



CULTURE BOOK



ABOUT THE COMPANY

AmeriPol began in 2020 as a **shared service center** supporting companies in the St. Louis-based transportation industry. Our mission was clear: to build a more efficient, resilient, and cost-effective operation by tapping into **Poland's exceptional talent pool** of driven, highly educated professionals.

Since then, we have grown **fourfold in headcount** and moved to our own operational headquarters in Rzeszów, alongside opening new offices in Gdańsk and Bosnia & Herzegovina. By broadening the scope of the services we provide, we've supported diverse businesses in trucking and logistics, freight brokerage, factoring, technology, marketing, insurance management, and e-commerce - delivering consistent, process-driven results that improve efficiency and drive savings for our partners.

OFFICES



Rzeszów - HQ
ul. Sikorskiego 5

Here is our Headquarters with over 100 employees (and we have space for even more!). It's close to the Pope's Park, which is perfect for summer lunch breaks.

Most of our team work in US working-hours (2PM-11PM), what is perfect for night owls and students.



Gdańsk - IT
Olivia Business Centre - al. Grunwaldzka 472

This is our new office, where we are focused on innovative IT solutions. We are here since April 2024 and for now we are in coworking in Oliva Business Center.

With focus on Web and Mobile Development, Cloud Services, and AI/Data Management, we're shaping the future of technology.

OUR SERVICES



OPERATIONS

- Dispatching
- Track & Trace
- Debt Collection



BACK OFFICE

- Customer Service
- Payroll
- Accounts Receivable



TECHNOLOGY

- Front End Development
- Back End Development
- IT Support



MARKETING

- Social Media
- Project Management
- Automation

AMERIPOL'S SPECIALISTS

Do you wonder what kind of specialists you can meet at AmeriPol? You can find some examples below. **Maybe you'll become part of one of these teams?**



Accounting

- AR Specialist
- Accounting Assistant
- Invoice Verification Specialist



Operations

- Road Transport Dispatcher
- Debt Collection Specialist
- Customer Service Specialist



Other

- Fleet Maintenance Specialist
- Freight Coordinator
- Medical Insurance Specialist
- Freight Broker



IT

- BI Reporting Specialist
- Frontend Developer
- Technical Support Specialist

WORK SYSTEM

AmeriPol works closely with the US. To provide real-time support, most of **our teams are working in the evening hours of 2 PM–11 PM (with a 1-hour lunch break)**. For some projects, it is possible to work on different schedules, e.g. 12-21, 9-17 or in a 4–4 work system.

We value our culture, which is why we work full-time in the Rzeszów office, and those who work in the Gdańsk - meet regularly at the office there.



BENEFITS



**MYBENEFIT
CAFETERIA**



**EMPLOYEE REFERRAL
PROGRAM**



**INTERNATIONAL
ENVIRONMENT**



**CASUAL DRESS
CODE**



**MODERN AND WELL
LOCATED OFFICE**



**MULTISPORT
CARD**



TRIPS TO US

Creating opportunities to grow within the company is crucial for us. That's why **we invite our employees to join the training in the US**. It's a unique opportunity to meet new people, learn about the business, and see some processes to improve the daily work of our teams.



Our office in the US is in **St. Louis, Missouri**.

NEWSLETTER

It's not easy to keep up with all the news when you have over 100 colleagues in the company, so **each month we send the newsletter to let you know about company updates, and share some tidbits about other teams.** We also inform about our New Joiners.

Maybe in next edition we'll post about you? :)



TESTIMONIALS

“ —

“**Friendly atmosphere and stability** are the words I associate with AmeriPol. I have been working here for more than 3 years and it is a place where I am developing a lot. I am very happy with this place, which gives me both **satisfaction** and stability. Thanks to the different challenges that the job gives me, I can **develop my skills** and gain **new experiences**, which is very important to me. I fully recommend this company to all individuals who can gain them personal achievements”.

Aneta

“I enjoy working at my company mainly because of the **great team**. We work in a close-knit group where **everyone supports each other**, creating a **friendly and motivating atmosphere**. Every day is different, which makes the work interesting and keeps things from becoming routine. On top of that, we have a **great office** with plenty of parking, where there’s always enough space. It’s just another reason why working here is such a positive experience, as it makes everything more convenient and enjoyable”.

Slava

“Working at AmeriPol is a **highly rewarding experience**. The company’s commitment to **openness and professional development** creates a dynamic and supportive work environment. I appreciate the emphasis on collaboration and effective communication, which fosters a strong team spirit and allows us to achieve our shared goals. AmeriPol’s dedication to employee growth has significantly contributed to my personal and professional development. I also value the **rich cultural diversity** within the team, which enhances our work environment and brings a **variety of perspectives and ideas**. Additionally, I appreciate that the company provides opportunities for **many young professionals to learn and grow**. Overall, being part of AmeriPol is both inspiring and fulfilling, and I look forward to continuing to contribute to its success”.

Kasia

WANNA JOIN?

LET US KNOW YOU BETTER!

Make sure that you'll provide this information in your CV:



Your experience

Show the post positions and companies you worked with. Add dates and your responsibilities.



Your skills

What are your strengths, and what skills have you had a chance to use in the past?



Education

What and when did you study? If you are still a student, add the planned date of your graduation.



Tools and programs that you used

Anything that could be useful in your future job.



Language skills

What languages can you communicate in a professional environment? Use the CEFR scale (A1-C2).



Additional projects

Were you involved in any project (voluntary organization, student's association...), where you gained skills that you can use at work? Don't hesitate to share that too!

WHAT IS IMPORTANT FOR US?

AmeriPol is a work environment open for diversity.

We are looking for candidates who are:

- open to different cultures
- advanced English speakers
- qualified specialists (e.g. in logistics)
- flexible
- eager to learn
- engaged in work



RECRUITMENT PROCESS

- 1 CV Screening**
We review CVs to identify candidates with suitable experience.
- 2 Video call**
A 40-minute video call helps us get to know you better.
- 3 Technical test or additional task (optional)**
Mostly for IT role.
- 4 Interview with the manager or the client**
You'll meet your future team leader and learn more about the project and your daily duties.
- 5 Confirmation interview with our VP or people from the project**
The final interview ensures mutual fit.
- 6 Decision**
We'll contact you with the final offer or provide you feedback.

Usually we aim to finish the recruitment process within 2-3 meetings, but for some role it's required to more steps, to make sure that we are a perfect match ;) We'll inform you about the plan at the beginning of the recruitment process.

WE'RE WAITING FOR YOU!



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