

ULTRANAUTS INC.

2022 Notable Impact Highlights



Overview

Founded in 2013 by two MIT engineers, Ultronauts is a data and software quality engineering services firm powered by cognitively diverse teams, 75% of whom are on the autism spectrum. We're on a mission to demonstrate that neurodiversity is a competitive advantage for business, by building a world-class quality engineering firm that delivers superior value for our customers, and designing a Universal Workplace that serves as a replicable blueprint for other employers.

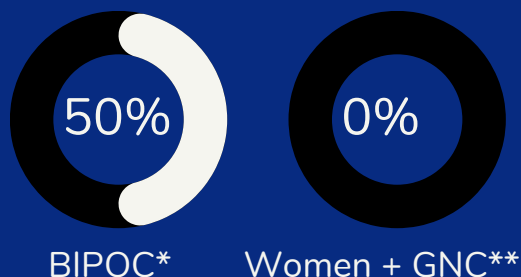
Key Stakeholders

1. Neurodivergent individuals
2. Individuals from marginalized groups that have high unemployment rates

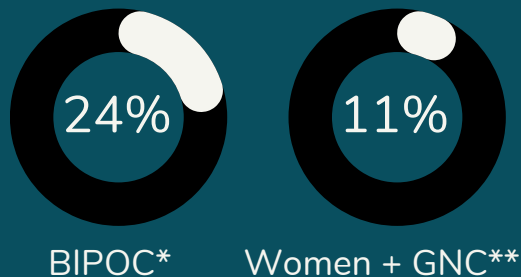
Challenging "Business as Usual"

Ultronauts is demonstrating that neurodiversity can be a competitive advantage for business, and developing a Universal Workplace that can serve as a replicable blueprint for other employers.

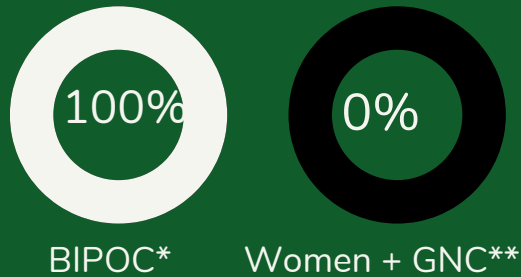
Founders



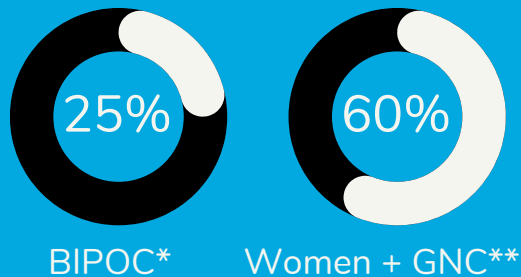
Owners



Leaders



Workforce



Impact Metrics

- Neurodiversity: 78% neurodivergent team members (source: annual survey)
- Psychological Safety: 90% feeling safer than previous employers (source: annual 3rd party audit)
- Loneliness: 15% feeling lonely at work (source: weekly poll)

Internal Policies

Objective Recruiting practices that exclude degree requirements; Community-Driven Promotion process that is employee driven; Published skill requirements and benchmarks for most roles/levels to ensure transparency; Learning Launchpads for all employees to ensure equitable access to training and career development opportunities.



*BIPOC = Black, Indigenous, People of Color. **GNC = Gender Nonconforming

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