



Why Choose Phlow.

info@phlow-usa.com
www.phlow-usa.com/careers
www.linkedin.com/company/phlowusa





ABOUT US

Our Mission. Our Vision.

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

At the heart of Phlow is a belief that reflects an unwavering commitment to serving patients, colleagues, public and private partners, communities, country, and humankind. We're on a bold mission, together. Driving every action is our shared vision and mission.

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.

Our 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

is our defining characteristic as individuals and colleagues at Phlow. We strive to do the right thing and to be authentic and transparent in everything we do.

COLLABORATION

is critical to the success of Phlow's mission. We celebrate our colleagues' diverse backgrounds and expertise, and equally value each person's unique perspective.

SERVANT LEADERSHIP

can be found at the intersection of confidence and humility. With a grateful heart and generous spirit, we serve patients and share successes with our colleagues, partners, communities, country, and humankind.

INNOVATION

is fundamental to Phlow's success. We provide advanced end-to-end solutions through bold 'thought leadership' and excellence in execution.

LIFELONG LEARNING

is vital to our personal and professional growth. We are committed to investing in each other and our partners for the health of our organizations and ourselves.



Join Our Mission.

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.

EMPLOYEE BENEFITS

In order to support our exceptional team members, Phlow strives to be one of the best places 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, Dental Coverage for You + Your Family
- Generous PTO & Company Holidays
- Employer-Paid Life, Short / Long-Term Disability
- 401(k) Plan with 6% Matching
- Maternity/Paternity Leave

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 goals.

ADDITIONAL PERKS

- Collaborative Working Spaces
- Complimentary Snacks & Beverages
- Outdoor Walking Trail Access
- Virtual Work Plans
- Casual Dress Code
- Team Lunches
- Family Events

RICHMOND, VA

Headquarters

Our headquarters is located conveniently in the heart of Richmond, VA. Beyond being Virginia's capital city, Richmond offers a lot of unique benefits that make it a mid-atlantic treasure.

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 4% less than the national average and real estate costs are over 16% lower than the national average¹.

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.

GROWING PHARMA HUB

Phlow's headquarters is located in a growing cluster of pharmaceutical and bio-pharmaceutical companies seeking to domestically revolutionize the way medicines are made².

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, galleries, impressive theaters that host prestigious productions, art festivals and more for art lovers to enjoy.

SCHOOLS & SPORTS

Recently, Virginia was recognized as the #2 best state for higher education³ and it has the fourth best public schools overall in the nation⁴. Richmond is home to several sports teams with loads of events in and around the city to satisfy sports lovers.

1. Cost of Living | Greater Richmond Partnership | Virginia | USA (grpva.com).

2. Allen, Mitchel. "Bioscience, Advanced Pharma + Medical Device Service Industries." Greater Richmond Partnership.

3. SmartAsset, Top States for Higher Education (2020)

4. WalletHub, Public School Ranking by State (2020)

GROW WITH PHLOW

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