

CASE STUDY: FROZEN MOUNTAIN – THE FUTURE OF TECH LIVES HERE



The team at Frozen Mountain is proud to represent their community – sporting t-shirts emblazoned with ‘Surrey, The Future of Tech Lives here’ at the annual charity Techpong Tournament in Vancouver. Operating in Cloverdale, Frozen Mountain is a leading software company that has carved out its own unique space within the BC Tech community. Currently with a team of 34 employees, Frozen Mountain has found its location in Surrey as a unique asset for the recruitment and retention of great people.

As a family owned company, the importance of family has underpinned the nature of employees that Frozen Mountain has attracted over the years. Most of the company’s employees have relocated to Surrey, in order to avail the benefits of affordable real estate and the quality of life for raising young families. In fact, many of Frozen Mountain’s staff chose to work in Cloverdale specifically because of the location, preferring the Surrey neighbourhood over commuting into Downtown Vancouver.

For Frozen Mountain, developing a unique corporate culture that makes it a great place to work is paramount. Over 80% of their staff has the ability to work from home at least part of the time, with most employees living in Surrey, Vancouver, Delta, or Langley. Employees experience low commute times because of their proximity to the office and the ability to commute by car, bike, or transit. The company also hosts bi-yearly family events and actively gives back to the local community.

While competing with tech companies in Vancouver for talent might pose a challenge for Frozen Mountain, the company has had great success in attracting the right talent from across the Fraser Valley and retaining it through a unique culture they have built and nurtured from within.

“ We’re happy to be in Surrey and see the area as well as our corporate culture as a big part of our success. – Jerod Venema, COO ”