

Join our team, Keep growing



Careers 2020

Are you happy at your current job?



A great number of Canadian workers are unsatisfied, disengaged, or burned out

Studies show that only **27%** of employees are highly engaged. That is unfortunate considering the amount of time and effort that is put in a person's job. Shouldn't you feel empowered, motivated, and accountable for the work you do? We certainly think so!

Did you know that **90%** of Canadian workers feel burned out? According to the World Health Organization, burnout is a result of chronic workplace stress. At Pepco, although we work in a fast-paced environment, we believe in finding ways to decrease stress such as teamwork, one-on-one meetings, and proper training.

The 5 Greatest Burnout Factors According to Canadian Workers:

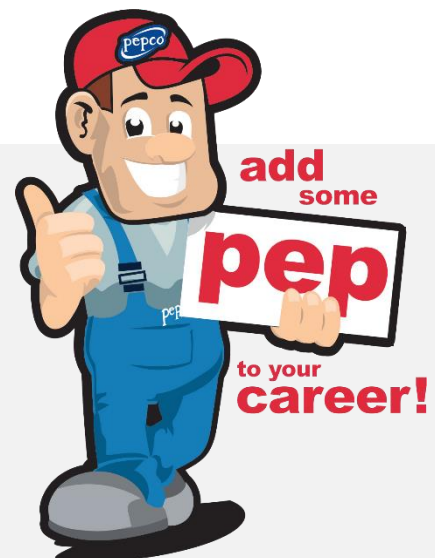
1. Constant Interruptions
2. Unmanageable Workload
3. Career Stagnation
4. Toxic Culture
5. Dated Technology



Source: Accountemps

WHAT WE OFFER

Here at Pepco, we consider every Team Member to be an asset to the organization. We strongly believe in allowing freedom and building strong relationships based on communication and trust. Working at Pepco is highly motivating. It's the perfect place to thrive in a fast-paced environment!



1. Personal Growth



We grow our Team Members into fulfilled individuals

Joining the Pepco Team means more than adding PEP to your career. When you become a Pepco Team Member, you get access to unlimited personal and professional growth, and training to achieve financial wellness.

If you're a team player who's passionate about reading and who's constantly looking to build up their knowledge and improve their skills, you've come to the right place!



Based on a culture of engagement, we promote continued growth by enabling our Team Members to rise on a personal and a professional level. Tempting, isn't it?

Research suggests that **87%** of employees expect their employer to support them in balancing work and personal commitments.

We strongly believe in

- Flexibility
- Work-life balance
- Accountability
- Empowerment
- Leadership
- Mentoring
- Knowledge-building
- Skills development



2. Professional Growth

At Pepco, we enable our Team Members to thrive in an environment that is always evolving. We believe in finding the perfect fit for every role within the organization to optimize everyone's workflow and apply the best working methods. Therefore, we offer the opportunity to switch positions or to climb the ladder where appropriate.



According to some studies, **52%** of people are not happy with their career. Here at Pepco, we are consistently working on getting the most out of our Team Members by enabling them to discover their full potential. Therefore, continuous learning and improvement are highly encouraged.



Did you know?

Some research shows that **72%** of employees feel that they are not reaching their full potential, and even think of financially contributing to their own training.



Learning Resources

We offer self-directed learning to every member of our team by providing access to learning resources such as:

- [LinkedIn Learning](#)
- [Peppy's Library](#)



Peppy's Library is an inventory of preselected books dealing with subjects of personal and professional development.

3. Financial Wellness



Our Team Members are the heart of our organization. That is why one of our main goals at Pepco is to enable every Team Member to break the cycle and eliminate debt with a step-by-step plan and tools to carry out the plan.



According to Ipsos poll, the average Canadian owes **\$ 15,473** in consumer debt, excluding their mortgage.



10 benefits of eliminating debt:

1. Higher Self-Esteem
2. Better Mental Health
3. Better Relationships
4. A Strong Marriage
5. Being a Better Parent
6. Less Stress
7. Fewer Illnesses
8. Less Financial Risk
9. More Free Income
10. Earlier Retirement



Source: Money Crashers

Healthy lifestyle

We help you build your future by offering you a work-life balance, enabling continuous growth, and helping you pay off your debt. We also offer a **pension plan** and a **competitive benefits package**.



Mission, Vision & Core Values

Mission

Delivering innovative solutions

Core Values

We view **team spirit** as an attribute that every Team Member must have. We trust that the growth of the organization is the result of the team's efforts. We value collaboration and teamwork.

We believe that healthy relationships on every level are built and maintained with **honesty** and respect. We are fair. We communicate facts.

We promote effective **communication** as it allows to move forward as part of daily tasks or large-scale projects. We share information accurately and at the right time.

We are committed to honoring **family** values. We provide flexibility and allow freedom. We care for each other by building a better future.

Vision

Be the go-to resource for every customer in every market that we serve



We believe in staying technologically relevant and we are always searching for new ways to grow our business.

Our Teams

Customer Experience

Do you have an interest in helping others and solving problems? Are you fully bilingual? Do you have abilities in measuring the success of social media marketing efforts? Consider joining our team!



Finance

Do you have excellent analytical thinking and organizational skills? Are you good with numbers? We might have a spot for you!

Human Resources

Do you have strong communication skills and work ethics? Can you remain impartial? There might be great opportunities for you at Pepco!

Information Technologies

Do you have great project management skills? Are you passionate about new technology? We'd love to hear from you!

Sales

Are you resilient? Do you have a great ability to listen? Are you willing to travel? Stay tuned! We might have something for you!

Operations

Do you have experience in truck driving or dispatching? What about warehouse management? Keep in touch! You don't want to miss out on your next opportunity!

Whether you're seeking an entry-level position or looking to grow your career, we'd be delighted to welcome you aboard!



Our footprint



Do you live or plan on relocating near one of Pepco's locations?

Our locations

Ontario, Canada

- Hearst
- Hornepayne
- Longlac
- Thunder Bay
- Timmins



Quebec, Canada

- Montreal

Joining the Pepco Team truly feels like becoming a member of a family.

- At Pepco, there are no employees; only **Team Members**.
- At Pepco, there are no departments; only **Teams**.
- At Pepco, there are no bosses; only **Supervisors** and **Leaders**.



Whatever your career path,
Pepco can help fulfill your goals.



**Join
our team!**



Careers 2020