

Detailed Vision for the Future: What It Should Be Like to Be a JLS Employee

This is a high-level overview of what we want to make life like at JLS. We aren't there yet on all of these things, but damnit we're trying.

Short Version

JLS is a world-class organization filled with world-class people who love what they do and love the people they work with. We're in a variety of industries, and are providing incredible value to our customers, which results in incredible profits. Everything in the company is well-run and we're the envy of our competitors. It is great to be our employee or partner, but it's terrible to be our competitor.

Longer Version

Overall

- You wake up at a time that feels good to you because of the flexible work hours
- You're excited about coming into work because you love what you do and the people you work with
- You're super proud of the work you do because you know that it adds value to the customer, to the world, and to you and your family

Team

- You love the people you work with
 - You never dread coming to work because there are no toxic people.
 - You like everyone you work with and know that they want you to be successful
- You don't have to suffer idiots
 - Everyone you interact with is smart and reasonable
- Your teammates push you to be better, and you do the same for them

- You want to get better because you don't want to let them down nor do you want to get left behind

Performance

- You are world-class at your job
 - You'd be willing to put yourself in competition with basically anybody else on the planet at your job because you're so good at it
- You know exactly what success looks like for you, and where you currently stand in your manager's eyes
- You are constantly trying to get better at your job and help your teammates get better at theirs
- You despise mediocrity and look down on those who passively accept the status quo
- You likely think to yourself, "It's good I got hired when I did because I don't know that I would be hired under the current standards."

Compensation

- You're earning at the top end of the salary spectrum for your job
 - The company is earning a ton of money, which means you are too (for the role you're in)
- As you get better and produce more, you get continually rewarded with more compensation
 - You never feel like you're being taken advantage of
- You have great health insurance and benefits
 - Because we are always raising the bar

Growth

- You know that the company has limitless ambitions, so if you want more, they will find a place for you to shine
 - There is never a dearth of opportunity
- People get promoted into new roles almost constantly
- You know that the company is happy to invest in your training, and will pay for you to learn a new skill

JLS Has Your Back

- You know that if you run into financial difficulty, then the company will happily loan you money with no interest until you've gotten back on your feet
- You know that if you're sick or your kid needs you that day, that you can call in and your boss will be supportive of you
- If your job performance is falling off, then your boss will give you the feedback immediately so you aren't surprised
 - You'll work through a plan together and you'll know exactly what you have to do to improve

Products

- You're proud of the products that you help to sell or produce
- They add value to the world and you'd recommend them to friends and family without any reservations
- They are unique and high-quality
- Customers love us and would be upset if we were to ever stop selling

Day-to-Day Operations

- Things run smoothly with few defects and there are almost never fires
- The way things work makes intuitive sense
- Everyone is open to new ideas and you never hear someone defend a policy or procedure with, "But that's the way we've always done it."
- There are processes for everything, but it's not bureaucratic
 - Everyone wants the right end result, not just compliance to policy
- You are constantly on the lookout for ways to improve efficiency, quality, or just generally make your life easier
 - You never stop wanting to get better

Facilities

- You're super proud of the place you work, the building is beautiful and modern
- If you work in the office, your desk/office is comfy and quiet

- If you work in the warehouse or manufacturing, you feel safe at all points in time and you know that JLS will always buy you whatever you need to be safe and comfortable
- You have the technology that you need to be 100% effective
- If you work remotely, then you've got an ideal work setup with minimal distractions and all the technology you need to be comfortable

The Business

- JLS is in multiple industries and is always getting into new industries or launching new endeavors
- We're basically a privately held conglomerate of businesses
- Each business is world-class
- Each business conforms to this vision and values

We have a lot of work to do to achieve this. We're not gonna get there in a day, but it also shouldn't take us until 2030. Join us in making JLS Trading Co. the greatest company on the planet.