



Our Company.
Our Culture.

#EmployeeValueProposition

WHO ARE WE?

Thryv has been around in one form or another for more than **125 YEARS**, always with one goal in mind — helping small businesses **COMPETE** and **WIN**. We provide the technology, software and local business automation tools small business owners need to better manage their time, communicate with clients, and get paid, so they can take **CONTROL** of their business and be more successful.

In 2021, Thryv entered the **AUSTRALIAN** small and medium businesses (SMB) sector through acquisition of leading digital marketing and directory services provider Sensis. Thryv is **FOCUSED** on helping Australian small businesses adopt cloud-based software solutions to better compete.

OUR MISSION STATEMENT

At Thryv we're a team fiercely **DEVOTED** to the success of local businesses.

Our focus is helping small businesses compete, win and **SUCCEED** today and into the future.



OUR VALUES

Thryv is an Equal Opportunity Employer that is committed to inclusion and diversity of our community and people.

We offer employment and progressive opportunities to all people including but not limited to; minorities, women, protected veterans, and individuals with disabilities.

CLIENT DEVOTED

ACT LIKE YOU
OWN THE PLACE

INVEST
IN OUR
PEOPLE

DONE³

MAKING \$
IS A BYPRODUCT
OF HELPING PEOPLE

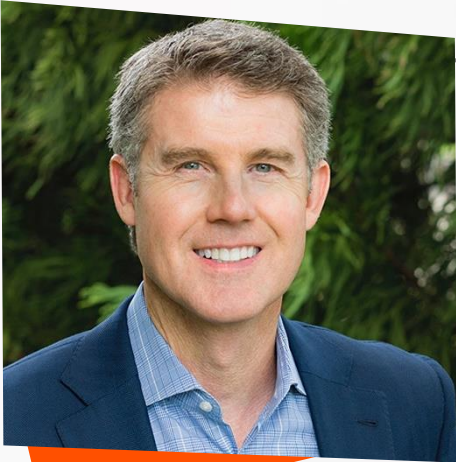
UNDER PROMISE
OVER DELIVER

THINK LONG
TERM

ACT WITH PASSION
& INTEGRITY

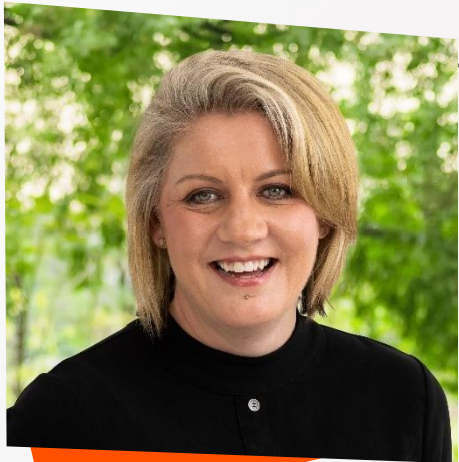


WE'RE IN THIS TOGETHER



It's really all about the Thryv employees. They are so passionate and devoted to the mission of helping local businesses modernize their business. It's a cause. It's not even a company. We're on this quest together. It's all really about the passion of the Thryv employees.

- Joe Walsh – Thryv Chairman & CEO



At Thryv, investing in our people is one of our most important values. We understand the significant value and role that our people play in our organisation and our company's success is attributed to our incredible team. As an organisation we know how important the investment in our people is and we have a huge focus on supporting our team throughout their employment journey.

- Elise Balsillie – Chief Revenue Officer – Thryv Australia

OUR BENEFITS



A market leader in SaaS & digital platforms

We help Australians connect and engage through our leading directory services and digital marketing platforms, plus our award-winning Thryv software.



Annual salary & performance-based recognition reviews

We offer annual salary increments based on performance. This provides employees with a clear trajectory to meet personal and professional development goals.



Learning & development growth opportunities

You will be encouraged and supported to reach new heights with the opportunity to undertake learning development programs and have access to internal growth opportunities.



Company & team events to celebrate success

Despite our working from anywhere model, Thryv actively hold company wide events to bring together, celebrate and support our employees.



A diverse & collaborative team culture

We value diversity, fairness and meritocracy, and that all employees should have the opportunity to perform effectively in their position. We respect every employee and the authenticity they bring to our organisation.

OUR BENEFITS



A competitive salary & bonus structure

We pride ourselves on offering a competitive salary and bonus structure across the Company.



Up to 12 weeks paid parental leave

Thryv supports growing families and offers 12 weeks paid parental leave so you can enjoy your new addition to your family.



Access to Employee Assistance program

Our Employee Assistance Program (EAP) is designed to enhance the emotional, mental and general psychological wellbeing of all employees and includes services for immediate family members.



Rewards & recognition program

We believe in celebrating and rewarding talent and contribution. Our generous rewards and recognition program is celebrated with our global colleagues.



Work from anywhere in Australia

Our Work from Anywhere (WFA) model empowers our employees to be the best they can be with the flexibility to work from any location across Australia, regardless of your role.

OUR BENEFITS



Generous commission structure

We offer a generous commission structure, with the potential to successfully achieve five times the amount of on target earnings.



Work perks, discounts & savings

Access to our rewards and discount program with a range of savings offered across 20+ categories and 100's of retail partners.



Ability to purchase discounted stocks of Thryv Holdings Inc

Employees have the ability to purchase stock at a discounted rate twice yearly and own a slice of the success at Thryv.



Access to Virgin Pulse app

Thryv is partnered with Virgin Pulse to help promote a healthy lifestyle, connect with colleagues, achieve goals and gain rewards.