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THE NEXT
BILLION-DOLLAR
STARTUPS

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Legion Technologies

Founder: Sanish Mondkar (CEO)

Equity raised: \$85 million

Estimated 2020 revenue: \$5 million

Lead investors: First Round Capital,
Norwest Venture Partners, Stripes, XYZ



When Sanish Mondkar, former chief product officer at SAP, left his job in 2015, he traveled around the country with his two dogs, talking with people outside of Silicon Valley. The result: In 2016, he founded Legion Technologies, a workforce management software company that helps employers like Dollar General, SoulCycle and Philz Coffee (its first customer) oversee their hourly workers. “There is no innovation targeted at these hourly workers,” says Mondkar, 48. Redwood

City, California-based Legion uses artificial intelligence and machine learning to help its customers forecast demand and optimize their labor costs, while taking into account employees’ preferences for when and how they work. “Most employees quit these jobs because of schedule conflicts,” he says. “The goal for the algorithms is to prioritize both sides.” With increased attention on workforce issues during the pandemic, Legion revenues are expected to more than double this year, to \$11 million.