

WHY WORK AT THE J PAUL COMPANY  
JOIN THE TEAM





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J Paul is growing fast, and we're searching for the best teammates to help us deliver exceptional value to our client partners, employees and our company. Industry experience is great, but not required: it's more important that you're a smart, reliable person who is driven to succeed.

Here is what it takes to rock every position in our company: When you look in the mirror do you see an honest, hardworking person who loves to help others? If so, you have the foundation to mesh with our corporate culture.

Here are some additional skills that should be in your DNA if you are going to make J Paul your new work home:

- You simply must be creative, organized and have incredible attention to detail.
- Our team thrives under pressure and would rather be swamped all day than sit idle.
- You should be outgoing and not afraid to ask questions.
- We are organized and incentivized by teams. We love to compete and only hire people that are driven to succeed.
- We are an informal group and are wired to help others. You should be willing to help anyone in our facility to get the job done right.
- Finally, you have to know what "doing the right thing" means. We look beyond a single product or project and make great choices that produce positive results for our client partners and our team.

If this sounds like you, show us what a great fit you are by applying for one of the following positions. Good luck, and we look forward to having you join our team!



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# WHY OUR EMPLOYEES JOIN AND STAY WITH J PAUL

Our employees love working at J Paul! Currently, our average employee tenure is 7 years – this is largely due to the fact that we enjoy what we do, and we hire people who feel the same way. Here’s what you should know about our corporate culture:

**Casual Work Environment:** We believe what you do is more important than what shoes you wear. We wear flip flops and shorts, sweatshirts and baseball caps. Occasionally we’ll feel fancy and ask for business casual.

**Benefits:** We offer all our full time employees comprehensive medical and dental insurance options.

**Flexible Work Hours:** There are two ways to manage people: managing their time or managing their results. We choose to focus on results.

**Performance Based Incentives:** Instead of milestone raises, we pay based on results. We believe that if our customers win and J Paul wins, all of our employees should win too.

**Teamwork Environment:** We like working in teams and we hold each other accountable.

**Personal Time Off:** We have a generous personal time off (PTO) policy and will always do our best to help a teammate.

**Recognition:** We like to celebrate, and every quarter we recognize employee tenure.

**Charity Functions:** We receive many charity requests, and in order to maximize our contributions we pick one charity to focus on each year. In 2016 we will be supporting St. Jude Children’s Research Hospital with products and our time.

**Company Functions:** We like to kick off our shoes and flip flops and have fun. Catered lunches, cocktail hours and barbecues are enjoyed by all.

**Diverse Group of People with Great Hearts:** We are a big family with open minds and hearts, always focused on doing the right thing.