

SNAPSHEET'S STORY

OUR MISSION IS TO MAKE CLAIMS SIMPLE FOR **EVERYONE.**

2011

Our story begins...

Our CEO, Brad, was in a car accident and was taking his car to and from body shop to get a claim. He thought there had to be an easier way.

2012

Snapshot is born...

We built our Internal end-to-end claims systems so that Insurance Carriers could source us out to process their claims for them.

2018

Don't mind the gap...

We saw a huge gap between insurance and technology, so we launched our SaaS product, Snapshot Cloud. We then launched our payments platform help streamline the claims process.

2022

Not stopping here...

We partner with 7/10 top carriers in the US and have helped completely change the personal property and auto insurance space!

LIFE @ SNAPSHEET



CONNECT

A TRANSPARENT ORGANIZATION IS A STRONG ORGANIZATION

Quarterly Town-Halls: Yearly goals, people updates, business happenings

Weekly Newsletter: The Happenings gives updates on our business and people while also providing a little fun.

Breakfast with Executives: Once a year you'll join an exec and a small group of peers for an hour chat.

Employee Recognition: Snapsters can give and receive recognition through our internal platform, high five!

"Open Door" Policy: We believe that communication is key. Our teams meet weekly, if not daily, to collaborate and execute their goals.

Social Media:

- [Instagram](#)
- [LinkedIn](#)
- [Twitter](#)



GROW

WE GIVE YOU THE TOOLS, YOU OWN YOUR CAREER

Goals, Achievements & Feedback:

- Annual personal goal setting
- Quarterly goals touch base with manager
- Monthly check-in on goals progress
- Weekly or bi-weekly 1:1's

Workshops & Roundtables:

- Quarterly Manager trainings to provide tools and resources
- Quarterly Employee workshops focused on your personal and professional growth
- Quarterly Round tables to learn from your peers

Tools:

- Career Pathing
- Competency Leveling
- Monthly self-reflection exercises

Promotions:

- We are a 'promote when ready' culture



THRIVE

YOU TAKE CARE OF US, WE TAKE CARE OF YOU

Classic Benefits:

- Competitive medical, dental, and vision
- 401K with a 4% base match

Generous Parental Leave Program

Employee Assistance Program

Unlimited PTO:

- The average Snapster takes 4 weeks off each year!

Volunteer Time-Off Program

Remote-first and flexible scheduling

Annual Wellness Campaign

- Monthly newsletters, activities, workshops and competitions to assist Snapster's in managing their health



CELEBRATE

WE WIN AS A TEAM, AND WE CELEBRATE AS A TEAM

Events:

- Annual Screenshot Summit at our Chicago HQ
- Quarterly company events like trivia, happy hours, motivational speakers, wine tastings, and more!

Diversity and inclusion initiatives

- Screenshot Promise: Our commitment to diversity & inclusion
- Events: Women's leadership panel, Black history celebration
- Screenshot Circles: Employee-led resource groups and interest groups

Other

- Quarterly mailings for remote employees
- SWAG for every anniversary & just because

OUR PRODUCTS

SNAPSHEET APPRAISALS

AUTO CLAIMS

White-labeled appraisal service using Snapshot's proprietary virtual estimating process, technology and data

SNAPSHEET CLAIMS

ANY P&C CLAIM

Streamlined digital and analytics claims management solutions using Snapshot's cloud-based platform across all lines of P&C

SNAPSHEET PAYMENTS

ANY INSURANCE DISBURSEMENT

Payments hub for insurance carriers to issue claims and disburse expense payments

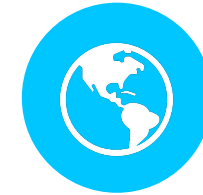
SNAPSHEET TECH



We hold multi-day **hackathons** that encourage collaboration amongst team members who do not work with each other on a daily basis. These hackathons are judged by members of our C- Suite and have resulted in processes/features that have since been incorporated into our products.



Snapsheet tech places an importance on giving engineers the **time to develop ideas and product improvements**. In addition to hackathons, we have a hack day where you are encouraged to work on your pet projects, exploring new technologies, etc. Each month we have lightning talks. In these session, we learn about new features, team projects and more!



We are all adults here, so we trust each other to manage our own schedules and time. We also offer **unlimited PTO** with an average of 4 weeks of vacation per year. We also have weekly **productivity blocks** which are designated to give you uninterrupted time to work on projects, tasks, or anything else on your to-do list.



Every Tech Employee gets a \$500 **learning and development budget** to use toward conference fees, educational materials, workshops and more. Need more than \$500? Just submit a request through the portal. Additionally, we have monthly workshops and development programs for all Snapsters.



Snapster's can give and receive **recognition** company-wide using our internal platform, Motivosity. Shout outs are also given bi-weekly in our tech team meeting. To further recognize our people, we feature teams and individuals in our blog posts and internal newsletter.



Communication is key. Along with our full-company communication initiatives, you can expect regular team meetings and manager 1:1's as well as a bi-weekly all tech meeting filled with transparency on finances, clients, new team members, wins, challenges, team/organization/project changes and more.

ENGINEERING TEAMS



Platform

- The Platform team develops services and libraries that enable our application teams to develop faster, higher quality applications while promoting code reuse across the organization
- They are building things that can be used by our other teams to solve common problems they face.



Transactions

- The Transactions team combines expertise in insurance workflows with cutting-edge technology and payment options to create an innovative payments solution
- They are currently building the next generation of insurance payments to be used by businesses around the world.



Data + Dispatch

- The Data side of D&D focuses on the data and analytics of our platforms while Dispatch focuses on workload management to make sure tasks are correctly being assigned. Together they make our platforms efficient.
- They are currently working on reducing overhead of new dashboard addition, UI enhancements, ECS monitoring and auto-scaling, and more.



Site Reliability Engineering

- The SRE team focuses on understanding risk and reducing the risk of disruption to infrastructure, application availability, and release and deployment processes
- They are working on the cost-per-benefit of automation vs manual processes, developing and releasing solutions, implementing automation at multiple layers, and more.

ENGINEERING TEAMS



Customer Vendor Management

- The CVM team builds customer-facing single page web-applications that are focused on collecting information at the start of the claims handling process
- They are working on adding Vendor Management solutions that involve configuring vendors, assigning vendors work and communicating via external APIs



Virtual Appraisals

- Our VA team continuously improves the software that made us famous, our internal end to end claims platform. With innovation and R&D they bring tools to our Ops teams to make the claims process efficient.
- They are working closing with our Operations department to add automation to reduce human touches and cycle times.



Claims Management

- The CM team is responsible for the heart of Snapsheet, our SaaS product - a solution bringing modern technology and processes to claims organizations.
- They are currently building a new standardized API that will allow our clients to integrate with us flawlessly.

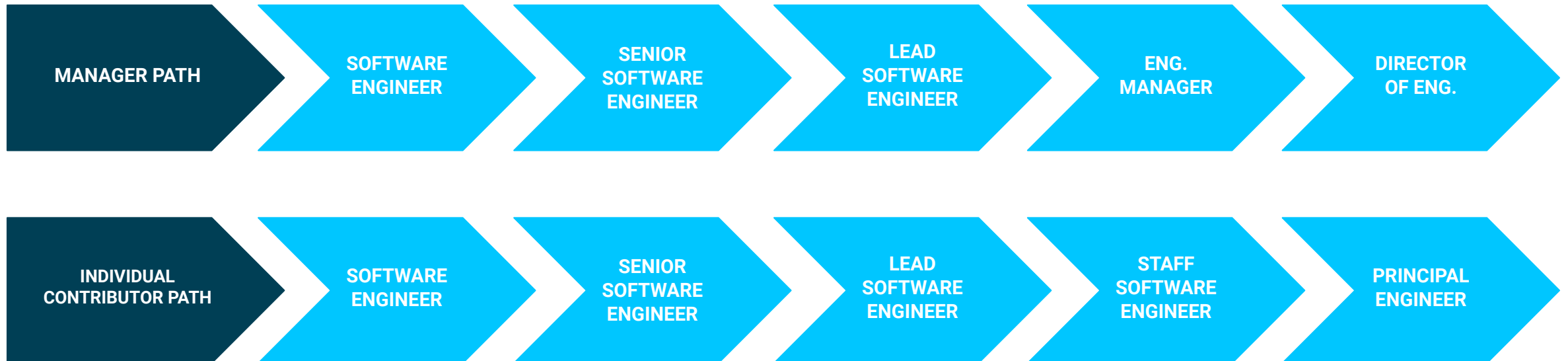
Frameworks: Rails, React

Methodology: Agile development, 4 week sprints

Infrastructure: MySQL, S3, Redis, Elasticsearch, RabbitMQ, Lambda, Docker, CloudFront

CAREER PATHS

There are two main career paths for our Software Engineers, as seen below. The Manager path is for individuals whose career path is aligned with helping engineers grow in their careers while being involved in high-level technical decisions. The Individual Contributor path is for those who want to be heavily involved in making important technical decisions minus the people managing part.



At Snapshot, there is no timeline for success - **we promote our employees when ready**. Additionally, if possible, we hire our Managers and Directors from within so there is always opportunity for growth.

OVERVIEW OF ENGINEERING ROLES

SOFTWARE ENGINEER	<ul style="list-style-type: none">- The “Task Accomplisher”- Contributes to technical design process- Completes smaller, well-scoped components of larger projects
SENIOR SOFTWARE ENGINEER	<ul style="list-style-type: none">- The “Developer and Executer”- Creates project plans for small to mid-sized projects- Proactively manages tasks and timeframes
LEAD ENGINEER	<ul style="list-style-type: none">- The “Project Planner”- Creates effective project plans for complex, multi-staged projects- Responsible for projects encompassing more than their own development- Coaches other team members, encouraging adaptability and communication
ENGINEERING MANAGER AND STAFF SOFTWARE ENGINEER	<ul style="list-style-type: none">- The “Departmental Driver”- Identifies risks in code, features, and design and communicate to appropriate parties- Creates and manages long-term project plans and implement metrics that accurately measure success- Creates team environments that align with Snapchat’s values
DIRECTOR OF ENGINEERING AND PRINCIPAL ENGINEER	<ul style="list-style-type: none">- The “Organizational Compass”- Positions strategic, organization-wide change initiatives to bring positive, sustainable change- Provides high-level technical guidance across department- Creates and communicates strategic vision and encourages ideas and innovation

TECH INTERVIEW PROCESS

At Screenshot, we aim to create a meaningful interview experience and clearly communicate with you [every step of the way](#). We will provide all the information you will need to make the career choice that is best for you. Here is a quick overview of what you can expect, but never hesitate to reach out if you have any questions!

01

Phone Screen with Recruiter - Don't be nervous, we just want to get to know you!

02

Hackerrank Assessment - You have 90 minutes to answer a coding, database, and Rest API question. (We recommend freshening up on your CS 101 skills and saving extra time for the last question.)

03

Final Interview Round - You will virtually meet with 2-3 team members for an hour each to go over behavioral and technical questions. We will send you more information on how to best prepare!

04

Recruiter Touchpoint - Just checking in to say hi, see how it's going, and confirm logistics!

05

Offer - If an offer is extended, we will send over an official offer letter that goes over our benefits, perks, and more. We hope you join us!

SNAPSHEET FAQ

Is Snapshot an insurance carrier/provide insurance coverage?

No, Snapshot provides SaaS to insurance carriers to digitize and simplify the insurance claims process.

What is Snapshot's main tech stack?

Our main tech stack is Ruby on Rails and React. More specifically, we use React to build single-page web applications, Rails to build our API tier, and MySQL as our main data persistence layer. We use Docker to containerize all our applications and host them on AWS.

Are Snapshot's engineers full-stack?

Yes, all of our engineers are full-stack to some extent. Depending on your background, as well as the team you are placed on, your frontend to backend responsibilities may vary.

What are Snapshot's values?

We simplify our values by calling them "BRADS," and yes they are named after our CEO, Brad. BRADS stands for: Be the Next, Remember the Feeling, Action is our First Instinct, Do the Right Things, and Stronger United.

Is Snapshot a remote-first organization?

Yes! We have been primarily remote for years and don't see that changing. Unless otherwise noted, all of our roles are 100% remote with the opportunity to go into the office for Chicago locals.

Does Snapshot sponsor work visas?

Yes, we sponsor ask you recruiter for more information!

What are the benefits?

Unlimited PTO (with an average of 4 weeks taken per employee), Competitive Medical/Dental/Vision Insurance (through Blue Cross Blue Shield), 4% Base 401K Match, WFH Equipment provided (your choice of a Mac or PC), monthly internet reimbursement, and more!

ADDITIONAL RESOURCES

[Built In Page](#)

[Culture Video](#)

[Tech Blog](#)

[Corporate Blog](#)

[Our Website](#)

[Leadership Team](#)

[Board of Directors](#)