

## Opportunities

As our business grows and evolves, new opportunities become available. Several of our ongoing entry-level opportunities include:

**Call Center/Customer Service Team**

**Production Line and Packaging Team**

**Pick-Pack-and-Ship Team**

**Smokehouse Store Team**

**Wholesale Sales Team**

SeaBear has opportunities on both a **Year-Round** and **Seasonal** basis.

Internships for undergraduate and graduate business students are also available on a limited basis.

SeaBear is an Equal Opportunity Employer.

## How to Apply

**Apply online:** Visit [www.seabear.com](http://www.seabear.com), and click on the "Join Our Team" tab.

**Apply in person:** Visit our Smokehouse for an application.

SeaBear is a growing, privately held company, and as we grow new opportunities are created throughout the organization. If you exemplify our *What Counts Factors for Success* and find our mission exciting, we'd like to get to know you, even if current openings do not fit your skills and interests, so send us a resume.

**SeaBear Company**  
605 30th Street  
Anacortes, WA 98221  
360-293-4661  
[seabear.com](http://seabear.com)

**Seafood Experiences To Share™**

## Opportunities at SeaBear Company



**Join the team that delivers  
an amazing experience,  
from beginning to end.**

## Who We Are and What We Believe

SeaBear began in 1957 as Specialty Seafoods when Anacortes fisherman Tom Savidge sold smoked salmon from his roadside smokehouse to local taverns and travelers on their way to the San Juan Islands. We have grown to become a nationally recognized purveyor of premier seafood, guided by the following mission:



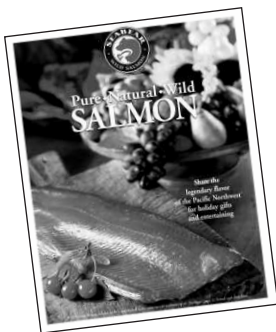
### SeaBear Smokehouse Mission

We will build SeaBear into the premier seafood brand in the country by delivering customers:

Extraordinary taste,  
a healthy lifestyle  
and an amazing experience  
from beginning to end...

...direct from our authentic smokehouse  
in the heart of the Pacific Northwest.

We hand-fillet, traditionally smoke and prepare our seafood in Anacortes, selling direct to customers in all 50 states through our catalog and web site, and to a select group of high-end specialty retailers across the country. We feature wild Alaskan smoked salmon, halibut, crab, chowders and more, for gifts, entertaining and healthy eating.



*The SeaBear catalog mails to well over 1,000,000 people annually, and SeaBear products are available in several thousand specialty retail stores across the U.S.*

SeaBear is proud to have a history of award-winning quality, and to have received recognition in leading media, such as *Bon Appétit*, *Saveur*, *Coastal Living*, *Prevention*, *The Wall Street Journal*, and *Good Morning America*, among others.

## What it's Like to Work Here

At SeaBear, we take our work seriously, while having fun at what we do. Our culture is guided by five key values we strive for everyday:

### What We Value Above All Else

- Making our customers LOVE us -
- Continuous improvement, and a desire to be the best we can be -
- Bringing inventiveness to everything we do -
- Filling our company with a passionate, inspired team -
- Character, integrity and dignity of the individual -

**Training** – To help our employees grow, we offer training on both job-specific skills and overall professional development skills, through our *Salmon School of Leadership*.

**Promotion** – We seek to promote from within wherever possible; our growth has consistently created new opportunities.

**Compensation** – For all positions, we seek to offer compensation competitive with similar companies. Additionally, 100% of our employees participate in performance-based bonus plans. Our benefit plans include competitive health care and dental coverage as well as a Section 125 Flexible Spending Account, 401K program, vacation/SeaBear Days, company discounts and free salmon every week.

## What We Look For

For every position in our organization, we look for employees who share several common characteristics, along with the job-specific skills. We call these *SeaBear's What Counts Factors for Success*.

### *SeaBear's What Counts Factors for Success*



- Character and integrity
- Team player
- Record of accomplishments and successes
- Works well in a small company environment
- Position-specific skills