

Cadence Is Creating a Culture of Innovation Through Excellence

Strong financial results are driven by employees focused on making an impact and building a high-performance culture.

94%

of employees find work they do at Cadence challenging.

NOW IS AN EXCITING TIME TO BE AT CADENCE.

As a company that enables the design of electronic products, their work is foundational in the creation of today's hottest technology that is changing the way we live, work, and play. For Cadence, this growth is being fueled by a data-driven economy propelled by trends in mobile, cloud, edge computing, automotive and machine learning.

"Employees are motivated by the opportunity to be at the forefront of solving technology's toughest challenges and working alongside the industry's leading innovators," says Tina Jones, senior vice president of Global Human Resources.

Their employees are excited to work on a winning team with exceptional business results—Cadence has experienced eight consecutive years of revenue growth with record revenue levels in the last three years and a 65% increase in stock price in 2017 alone. And, once on board, these employees tend to stay; the turnover rate is low and more than 30% of their 7,200 employees have been with the company at least 10 years.

To meet their customers' changing needs as the industry moves to machine learning and artificial intelligence, the company has focused on finding new ways to elevate their workforce. Cadence believes a high-performing culture is built by motivated and dedicated employees.

Their High-Performance Culture leadership framework provides employees with guides, self-assessments, and learning opportunities to help them excel in their role. They emphasize the importance of building effective teams, innovating, and delivering high-quality products that delight their customers.

For Cadence, building effective teams includes creating a sense of shared community. Leaders are focused on diversity and inclusion initiatives for female employees and emerging talent, including networking, mentoring, and development programs.

Charitable giving is an important area of inspiration for employees, who have 40 hours of paid time off to volunteer for causes they are passionate about. Last year, employees volunteered more than 5,500 hours over two months across 16 countries as part of Cadence's company-wide giving campaign.

The company also offers competitive U.S. benefits plans, including reimbursement to help with adoption expenses, and counseling and coverage for fertility treatments. They also provide coverage for gender reassignment surgery and other support for the LGBT community.

"We're doing all of these things because we believe employees thrive in a dynamic environment where giving back, empowering each other to do great work, embracing diversity and growing together make Cadence a great place to build a career," explains Jones, "and because we know it really does drive the best results for our company and our customers." ■

