

SOVOS



FY23 yearbook

**Grow & Thrive, Together**

## A Note from Colleen Schlager

In fiscal year 2023 we focused on Setting a Winning Pace as we “run” the marathon that is our mission. We fiercely prioritized and set aside the noise to emphasize what matters most. We listened to our customers and adapted to our customer journey. We leaned into our strengths and reflected on our gaps.

This yearbook, our fourth annual, highlights just some of the moments and milestones from the year. I hope it brings you the same joy it brings me. Seeing the number of LEADS & Impact graduates reminds me of one of my favorite days each year at Sovos, when teams present their proposals for how to strengthen our organization. I am humbled by the number of Service Awards, thinking about the impressive pioneers of modern tax at our organization. Our charitable donations only represent a small part of how we give back to our communities, and I am proud of the ways we came together to have an impact.

Coming out of fiscal year 2023, we face an immeasurable opportunity. Our commitment is to Level Up, to define what “next level” success looks like, to take key steps to achieve it and yes, celebrate together, grow together and learn together.

As always, I dedicate this Yearbook to each and every one of you, our talented, career-minded team, as a reminder that together, we can have the power to transform an organization, an industry, even society.

Here we go, together.

*Colleen Schlager*

VP, Chief Talent Officer



100+

LEADS & IMPACT

Graduates



190+

Manager Bootcamp

Graduates

410+


Functional Bootcamp

Graduates

Grow

When we all embrace growing our knowledge and skills and each other's, we stretch towards our full potential as a collective.





3,500+

Courses Completed



440+

Sovos English

Students



475+

Insights Discovery

& Explore Sessions





**690+**  
New Hires  
with 120+ Successful Fulltime Referrals

**19%+**  
Team Members Promoted

worktango  
**168k+**  
Sovos Rewards Peer  
Recognitions

worktango  
**800+**  
Sovos Rewards  
Service Awards



**Thrive**  
Sovos exists to enable people to improve their way of life. For our employees, that means providing meaningful opportunities for employees to grow in their career.

**60+**  
President Club  
Qualifiers

**25+**  
Rising Star Program Interns



High  
**5**  
**25**  
Recognitions



**80**  
Whole Living Events



**690+**  
Women's Alliance Participants

# Together

Combined, our perspectives and effort have the power to transform an organization, an industry, a society.

**\$21k+**  
Employee Charity Donations

**\$12k+**  
Sovos Matched  
Charity Donations

**83%**  
of employees feel  
included at Sovos



**35%**  
Employee Net Promoter Score



Couldn't have made it  
through 1099 season  
without you!



*Desejoso por criar mais  
memórias juntos no ano  
fiscal (FY) 2024*

Thank you for all your support  
during the FY24 event!! :)

Bowing down to the  
reigning royalty of  
VIDA!



Don't ever stop changing!



*Sovos'u eğlenceli hale  
getiriyorsun*

```
if (sad() === true) { sad.stop();  
  beAwesome(); }
```



```
summer.execute { return fun; }
```

*Congrats on  
finishing another  
year strong!*

Thanks for your  
sales tax-tastic  
expertise

*Keep in touch!*

REALMENTE APRECIÓ QUE ESTES SIEMPRE  
AHÍ PARA RESPONDER MIS PREGUNTAS,  
ERES EL MEJOR!



Remember me when you're  
leading the VIDA reforms...



*Thanks for a great year!*

A huge thank you to every one of you for enabling us to  
Grow Together in FY23. Keep Growing & Thriving, Together.