



GO BEYOND YOURSELF



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.

Innovation

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

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.

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.

Servent 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.



GO BEYOND YOURSELF

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
- Concierge Medicine Membership
- Family Life Insurance
- Short / Long-Term Disability Insurance
- 401(k) Plan with up to 6% Matching

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 goals.



RICHMOND, VA

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.

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 cost of living in Richmond, VA is 4% lower than the state average and 3% lower than the national average. Richmond, VA housing is 9% cheaper than the U.S average¹.

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, 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 education² and it has the fourth best public schools overall in the nation³. Richmond is home to several sports teams with loads of events in and around the city to satisfy sports lovers.

¹Council for Community and Economic Research Cost of Living Index, 2021 Annual Average (2021) ²SmartAsset , Top States for Higher Education (2020) ³WalletHub, Public School Ranking by State (2020)



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**

ABOUT US

OUR MISSION OUR VISION

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.

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.



GROW WITH 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



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