

MarketStar is
the pioneer of
Sales as a Service™



MarketStar Vision and Mission

Our Vision

Create Great Experiences

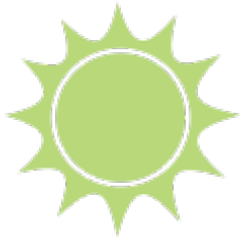
Our Mission

We accelerate our clients' revenue through innovative solutions and empowered employees.

CREATE
GREAT
EXPERIENCES

Our Four Pillars

MarketStar's *Four Pillars* always guide the company's actions. We strive to encourage our people to have a balanced life that centers around more than just work. Our expectation is to have respect, kindness, and sincere regard for one another. These pillars are the key to maintaining our brand integrity and culture.



Spirituality



Family



Career



Community

What We Deliver

We believe laying our foundation on the *Four Pillars* creates a work environment that delivers the BEST and the MOST out of each and every employee.

Our clients receive **passion** from all of us, **innovative** solutions, a team that shows **accountability** and **client focus** every day, and ultimately, **achievement** that exceeds expectations.



Attracting and Keeping The Right Sales Champions

Hire the Right People

MarketStar's infrastructure and tools enable us to recruit, hire, and retain better employees who embody our Client's Brand:

- Passionate
- Adept
- Seasoned
- Aware
- Honest
- Altruistic
- Intelligent

Competitive Benefits

In addition to paid vacation and personal leave time, we also offer qualifying employees:

- medical and dental insurance
- vision benefits
- long term disability benefits
- Section 125 flex benefits
- life insurance
- 401(k) retirement program
- employee stock purchase plan



Positive Culture & Work Environment

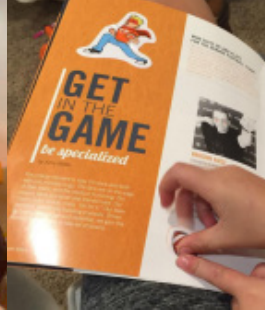
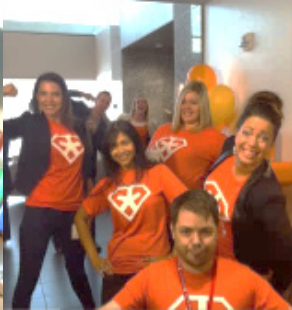
We enable employees to find balance in their personal, family, spiritual, and work life and create a culture where performance and excellence are rewarded.

Defined Predictable Career Path

We attempt to promote from within, and through our performance management system to identify and reward top performers.

Recognition Programs

Our commissions and bonuses are easily calculated and documented. We reward stellar performers each quarter with our RockStar Award and provide on the spot rewards for sales and service excellence.



The Orange Culture

The color **Orange** in itself is vibrant, energetic and warm. It's also representative of collaboration, which leads to inventive solutions and new possibilities.

We are energetic, tenacious, altruistic, collaborative, intelligent, experienced and trustworthy. Our employee programs embody our pillars, brand, and orange culture.



StarPerks shows appreciation to our employees. This is our activities program that holds events, games, and perks to keep the work environment fun.



The **MarketStar Cares** program puts our employees and resources into action to positively impact the communities in which we live, work, and play.



The **RockStar** Awards recognize the best of the best and honor those teammates that personify the orange culture. Winners are given extra days off and a travel voucher.



Orange U is the training and development platform that empowers and encourages a strong career trajectory.



Orange Nation is our in-house social network where you share your thoughts and ideas, follow what your colleagues and team are doing, and get updates from other parts of the company.

Compensation and Benefits

On-the-job training and management support is only part of the investment we make in our employees' futures. When you start your career with us, you'll receive a competitive salary and compensation package, excellent health benefits, and a range of employee perks.

Full-time employees receive a competitive benefit package that includes:

- Several medical plan options to fit your needs
- Prescription drug coverage
- Dental plan options
- Comprehensive vision coverage
- Paid holidays, sick, and personal time off
- 401(k) retirement plan matching
- Life insurance
- Flexible spending accounts
- Long-term disability coverage
- Employee stock purchase program

Compensation at MarketStar is much more than just a salary and medical benefits; you will enjoy:

- Opportunities to work with world-class brands
- Access to the most advanced IT tools to make you as effective as possible
- Growth potential, development, and the opportunity to build your career experience
- Product and services discounts with our partners
- Employee Referral Bonus incentive programs
- StarPerks – monthly activities, contests, prizes, and discounts at local businesses and with national brands
- Spot Rewards for outstanding work



Thank You