

# VIANT CAREER GROWTH VIDEO TRANSCRIPT

## **Erin Donohoe:**

It's been really exciting. I went from a role where I was managing a couple of people to now managing the whole entire Chicago office, which has been wonderful to not only develop as myself, but have other teammates that have been able to develop underneath me and create their own teams as well.

## **Brooke Nojima:**

As an attorney, I've seen a lot of my friends leave the workforce because they just couldn't make it work with home life and work life. But I think that if other companies adopted the same progressive culture that Viant has, I really believe that more women would advance their careers in the workplace.

## **Steve Ohrnstein:**

Everyone's really good at what they do, but for them to take a step back and think about, "How can I automate what I'm doing, how can whatever I'm doing be more efficient," that's an opportunity to grow and learn and teach other people what you're doing so they can grow. That's really the culture that we have at Viant.

## **Chris Vanderhook:**

One of the reasons why we have such high tenure here is because people don't just stay in the same spot. I constantly have conversations with either executives or managers, which is, "Who's a star player on your team, who would you be devastated if they left?" And we always identify those people. We find a career path for those people.

## **Sophia Tran:**

What's kept me here is the endless opportunities. My role is ever changing and I've grown so much as a person, but more so as a professional. I came into this role, a very junior administrative assistant, and today I carry a VP title, which I never thought was possible.

## **John Kitahara:**

What I like is that it's never the same. There's always something new that comes across my desk, a new issue to work through. I've always been a puzzle guy. So solving those kinds of issues, working through those problems, I've always enjoyed those things.

## **Tim Vanderhook:**

I think the reality of why people come here and stay for so long and have such long tenures and careers here, is because we're constantly coming up with what's next. And so when you look at this and you come in every day and you're the company that's pushing out in the industry, what's next, and so those are very exciting moments.