



10 REASONS TO WORK AT AMWAY





WE LOVE WORKING HERE. AND SO WILL YOU.



Great careers happen here.

Since 1959, Amway has been a pioneer in the direct-selling industry. We are more than 15,000 employees strong, and in the last 50 years we have supported more than three million distributors in their dream of becoming entrepreneurs. We are accountants and marketers, farmers and scientists, outstanding leaders and sought-after experts. Each of us is looking for professional and personal growth, global experience, and a place to make a difference in people's lives. And we have found it in Amway, a more than \$8-billion global and diverse company with more than 450 products and employees in more than 80 countries and territories.

NOW WE'D LIKE TO INTRODUCE YOU TO SOME OF OUR TEAM MEMBERS, SO YOU CAN LEARN A LITTLE BIT ABOUT WHY THEY LOVE WORKING AT AMWAY. AND PERHAPS YOU'LL DISCOVER REASONS WHY YOU WOULD LIKE TO WORK HERE, TOO.

Darius Brown – Hilo Driver – Personal Care Manufacturing – *left*

Bill McKellar – Stores Control Clerk – Pressure Packaging – *right*



““ They empower me and trust what I do. They give me a vision and let me run with it, which is a great way to allow your employees to grow and be creative.””

— Van Lam

Sales Plan Consultant - Sales

1

Great people happen here.

At Amway, we never take our employees for granted. We embrace diversity and treat everyone fairly. We provide a safe, friendly culture that attracts the best and brightest and rewards you for your performance. We know that you are putting your trust in us to recognize your achievements just as we trust you to do your very best.

“ We get really jazzed about our own goals but also about helping our colleagues achieve theirs. We measure and reward people on their ability to collaborate and support others. There is this incredible passion about the work we do and how we help people live better lives.”

— Bill Luke

Manager of Durables – Product Development

2

Strong values happen here.

As a company that is still run by the same families who started it 50 years ago, Amway is rooted in strong values. We expect the same ideals from our employees: personal integrity, responsibility and a strong desire for achievement. We strive to create a place that inspires a sense of personal worth as well as the spirit of partnership.


Clint Throop – Associate Group Leader – Homecare Product Development – *left*

Georgia Chen – Auditor – Internal Audit – *center*

Bill Luke – Manager of Durables – Product Development – *right*







“ It’s a company that’s
moving very fast in the
right direction.”

— Matthew Darin

Market Research Analyst - Marketing

3

Long-range growth happens here.

Amway is growing rapidly across the globe, outperforming other major companies and expanding into new markets on an ambitious yet clear path. Our strategies are continually communicated so that our employees can work together toward a common vision and share the satisfaction that comes from accomplishing our goals.



Paul

Amway

“ People here are absolutely curious about figuring out how to leverage science and technology into our products. I came here because I felt people were eager to learn, and I wanted to learn more. It was a perfect fit.”

— Paul Seehra

Group Leader – Anti-Aging Skin Care,
Beauty Product Development

4

Innovation happens here.

Amway is a company fueled by innovation. Which is why we are supported by a global research and development team of more than 500 scientists, engineers and technical professionals. Because of our passion to continually improve and innovate, Amway holds more than 500 patents. We have a wide range of award-winning products, from NUTRILITE® to ARTISTRY® to eSpring®, including ownership of other premium brands like LAURA MERCIER®



“ Amway gives you the power to make a difference. If you have the drive and the raw talent, Amway will give you the opportunities. If you want to change the world, this company will help you make it happen.”

— Kim Drabik

Manager – Corporate Citizenship, Marketing

5

Personal growth happens here.

At Amway, we give you the power to make things happen. There are always new opportunities. And Amway provides educational support, e-learning and training programs tailored to each employee's growth within the company. We give you the chance to apply your talents even beyond your job description in an environment where every voice is heard and new ideas are explored. At Amway, the sky is the limit.

“ I have friends at a personal level that I met through work in Japan, Russia and Brazil. That’s fantastic, that’s one of the things that is a huge benefit of working for a global company.”

— Sergio Carrillo

Manager - Internal Audit

6

Global reach happens at Amway.

With locations in more than 80 countries and territories, Amway is truly a global company which allows us greater strength and flexibility in changing markets. And gives our employees the chance to interact with people from diverse cultures on cross-functional global teams, travel to exotic locations and explore career opportunities all over the world.





“ I think the benefits are awesome for employees. Amway does a really good job of valuing the other side, instead of just a paycheck.”

— Angela Nelson

Contributions Specialist –
Corporate Citizenship, Marketing

7

Competitive benefits happen at Amway.

Amway offers a total rewards package that leads the industry and includes a competitive salary and incentive structure, a supportive employee-focused culture, global learning opportunities and best-of-industry benefits. Amway provides company paid life insurance, flexible spending accounts for health care and childcare, cash bonus programs, fitness facilities and a company store. We invest in our employees so that they can be their very best.

Amanda Reyes – People Services Representative II – Human Resources – *left*

Angela Nelson – Contributions Specialist – Corporate Citizenship, Marketing – *right*

“The company supports your mental health, physical health and even your time away from work. They treat you as a person, not just as an employee.”

— Jaime Gonzalez-Sanchez

Plant Manager - Pressure Packaging Manufacturing





Life balance happens at Amway.

At Amway, we recognize that the influences on our employees' emotional and physical well-being extend beyond the workplace. So we give you the flexibility to balance your work and home life. We also offer programs like Optimal You, which encourages employees to live a healthier life through incentives to reduce health insurance. The program includes education and access to trainers, nutritionists and an on-site fitness center.



“ We do a lot of work for the community. And sometimes it’s on company time. That says a lot to me. Amway is all about helping people to do the right thing.”

— Darius Brown

Hilo Driver – Personal Care Manufacturing



9

Responsibility happens here.

Amway has a history of responsibility to the environment and to the communities that we touch.

We introduced one of the first biodegradable products, L.O.C.[®], in 1959, operate our own organic farms and undergo extensive recycling and environmental procedures.

We encourage our employees to volunteer, even during working hours, for programs like our ONE BY ONE[®] campaign for children. In fact, Amway employees and distributors have put in more than one million volunteer hours since 2003.

Darius Brown – Hilo Driver – Personal Care Manufacturing – *left*

Randy Deja – Customer Care Associate II – Customer Support – *center*

Emily Rhodes – Customer Relationship Management Advisor –
Digital Marketing – *right*







“ We don’t just make products.
We make products that lead
the industry in innovation
and eco-friendliness.”

— Krystal Alexander

Scientist – Packaging Engineer, Home Care /
Personal Care Product Development

10

Great products happen here.

Amway has a global portfolio of exceptional brands that enhance the lives of people around the world. We are respected leaders and innovators in nutritional supplements, beauty and home products. NUTRILITE® is the world’s leading brand of vitamin, mineral and dietary supplements, based on 2008 sales. ARTISTRY® is among the world’s top five, largest-selling prestige brands of facial skin care and colour cosmetics.* And L.O.C.® remains the world’s most multi-purpose cleaner.

You can make it happen here. Amway represents a one-of-a-kind opportunity. If you're interested in joining an innovative, supportive, values-driven company, we invite you to consider a career with us. Amway employees are making a difference in lives all over the world. We could make a difference in yours, too.

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