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## Zillow Group Hires Dan Spaulding as Vice President of People and Culture

### Spaulding brings more than 15 years of expertise fostering culture at high-growth companies

SEATTLE, April 28, 2016 /PRNewswire/ -- Zillow Group, Inc. (Nasdaq: Z and ZG), which houses a portfolio of the largest and most vibrant real estate and home-related brands on mobile and Web, today announced Dan Spaulding has joined the company in the new position of Vice President of People and Culture. Spaulding oversees all aspects of the company's human resources, recruiting and learning & development teams. He reports to Zillow Group COO Amy Bohutinsky.

In this new role at Zillow Group, Spaulding is responsible for leading the People organization across all of Zillow Group's brands and eight locations. He will focus on developing solutions to attract, engage, develop, and retain talent across multiple brands. Additionally, his team will continue to work to scale and integrate acquisitions and foster inclusion across the workforce.

"We are thrilled for Dan to join Zillow Group," said Bohutinsky. "The most strategic and important part of our business is our ability to hire and retain the absolute best people - in skills, in smarts, in culture fit. We've been recognized many times for our core focus on people, most recently as one of the top 10 employers in the country by Glassdoor. And as an employer of more than 2,200 employees spanning multiple consumer and business brands, we need a leader of Dan's caliber and experience to lead our people organization and strategy as we continue to grow."

"Zillow Group is an incredibly innovative and unique organization that presents tremendous opportunity for our employees, and I am excited to join their leadership team," said Spaulding. "I am looking forward to partnering with employees at all levels of the organization to accelerate the next stage of business growth."

Spaulding was most recently Vice President, U.S. Stores and Retail Operations HR at Starbucks, where he led the company's strategy to elevate the work experience for over 140,000 employees across the country. Prior to that, he worked at Life Technologies and Dell, Inc., where he developed a strong track record of globally scaling organizations through mergers and acquisitions.

Zillow Group has long been recognized as a best place to work, winning numerous awards across nearly all office locations around the country. Most recently, Zillow was ranked #10 in the country on [Glassdoor's](#) list of the best companies to work for in America, and Zillow Group's corporate headquarters in Seattle was named the #1 best place to work in Washington State by [Seattle Business Magazine](#). Zillow Group's employee benefits have also been recognized as some of the most impressive in the country. Earlier this year, Zillow Group expanded its maternity leave policy to up to 16 weeks and its parental leave to eight weeks. Additionally, Zillow Group is now giving employees \$1,000 in "Baby Bucks" to help new parents with the essentials. This reflects the company's commitment to providing employees with a benefits program that is both competitive and comprehensive with a primary focus on encouraging work-life balance.

### Zillow Group

Zillow Group (NASDAQ: Z and ZG) houses a portfolio of the largest real estate and home-related brands on mobile and Web. The company's brands focus on all stages of the home lifecycle: renting, buying, selling, financing and home improvement. Zillow Group is committed to empowering consumers with unparalleled data, inspiration and knowledge around homes, and connecting them with the right local professionals to help. The Zillow Group portfolio of consumer brands includes real estate and rental marketplaces Zillow®, Trulia®, StreetEasy®, HotPads® and Naked Apartments®. In addition, Zillow Group works with tens of thousands of real estate agents, lenders and rental professionals, helping maximize business opportunities and connect to millions of consumers. The company operates a number of business brands for real estate, rental and mortgage professionals, including Mortech®, Diverse Solutions®, dotloop® and Retsly®. The company is headquartered in Seattle.

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