



GO BEYOND YOURSELF.  
JOIN OUR MISSION TODAY.

*Last Updated September 2020*



# WHY PHLOW?

At Phlow, we are committed to our people. We value each employee and believe every team member plays a critical role in executing our mission to reliably supply affordable, high-quality, essential medicines through U.S.-based advanced manufacturing processes.

## COMPANY CULTURE

Phlow's success is grounded in a culture committed to our shared values of collaboration, innovation, lifelong learning, and servant leadership. Above all, Phlow values total, unyielding integrity.



**Integrity**

*We strive to do the right thing and to be authentic and transparent in everything we do.*



**Collaboration**

*We celebrate our colleagues' diverse backgrounds and expertise and equally value each person's unique perspective.*



**Innovation**

*We provide advanced end-to-end solutions through bold 'thought leadership' and excellence in execution.*



**Lifelong Learning**

*We are committed to investing in each other and our partners for the health of our organizations and ourselves.*



**Servant Leadership**

*We serve others and share successes with our colleagues, partners, communities, country, and humankind.*

## EMPLOYEE BENEFITS

In order to support our exceptional team members, Phlow strives to be a best place to work in the world. We demonstrate our care by providing a comprehensive and growing benefits package.



**Competitive Salaries + Annual Bonus Program**



**100% Employer-Paid Medical, Vision, and Dental Coverage for You + Your Family**



**Concierge Medicine Membership**



**Generous Annual PTO & Company Holidays**

**COMING SOON:**



Short / Long-Term Disability Insurance



Life Insurance



401(k) Plan

## ADDITIONAL PERKS



**Headquarters with Stunning River Views**



**Collaborative Working Spaces**



**Complimentary Snacks & Beverages**



**Outdoor Walking Trail Access**



**Outdoor Working Space**



**Virtual Work Plans**



**Casual Dress Code**



**Team Lunches**



**Family Events**

## DEVELOPMENT OPPORTUNITIES

Phlow provides our colleagues with professional development and promotional opportunities that increase their skills and enhance their contributions to the organization. Whether its continuing education, attending conferences, or professional development of any kind, we support our colleagues by providing financial assistance that will help you reach your career goals.

# OUR HEADQUARTERS



Our headquarters is located conveniently in the heart of **Richmond, VA** overlooking the James River. Beyond being Virginia's capital city, Richmond offers a lot of unique benefits that make it a mid-Atlantic treasure. **Here are just a few things that make Richmond such a great place to live:**

## Big City with a Small-Town Feel

Richmond is a large city by all accounts, but its unique culture offers a hometown feel that rivals any small town in America, making it the best of both worlds.

## Affordable Living

The Richmond region's overall cost of living is more than 6% less than the national average and housing costs are 15% lower than the national average.

## Rich History

Richmond is steeped in history, which is apparent throughout the city. It's the site of Patrick Henry's famous "Give me liberty, or give me death!" speech, the location of the nation's first canal system designed by George Washington, and home of the first African American governor in the US, Doug Wilder, as well as the first female banker, Maggie Walker.

## Central Location

The city's location puts you two hours or less from Washington, D.C. to the north, Virginia Beach to the east, the North Carolina state line to the South, and the beautiful Blue Ridge Mountains to the west.

## Great Eats & Breweries

Restaurants and breweries continue to pop up each year, making Richmond a growing foodie destination and one of America's top beer destinations.

## Natural Beauty & Outdoors

Richmond's location ensures that residents experience all four seasons. There are nature trails, parks, and lovely river views. It is the perfect environment for runners, hikers, bikers, kayakers and anyone else who feels most at home in the great outdoors.

## Home of the Arts

The city is home to a vibrant arts culture. There are stunning murals, impressive theaters that host prestigious productions, galleries, art festivals and more for art lovers to enjoy.

## Schools & Sports

Living in Richmond gives you close access to some of the highest ranked schools in the country. Just this year, Virginia was recognized as the #2 best state for higher education<sup>1</sup> and it has the fourth best public schools overall in the nation<sup>2</sup>. Richmond is also home to several sports teams with loads of events in and around the city to satisfy sports lovers.



<sup>1</sup> SmartAsset, Top States for Higher Education (2020)    <sup>2</sup> WalletHub, Public School Ranking by State (2020)



## ABOUT US

### OUR VISION

A country where every human being has access to the essential medicines necessary to sustain life and conquer disease.

### OUR MISSION

To reliably supply affordable, high-quality, essential medicines through U.S. based advanced manufacturing processes.

Phlow is a **Public Benefit Corporation**, meaning that unlike most for-profit companies, we have a legal structure that allows us to prioritize mission, values, and stakeholders as opposed to solely maximizing profit. We are currently in the process of becoming a Certified B Corporation, which is a business that meets the highest standards of verified social and environmental performance, public transparency, and legal accountability to balance profit and purpose.

“We are transparent with each other, our partners, and the customers we serve. Together, we are on a journey to build a state-of-the-art pharmaceutical organization and a best place to work.”

- Dr. Eric Edwards, Co-Founder & CEO of Phlow

**We are in the process of growing our team across a variety of functions:**



Operations



Government Initiatives



Commercial



Finance & Administration

**If you are interested in mission-focused driven work in a fast-paced environment, please apply to one of our open positions:**

[www.phlow-usa.com/careers](http://www.phlow-usa.com/careers)

## GET CONNECTED



[www.linkedin.com/company/phlowusa/](http://www.linkedin.com/company/phlowusa/)



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