

Nomination: 6151

Lorie Boyd, Chief People Officer

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

Turo

Additional Contacts

I do not wish to list additional contacts

Page: Entry Information

Entry Title

Lorie Boyd, Chief People Officer

Category

C01 - C16 Individual > C02 - Chief Human Resources Officer of the Year

Individual Submission Format

Written Answers

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

Lorie Boyd joined Turo Inc. in January 2018 and leads as our Chief People Officer where she is responsible for everything People and Places related. With a background in finance, technology, and human resources, she has over 25 years of experience working in Silicon Valley. She initially worked at PriceWaterhouseCoopers as an auditor, later moved to Oracle as a university recruiting manager, and then in 2000 she accepted her first HR management role as employee #90 working for a then unknown startup called Salesforce.com. Years later Lorie drove the global recruiting initiatives for Zendesk, growing the company from 100+ employees (pre-IPO) to nearly 900 employees in three years across nine offices worldwide. Before joining Turo, Lorie served as the Vice President of People at two other Silicon Valley startups.

At Turo, Lorie has been responsible for the entire People Ops function from recruiting, onboarding, compensation, immigration, facilities, performance management, employer branding, employee engagement, and more. She is a down-to-earth and approachable leader who is well-respected not only within the company, but also within the larger community of HR leaders in Silicon Valley. She is one of the rare HR executives who intuitively leads with heart and warmth.

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

Since Lorie joined Turo, we have received numerous awards for our workplace & culture. We feel these accolades serve as proof that our amazing workplace culture is authentic, and that it differentiates us from other employers. Some recent highlights include:

- 2021 Bay Area News Group Top Workplaces, ranked #4 in the Small Companies category
- SF Chronicle's Top Workplaces 2022, ranked #9
- Fortune's Best Small & Medium Workplaces 2022, ranked #20
- Andreessen Horowitz Top Marketplace 100, ranked #4
- San Francisco Business Times Best Places to Work 2022, ranked #4
- 2022 Top Workplaces USA
- Top 100 Best Midsize Companies to Work for in SF
- Inc. Magazine's Best-Led Companies for 2021

These awards are a testament to the amazing company culture that Lorie and her team have built. Her work has been foundational in creating a happy, healthy and safe workplace environment - all while navigating the pandemic, supporting our employees through the various bans on immigration, providing resources during the periods of racial injustice, and planning the transition to a flexible, hybrid work model. In addition, Lorie managed the onboarding of nearly 600 employees since January 2020 and expanded to new geographies including France and Australia. She has dramatically improved our benefits including implementing perks programs and launching an employer match for our 401k plan. She has also launched numerous training programs for managers and for diversity, inclusion and belonging initiatives, and she advocated for funding of \$2k/year/employee for our professional growth and development.

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 nominee's past performance (up to 250 words). Required

With what we've shared about Lorie above, you would think that she had a large staff to execute all of this for her. That couldn't be further from the truth. Up until recently, Lorie only had 3 people on the PeopleOps team and 4 people on her Recruiting team. She understands how to keep her team focused on what matters most and is able to have tremendous output and impact. It's simply in her nature to roll up her sleeves and get the work done, quite often on her own. Whether it's presenting to the Compensation Committee of our Board, or overhauling our performance review process, or planning the venues, travel, hotels, catering, programing and more for our semi-annual all-employee week-long gathering (nearly 500 people this past May in San Francisco), Lorie will do whatever it takes to get the job done and has shown us that there is no job beneath her. Thanks to Lorie's work, our Turists (as we affectionately call our employees) are happy and thriving. She has built a workplace where we can bring our authentic selves to work so that we can do our best work at Turo.

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

1. Verbatims from Lorie's manager, peers and direct reports is attached.
2. Video showing some of our themed-team building fun during the pandemic that Lorie put together on her own for submission for the 2021 SF Business Times Best Places to Work competition.
3. Webpage links to support Turo's awards and accolades, as well as Glassdoor reviews from employees.

Webpage Link

<https://www.glassdoor.com/Reviews/Turo-Reviews-E749683.htm> (<https://www.glassdoor.com/Reviews/Turo-Reviews-E749683.htm>)

Would you like to add an additional webpage link?

Yes

Webpage Link 2

<https://fortune.com/best-small-workplaces-bay-area/2022/turo/> (<https://fortune.com/best-small-workplaces-bay-area/2022/turo/>)

Would you like to add an additional webpage link?

Yes

Webpage Link 3

<https://future.a16z.com/marketplace-100/> (<https://future.a16z.com/marketplace-100/>)

Would you like to add an additional webpage link?

Yes

Web Page Link 4

<https://www.greatplacetowork.com/best-workplaces/bay-area/2022/?category=small-and-medium> (<https://www.greatplacetowork.com/best-workplaces/bay-area/2022/?category=small-and-medium>)

Would you like to add an additional webpage link?

Yes

Web Page Link 5

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

Would you like to add an additional webpage link?

Yes

Web Page Link 6

<http://www.inc.com/best-led-companies> (<http://www.inc.com/best-led-companies>)

Would you like to add an additional webpage link?

No

Supporting Document

Download File (<https://stevies-sage.secure-platform.com/file/14980/eyJ0eXAiOiJKV1QiLCJhbGciOiJIUzI1NiJ9.eyJtZWVpYUlkIjoxNDk4M0CwiYWxsY3dOb3RTaWduZWRVcmwiOiJGYWxzZSImlnbnM9Turo%20Best%20Places%20to%20Work%202021.mp4>)

Would you like to add an additional supporting document?

Yes

Supporting Document 2

Download File (<https://stevies-sage.secure-platform.com/file/14981/eyJ0eXAiOiJKV1QiLCJhbGciOiJIUzI1NiJ9.eyJtZWVpYUlkIjoxNDk4MSwiYWxsY3dOb3R0aWduZWVcmwiOiJGYWxzZSIsImInbm9Verbatims%20for%20Lorie%20Boyd%20for%20Stevie%20top%20CHRO%20nomination.pdf>)

Would you like to add an additional supporting document?

No

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Terms and Conditions

I Agree