



**THE PITSCO WAY:**  
**IT'S ALL ABOUT**  
**THE STUDENTS**  
**EMPLOYMENT WITH PITSCO EDUCATION**





Meaningful work. Sense of challenge. Diverse benefits package. Equity. Recognition. Transparency. Compressed work week. Acceptance. And a culture that cares about our employees and community as well as the teachers and students we serve.

That's not company talk. That's what employees say about Pitsco Education.

As a developer and provider of hands-on STEM curriculum, equipment, and materials, Pitsco leads education that positively affects learners, which is the company's sole mission and purpose. We've succeeded in this mission for nearly half a century by assembling a team of talented, collaborative, dedicated, and passionate employees who put students first. That's The Pitsco Way!

The spark of an idea can come from many places, and everyone at Pitsco – from the engineers to the artists, from the product testers to the sales staff – have a role in bringing it to fruition.

When you're hired at Pitsco, you don't just fill a position. You become part of the family. You're accepted for who you are and what you can do to make a positive difference in education. Ask any current Pitsco family members what they enjoy most about working for the company, and you might hear something like this:



For me it's about changing kids' lives. Just the focus on that and helping them to have hope in the future, something where they can contribute to society. That's what I appreciate most. – **Aaron, Curriculum Specialist**









## MOST APPRECIATED BY EMPLOYEES

Employee focus groups conducted early in 2020 found that the top five most-appreciated aspects of Pitsco are:

1. Benefits package
2. Sense of challenge
3. Culture
4. Flexible schedule (compressed work week)
5. Sense of belonging



I feel like across the board, almost everybody that you talk to in every department, people are allowed to do their job. We're hired to do our job, we're trusted to do our job, and we don't have somebody constantly looking over our shoulder. . . . I value that so much that I don't want to let them down. – **Sherry, TFI Customer Service/Support** ””



I enjoy coming to work. I don't think there's any day that I've woke up and just been like 'I don't want to go.' . . . The coworkers are amazing. The values here are great. We get really good perks here, not even including the benefits and the paid holidays and the goTime, which is amazing. – **Jessica, Technical Editor I** ””



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The benefits are really nice. I really like flexibility here at Pitsco. My mom, every year she maxes out her paid time off but can never use it because she feels like they don't want her to. But I feel like I don't even have to justify taking a day off here if I have the time. No one's going to question me for using it. – **Connor, Web Application Developer**

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## BENEFITS PACKAGE

Beyond experiencing a culture based on family values and work that is both challenging and rewarding, Pitsco employees enjoy a lengthy list of benefits that span traditional offerings such as comprehensive health care, 401(k) matching, and paid holidays as well as less-common perks such as on-campus medical care once per week, goTime (flexible schedule for many positions), Take Two (extra paid holidays), tuition reimbursement, and health club membership. The details:

- **Health care** – Health, dental, and prescription insurance; free on-site medical care once per week; 24-7 Teladoc service
- **goTime (compressed work week)** – During part of the year, eligible employees who fulfill work requirements may finish their work week at noon on most Fridays.
- **Paid holidays (9)** – New Year's Day, Good Friday, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, Friday after Thanksgiving, Christmas Eve, and Christmas Day
- **Take Two** – Two extra paid days off
- **401(k)** – Company matches 25 percent of employee contribution, which is not capped until the federally allowable limit is met.
- **Tuition reimbursement** – Up to \$1,600 per semester for full-time employees
- **Dependent children scholarship** – \$350 per semester for qualifying children of employees
- **Health club membership** – Reimbursement up to the cost of an adult membership at the local YMCA for any health club membership
- **Life insurance** – Equal to annual salary; accidental death and dismemberment; short-term disability
- **Flexible spending account** – Expenses such as unreimbursed medical and dependent care paid on a pre-tax basis
- **Optional employee-paid benefits** – Accident, hospitalization, critical illness, vision, term life









## OUR CORE VALUES

Pitsco employees embody six core values that underpin The Pitsco Way:

- **Customer centric:** Taking pride in serving internal and external stakeholders
- **Self-starter:** Consistently demonstrating initiative
- **Growth oriented:** Striving for continuous improvement
- **Excellence driven:** Demanding excellence in everything we do
- **Integrity based:** Acting with honesty and integrity
- **Servant leader:** Focusing on service and stewardship



I worked for a personal savings and loan company, and it was a vastly different culture because in the banking industry it's all about the money. . . . And Pitsco is not just about the money. It's about students served. I know we have to make money to stay in business, but that's not the company's priority. It's the students.

– **Virginia, Application Systems Analyst II**



I didn't want to go to a job just for the paycheck anymore. I wanted to go to a job that I could feel good about at the end of the day and say, 'Hey, I actually did something good for the world.' That's what I appreciate about Pitsco.

– **Ed, Kit Production Lead**









## COMMUNITY INVOLVEMENT

Headquartered an hour and a half south of the Kansas City metro area, Pitsco supports numerous causes and organizations in its community and encourages employees to do the same. At any given time, employees and the company are donating time, resources, and money where they are most needed. A corporate Cares team meets twice monthly and oversees internal activities such as food, clothing, and supply drives as well as external efforts including support for charities and nonprofits including Wesley House, The Lord's Diner, local school districts, Children's Advocacy Center, United Way, the humane society, Pittsburg State University, and foster care, among others.



I did a little research into Pitsco and realized pretty quickly that I loved the culture, loved the sense of family. . . . And specifically, things that [CEO Harvey Dean] would tell me about giving back and being very socially conscious were really important, and are really important, to me. – **Annie, International Sales**

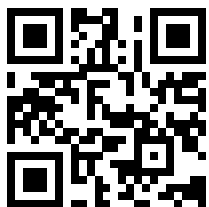
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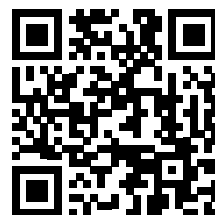


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PITTSBURG STATE  
UNIVERSITY SITE.



EXPLORE THE  
PITTSBURG AREA  
CHAMBER OF  
COMMERCE SITE.



Pittsburg, Kansas, is a small but vibrant community with a state university and a thriving downtown. Learn more from the Pittsburg Area Chamber of Commerce.