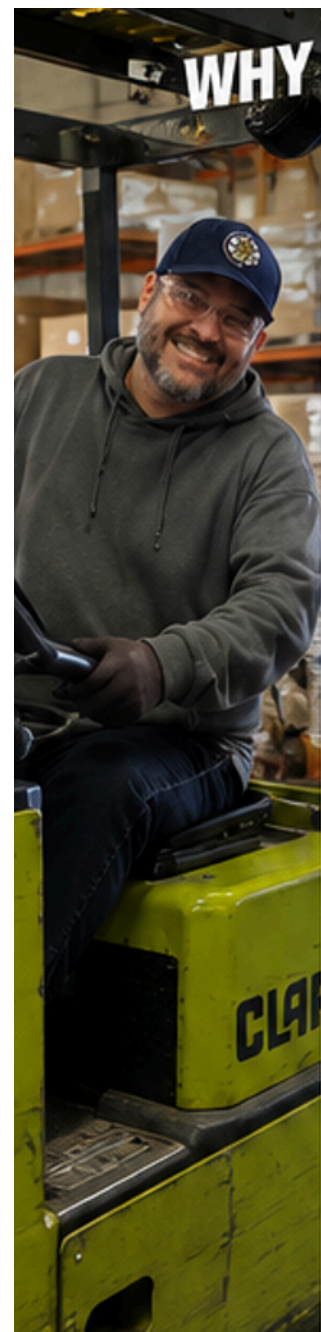




WHY JEFFERSON RUBBER WORKS?



FAMILY-OWNED COMPANY

Local roots, Long-term commitment to our team.



STABLE CAREERS

A strong company with opportunities for growth.



ANNUAL REVIEWS

Your hard work is recognized.



QUARTERLY PROFIT SHARING

We share success with our team.



PAID TRAINING

Learn new skills.



GROWTH OPPORTUNITIES

We promote our people.



STRONG BENEFITS

We take care of you and your family.



EMPLOYEE APPRECIATION

We celebrate our team every day!

YOUR CAREER CAN GROW HERE



MACHINE OPERATOR

Start your career with us.



OPERATOR CERTIFICATIONS

Earn your Class A & B machine certifications.



PRODUCTION TRAINER

Lead and train new operators.



SHIFT TEAM LEAD

Guide the team.

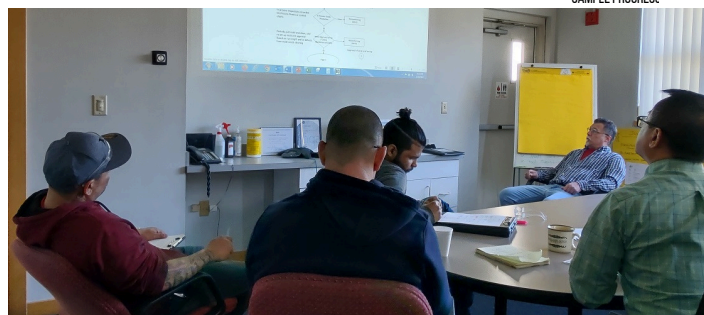


SUPERVISOR

Oversee shift operations and drive success.

YOUR PATH TO PERMANENT EMPLOYMENT
SHOW UP • LEARN • GROW
BECOME PART OF THE TEAM

*SAMPLE PROGRESS



YOUR EARNINGS CAN GROW



STARTING PAY AS A MACHINE OPERATOR

\$17.50/hr • 1st Shift • 7am – 3pm

\$18.25/hr • 2nd Shift • 3pm – 11pm

\$18.75/hr • 3rd Shift • 11pm – 7am



30-DAY ATTENDANCE AWARD

\$100 Gift Card



BECOME A PERMANENT JRW EMPLOYEE

+\$0.50 / Hour pay increase and full benefits



BUILD YOUR SKILLS

B Certification + \$0.30/Hour

A Certification + \$0.70/Hour



QUARTERLY PROFIT SHARING

Share in our Success

Recent average 8%



GREAT PEOPLE.
GREAT OPPORTUNITIES.
GREAT FUTURES.

WE INVEST IN YOU.
WE PROVIDE THE TRAINING.
YOU BUILD YOUR FUTURE.

GREAT BENEFITS FOR YOU AND YOUR FAMILY



QUARTERLY PROFIT SHARE
We share our success with our team.



HEALTH & DENTAL INSURANCE
65% company contribution.



401(k) MATCH
5% company match.
Eligible on day one.



PAID TIME OFF
Generous Holidays, Vacation
& Sick time accruals.



HRA – DEDUCTIBLE HELP
Company funded HRA helps
pay your medical deductible.



REFERRAL BONUS
Earn cash for referring great people!



VISION INSURANCE
100% company contribution.



LIFE & AD&D INSURANCE
100% company contribution.

***AND MORE**

LIFE AT JRW WE WORK HARD. WE CELEBRATE TOGETHER.



GRILL CHEESE DAY



ICE CREAM SOCIAL



HOLIDAY MEALS



TEAM WORK



RECOGNIZE GREAT WORK



COMMUNITY INVOLVMENT

*We are more than coworkers.
WE ARE A TEAM.*

READY TO JOIN OUR TEAM?



START A JOB BUILD A CAREER

**TRAINING • BENEFITS
GROWTH • OPPORTUNITY**



**WE TAKE CARE OF YOU
SO YOU CAN TAKE CARE
OF WHAT MATTERS MOST.**



**BUILD MORE THAN RUBBER.
BUILD A CAREER.**