



Minnesota Workplace Success Stories

SPS Commerce

Jamie Thingelstad, SVP & CTO

SPS Commerce is the world's leading retail network, connecting trading partners around the globe to optimize supply chain operations for all retail partners. We support data-driven partnerships with innovative cloud technology, customer-obsessed service and accessible experts so our customers can focus on what they do best. To date, more than 90,000 companies in retail, grocery and e-commerce have chosen SPS as their retail network. SPS has achieved 76 consecutive quarters of revenue growth and is headquartered in Minneapolis.



SPS COMMERCE

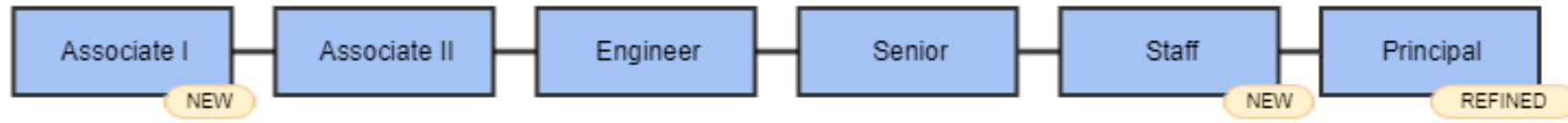
SPS Commerce - Top 3 Challenges

- ▷ Attracting diverse technology talent
- ▷ Retaining existing talent
- ▷ Developing our team

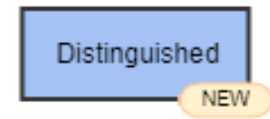
SPS Commerce - Solutions and Programs

- ▷ Career Path
 - Revamped technology ladder
- ▷ Diversity & Inclusion
 - Women in SPS Technology
 - Diversity & Inclusion Working Group
- ▷ Onramps
 - Learning to Code
 - Internship Program
 - Mentorship
- ▷ Community Engagement

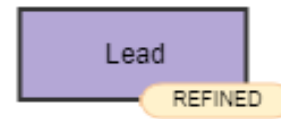
Technology



Strategic
Technical
Direction



Team
Leadership



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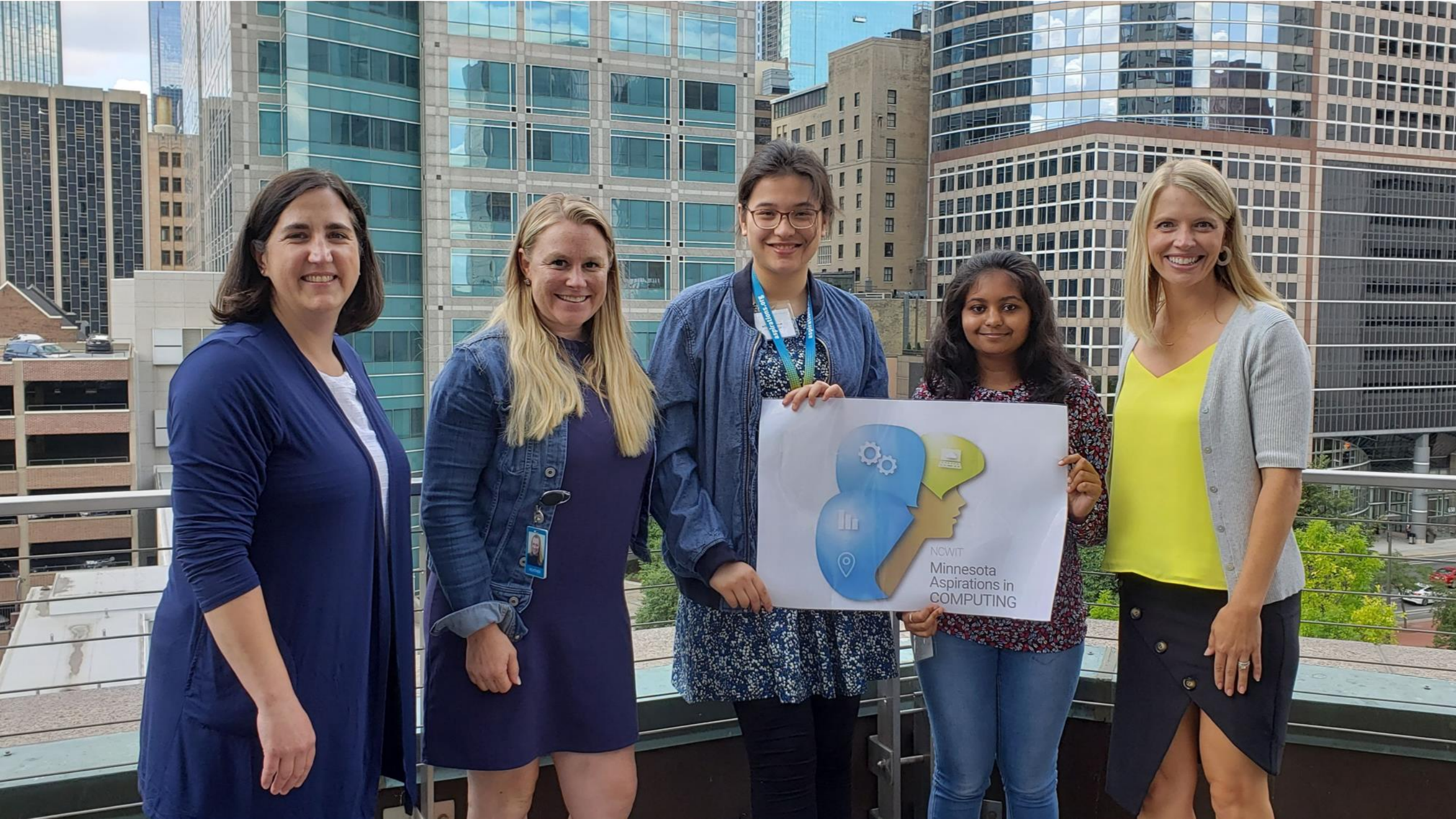


SPS COMMERCE

FINITE RETAIL PO...

FOR GROWTH IS YOUR SUPPORT





NCWIT
Minnesota
Aspirations in
COMPUTING

The Lifecycle of a Service



Must Stratten
Client Advocate & Thought Leader, PagerDuty

PagerDuty

The Lifecycle of a Service



PagerDuty

The Lifecycle of a Service



PagerDuty

The Lifecycle of a Service



PagerDuty

The Lifecycle of a Service



PagerDuty

The Lifecycle of a Service



PagerDuty

The Lifecycle of a Service



PagerDuty



SPS Commerce - Lessons Learned / Future Plans

- ▷ Grow Through Team Development
 - Insure clear on-ramps into technology roles
- ▷ Community, Inside & Out
 - Your team is a community
 - Engage in the broader community

SPS Commerce - Resources We Use

GENESYS
WORKS.



HACK the GAP

inspire > hire > retain

QUESTIONS?



SPS COMMERCE