

# TRIANGLE BUSINESS JOURNAL

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## BEST PLACES TO WORK 2006

### Red Hat

Raleigh

**Company description:** Provider of enterprise solutions based on the open source model.

**Number of full-time employees in the Triangle:** 443

**Q&A with CEO Matthew Szulik**

**Q: Name three factors you consider critical in creating a healthy work environment.**

Szulik: Hiring top talent. Red Hat associates should be able to look to their left, look to their right, and find co-workers that challenge them intellectually, that are open and collaborative, and that live the values that got Red Hat to where we are and continue to drive us forward:



**Szulik**

freedom, courage, commitment and accountability.

- Providing the ability to do defining work. To know that they are making a difference in the world every day is what job satisfaction means at Red Hat.
- Offering professional development opportunities. Leadership isn't a title at Red Hat. Every associate is expected and encouraged to be a leader. And we offer opportunities to grow and be challenged.

**Q: What do you believe is the most valuable element of your benefits package in the eyes of your employees?**

Szulik: Everyone expects a competitive benefits package - stock options, health benefits, 401(k) match. It is the ability to take part in activities that associates value that makes us



unique. For some, it is the freedom to be active in the open source community. For others, it is the benefits that come with our close partnership with North Carolina State University - library access, collaborating with professors and students, gym memberships. For others, it is the volunteer opportunities we sponsor, such as rebuilding trips to Sri Lanka and the Gulf Coast.

**Q: How do you communicate your business' mission and vision in a way that makes each employee feel that they are part of the company's future?**

Szulik: Internal communication is strategic to helping our growing, global company stay connected and retain the best of our culture while scaling for the future. We hold company-wide meetings for key updates and host online chats on technology, the direction of the company, key projects. Senior managers host informal discussions as they visit offices.

We produce an internal video magazine that reflects our global culture. Our intranet features articles on what's new around the company. But these are just vehicles of communication.

Our associates know about the company's future not because we tell them, but because they are engaged in setting that direction.

**Q: What are the major challenges your business is facing in offering benefits and retaining top talent?**

Szulik: The rising cost of benefits is a major challenge for all companies. It is difficult to continue to be competitive while still offering the benefits that will satisfy and motivate all associates. So we ask them. We regularly

### Employee feedback

**Emily Del Toro**

**Position:** Senior legal affairs manager

**Tenure with company:** 3 years

**Age:** 30

**Q: What makes your workplace special?**



**Del Toro**

Del Toro: At Red Hat, I have worked with some of the most dedicated people I've ever met. We are challenged and motivated to produce excellence every day. At the same time, we are given the freedom to express our opinions regarding key corporate initiatives. Our ideas and opinions are valued and the opportunity to contribute to the success of the organization helps foster a high level of commitment from employees at every level.

I value learning and development above any other aspect of work and have been given many opportunities to develop my skills (through Red Hat's leadership programs and other training opportunities) and apply those skills in new ways ...

check with associates to see which benefits are most important. We listen, and we act on that firsthand feedback. Everyone wants to work for a great company. Not everyone wants to build one. Our associates are helping to create the defining technology company of the 21st century.