

Sovereign

We design,
build and
delight.

Sovereign is an independent creative and development studio. We create multichannel experiences that help our clients **build relationships** and **move minds** to action.

The What

Strategy

- Creative & Development Consultation
- Brand & Competitive Audits
- Positioning
- Messaging, Voice & Tone
- Content Strategy & Architecture
- IA and UX Design

Creative

- Website, App & UI Design
- Collateral Design
- Environmental and Event Design
- Digital Media Design
- Brand Identity Design
- Presentation Design
- Campaign Development
- Copywriting
- Animation & Motion Graphics

Development

- Digital Media Development
- Website and CMS Development
- Mobile App Development



The Why

Experience

We are a team of senior-level agency talent, experienced in working with a wide range of startups, SMBs and Fortune 100 companies.

Flexibility

We can provide full-service teams or individual contributors for your projects as needed. We scale quickly, adding specialized resources depending on project needs and requirements.

Value

We operate at a competitive blended rate across all facets of strategy, creative and development. Collective experience ensures greater effectiveness and efficiency.



The Who

Calm

ORACLE

VERITAS™

Aol.

ûdemy

DAVON

fictiv

PIZZA FACTORY®

VAYNERMEDIA

≡ zenefits

WELLS FARGO

 GILEAD

yahoo!

COHESITY

jstokes



The Work

DAMON

Calm

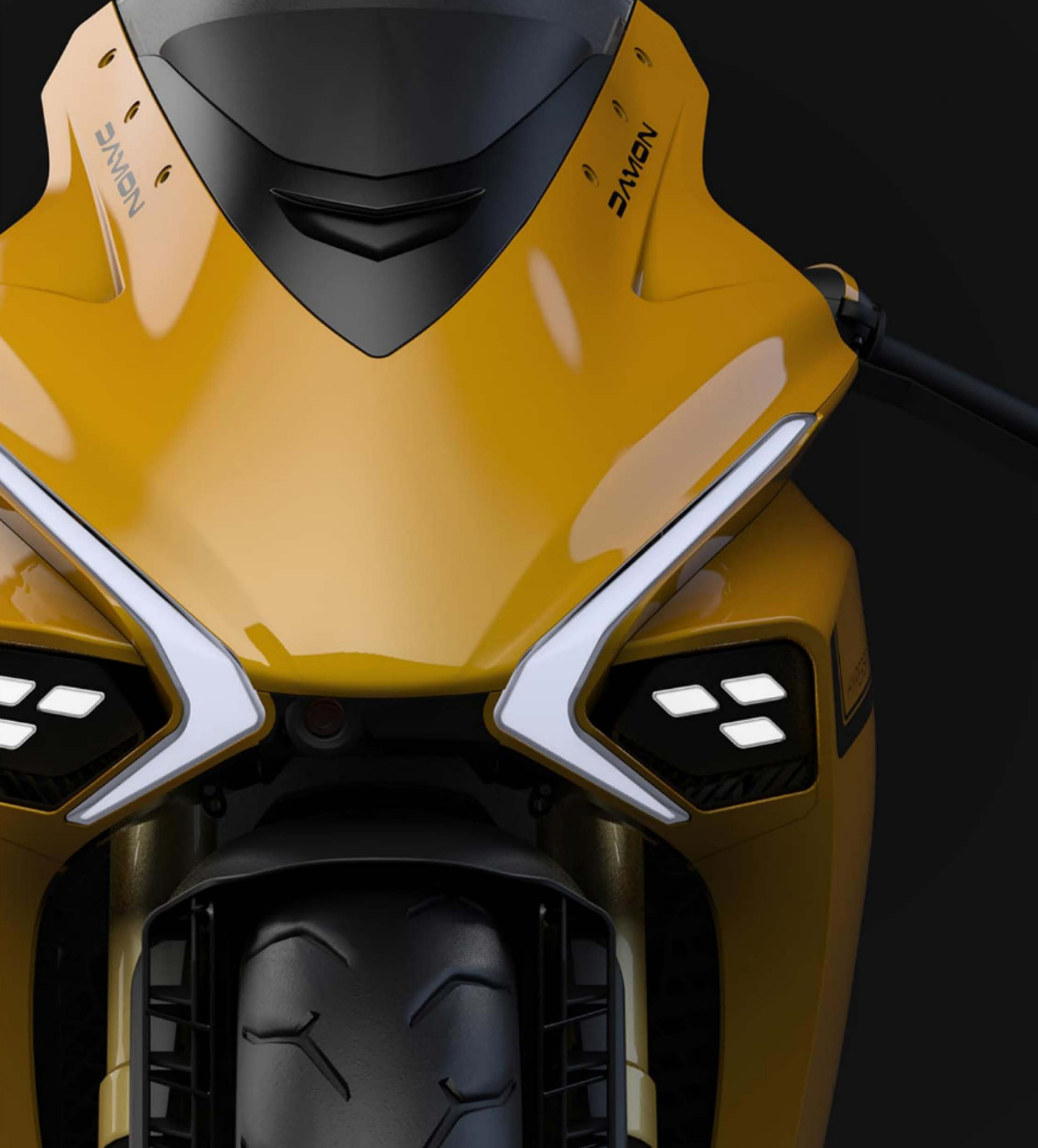
⚡ Intrinsic

udemy

PIZZA FACTORY®

O bag





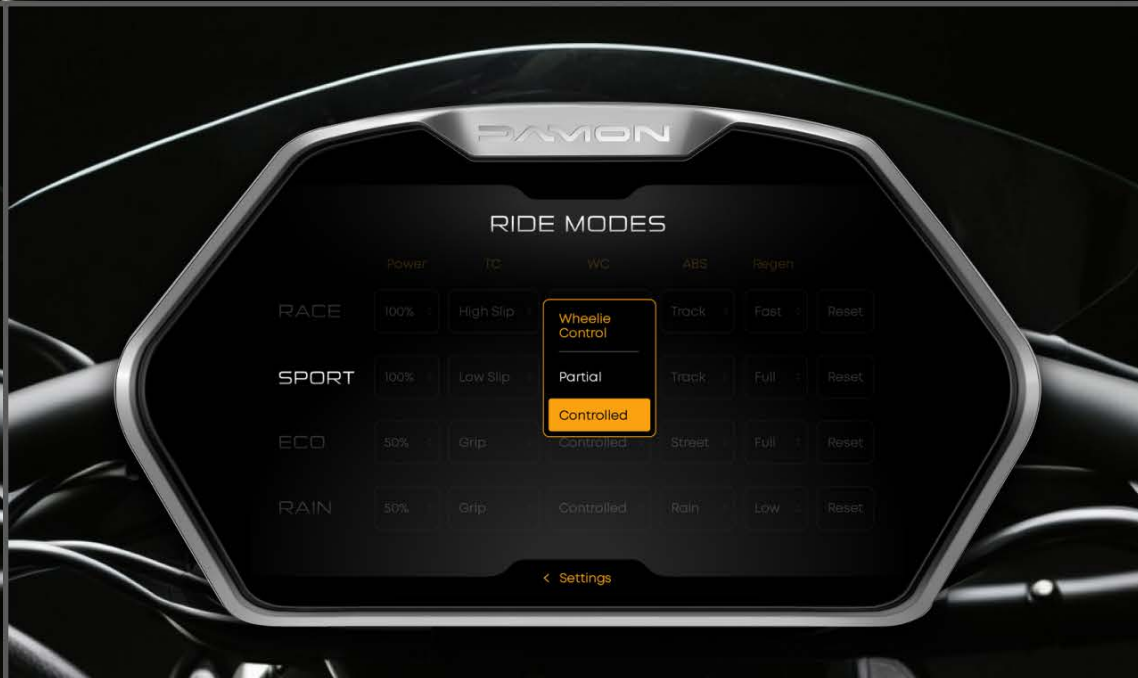
Damon Motors Instrument UI

Damon builds the world's safest and most technologically advanced EV motorcycles. They needed a digital instrument display that mirrored the exhilaration of the ride while showcasing CoPilot, their advanced collision warning system. With as much aesthetic appeal as the bike itself, Sovereign designed a UI with accessibility, safety and vigor being top priorities. The result is a cutting-edge display that enhances the rider's journey while keeping them as safe as possible along the way.

UI Design
Motion Graphics







Calm Brand Marketing

Calm is the clear leader in the mental health app market. Sovereign supports their enterprise sales and marketing efforts through the design of web pages, branded content, digital media, events and a wide range of other brand assets. We ensure visual continuity, help maintain their position as the number one trusted mental health app and help them scale their B2B offering.

UX Design

Visual Design

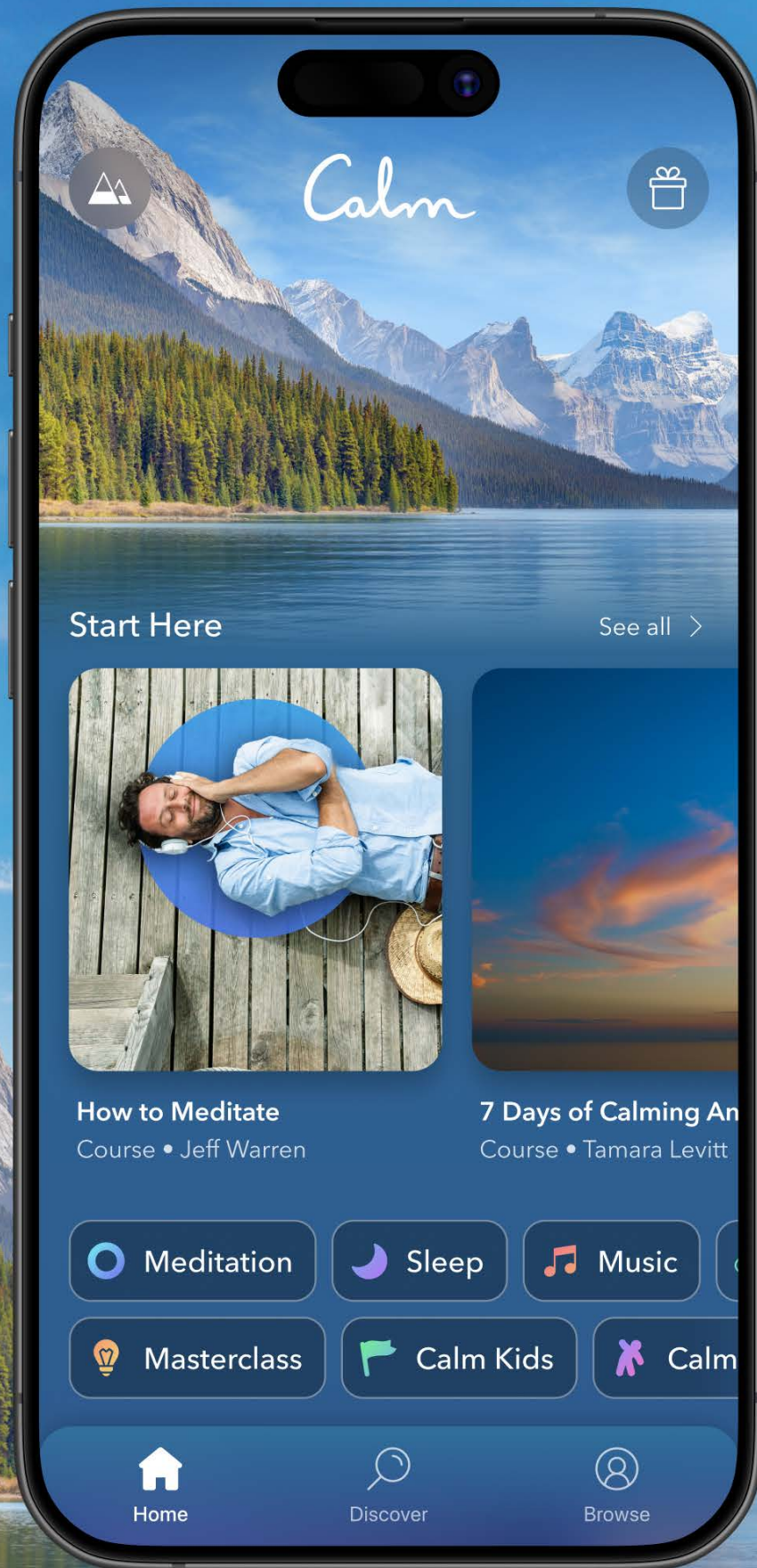
Website Design

Environmental and
Event Design

Digital Media Design
and Development

Presentation Design

Animation



Join **3000+** organizations that trust Calm in supporting **20 million+** employees across the globe

Web pages

ReedSmithCedars SinaiKraftHeinzEdelmanoverstock.MLSA

Ready to get started with Calm?

Book a demo

Drive outcomes within the organization

2X

More users have rated Calm as a "place of relief" compared to industry competitors

21%

Of Calm users are more engaged at work

3X

Less likely to take a sick day

Bring Calm to your organization

Connect with our Calm Business specialists today and see how we can help you prioritize mental health initiatives.

First Name

Last Name

Work Email

Company

Number of Employees

Book A Demo

Solutions

Calm Premium for Employees

Calm Workshops

Outcomes

Our Impact

Customer Stories

Calm Business

Plans

Resources

Get the Calm App

Download on the App Store

GET IT ON Google Play

Calm Business

Solutions Outcomes Plans Resources

For Consultants Partner Login

Book A Demo

Reimagine how people experience mental health care

Get the results that matter most to you and your organization - improving individual health and increasing workplace productivity.

I'm interested in:

condition-specific support

Explore Calm Health

12 Sessions

Calm Clinical

Navigating Depression with Practical Tools

Eniko Szabo

What topics are you interested in?

Mental Health Screening

Anxiety

Moderate

11

0 5 10 15 21

What solution is right for you?

Engagement Strategy

Mindful Mondays Challenge

For Work

Workbooks Tools for Your Workplace

Featured

See all

5-100 PEOPLE

Team Plan

Helping your team or organization of up to 100 employees get immediate mental health support with access to the Calm content library.

Learn more

Take a product tour

Reporting

Member feedback

Workshops

101+ PEOPLE

Enterprise Plan

Partnering with your organization to provide actionable tools that reduce stress, increase resiliency, and align with your mental wellness initiatives.

Learn more

Take a product tour

Good morning, Rebecca

Continue with the next session in Build Stress Resilience.

Today

Library

SELF-INSURED EMPLOYER

Calm Health

Clinical programming that unites physical and mental health care specifically targeted to reduce claims cost and increase utilization of benefits.

Learn more

The positive impact of Calm across the global workforce

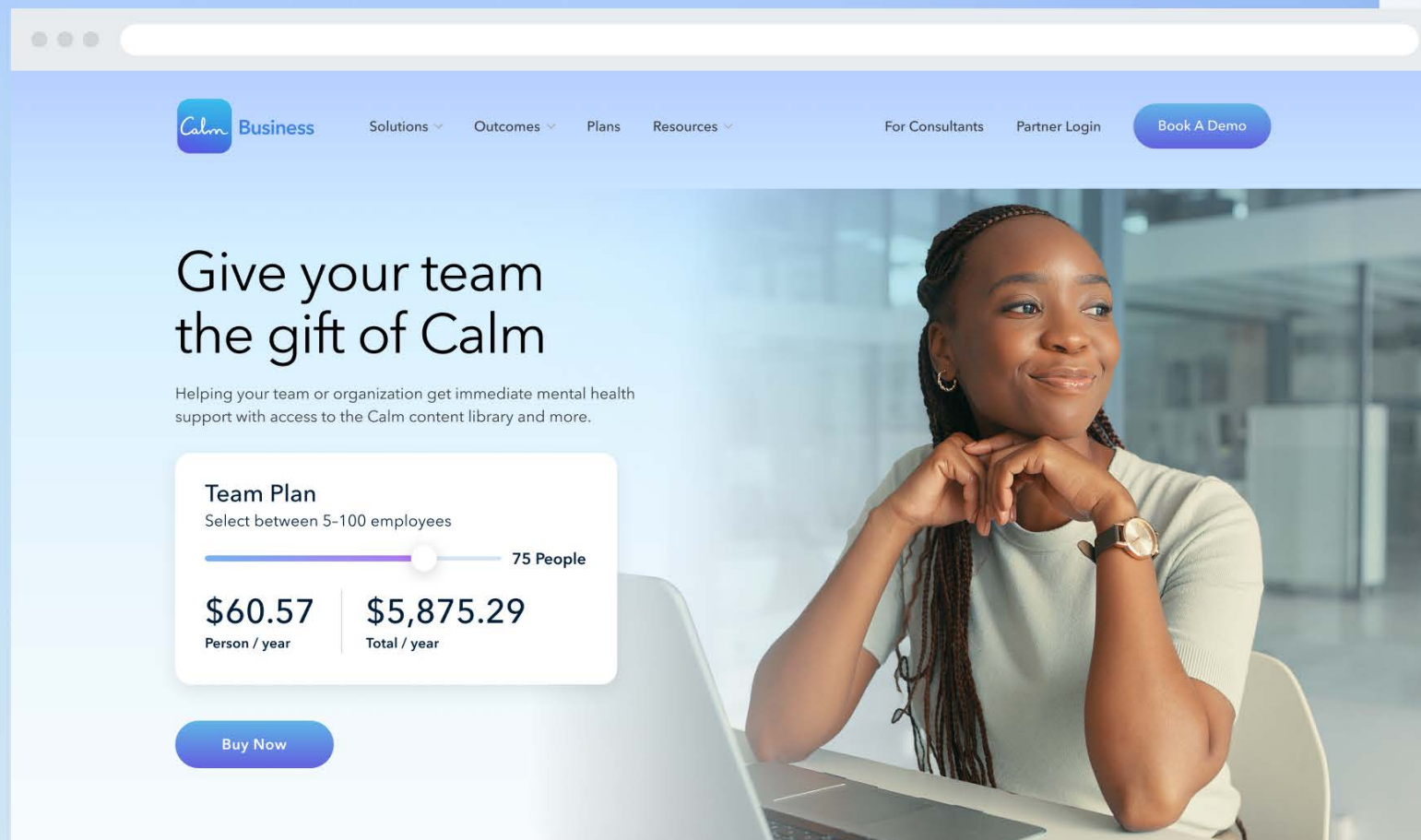
“

We found that Calm is a tangible, easy-to-use benefit with immediate effects. It's really important that we proactively reduce stress and anxiety and offer a preventive mental health tool as a first step for employees who are struggling. That's how I see Calm Business, and I'm proud to offer it to our employees.

Katja Meeuwssen-Nass

VP of HR at ASICS EMEA

asics



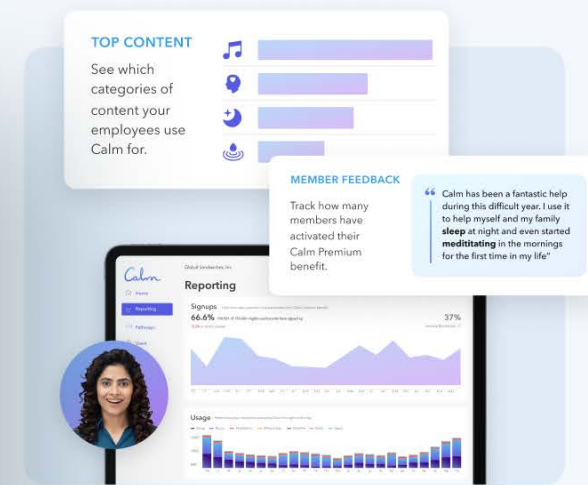
Tailored Wellness, Thriving Workforce

Give your team the support they need, so they can show up fully for themselves and your business.

Content tailored to your employees' personal needs

Approachable mental health practices that are engaging, culturally relevant, and diverse

- ✔ Guidance from wellness experts and celebrities, with 42% BIPOC narrator representation
- ✔ Mindful sessions to help navigate current events and better understand unique perspectives
- ✔ Support for the whole family including the little ones—Calm Kids content designed specially for them



Our solutions allow your employees
(and your bottom line) to thrive.

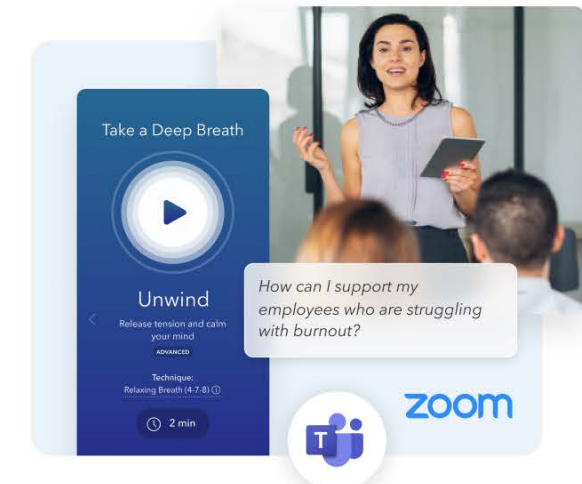
With the Calm Business Team Plan, you can:

- ✓ Activate a mental health program within minutes
- ✓ Track your team's progress towards mental health goals with behavioral analytics
- ✓ Access content designed to help employees strengthen their mental wellness before, during, and after work

Help employees navigate their
mental health at their own pace

Make accessibility seamless through Calm's workplace integrations on Microsoft Teams and Zoom

- ✔ Give unlimited access to Calm's platform of more than 3,000+ sessions focused on topics like burnout, sleep, stress, anxiety, and productivity
- ✔ Mindful sessions to help navigate current events and better understand unique
- ✔ Offer easy-to-implement mental health guidance and skill-building tips through engaging live, interactive Calm Workshops

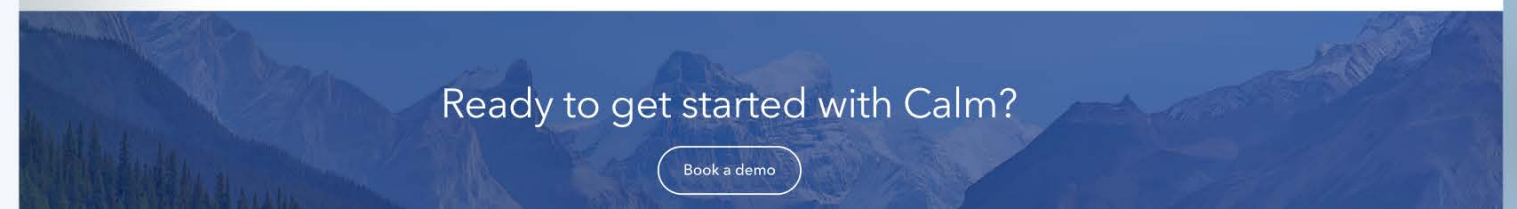


Join **3000+ organizations** that trust Calm in supporting **20 million+ employees** across the globe

ReedSmith

**KraftHeinz**

Ready to get started with Calm?

[Book a demo](#)

2023 Workplace Mental Health Trends Report: The Future of Work



TREND 2 Sleep content is popular on Calm

When we took a look at the top 10 meditations, we found that falling asleep is a top use case for Calm users. And of course our popular sleep stories—narrated by celebrity actors, including Matthew McConaughey and Ramon Tikaram—are some of the most listened-to content on Calm.

Top 10 Meditations*

- 1 Daily Calm
- 2 Daily Trip
- 3 Daily Jay
- 4 Deep Sleep

Top 10 Sleep Stories*

- 1 Dream with Me, by Harry Styles
- 2 Wonder, by Matthew McConaughey
- 3 The Nordland Night Train, by Erik Braa
- 4 Crossing Ireland by Train, by Cillian Murphy

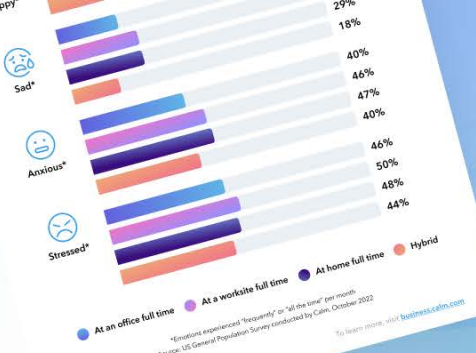


TREND 4 Insights for HR/benefits leaders

As HR/benefits leaders support their workforce in the new world of work, here are a few ways to address the new mental health challenges that have emerged post-pandemic.

Hybrid workers are the most happy and least stressed

Employees who work in a hybrid workplace and balance working from home with a few days in the office every week were consistently the most likely to have the space to take care of their mental health as well as to feel the most happy and the least sad. In contrast, employees who were at home full-time felt most stressed and anxious, which could be caused by a lack of social support or lack of work-life boundaries.



Leaders

to offer mental health

Employers on average provide employee resilience, coping strategies, manager training, according to employees.

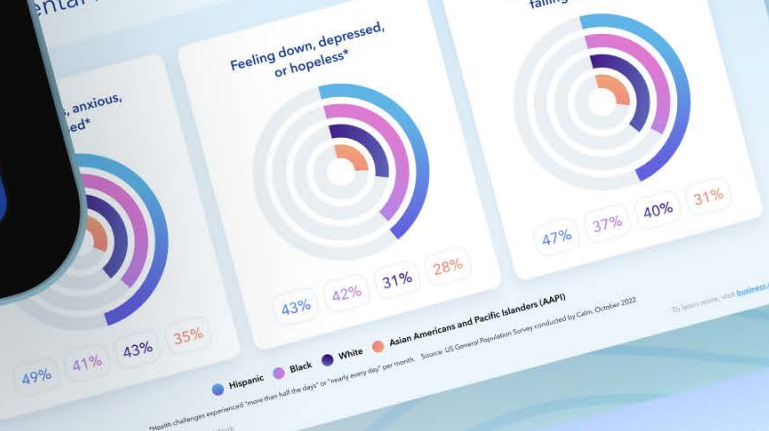
Employers on average provide a mental health tool to manage stress, anxiety, and sleep.

More than 70% that aren't providing critical support for their employees' mental health.

Most employees say their employer does not offer mental health tools to manage stress, anxiety, and sleep



Respondents reported mental health needs



Partner with Calm Business to implement a preventive approach to mental health

With the evolving new world of work, rising healthcare costs, and economic uncertainty, adopting a preventive approach to mental health can help employers reduce high downstream mental health costs while driving workforce innovation, productivity, and retention. More than 3,000 organizations currently partner with Calm Business to provide a mental health solution as part of a proactive, preventive approach.



TREND 2 Addressing sleep can be a safe entry point for mental health support

Addressing sleep can help break the mental health stigma and provide a safe entry point to broader mental health support. In our Calm user data, sleep is a universal need, as all generations reach for Calm to help fall them to sleep (with Gen Zers slightly more likely to listen to a Calm sleep story).

HR/benefits leaders can consider implementing sleep support as the first step to a more preventive approach to mental health in the workplace.



Percent of respondents coming to Calm for help with sleep



RECOMMENDATION 3 Take a population health approach, and focus on groups with greater needs

As part of your preventive strategy, implement a population health approach and focus on groups with greater needs.

- **Support family mental health, especially your female and LGBTQ+ parents.** Employees will need to provide female and LGBTQ+ parents additional mental health support for themselves and their kids. For example, around 40% of both female and LGBTQ+ parents with their employer offered a mental health solution to address their kids' anxiety, stress, and sleep needs.
- **Address higher stress, anxiety, and loneliness in Gen Z population.** Listen to your younger generation's new mental health needs and preferences as they serve as a bellwether for your forward-looking benefits. For example, a recent survey showed that Gen Zers rely more on TikTok for healthcare advice. Look for digital mental health tools that resonate with your Gen Z generation, while also providing social opportunities for them to bond with their colleagues.
- **Close mental health equity gaps for neurodivergent, LGBTQ+, Hispanic, and lower-income employees.** Almost half of Hispanic and LGBTQ+ employees with their employer offered access to mental health support that aligns with their culture and identity. And 50% of LGBTQ+ respondents and neurodivergent respondents with their employer offered mental health solutions to address stress, anxiety, and sleep needs.

42% of female parents with their employer offered a mental health solution to address their kids' anxiety, stress, and sleep needs

TREND 1 Increasing focus on family mental wellness

During the pandemic, rates of youth experiencing depression or anxiety symptoms nearly doubled. This trend is reflected in the growing demand for family mental wellness support that we're seeing on Calm.

Users are listening to kids' content more in the past year, suggesting an increased focus on family wellness



"We get only positive feedback from employees about Calm Business. millennial and Gen Z workforce open about their mental health love that we offer digital app health solutions such as Calm is part of our forward-looking strategy that drives employee retention as well as retention and recruitment."

MEGAN CROUCH
VP of Global Business Development

It's a great help for me. Almost every night, before sleep. But my kids help my children fall asleep. It's the no 1 reason I use Calm."

EMPLOYEE TESTIMONY

A third of parents experience anxiety

31%

Indicated they were feeling nervous or stressed

Black, LGBTQ+, and 15-21

High anxiety and depression rates

Calm Business

Solutions

Outcomes

Plans

Resources

For Consultants

Partner Login

Book a demo

How did you sleep?

Reducing Work Anxiety

Chibis Okereke

Daily Move

Mel Mah

The future of work starts with mental health

The new world of work has encouraged employers to shift their workplace priorities, putting mental health at the top of their list. Forward-thinking organizations are incorporating mental health benefits into their future-of-work strategy to drive productivity, retention, and innovation. But what do employees want when it comes to mental health support?

Get support now

2023 Workplace Mental Health Trends Report: The Future of Work

Get the latest insights on mental health benefit gaps in 2023 and what support employees want next.

Get the report

2023 Workplace Mental Health Trends Report: The Future of Work

Get the report

nts do you use Calm for?

Starting a new job

11%

Moving somewhere new

10%

Going through a break-up

10%

Experiencing financial loss

7%

Preventive mental health care matters

63%

75%

Indicated preventive mental health care is as important as preventive physical health care

Indicated their mental health is closely related to their physical health

Source: US General Population Survey conducted by Calm, October 2022.

Growing challenges

Feeling lonely and isolated

11%

19%

Anxiousness from challenging current events and uncertainty

13%

18%

Financial concerns & affect on my work

10%

18%

Lack of movement throughout my day

8%

18%

Lack of social connection with my colleagues

7%

16%

Pre-pandemic

Source: US General Population Survey conducted by Calm, October 2022.

Get The Report

Increasing focus on family mental wellness

Mental health benefits: How does my industry stack up?

Calm Business

5 Mental Health Trends in the Workplace to help you support your employees

Get The Report

2023 Workplace Mental Health Trends Report: The Future of Work

Get the report

Calm Business

Find out why mental health support in the workplace is table stakes in 2023

Get The Report

Get The Report

Calm Business

Ready to put your employees' mental health first in 2023?

67%

of employees think that employers should help provide mental health support for stress & anxiousness.

Get The Report

Calm Business

Ready to put your employees' mental health first in 2023?

Get the Report

How did you sleep?

Reducing Work Anxiety

Daily Move

2023 Workplace Mental Health Trends Report: The Future of Work

Get the report

Integrated Campaigns

Calm Business

Find out why mental health support in the workplace is table stakes in 2023

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2023 Workplace Mental Health Trends Report: The Future of Work

Get the report

Calm Business

Ready to put your employees' mental health first in 2023?

Get The Report

How companies are supporting mental health in the new world of work

2024 Voice of the Workplace Report

Mental Health Trends for HR Leaders and Executives



Most employees aren't feeling better, despite your hard work

Against that backdrop, you might be surprised by a few key findings in our research:

- 69% of employees say their mental health has stayed the same or **worsened** in the past year
- 81% of employees say they've struggled with nervousness, anxiousness, and stress recently
- 61% of employees have felt down, depressed, or hopeless recently
- 68% of employees are having trouble falling asleep

Contributing

- 58% of global workers agree that they're always connected or available for work
- 46% say they often work outside working hours
- 1 in 3 workers are often interrupted by their devices while they're at work
- 32% feel tired from being online for work

Women need more mental health support for life stages

In recent years, employers have increasingly prioritized family-forming benefits, including financial support for aspiring parents pursuing in vitro fertilization, adoption, and surrogacy. They also are beginning to recognize the needs of these life stages and the need

- 90% of women said family planning challenges can be all-consuming and affect their overall mental health as well as their ability to focus at work and be productive.
- 61% Miscarriage
- 47% Fertility treatments

Employees say the workplace is not supportive of women's reproductive health

When we asked employees if their workplace is supportive of women's reproductive health:

- 35% said their workplace is supportive of women's reproductive health (pregnancy, fertility, abortion).
- 25% said their workplace is supportive of menopause needs.

Menopause is the most taboo women's health topic at work. Menopause is the least-discussed women's health topic at work, with 28% of women saying they would not share their menopause experiences with coworkers. By contrast, 5% of women said they would keep quiet about their fertility treatments, and 14% of women said they would not discuss a recent miscarriage with anyone at work.

I don't talk to anyone at work about this		Dealt with a family member's illness	
Death of a loved one	16%	Experienced a miscarriage or pregnancy loss	15%
Experienced a personal illness	12%	Had an abortion	14%
Dealt with my own mental health	17%	Experienced egg freezing or egg donation	8%
Dealt with my own physical health	17%	Experienced egg freezing or egg donation	6%

Rapid technology innovation is also creating anxiety

With the advent of AI, the power of technology to reshape the workplace is only going to build. Many employees are worried.

Have you ever experienced anxiousness or nervousness due to the rapid pace of technology developments in your workplace (e.g., AI)?

- 20% Yes, frequently
- 33% Yes, occasionally
- 47% No, never

State that the rapid pace of technology change in the workplace makes them anxious on a frequent basis:

- 35% Gen Z
- 22% Millennials
- 12% Gen X
- 8% Baby Boomers

45% of employees are worried AI will take over their jobs

57% of workers said AI will "give me more free time"

45% said "it will make my job easier"

By contrast, nearly half of HR leaders are bullish about the impact of AI on mental health

49% of HR/benefits leaders think integrating AI tools into the workplace will have a positive impact on employee mental well-being

32% think AI tools will have a negative impact on employee well-being

The following pages are designed to help you get started. To begin, we'll take a more in-depth look at these five trends:

- TREND 1 Financial woes are the top stressor for employees
- TREND 2 Technology is contributing to burnout
- TREND 3 Managers are the problem and the solution
- TREND 4 Women need more mental health support for life stages
- TREND 5 Gen Z, struggling the most, is leading the charge for change

How is your mental health?

- 59% have increased feelings of anxiousness and worry about money
- 33% experience frustration or irritability caused by financial pressures



What's more, when the rate of inflation falls, not all employees benefit equally? Economists say, employees who spend a larger share of their paycheck on food and rent are more affected by the weight of high prices, even prices that aren't continuing to rise.

Combine this reality with the spate of layoffs, particularly in the tech industry, and it's easy to see why the cost of living and financial instability top the list of employee concerns negatively affecting their mental health.

Managers are the problem and the solution

A manager can make or break the employee experience, and relationships with managers are the **number one** factor in employee job satisfaction, according to analysts.

Most employees (65%) say that managers significantly influence their mental health. A caring and supportive manager can improve their mental health, for example, while a stress-inducing manager can have a negative impact.

What can managers do to better support employee mental health?

Up to half of employees say their managers are doing well when it comes to leading with empathy, managing their emotions, checking in regularly with them, modeling PTO, and establishing work-life boundaries. But about one-third of workers say they wish their manager would do these things.



According to employees, here's where managers need to improve:

- Adjusting workload
- Fostering a low-stress environment
- Allowing employees to take mental health breaks throughout the day
- Referring employees to mental health benefits and being open about their own mental health experiences

Gen Z is leading the charge towards change

Workforce demographics are shifting to include more Generation Z employees, so we took a closer look at their needs when it comes to mental health benefits. The bottom line:

A Gen Z mental health epidemic is brewing

We surveyed Gen Z respondents 18 to 24 years old (Gen Z is defined as ages 9 through 24). Employers will need to pay special attention to supporting the mental health of both Gen Z employees and Gen Z dependents of older employees, especially teens.

Gen Zers feel worse than all other generations

While feelings of stress and anxiousness are running high across all generations, Gen Z is the most stressed and anxious generation, perhaps because Gen Zers have come of age during a global pandemic and in a technology-saturated world.

Additionally, nearly three-quarters of Gen Zers feel down or depressed, whereas about half of Gen Xers and baby boomers do.

	Percentage feeling anxious or stressed	Percentage feeling down or depressed
Gen Z	90%	74%
Millennials	85%	54%
Gen X	75%	47%
Baby Boomers	71%	47%

Integrated Campaigns

We hope the findings from our internal research, can help you create a happier, and more productive workplace.

2024 Voice of the Workplace Report

What's holding managers back from supporting employee mental health?

Fifty-five percent of managers say they feel confident having mental health conversations with their direct reports, but the rest feel less so. **Nearly one-third** feel they will be ineffective or awkward if they try to have a supportive discussion. There's room for employers to train managers and help them feel more equipped to have mental health conversations.

Employers are doubling down on manager support

Employers recognize that managers play a key role in the mental health of their employees and are increasingly making manager training an important part of their mental health strategy.

Employers' top 4 current manager strategies

1. Encourage managers to model PTO (67%)
2. Encourage managers to include well-being check-ins in their 1:1s (56%)
3. Ensure that managers evaluate & reprioritize workload to ensure work-life balance (54%)
4. Encourage managers to create work boundaries (51%)

*Source: Anxietas Employee Benefits News survey conducted on behalf of Calm

2024 Voice of the Workplace Report


Gen Z is the loneliest generation

Like the general population, Gen Zers are stressed about the cost of living, being overworked, and being overworked more with long-term (185) than the general population. Figuring out who is most stressed is unique to Gen Z.

Top 10 mental health topics

- | Gen Z |
|-------------------------|
| 1. Cost of living |
| 2. Fertility treatments |
| 3. Menopause |
| 4. Miscarriage |
| 5. Pregnancy loss |
| 6. Abortion |
| 7. Family planning |
| 8. Egg freezing |
| 9. Surrogacy |
| 10. Adoption |






2024 Voice of the Workplace Report

Mental Health Trends for HR Leaders and Executives

Download the full report



Despite your hard work to improve workforce mental health, employees told us they're not feeling better.



69%
said their mental health has stayed the same or worsened in the past year



61%
said they've felt down, depressed or hopeless over the past month

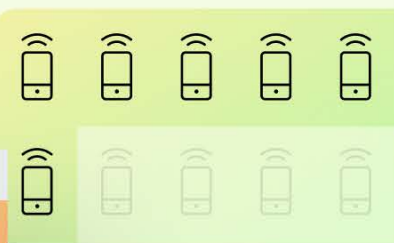


68%
said they've had trouble falling asleep over the past month

Where do you go from here?

Start with our 2024 Voice of the Workplace Report

You'll find insights and recommendations based on survey research of **4,000+ employees around the world** and **150+ US HR/benefits leaders**. We've also analyzed the Calm search trends of mental health topics.



Nearly 6 of 10
global workers agree that they are always connected or available for work

55%
of managers feel confident having mental health conversations with their employees

Only 38%
of employees say their manager fosters a low-stress work environment



1% increase
Calm search topics related to women's health and family planning—e.g., pregnancy, menopause, fertility, abortion, and miscarriage—from 2022 to 2023



Only 35%
employees said their workplace is supportive of reproductive health (pregnancy, fertility, abortion)

66%
of Gen Z said they feel down



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2024 VOICE OF THE WORKPLACE REPORT

Top 5

Mental Health Trends for HR Leaders and Executives

Download Now



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2024 VOICE OF THE WORKPLACE REPORT

69%

of employees say their mental health worsened or stayed the same last year.

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2024 VOICE OF THE WORKPLACE REPORT

81%

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2024 VOICE OF THE WORKPLACE REPORT

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81%

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Top 5 Mental Health Trends for HR Leaders and Executives

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2024 VOICE OF THE WORKPLACE REPORT

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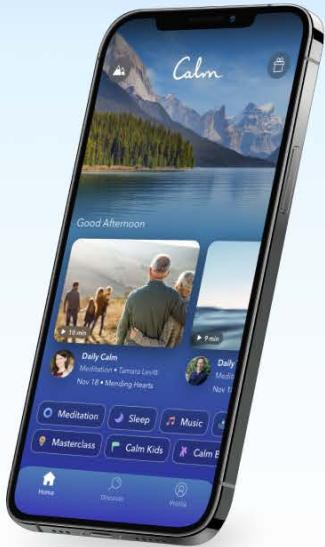




Calm for Everyone

Universal Calm content recommendations that transcend language and culture.

We recognize the Calm app might not be available in your native language. That's why we've curated the following universal content collections that you can use despite the language barrier. Click on each collection's image to get started!



Soundscapes

Whenever you need to relax, sink into one of our soundscapes. There's a variety of soundscapes suitable for everyone—from nature sounds to ambient music.

[Try Soundscapes](#)



Breathing Exercises

During moments of stress or overwhelm, take a few breaths to soothe and re-center yourself. Breathing exercises can help minimize reactive behaviors and instead allow you to respond in a calm manner.

[Try Breathe Bubble](#)



Did you know you have free, unlimited access to Calm content?

Activate your Calm Premium subscription today by scanning this QR code. See you in the Calm app, we're here for you!



Employer Tools & Resources

Calm Business provides an employer experience as simple and enjoyable as our employee experience. With so many tasks to manage during the day, we make it easy to promote awareness of Calm and its resources.



Implementation

Launching Calm is seamless. Calm can be rolled out using an eligibility file, Single-Sign-On (SSO) integration or Secure File Transfer Protocol (SFTP).

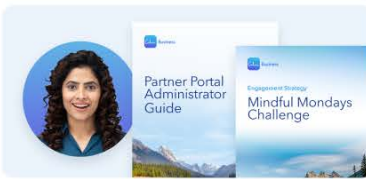


SSO
Integrate Calm with the organization's SSO systems to authenticate, verify eligibility, and create an account.

SFTP
Ensure the employee roster for Calm Business is uploaded and updated in a timely manner—without all the hassle and potential for user errors.

Customer Success

From launch to ongoing action planning, a dedicated Customer Success Manager will help create and manage a dynamic, personalized plan for weaving Calm in the organization.



Strategic Partner
Drive towards long-term success and overall health of the partnership.

Maximize Engagement
Strategize on how to implement and maximize employee adoption with tailored engagement strategies and management tools.

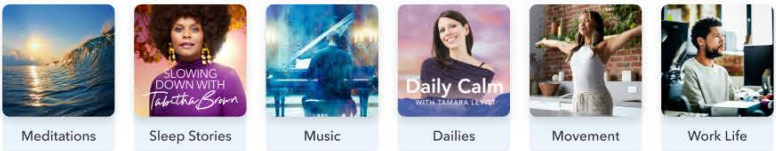
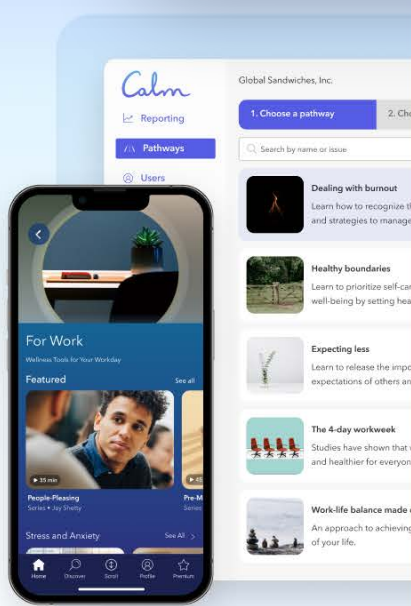


We help people make sense of mental health.

The leading global wellness preventative solution that supports individual well-being

Calm Business' comprehensive, diverse and highly accessible resources are designed to support a broad spectrum of needs across your population. We apply our award-winning approach to sleep, mental resilience, and relaxation to robust tools for HR and People Leaders to confidently address mental health at work and beyond.

Our customers are equipped to take an active role in making quality mental wellness a pillar of their culture, supporting their employees to effectively manage their well-being and stay as productive as possible. By tackling mental health at the individual, team, and full organizational level, this integrated approach results in enhanced employee well-being and productivity.



See the difference in your employees

In a randomized controlled trial of 1,000+ employees, on average, using Calm led to:

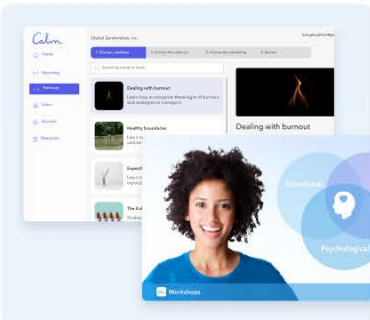
↓ 25%
Decrease in depressive symptoms

↓ 24%
Decrease in anxiety symptoms

↓ 21%
Decrease in insomnia symptoms

Engagement Resources and Additional Services

To support ongoing engagement efforts, Calm provides customizable and easy-to-use marketing assets and monthly engagement strategies, translated across 7 languages for global populations.



Webinars
Educate employees on how to best utilize Calm and to highlight monthly observances or product demo new launches.

Workshops
Help organizations transform how they talk about mental health through interactive, facilitated forums.

Pathways
Guide employees through curated collections of in-app Calm content designed to support specific mental health challenges.

The Calm Difference

- Industry leading engagement and utilization**
32% sign-up and 77% engagement rates on average
- Scientificallly-validated outcomes**
Proven rigorous studies anchored to the gold standard of randomized clinical trials

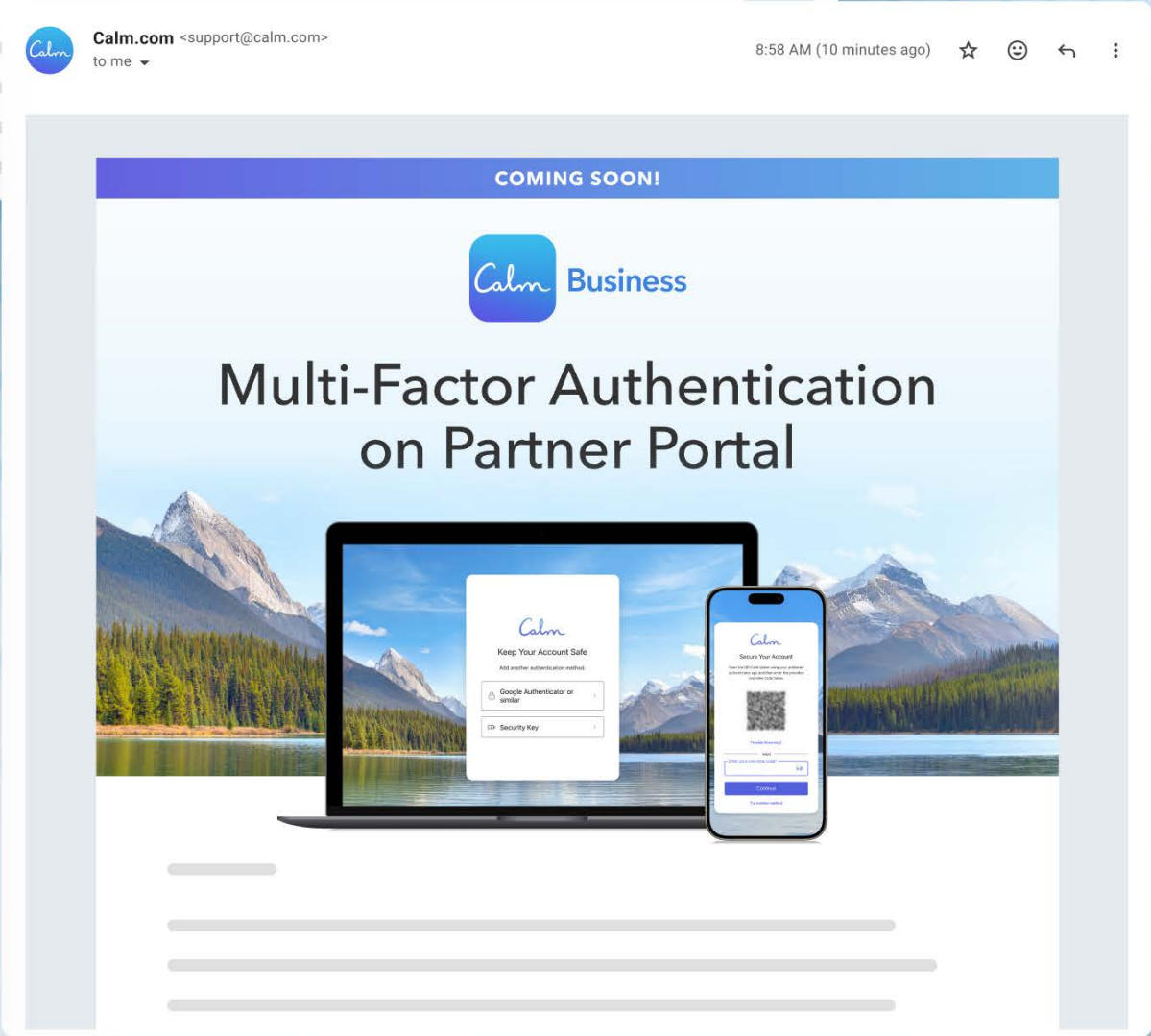
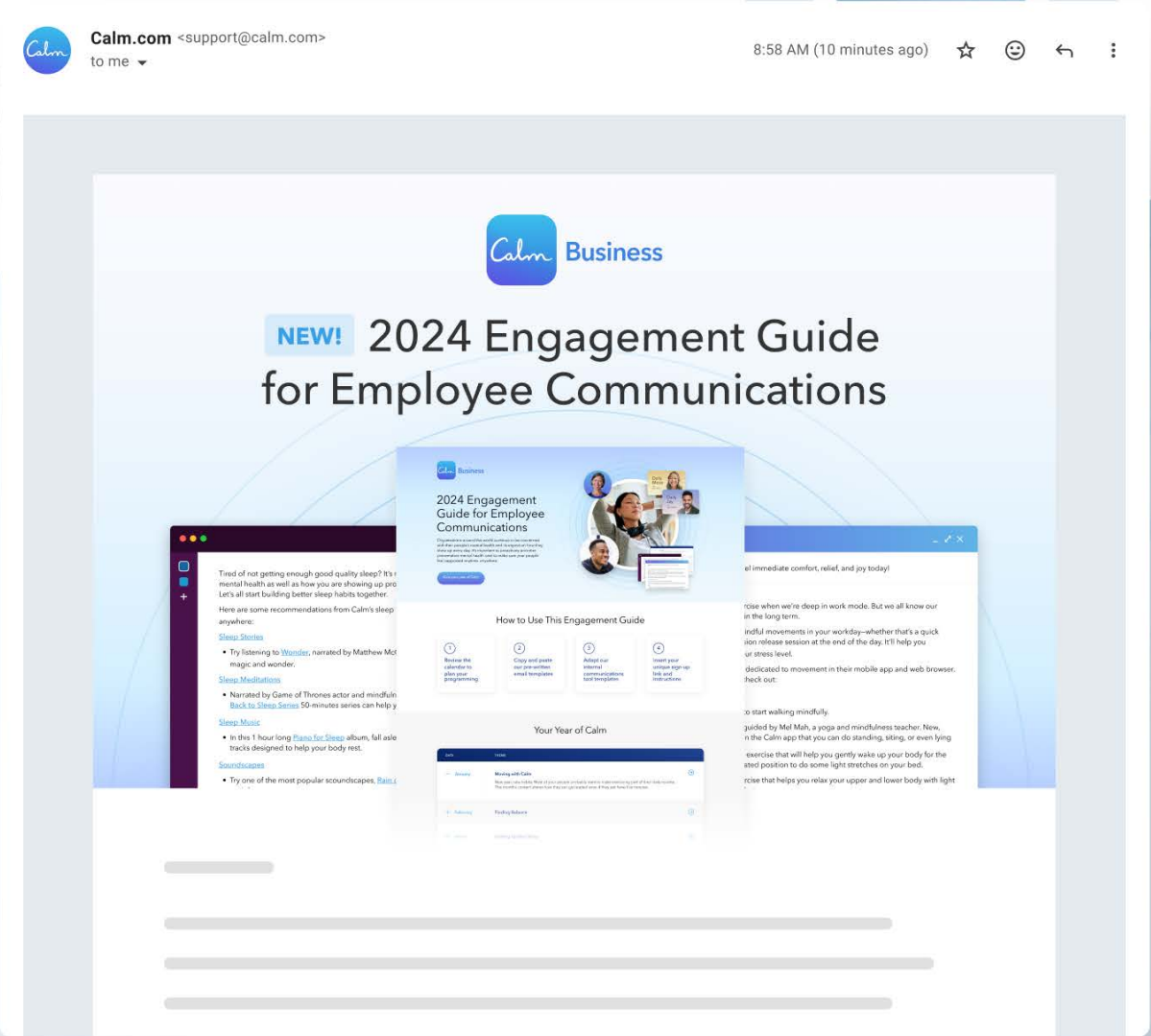
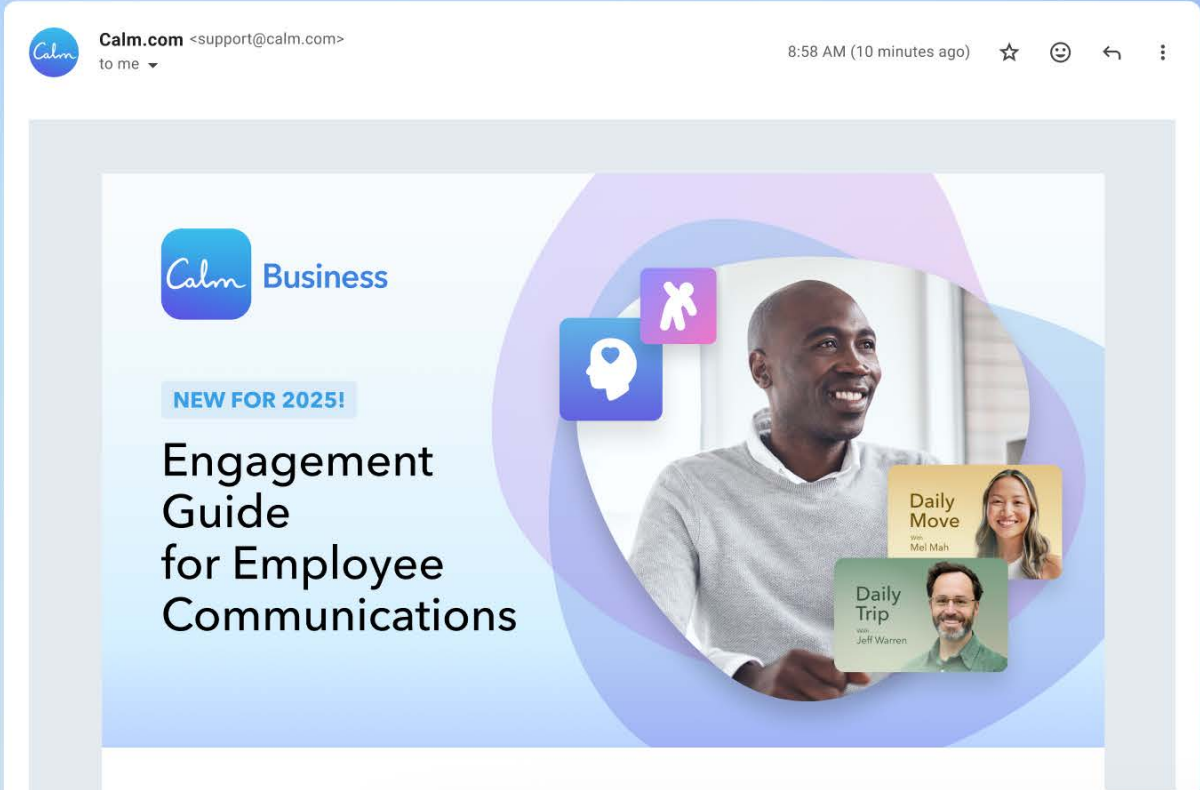
Diverse mental health content
45% BIPOC* of content across local narratives

Effortless integration
Dedicated Customer Success Manager to use administrative integration o

* Black, Indigenous, and people of color



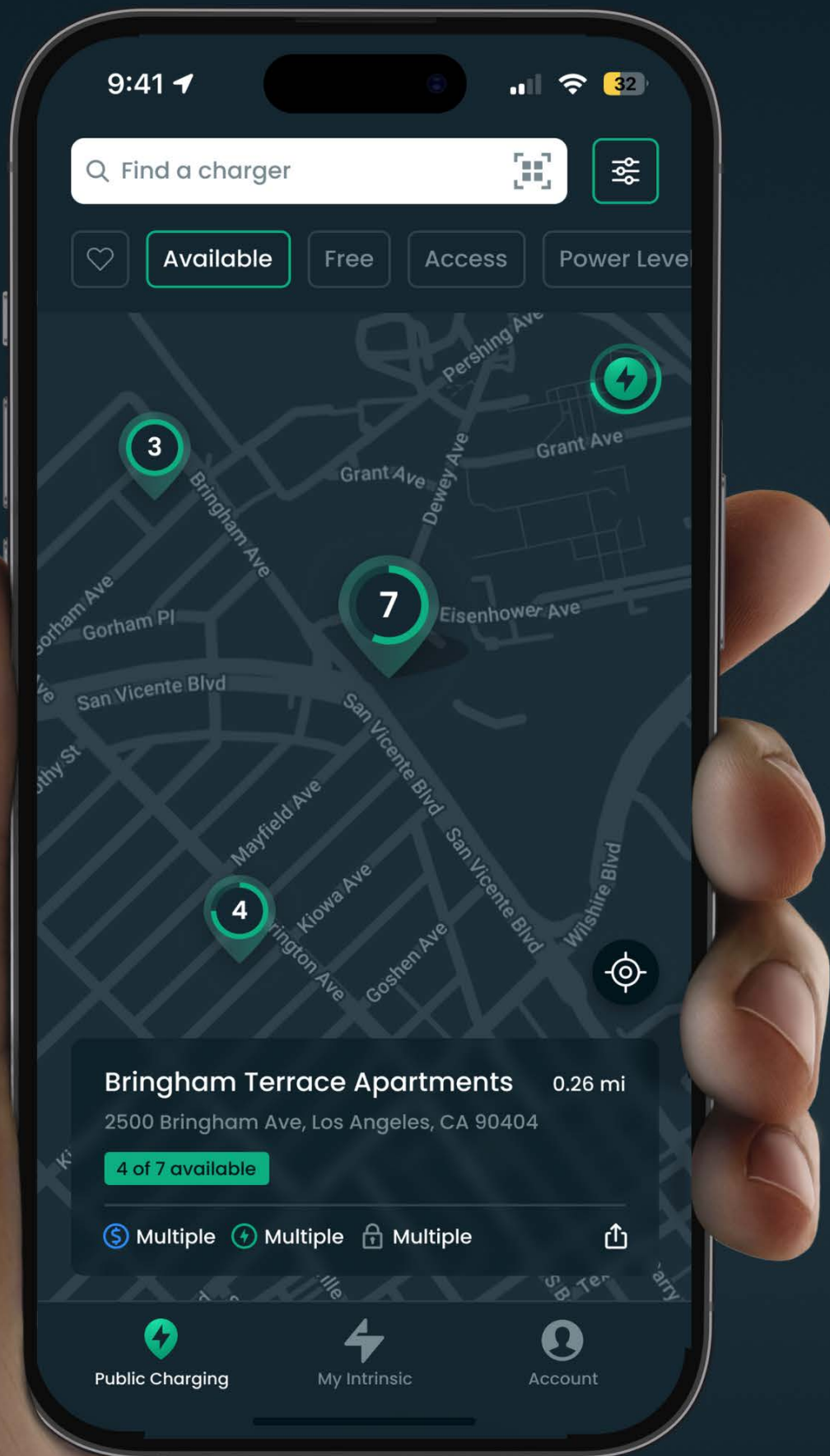


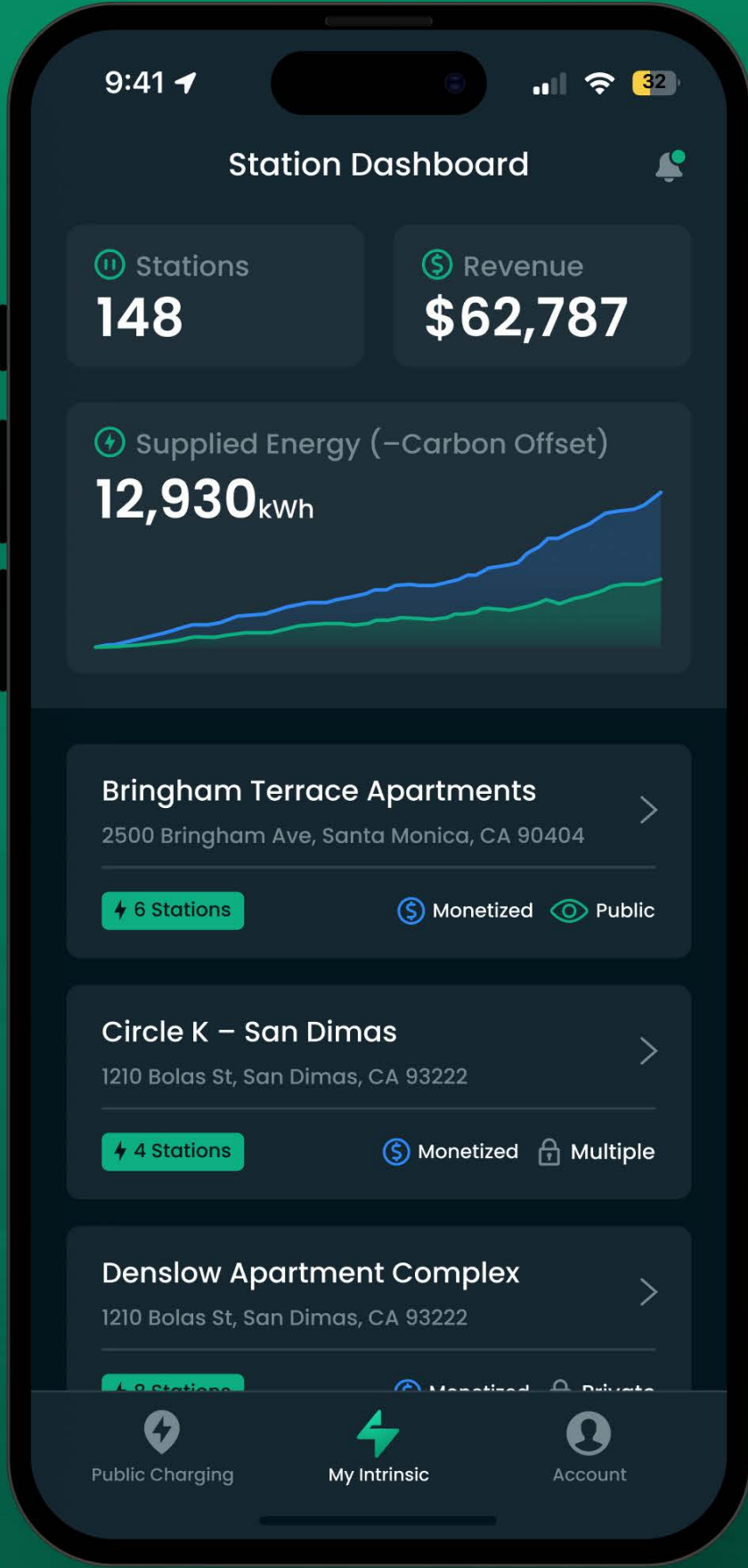
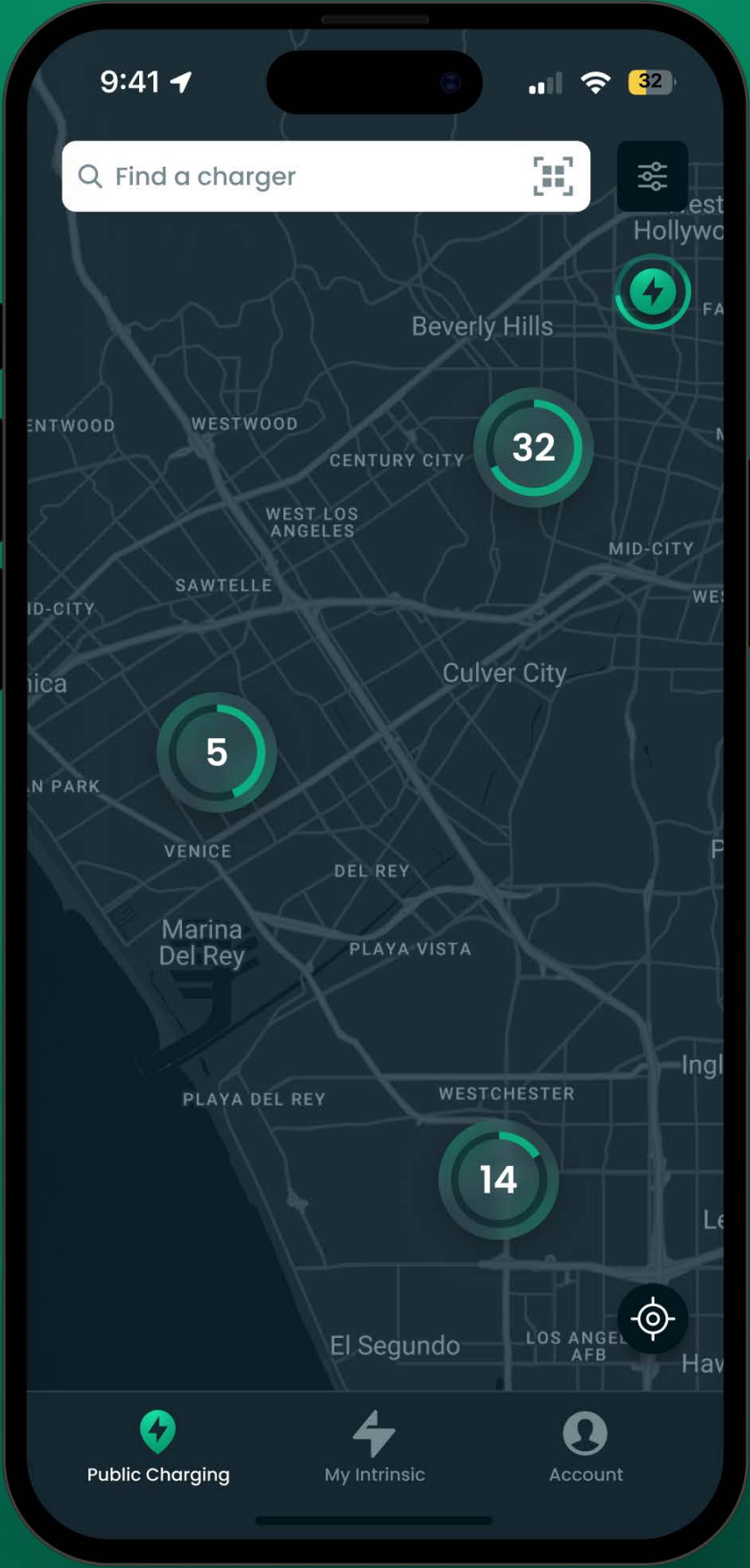
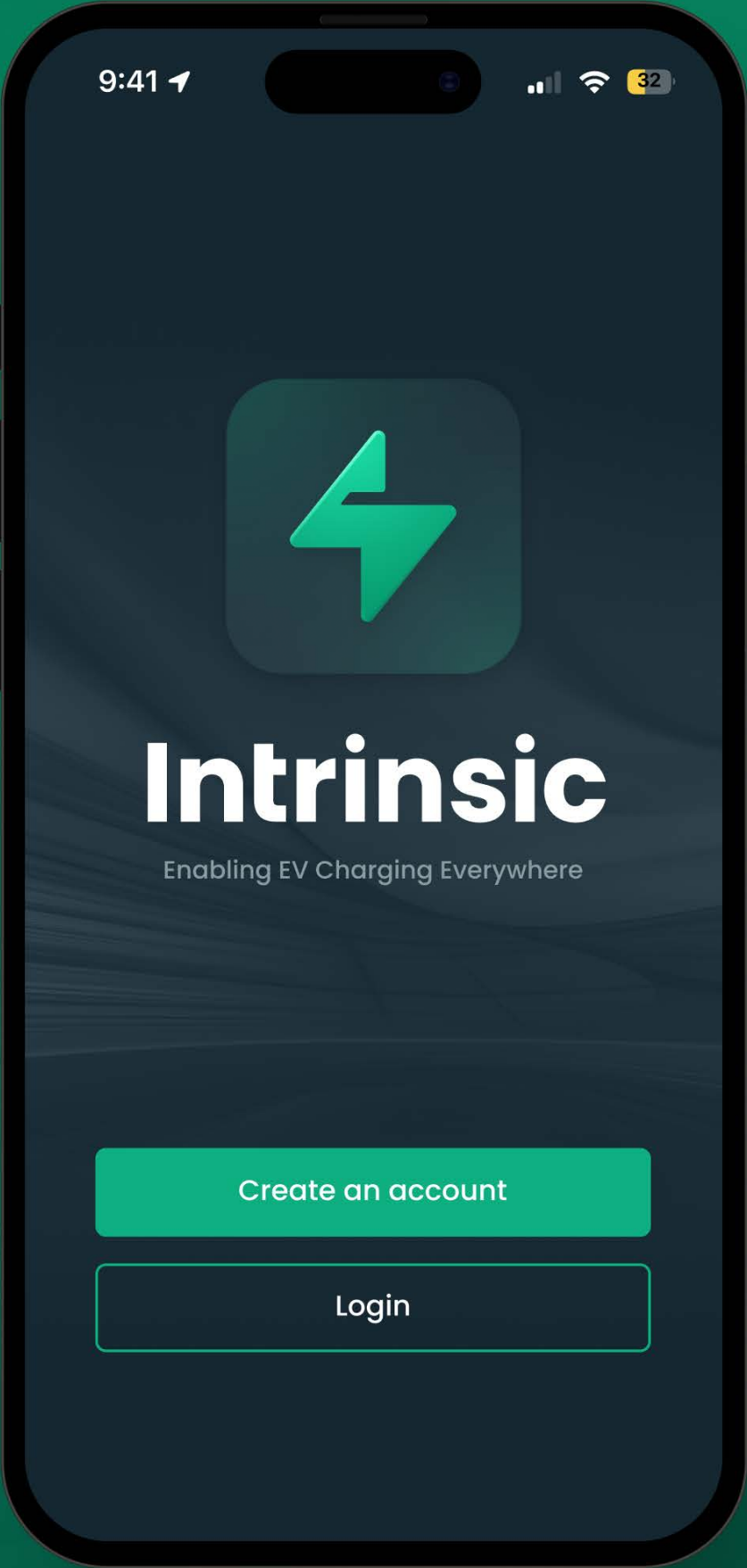


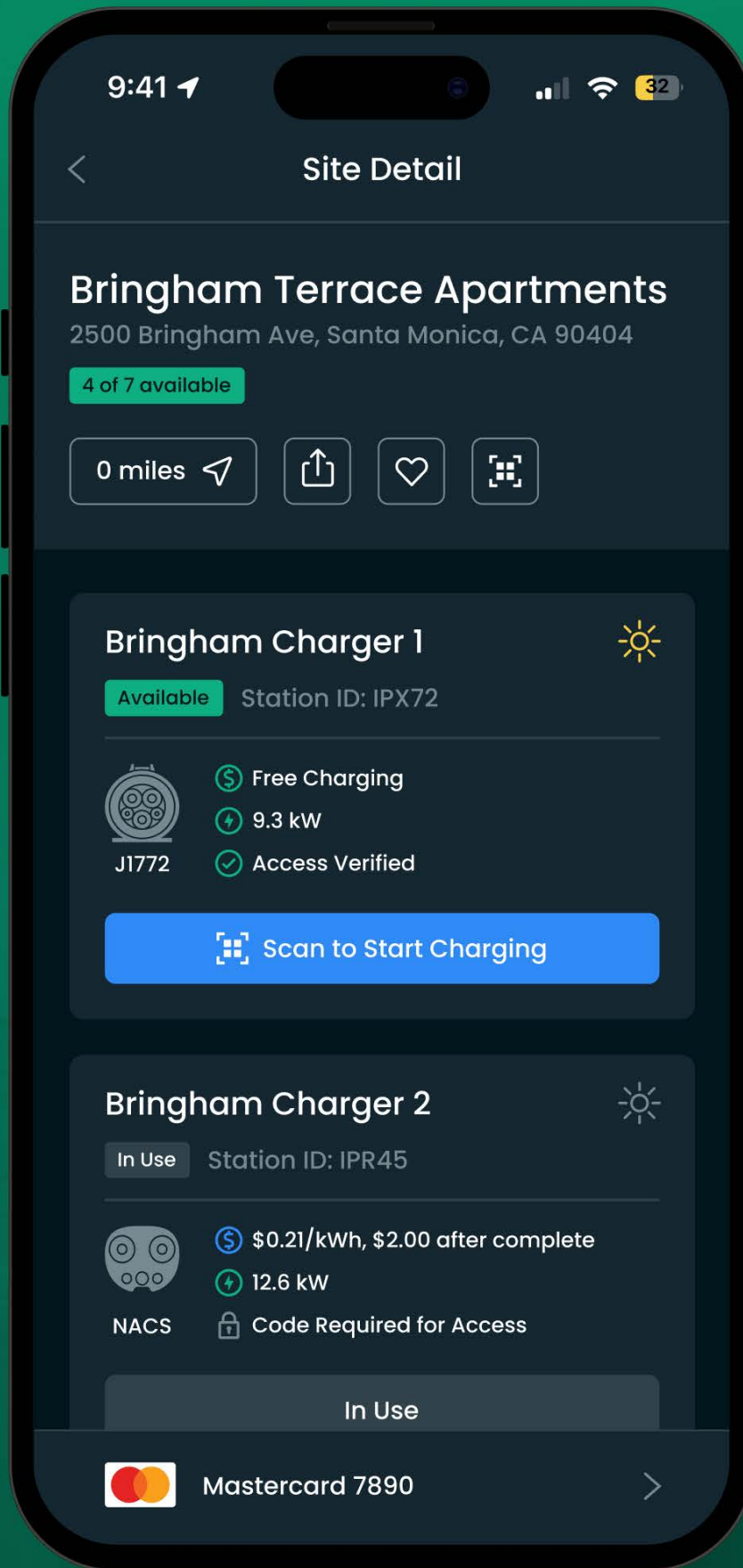
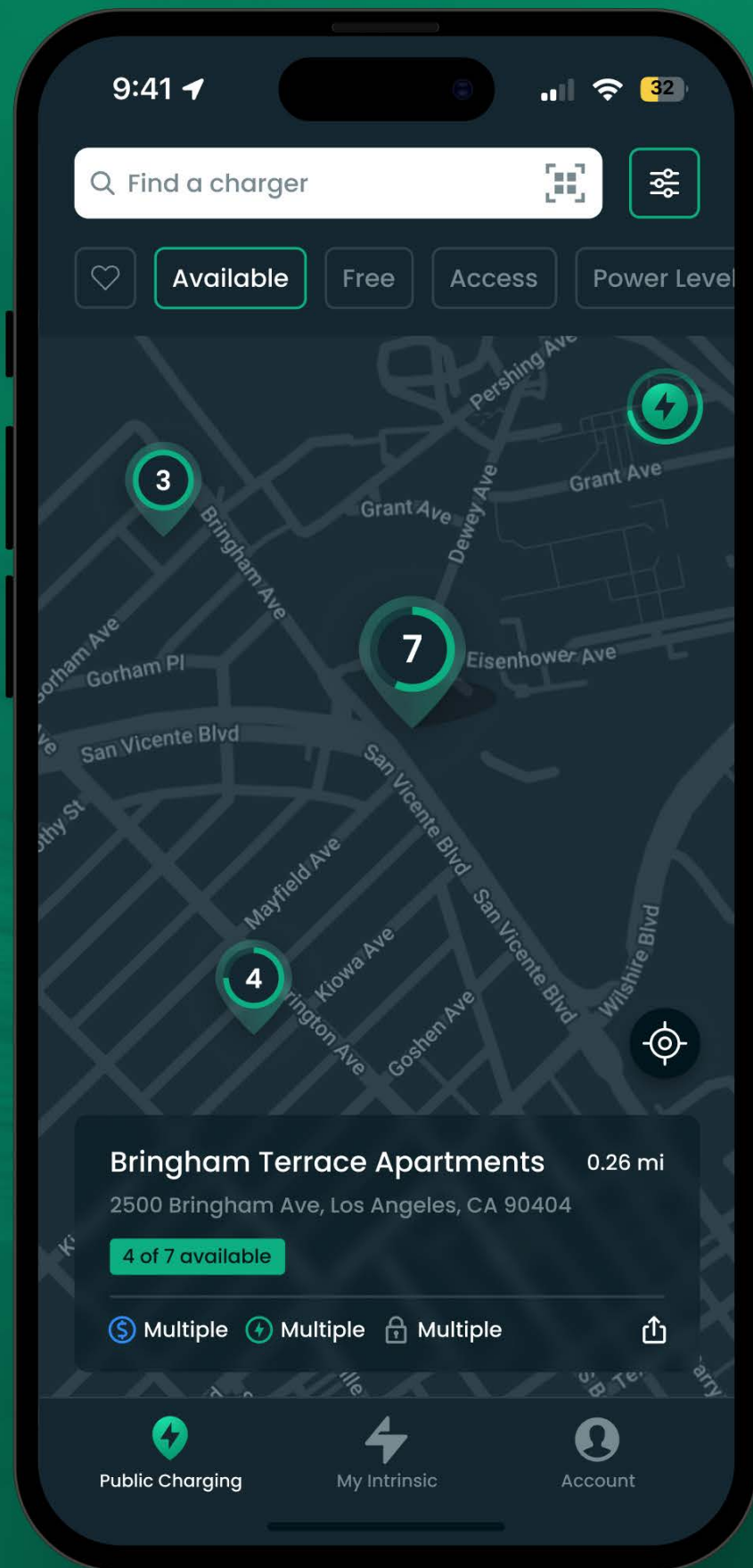
Intrinsic Power Mobile Application

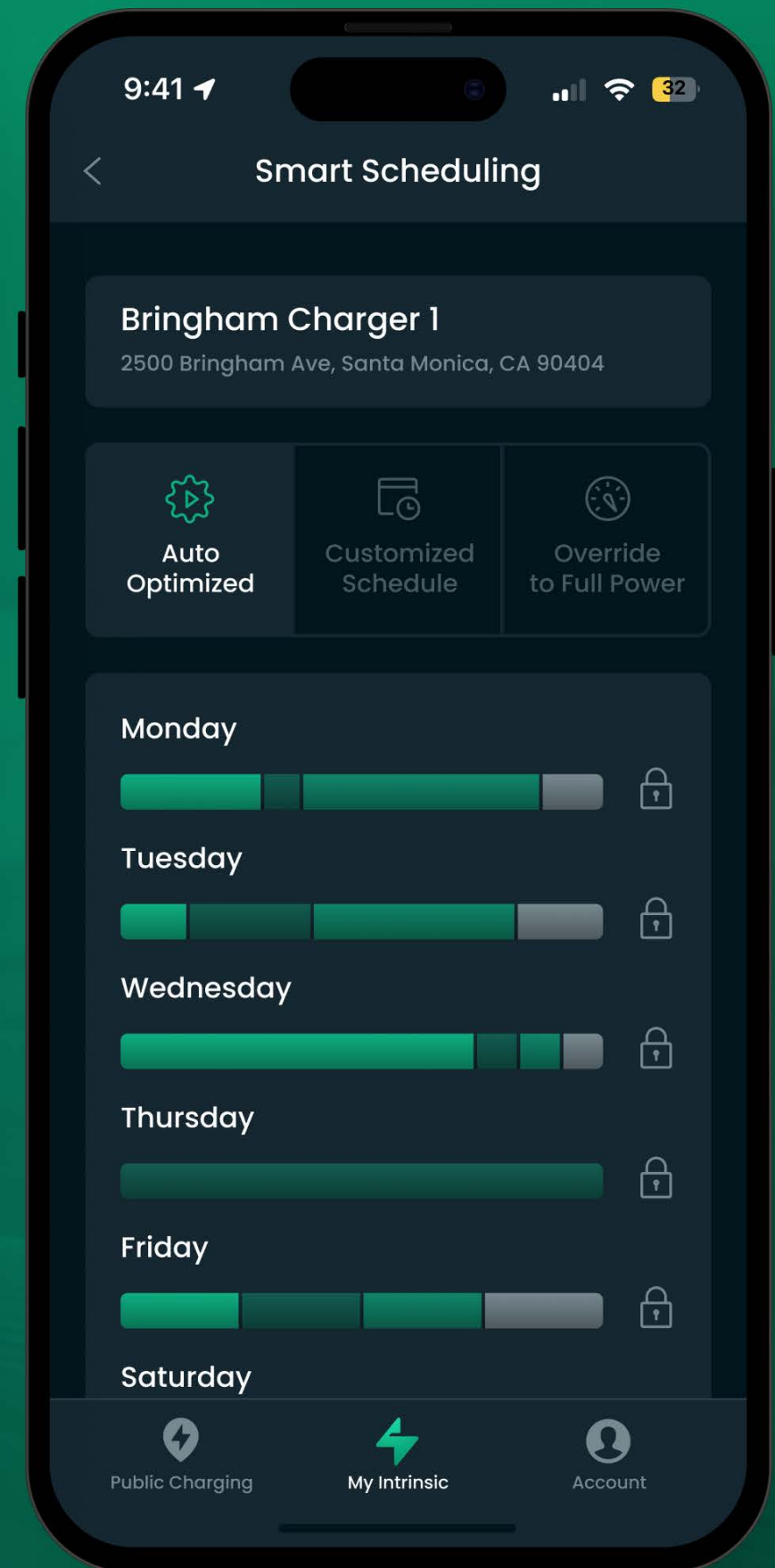
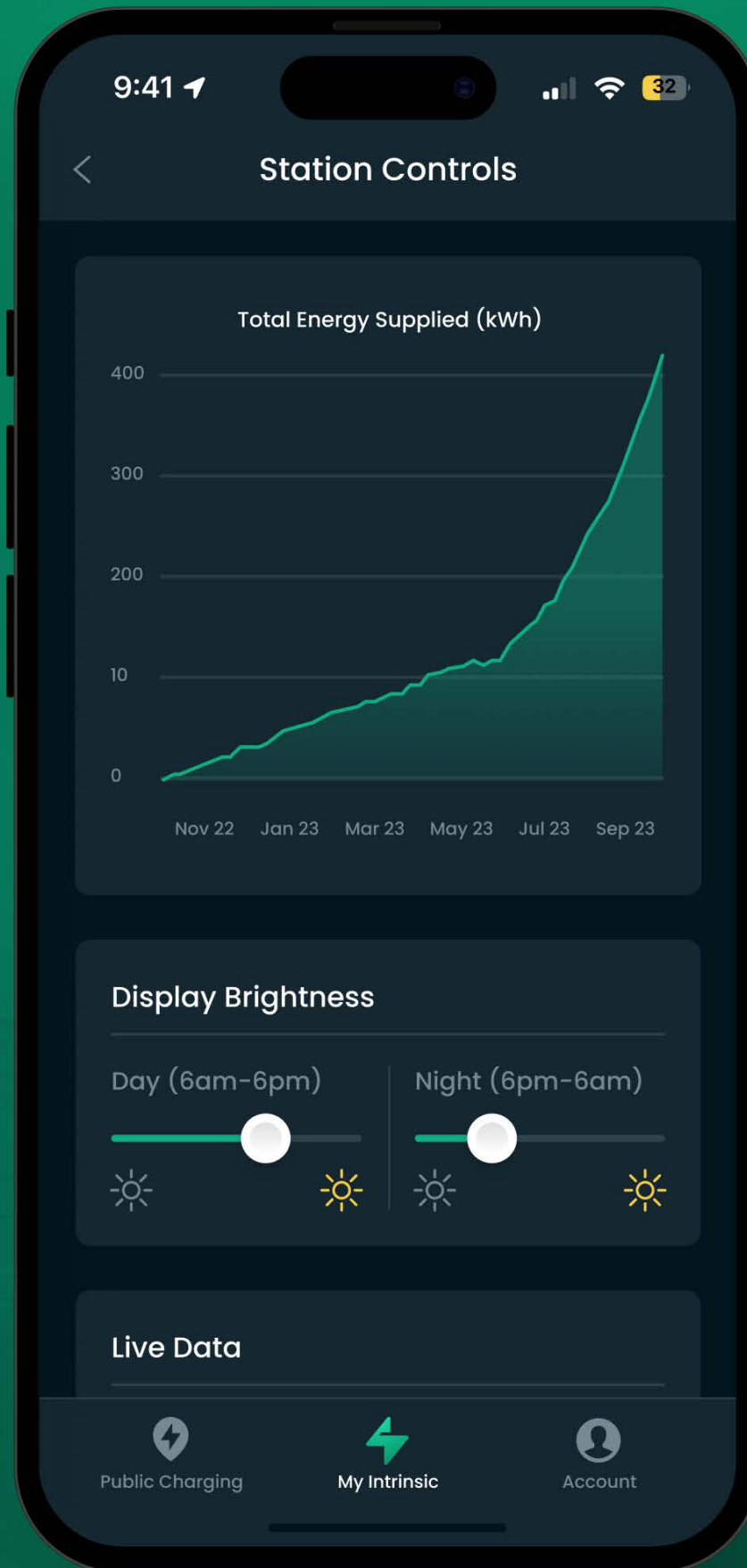
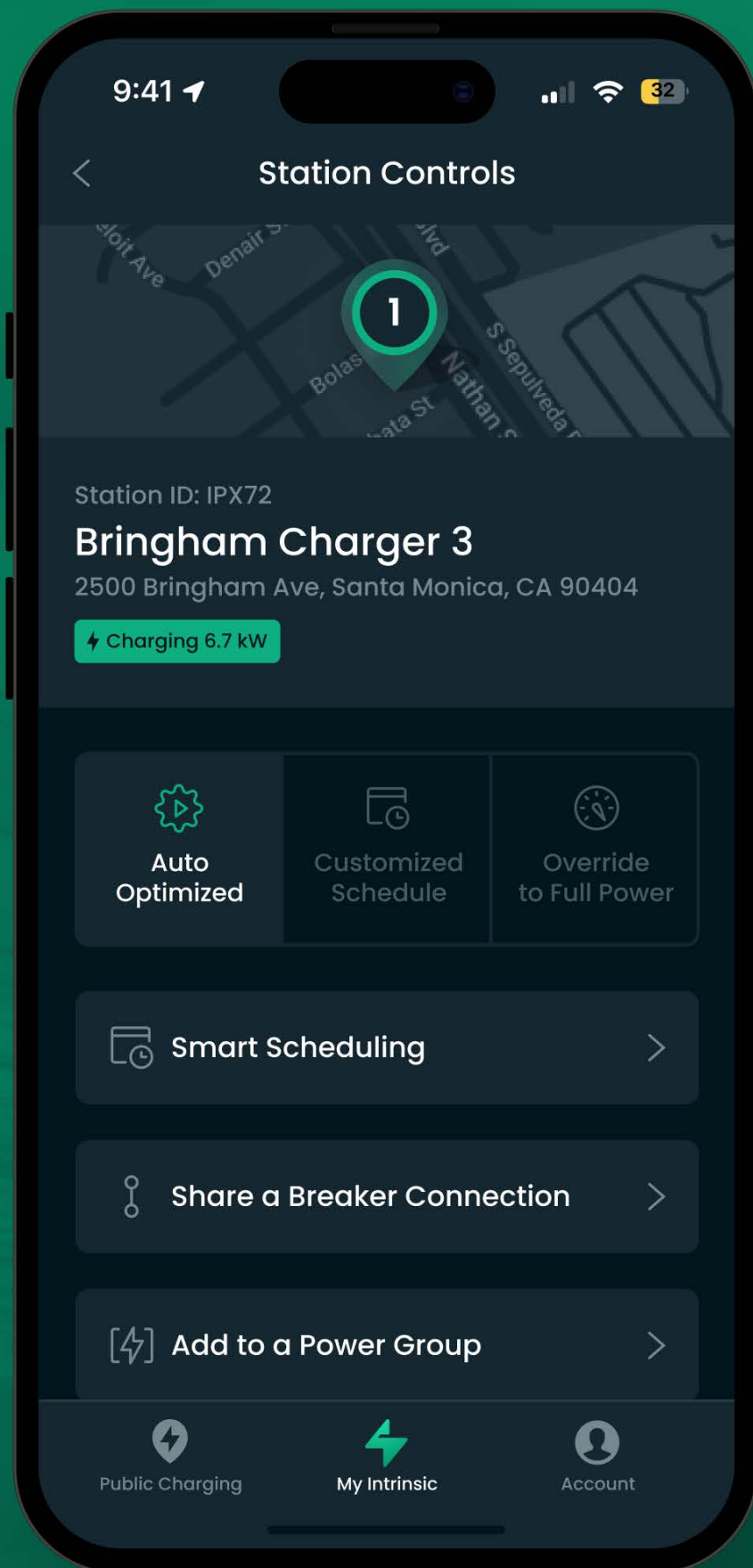
Intrinsic EV charger's AI algorithms optimize power delivery to reduce charging cost by 40% more than traditional stations. They asked Sovereign to help them strategize and design the mobile app which gives people the ability to find, use and manage complicated operational functions. Our solution is an elegant and easy-to-use interface that makes the experience delightful and rewarding.

- Identity Design
- Content Strategy
- UX and UI Design
- Mobile App Development
- Animation
- Pitch Presentation Design









Code: X4C5F

Change

how on Public Map:

OFF

Monetize:

ON

Charge Rate:

\$0.02

/kWh

Idle Rate:

\$2.25

/h

Discount Code:

ON

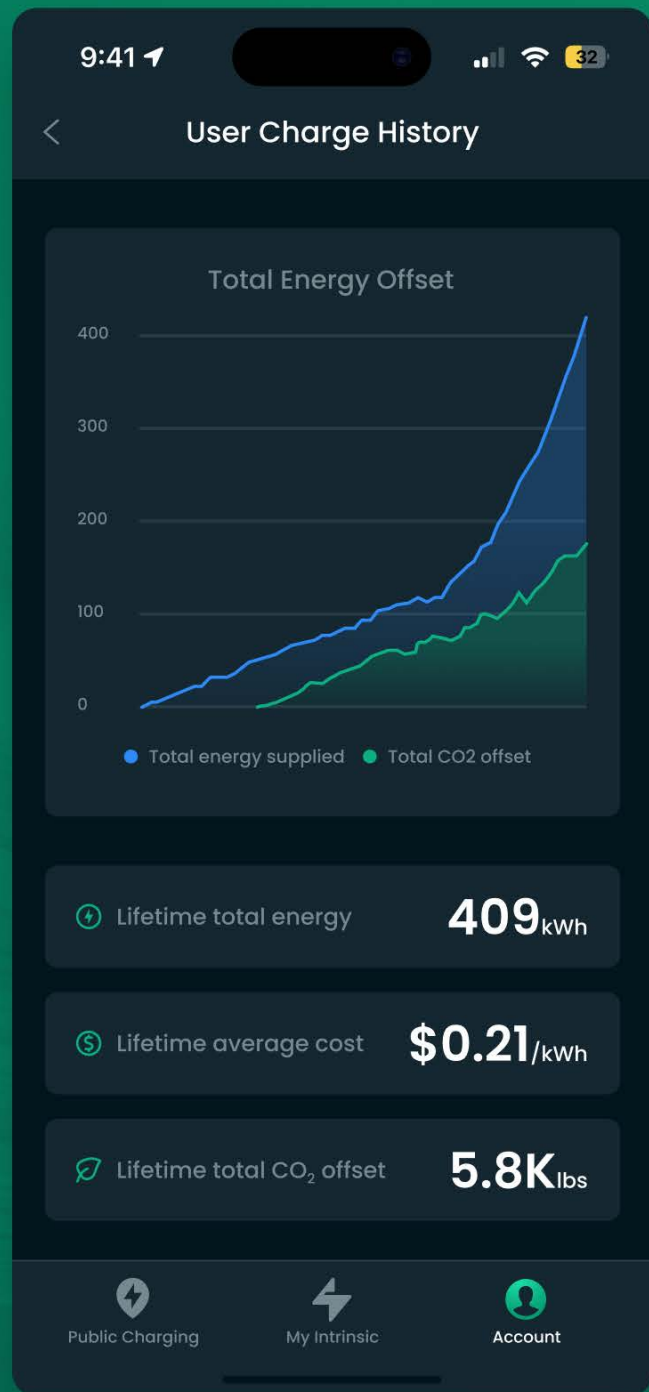
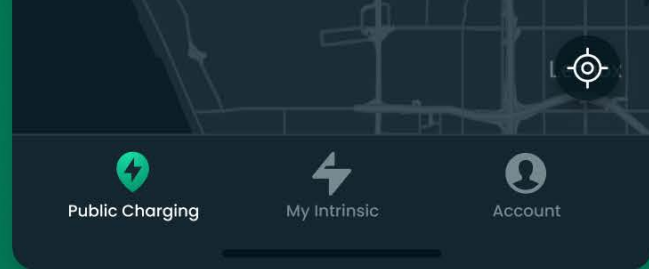
Code: V6B7N

Change

Public Charging

My Intrinsic

Account



9:41

Add a Card

Card Number

VISA 4458 0725 5555 5555

Exp. Date

CVV

10/25

224

Country

United States

Zip Code

94110

Nickname (optional)

Personal Bank of the West Debit

Could not validate your payment

Auto Optimized

Customized Schedule

Override to Full Power

Monday

Tuesday

Wednesday

Thursday

Friday

Saturday

Public Charging

My Intrinsic

Account

9:41

Smart Scheduling

Bringham Charger 1

2500 Bringham Ave, Santa Monica, CA 90404

Auto Optimized

Customized Schedule

Override to Full Power

Monday

12 am

4 am

6 am

Public Charging

My Intrinsic

Account

Full

Medium

Low

Delay

Public Charging

My Intrinsic

Account

Account

My Profile

Payment Methods

User Charge History

Statements

Settings

FAQ

Support

Logout

Public Charging

My Intrinsic

Account

9:41

My Intrinsic Login

Login to your account

Email

2500 Bringham Ave, Santa Monica, CA 90404

P1 B23,25 – 50 Amps

P1 B3,5 – 40 Amps

P1 B24,26 – 60 Amps

Confirm

Cancel

Add a New Shared Breaker +

Bringham Terrace Apartment Shared Circuit Breakers

Public Charging

My Intrinsic

Account

9:41

Choose a WiFi Network

Current Network

Murphy Home

Other Networks

Lotharius

Woodboro West

Crescent Corner

Minocquabat

Rhinelanders Hodag

Granite Peak



Udemy Brand Marketing

For over a decade, Sovereign has partnered with Udemy to help grow their share of the online learning space. Initially brought in to help establish the Udemy Business product, the relationship has expanded over the years to include creative and development support across the entire organization. We have been very proud to assist them through multiple rebrands, the journey of going public and seeing continued success.

Creative Consultation

**Development
Consultation**

**Content Strategy and
Planning**

IA and UX Design

Collateral Design

Website Design

**Environmental and
Event Design**

Digital Media Design

Presentation Design

**Website and CMS
Development**







Environmental



PEOPLE INNOVATORS SUMMIT

by  **Udemy**
for Business



ing anyway?!

ector People Learning & Development, Lyft





Environmental

**YOUR
JOURNEY
TO BECOMING A
LEARNING
REBEL
STARTS
NOW**

Wi-Fi
Network
Access for Business
UdeMy for Business
www.udemy.com/business

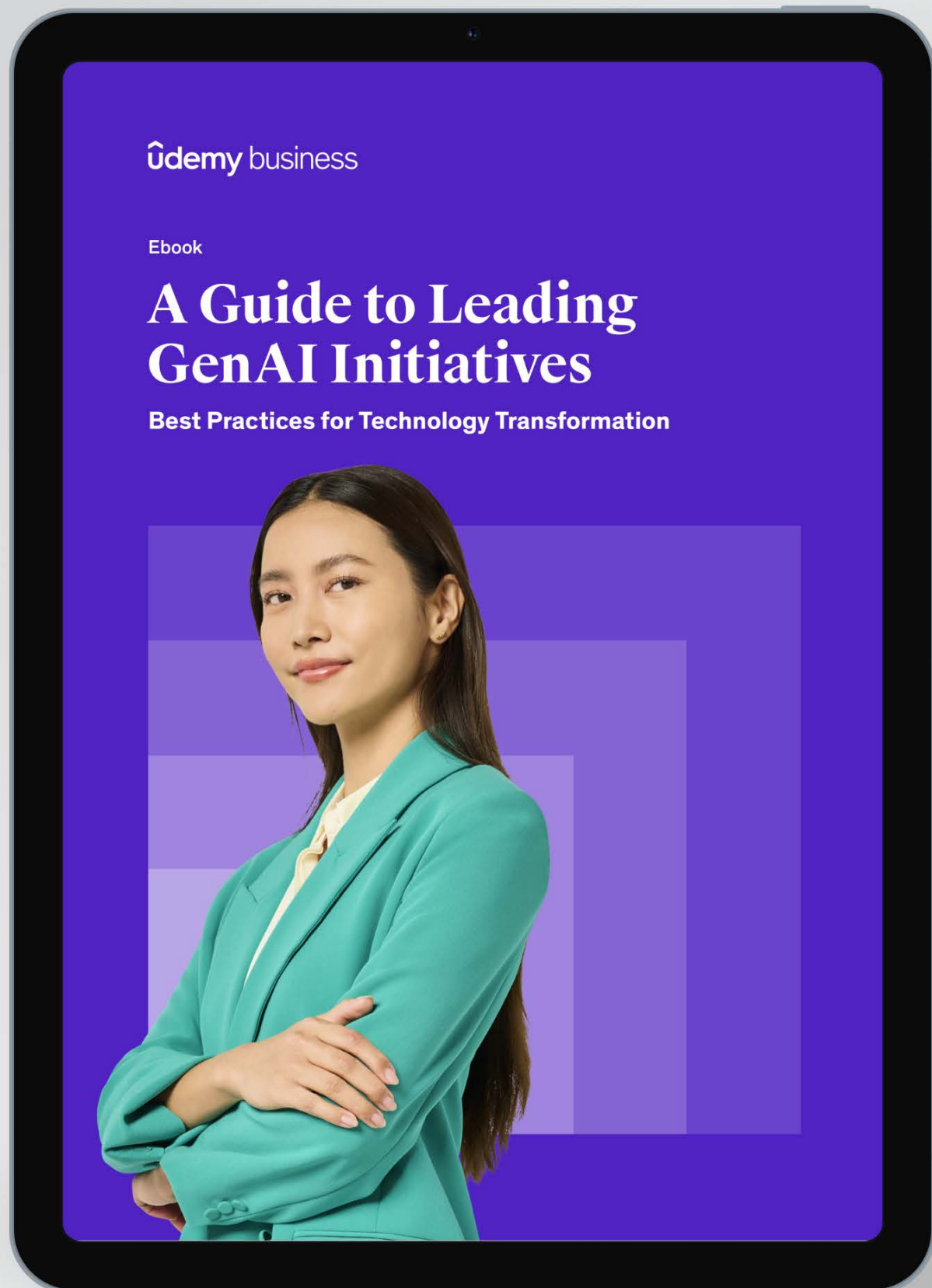
Wi-Fi
Network
Access for Business
UdeMy for Business
www.udemy.com/business

REGISTRATION


UdeMy
for Business








and other considerations to take into account when setting company-wide policy.

Udemy
Sponsored

Leading up




Leading up

FEATURING
Melanie Weaver Barnett
Chief Executive Education Officer,
Stephen M. Ross School of Business,
University of Michigan



Leading up

FEATURING
Alisa Cohn
Executive Coach
and Author



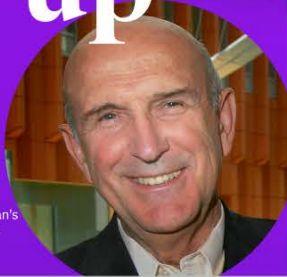
Leading up

FEATURING
Stefanie Johnson
Director, Doerr Institute
for New Leaders at
Rice University



Leading up


FEATURING
Bob Quinn
Professor Emeritus at
the University of Michigan's
Ross School of Business



Leading up


FEATURING
Samuel Ragsdale
Lorem ipsum dolor sit amet,
consectetur adipiscing elit



Udemy
Sponsored

The skills they need to lead

Get them with Udemy



→ Learn more


Leaders are learners

Set them up right with Udemy



→ Get tools

Does your team have the tech skills they need?



→ Get tools

5 steps for supporting a growth mindset



→ Get whitepaper

The best course of action for leaders




→ Request demo

Do your teams have the top 10 tech skills?



→ Download now

Udemy
Sponsored

Leading up | recap

Episode 1
Shannon Lewandowski
How to Find Career Joy From Day One

Episode 2
Rebecca Ray
Creating the Workplace as an Oasis in an Uncertain World

Episode 3
Dr. Hamaria Crockett
Navigating the Corporate Jungle Gym

Episode 4
Adam Pannone
Lessons in Low Stakes Practice From a Military Leader


one

How to Find Career Joy From Day One

Interns and college grads, this one's for you. Learn how to navigate a corporate environment and thrive at work.

▶

Shannon Lewandowski
Development Program Director, **Great American Insurance Group**



two

Creating the Workplace as an Oasis in an Uncertain World

How do you succeed in a hybrid work environment? Can the workplace be a place of refuge? Listen up to find out.

▶

Rebecca Ray
Executive Vice President of Human Capital,
The Conference Board



three

Navigating the Corporate Jungle Gym

Find out how to own your career journey, zero in on your professional purpose, and so much more.

▶

Dr. Hamaria Crockett
Keynote Speaker, Executive Coach, & VP of Leadership and Organization Development at **Pax Eight**



four

Lessons in Low Stakes Practice From a Military Leader



Discover how military training can be an excellent foundation for developing successful leadership skills in the private sector.

▶

Adam Pannone
Digital Program Leader,
Johnson & Johnson



five



Grow your people, grow your business with our vast selection of Business courses.

Investing in employees and prioritizing leadership development can be a game-changer for companies. Leaders in these companies are [1.5 times more engaged](#) in their roles and twice as likely to vote their employer a best place to work.

But today's business leaders face numerous challenges: driving performance, retaining talent, fostering engagement, and developing skills, all within a hybrid work environment. And almost every leader could use some help tackling these challenges.

This is where you — and Udemy Business — come in. Our Business Content Collection is designed to help you cultivate leaders, upskill your workforce, drive revenue, and inspire innovation.

Unparalleled Business Skills content includes:

- Business Operations
- Communication
- Design Tools
- Finance & Accounting
- Language Learning
- Leadership & Management
- Marketing
- Personal Development
- Productivity

- Project & Product Management
- Sales & Customer Service
- Workplace & Human Resources
- Other key topics include:
 - » Generative AI
 - » Environmental, Social and Governance (ESG)
 - » Diversity, Equity and Inclusion (DEI), and more!

5K+

Courses

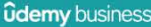
35K+

Hours of content

63%

Percentage of content updated in last 2 years

→ Learn more at [business.udemy.com](#)



The best way to launch learning with Udemy Business

Our services team can take you from planning to launch to post-launch support and give you the tools to achieve key business outcomes.

With a project manager, launch and onboarding will be strategically designed and executed to get you off to a great start and keep the engagement going. You'll also be set up to realize important goals faster.

Here's how we can support your organization during the critical launch phase.



Pre-launch program design

Your project manager will work closely with you and your customer success partner to understand your particular needs and business goals.

Whether for simple or complex setups, your project manager will design a comprehensive and streamlined launch plan that aligns to the success metrics your business cares about most.



Strategic launch execution

Once goals and timelines are defined, your project manager will meet with you regularly to ensure the project is on track, minimizing any potential delays or disruption.

Your project manager will also work closely with your customer success partner to implement engagement and change management strategies.



Post-launch pulse check

Following your launch of Udemy Business, your project manager will continue to serve as a key partner in supporting your organization, benchmarking the success of the launch, and stepping in as needed to assist your customer success partner with new services, so you can scale with ease and confidence.

→ Learn more at [business.udemy.com](#)



Lead the resource race with the right learning solution

Discover how Udemy Business can help your team bridge skill gaps and achieve critical business outcomes

To meet consumers' demand for seamless, high-quality, safe connectivity, employees must have the skills, tools, and inspiration they need to not just modernize telecommunications, lead it. With the help of Udemy Business, your team can build learning into its business strategy and stay ahead of the competition.

 **Digital transformation in human resources**

Emerging technology trends like the rise of 5G is paving the way for new opportunities and new offerings. But to take advantage of those opportunities, your employees must upskill and reskill, and calibrate roles with an eye toward future needs.

 **Building the next generation of leaders**

Great leaders are learners. That's why our CorpU cohort learning experience focuses on emerging and established leaders. Professors, authors, and thought leaders help executives lead through change while empowering the next generation of leaders.

The impact of learning in human resources

Technical talent shortage

30%

of survey respondents (the largest percentage) ranked data analytics, IT, mobile, and web design as the skills with the highest expectation of a skills gap over the next 3 years.¹

63%

of leaders expect to spend the same amount or more on IT-staff augmentation in the coming months.²


40%

of the workforce that will need to be either replaced or retrained to make up for their organization's skill gaps.²

→ Learn more at [business.udemy.com](#)

“

A huge proportion of our people are nurtured internally, with many of our senior team having risen through the ranks from graduate entrants. Udemy Business allows our staff to move into new career paths, specialize in particular areas, and develop their soft skills, such as leadership and public speaking more easily than before.



Dr. Tomisin Fashina
Managing Director, eProcess International - Ecobank

About Udemy Business

Udemy's mission is to improve lives through learning by providing flexible, effective skills development to empower organizations and individuals. Udemy Business enables employers to offer on-demand learning for all employees, immersive learning for tech teams and cohort learning for leaders. With our complete learning solution and strategic partnership, we provide relevant learning at scale so organizations can build agile workforces and achieve critical business outcomes.

→ Learn more at [business.udemy.com](#)

Let's launch learning together

Here's what we'll do from start to finish.

1

Design and plan a successful launch

2

Incorporate Udemy Business into your L&D programs

3

Integrate with your learning ecosystem and tech stack

4

Provide the tools to communicate with your workforce to maximize engagement

5

Unlock the full value and potential of your learning solution

About Udemy Business

Udemy's mission is to provide flexible, effective skill development to empower organizations and individuals. Udemy Business enables employers to offer on-demand learning for all employees, immersive learning for tech teams, and cohort learning for leaders. With our integrated learning solutions and strategic partnership, we equip companies with the tools to build a future-ready workforce, increase employee engagement, and achieve critical business outcomes.

→ Learn more at [business.udemy.com](#)

”

Excellent delivery of information. You're paying for a learning structure that you can't find by digging through the rubble on Youtube. A major plus is that the course is accompanied by hands-on labs which are invaluable, as they reinforce what you just learned by putting that knowledge into action.

Course: Ansible for the Absolute Beginner
Instructor: Mumshad Mannambeth

About Udemy Business

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→ Learn more at [business.udemy.com](#)



Pizza Factory Consumer and Franchising Sites

Pizza Factory enlisted Sovereign to reimagine their consumer and franchise websites. With over 150 restaurants, the consumer site needed to be fully localized and mobile-first, with the sole objective to drive online ordering. With the goal to capture qualified leads, the franchise site immerses visitors in the brand and key business information, nudging them to take the next step toward ownership.

- Content Strategy and Planning
- Development Consultation
- UX Design
- Website Design
- Website and CMS Development



[Menu](#) [Catering](#) [Gift Cards](#) [Rewards](#)

Pleasant Valley, CA
(530) 644-6043
[Change Location](#)

[Order Now](#)

Hot Honey

Add a little sweet and a little heat to your next pizza for an over-the-top taste you won't forget. Limited time only.

[Order Now](#)



Pleasant Valley, CA
(530) 644-6043

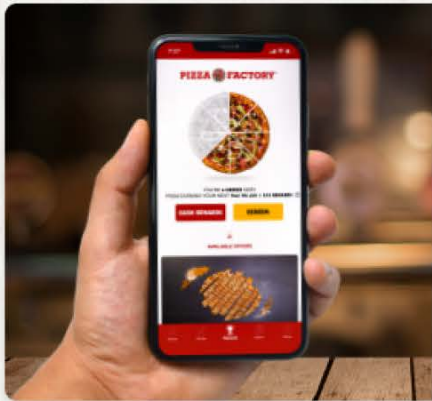


[Order Now](#)

Hot Honey

Add a little sweet and a little heat to your next pizza. Limited time only.

[Order Now](#)



Get Rewards

Get rewarded for your love of pizza with Factory Rewards and get a \$5 gift!

[Learn More](#)



Gift Cards

A Pizza Factory gift card is the perfect gift for any occasion.

[Get a Gift Card](#)



[Our Story](#)



[Franchising](#)

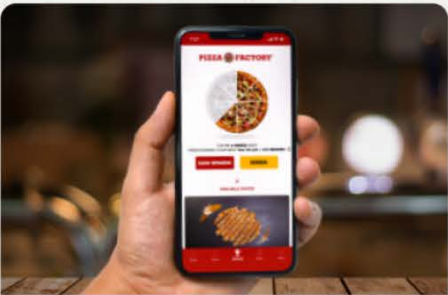
**WE TOSS'EM,
THEY'RE AWESOME!**



[Fundraisers](#)



[Community](#)



Get Rewards

Looking for a deal? Check out our awesome offers with these local coupons.

[Get Coupons](#)



Gift Cards

Looking for a deal? Check out our awesome offers with these local coupons.

[Get Coupons](#)



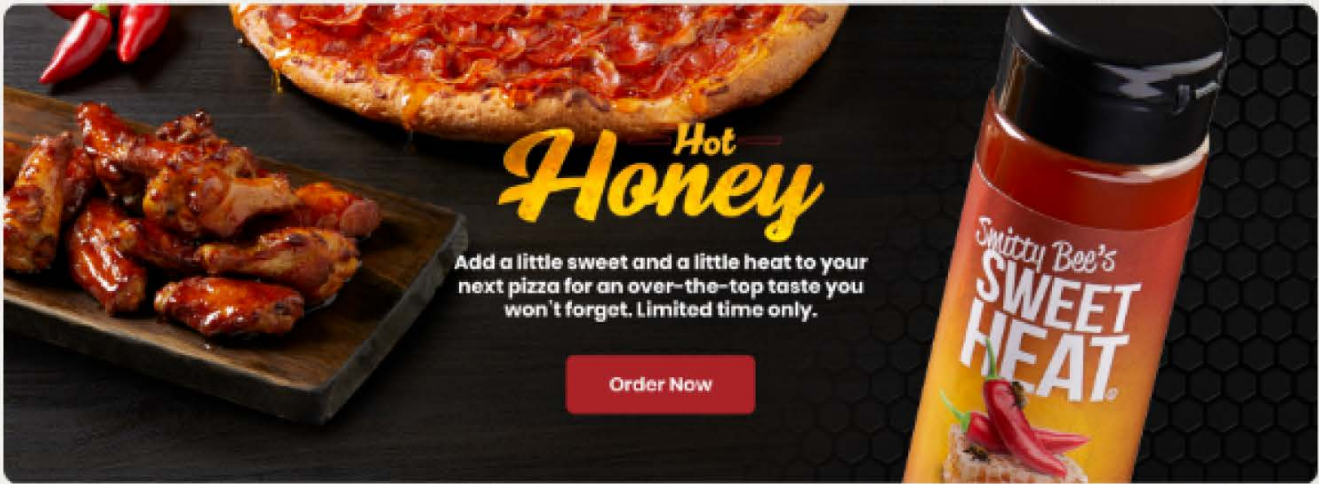
Pizza Factory Menu

- Limited Time Only
- Pizza
- Appetizers
- Soups and Salads
- Calzones
- Pastas
- Sandwiches
- Sides & Sauces
- Desserts
- [Order Now](#)

Check out our

AWESOME OFFERS!

See coupons




Hot Honey

Add a little sweet and a little heat to your next pizza for an over-the-top taste you won't forget. Limited time only.


[Order Now](#)

Limited Time Offers




Hot Honey Pizza

Prices and nutritional info



Hot Honey Bottle

Prices and nutritional info




Caprese Pizza


Prices and nutritional info

[Order Now](#)


Pizza



All Meat Pizza



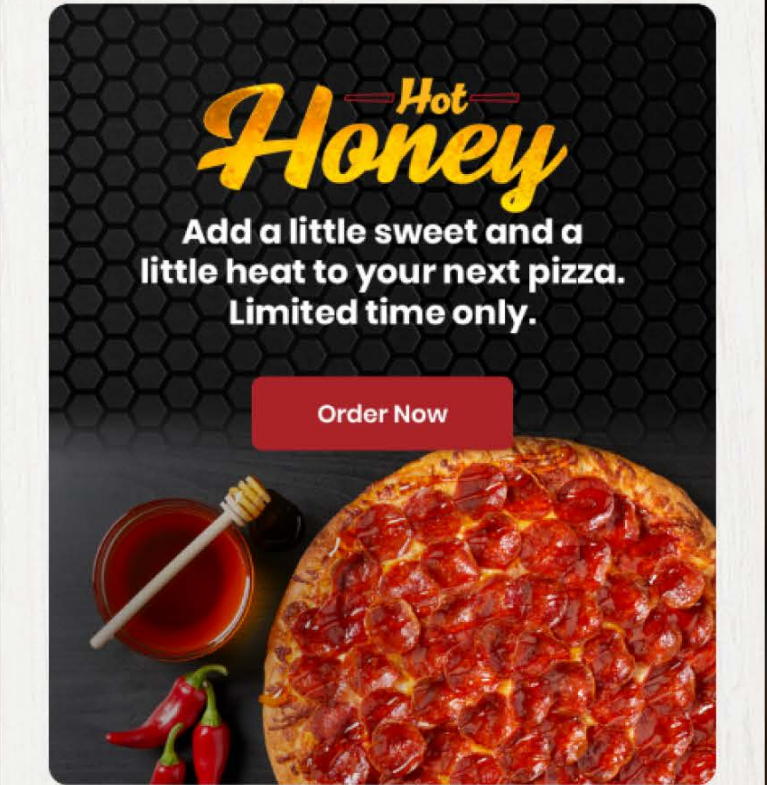
Factory Special Pizza



Hawaiian Pizza

[Order Now](#)

Pizza




Hot Honey

Add a little sweet and a little heat to your next pizza. Limited time only.

[Order Now](#)


Pizza



All Meat Pizza


[Order Now](#)





[Menu](#) [Catering](#) [Gift Cards](#) [Rewards](#)

Get Pizza Factory Rewards | [Login](#)


Find a Location 

Order Now


Find a Pizza Factory Location

San Francisco


Search

 Use location


Showing results nearest to "San Francisco"

**Oakland, CA 12 miles**
2521 Seminary Avenue


COMING SOON

**Rio Vista, CA 49 miles**
201 Main Street
(707) 374-6868


See Menu Order Now

**Winters, CA 57 miles**
108 Main Street
(530) 212-5101

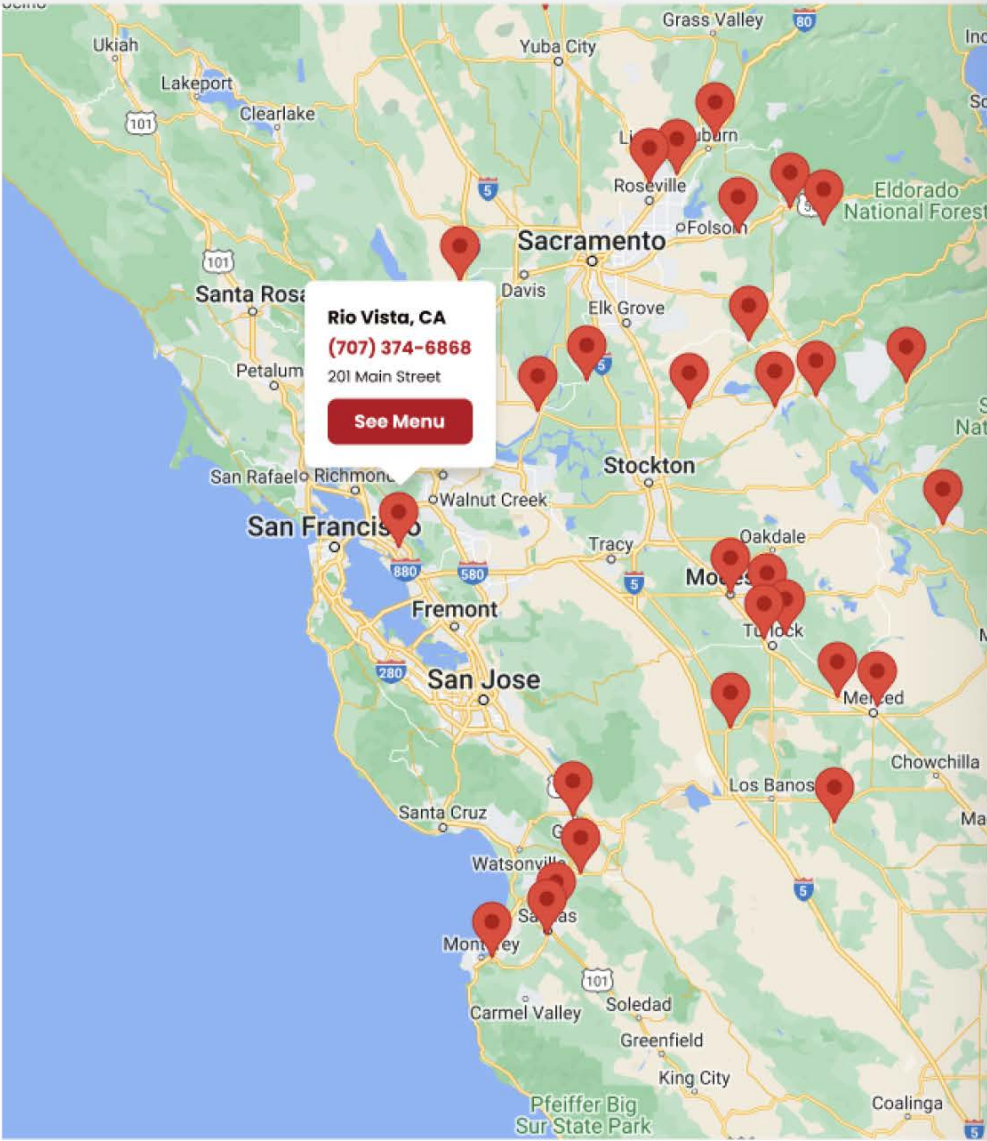
See Menu Call to Order


**Walnut Grove, CA 59 miles**
1234 River Road
(916) 776-2626

See Menu Order Now


**Gilroy, CA 71 miles**
1234 Main Street
(408) 835-1234

See Menu Order Now










Our Story




Franchising

WE TOSS'EM,
THEY'RE AWESOME!







Fundraisers




Community



Find a Location 


Order Now



Find a Pizza Factory Location

San Francisco


Search

 Use location


List

Map


Showing results nearest to "San Francisco"

**Oakland, CA 12 miles**
2521 Seminary Avenue


COMING SOON

**Rio Vista, CA 49 miles**
201 Main Street
(707) 374-6868

See Menu Order Now

**Winters, CA 57 miles**
108 Main Street
(530) 212-5101

See Menu Call to Order

**Walnut Grove, CA 59 miles**
1234 River Road
(916) 776-2626

See Menu Order Now



Pleasant Valley, CA
(530) 644-6043



Pleasant Valley, CA

Call (530) 644-6043

545 South Main Street
Suite 204
Pleasant Valley, CA

[Get directions](#)

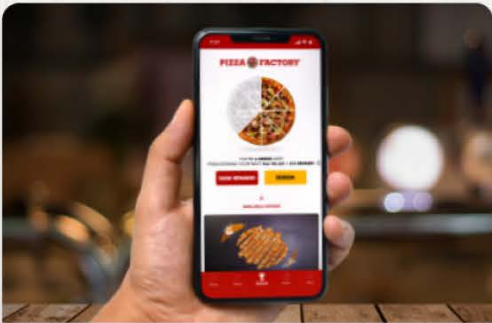
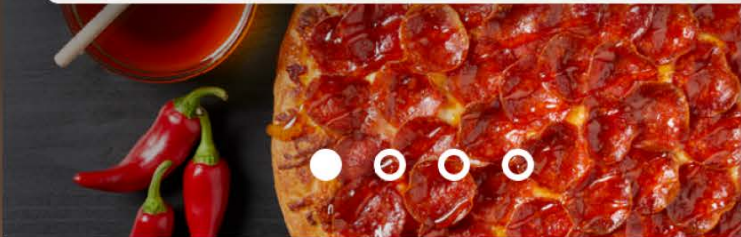
Open Today: 10:30am–10:30pm

Start Order

See Menu

Hours & Info

[Change Location](#)



Get Rewards



Gift Card



Pleasant Valley, CA
(530) 644-6043



Sign up for Rewards | Login

Menu

Rewards

Gift Cards

Our Story

Coupons

Franchising

Fundraisers

Legal | Privacy Policy

News & Events

Careers

All Locations

Contact

Pleasant Valley, CA
(530) 644-6043

Order Now

Salads and Soups



Dinner Salad

[Prices and nutritional info](#)



Greek Salad

[Prices and nutritional info](#)



Chicken Caesar Salad

Pleasant Valley, CA
(530) 644-6043

Order Now

Salads and Soups

Limited Time Offers

Daily Specials

Pizza

Wings

[Appetizers](#)

Pizza Bread

Soups and Salads

Calzones

Pastas

Sandwiches

Calzones

Sides & Sauces

Buffet

Beverages

Desserts



Franchising

Our Brand

The Opportunity

Revenue & Costs

Support

Process

Get Started

HEART OF THE Hometown

Pizza Factory, a franchise opportunity that is piping hot!

Available Territories >

Revenue & Costs >

Next Steps >

Awesome Performance

We're raking in the dough with Awesome performance. With 12.5% YOY average unit volume growth in 2021, our sales are soaring systemwide.

The Opportunity

A Community Classic

Lorem ipsum dolor sit amet, consectetur adipiscing elit, sed do eiusmod tempor incididunt ut labore

Our Brand

Awesome Performance

We're raking in the dough with Awesome performance. With 12.5% YOY average unit volume growth in 2021, our sales are soaring systemwide.

The Opportunity

Franchising

An Awesome Brand

Community Roots

Awards & Recognition

Insights & News

Our Brand

The Opportunity

Revenue & Costs

Support

Process

Get Started

WE TOSS'EM, THEY'RE Awesome!

ARE YOU HUNGRY YET?

100%

A community favorite since 1985

From our humble beginnings in 1978 to present day, Pizza Factory has stayed true to its hometown roots. Now, with 100+ plus restaurants nationwide, our philosophy is simple: go into towns to become part of the fabric of the community.

These towns have been our lifeblood since we began franchising in 1985, and our values and products remain the foundation of our success as we grow with new and existing franchisees.

What makes Pizza Factory Awesome?

Franchisees come first

Pizza Factory is consistently named "Best of the Best" by the Franchise Business Review (FBR) for overall franchisee satisfaction. This puts us in an elite group of the best pizza franchise companies.

Learn more about robust Franchise Support

Our food is second to none!

No frozen ingredients here – at Pizza Factory, our franchisees are proud to nourish their communities with pizza, wings, pasta, sandwiches, salads, breadsticks and appetizers made from freshly made-in-house-daily dough, homemade sauce, hand-shredded cheese and all-fresh toppings. We're passionate about pizza and committed to delivering a fresh, high-quality product. It's one of the most distinctive ways that we set ourselves apart.

Flexible formats

At Pizza Factory, we understand there's no "one size

Franchising Site

Development & Innovation

We're focused on technology and finding ways we can harness it to deliver a better customer experience and build a stronger business.

“““

If a franchisee calls, we want to be there for them. We're always looking for ways to negotiate better prices with vendors and get ready for the next big thing, so that franchisees can focus on their day-to-day operations. We want to provide the support and marketing that a franchise is supposed to offer.

MaryJane Riva

Pizza Factory CEO

Meet our leadership support team

Mary Jane Riva

Chief Executive Officer

Steve Gibbs

VP of Operations

Laura Tanaka

VP of Franchise Development

From throwing dough to CEO, Mary Jane Riva has worn many hats. Starting out as a Pizza Factory franchisee for 24 years, Mary Jane became the CEO of the brand in 2012 and continues to uphold the community ties the brand is known for as they continue to grow.

Favorite menu item:

Meatball Sandwich

Eric Lombardi

Director of Sites

Bryan Ross

Director of Food & Beverage and Culinary Training

Mary Kay Haas

Director of Marketing

Franchise support drives opportunity

HERE'S THAT GRAT TH FL TH & TAKES TH FRESH PIZZA OUT OF TH ITS BUBBL

O bag Customizer App and eStore


O bag is the first ever modular and fully customizable handbag brand. An agency partner brought on Sovereign to design and build a responsive handbag customizer and fully integrated eStore. Complete with a fun explainer animation, our solution was a clean and hyper-intuitive interface that allowed the product shine and enabled customers to easily build and purchase their dream bag.

- UX Design
- Website Design
- Application Design
- Website and CMS Development

Newsletter sign-up

O bag


CustomizePremadeComponents




O bag. Make it Yours.

Customize your one-of-a-kind O bag today!


Learn more




se Curry
\$24.99




Mini Latte
\$24.99




Mini - Rosa Smoke
\$24.99




Classic Grafite
\$24.99




Blu Navy
\$24.99



Double Latte
\$24.99



Classic Sabbia
\$24.99



O Pocket - Nero / Orange
\$24.99


See all

Designing your bag is as easy as 1, 2, 3


Make your style unique with our O bag customizer tool! A simple and fun way to create and customize your bag.

Get started


2 Choose a color




O bag Components



Bags







Liners




Straps

Premade bags
Recommended For You



How to build an O bag

This short video tutorial on how to build your own personalized O bag





O bag

Customize

Premade

Components ▾



Choose a color

✓ Style

2 Color

3 Liner

4 Handle

5 Summary



Taupe



Concrete



Slate



Sky



Marine



Amber



◀ Go Back

Proceed ▶

O bag



2 Choose a color



Sky



Marine



Am

◀ Back

Proceed ▶



O bag

Customize

Premade

Components



Choose a handle

✓ Style

✓ Color

✓ Liner

4 Handle

5 Summary



Chain - White



Leather - Black



Leather - Brown



Leather - White



Chain - Black



Rope - Brown



< Go Back

Proceed >

O bag



4 Choose a handle



Chain - White



Leather - Black



Chain - Black

< Back

Proceed >



Bags

Classic Bag

The iconic and inimitable modular bag that can be carried by hand, shoulder or cross-body.



Classic Bag - Black
\$54.92



Classic Bag - Imperial Blue
\$54.92



Classic Bag - Light Grey
\$54.92

Reverse Bag

The trapeze-shaped tote that's minimal, classic and elegant.



Bags

Classic Bag

The iconic and inimitable modular bag that can be carried by hand, shoulder or cross-body.



Classic Bag - Black
\$54.92



Home / Premade / Reverse - Curry



Reverse Bag

\$45.00

Duties and shipping cost excluded.

The compact O bag reverse is waterproof and easy to clean, thanks to the compound material it's made of. Pair this black bag body with your favorite liner and handle to create a handbag that's as unique as you are.



Curry

Product Info +

Quantity: 1



Customize

Add to cart

Recommended For You



Mini Market



Mini Market



Mini Market



Mini Market



Reverse Bag

\$45.00

Duties and shipping cost excluded.

The compact O bag reverse is waterproof and easy to clean, thanks to the compound material it's made of. Pair this black bag body with your favorite liner and handle to create a handbag that's as unique as you are.



Let's chat

If you'd like to start a conversation,
please don't hesitate to drop us a line.

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