

Nomination: 5759

Definitive Healthcare

Page: General Information

Provide information about the company to be considered for the award. If you will be nominating an individual, specify the nominee's employer.

Name of Organization/Company

Definitive Healthcare

Additional Contacts

I do not wish to list additional contacts

Page: Entry Information

Entry Title

Definitive Healthcare

Category

A01 - A31 Employer of the Year > A18 - Employer of the Year - Health Products & Services

Employer of the Year Submission Format

Written Answers

a. Briefly describe the nominated organization: its history and past performance (up to 200 words). Required

Founded in 2011, Definitive Healthcare helps companies analyze, navigate and sell into the complex healthcare ecosystem. Delivered through a SaaS platform, our healthcare commercial intelligence provides a 360-degree view of the healthcare ecosystem to nearly 3,000 customers.

For over 10 years, we've built a collaborative culture driven by employees who share a passion for improving the healthcare ecosystem, enjoy giving back to the local community and value diversity and inclusion.

We're headquartered in Framingham, Massachusetts, but we have offices across the U.S., Sweden and India. Since 2020, we have welcomed Monoclonal and Analytical Wizards into the Definitive Healthcare family, expanded our global client base to nearly 3,000 customers, successfully completed an IPO in September 2021 and more than doubled our size as a company.

For five years in a row, we've been recognized by the Boston Business Journal and the Boston Globe as a best place to work in Massachusetts. In 2022, Energage recognized us as a Top Workplace in the USA and recognized us for Culture Excellence in Compensation & Benefits, Innovation, Great Leadership, Purpose & Value and Work-Life Flexibility.

b. Outline the organization's employee-relations achievements since the beginning of 2020 that you wish to bring to the judges' attention (up to 250 words). Required

DefinitiveCares

Through our DefinitiveCares program, employees can work with their choice of 40+ charitable organizations, supporting causes from hunger and homelessness to healthcare, LGBTQ+ issues, racial justice, women's initiatives and more.

2021 marked the sixth year that we had 100% employee participation in DefinitiveCares. Additionally, in 2021 our employees donated more than \$265,000 and volunteered nearly 3,800 hours.

DE&I

We're committed to promoting diversity and inclusion by providing ongoing learning and development for employees, improving our hiring processes, providing employee affinity groups to activate and engage employees, participating in DefinitiveCares and prioritizing the employee experience

A key component of our DE&I efforts is our employee-led affinity groups. With affinity groups for women's empowerment, LGBTQ+, Black, indigenous and people of color (BIPOC), working parents and disabilities, the company provides a range of opportunities for employees to support each other and enable greater education companywide through training, events, and speaker series.

Employee engagement

With a hybrid workforce, we're continuing to seek out new and fun ways to engage with our employees to help them feel connected to the company culture.

We offered employees virtual spring mixers including a variety of activities such as empanada making, whiskey tasting, dancing and more to bring together employees across the organization. We've also coordinated events such as viewing parties across our offices and our remote employees to celebrate big events such as our IPO and our virtual user conference.

Additionally, we relaunched our learning platform, Definitive University 2.0, to support continued career advancement.

c. Explain why the achievements you have highlighted are unique or significant. If possible compare the achievements to the performance of other players in your industry and/or to the organization's past performance (up to 250 words). Required

Definitive Healthcare is a people-first organization. According to one employee, "The people are definitely the best part of Definitive Healthcare. Our team is collaborative, humble, kind, and genuinely invested in the success of our peers, our clients, and our company."

Since 2020, we've grown our employee base at a steady rate while maintaining a retention rate that is higher than the industry average. As our work style has shifted from primarily in-office to hybrid, we've managed to maintain a tight-knit, energetic and collaborative culture. One employee shared: "It's a wonderful culture built around people coming together to work and collaborate. It's a fun, high-energy, and fast-paced environment that is incredibly community-oriented."

Giving back to the local community is incredibly important for us as a company and for our employees. Since our employees helped launch DefinitiveCares in 2015, we've had 100% employee participation in the program. As we continue to grow and nearly 900 employees around the globe, we're incredibly proud of the fact that all our employees continue to engage with DefinitiveCares and that we've been able to expand our impact to local communities in Sweden and India, as well as in the towns of our remote employees.

We've been repeatedly recognized by the Boston Globe and Boston Business Journal as a Top Place to Work in Massachusetts for five consecutive years and recently recognized as a 2022 Top Workplaces USA by Energage based on the results of anonymized employee surveys.

d. Reference any attachments of supporting materials throughout this nomination and how they provide evidence of the claims you have made in this nomination (up to 250 words). Optional

Additional anonymized employee testimonials to support our claims about our company culture:

"The people are definitely the best part of Definitive Healthcare. Our team is collaborative, humble, kind, and genuinely invested in the success of our peers, our clients, and our company."

"Awesome company with amazing people."

"Definitive Healthcare has been a highly supportive company throughout my tenure, routinely pushing employees to continue developing their skillsets. Both management and peers are willing to teach and assist each other when needed. There is a healthy team environment and a collective sense of pride in the work that we do."

"It's a place you can speak up and offer your perspective. I have regular opportunities to share my ideas and experience and some of those ideas have shaped how we work and the processes we put in place."

"The company is also really good about focusing on its people – be it events, benefits, time off. They also make sure everyone shares in the success."

We've also included links to a video of one of our employees discussing Definitive Healthcare's partnership with Crossroads Continuum, one of our older DefinitiveCares partners, links to additional awards we've won with more information on our culture, and a link to our 2021 DE&I report, our first public report on our DE&I initiatives.

Webpage Link

<https://www.youtube.com/watch?v=KCbVtaweObE> (<https://www.youtube.com/watch?v=KCbVtaweObE>)

Would you like to add an additional webpage link?

Yes

Webpage Link 2

<https://www.definitivehc.com/about/press/definitive-healthcare-named-a-boston-business-journal-2021-best-place-to-work-company-for-fifth-consecutive-year>
(<https://www.definitivehc.com/about/press/definitive-healthcare-named-a-boston-business-journal-2021-best-place-to-work-company-for-fifth-consecutive-year>)

Would you like to add an additional webpage link?

Yes

Webpage Link 3

<https://www.definitivehc.com/about/press/definitive-healthcare-energage-2022-top-workplaces-usa> (<https://www.definitivehc.com/about/press/definitive-healthcare-energage-2022-top-workplaces-usa>)

Would you like to add an additional webpage link?

Yes

Web Page Link 4

<https://www.definitivehc.com/about/press/definitive-healthcare-named-2021-top-place-work-boston-globe-fifth-consecutive-year> (<https://www.definitivehc.com/about/press/definitive-healthcare-named-2021-top-place-work-boston-globe-fifth-consecutive-year>)

Would you like to add an additional webpage link?

Yes

Web Page Link 5

https://www.definitivehc.com/sites/default/files/DHC_DE%26amp%3BI_AnnualReport_Jan2021.pdf
(https://www.definitivehc.com/sites/default/files/DHC_DE%26amp%3BI_AnnualReport_Jan2021.pdf)

Would you like to add an additional webpage link?

No

Supporting Document

Download File (<https://stevies-sage.secure-platform.com/file/14542/eyJ0eXAiOiJKV1QiLCJhbGciOiJIUzI1NiJ9.eyJtZWVpYUlkIjoxNDU0MiwiaWYxsb3dOb3RTaWduZWVcmwiOiJGYWxzZSIsImInbm90Anonymized%20Employee%20Testimonials.docx>)

Would you like to add an additional supporting document?

No

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