

# Culture Decks & Values (13)

Public culture documentation — not a full handbook but provides significant insight into how these companies operate.

Company	URL	Notes
<b>Netflix</b>	<a href="https://jobs.netflix.com/culture">jobs.netflix.com/culture</a>	The original culture deck. 20M+ views. "Freedom & Responsibility."
<b>HubSpot</b>	<a href="https://hubspot.com/culture-code">hubspot.com/culture-code</a>	128-slide Culture Code manifesto.
<b>Valve</b>	<a href="#">PDF</a>	Famous comic-book-style handbook. Flat hierarchy.
<b>Tesla</b>	<a href="#">Scribd</a>	The "Anti-Handbook Handbook" — intentionally brief.
<b>Buffer</b>	<a href="https://buffer.com/salaries">buffer.com/salaries</a> · <a href="#">Open dashboard</a>	Public salaries since 2013. Open salary formula, revenue dashboard.
<b>Atlassian</b>	<a href="https://atlassian.com/resources">atlassian.com resources</a>	Career resources and team playbooks.
<b>Cleo</b>	<a href="https://meetcleo.com">meetcleo.com</a>	Public performance philosophy.
<b>Dropbox</b>	<a href="#">Virtual First Toolkit</a>	Open-source toolkit for distributed work.
<b>Trello</b>	Built as a Trello board	Employee manual dogfooding their own product.
<b>Okta</b>	<a href="https://rewards.okta.com">rewards.okta.com</a>	Public rewards and benefits documentation.
<b>Infinum</b>	<a href="https://infinum.com/handbook">infinum.com/handbook</a>	Digital agency handbook: dev practices, design, culture.
<b>HashiCorp</b>	<a href="https://works.hashicorp.com">works.hashicorp.com</a>	How HashiCorp works as a remote-first company.
<b>Osio Labs</b>	<a href="#">Blog post</a>	Split: public handbook (tenets) + private ops manual (sensitive).

Revision #2

Created 2026-06-05 23:24:47 UTC by Ben Adrian Sarmiento

Updated 2026-06-06 06:29:54 UTC by Ben Adrian Sarmiento