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Expensify Inc., a payments superapp that helps individuals and businesses around the world simplify the way they manage money across expenses, corporate cards and bills, announced on Aug. 9 that *Fortune* has ranked the company as a Best Small Workplace in the US, which comes shortly after the *San Francisco Chronicle* recognized Expensify as the second best “Top Bay Area Workplace” for 2022.

Expensify’s unique approach to workplace happiness and retention has kept 62% of employees at the company for more than four years, 46% for more than six years, and 16% for more than eight years and has resulted in a 4.9 rating on Glassdoor. Productivity and efficiency gains are equally as impressive, with Expensify consistently generating more than \$1 million annually in revenue per employee.

Here are some of the perks, benefits, and other company initiatives that make

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- **Mentorship** – 1:1 mentorship program where teammates can help each other succeed.
- **Flat structure** – no managers or hierarchy to get in the way of productivity.
- **Lounges** – beautiful, bespoke lounges in San Francisco and Portland for work and events.
- **Social policy** – anyone can plan a company-funded outing, as long as they invite everyone.
- **Sabbatical** – after eight years at Expensify, employees get 2 months off to use as they see fit.

One particular perk, a yearly international work trip called **Offshore**, has been a treasured company tradition since Expensify's early days. "Offshore is one of our most valuable perks in that it promotes genuine, face-to-face relationship building between colleagues that can't be replicated online," says Daniel Vidal, chief strategy officer at Expensify. "We're a remote-first, chat-based company, so Offshore is the perfect contrast to the daily digital grind. It forces everyone to step away from the screen when work is done and explore a new place together. It's team-building on steroids, and it pays off in dividends long after everyone returns home."

If you're looking for a great place to work, check out Expensify's job openings at we.are.expensify.com.

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