she said, the employer “shouldn’t be using it to make any determinations about the salary that’s going to be paid.” She said an employer could be vulnerable to a charge of discrimination, if, for example, “an applicant has volunteered that they were not making much at their previous job, and it’s pretty easy to see that you based their salary on that, because their salary is much lower than other people in the same position.”

[READ ARTICLE](#)



## OpenTable Launches Campaign to Eliminate Toxic Restaurant Culture

“The California-based company is encouraging restaurateurs to enroll in a free webinar, led by Mammoth HR, that will detail best practices and measures to avoid harassment.

“No matter who you are or your role in a restaurant, whether you work in the kitchen or front of house, ev-eryone deserves a safe seat at the table,” OpenTable CEO Christa Quarles said in a release. “It’s on all of us — chefs, managers, restaurateurs, leaders, and more — to call out and stamp out inappropriate behavior and hold offending parties accountable. Together, we can bring about real change to ensure a positive and safe work environment for all.”

[READ ARTICLE](#)

# NOTABLE MEDIA MENTIONS

## THE DENVER POST

### What could be better than unlimited paid time off? Growing number of employers offer the benefit

“Mammoth HR, based in Portland, Oregon, initiated [an unlimited PTO] policy in 2014. Almost a year later the firm surveyed employees and found that it had become their third most valued benefit just behind health insurance and a 401(k). During the year, Mammoth employees took roughly the same number of vacation days as they had the prior year, about three weeks a year, plus 10 paid holidays.”

[READ ARTICLE](#)

## CANADIAN BUSINESS

### Unlimited vacation: The ultimate work perk, but experts warn of pitfalls

“People did all kinds of things,” said Nathan Christensen, CEO of the human resources firm that employs about 55 staff. “They climbed mountains ... they travelled abroad.” Christensen said workers took an average of 26 paid days off, including sick time, compared to 25 days the year before.

Even though there was no significant jump, the policy became top-rated among workers along with health insurance and a retirement savings plan. Mammoth extended it indefinitely.

“What it said to employees was, ‘You’re in control of your lives. We respect you,’” Christensen said.

“We don’t think it’s right for every company. But for (those) for whom it can work, it can be a really powerful tool for employee production and retention.”

[READ ARTICLE](#)

# DOWNLOADABLE ASSETS

## LEADERSHIP TEAM

DOWNLOAD



NATHAN CHRISTENSEN,  
CEO



TRICIA CHRISTENSEN,  
CFO



LYNDSAY CHRISTENSEN,  
HR SERVICES DIRECTOR



ALAIN SCHOTLAND,  
MARKETING DIRECTOR



JOHN RATCLIFF,  
TECHNOLOGY DIRECTOR



KERRY LEAR,  
CONTENT DIRECTOR

## PDX OFFICE

DOWNLOAD



## LOGOS

DOWNLOAD



## AUDIO



YOU ARE A CULTURE CREATOR, NATHAN CHRISTENSEN

DOWNLOAD



HIRE FOR YOUR FUTURE CULTURE, NATHAN CHRISTENSEN

DOWNLOAD



PETER DRUCKER ON CULTURE

DOWNLOAD



UNLIMITED PTO, NATHAN CHRISTENSEN

DOWNLOAD

# Thank You.

---

MAMMOTH  
MEDIA KIT  
2018

