



JB & Associates

Are you our next target employee?

Territory Manager Training Program

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The logo features the letters 'JB' in a large, bold, orange font with a white outline. Below this, the text '& ASSOCIATES' is written in a smaller, orange, sans-serif font. At the bottom, the words 'EXTENDED WARRANTIES' are displayed in the same orange, sans-serif font.

JB & ASSOCIATES EXTENDED WARRANTIES

ABOUT US

JB and Associates, LLC was founded in Dallas, TX in 1996. Since the company's inception we have experienced significant growth by remaining focused on our single goal of providing the best optional warranty program to the HVAC and plumbing industries. JB and Associates provides tailored warranty programs for OEMs, wholesale distributors, and contractors.

We are a highly regarded company in the HVAC and plumbing industries. Our experience, values and strategic growth efforts have made us a rapidly growing company while still encompassing a personal atmosphere.

COMPANY DESCRIPTION



OUR COMPANY

JB and Associates, together with its subsidiaries, is one of the nations leading extended warranty providers. Our Premium Protection Plan™ program is the consummate provider of extended service agreements to the HVAC and Plumbing industries. Our web-based systems combined with unmatched customer support, first class marketing efforts and competitive sales force are among a few of the reasons why we are simply the best at what we do. Every employee from the top down embraces our culture of continuous improvement and growth. We encourage and instil every team member with a common desire to be creative in finding ways to solve challenges and constantly improve upon our processes. At JB & Associates, you gain real experience and discover your maximum potential.

RESOURCEFUL INNOVATION **GROWTH** TEAMWORK **SUCCESS** PLANNING BUSINESS LEADERSHIP SALES
DEVELOPMENT **CREATIVITY** OURBUSINESS MOTIVATED **STRATEGY** PROCESS PEOPLE
COMMUNICATION TEAM **MARKETING** INDEPENDENCE GOALS **COMPETITIVE** FEARLESS
HIGHQUALITY RESPONSIBILITY **IMAGE** INITIATIVE **OPPORTUNITY** OURBUSINESS **VISION** LOYALTY SERVICE

OUR MANAGEMENT TEAM



JEFF BOHANNAN
PRESIDENT

Jeff has in excess of 29 years experience in the HVAC industry. His key management rolls with Lennox Industries and Carrier Corporation helped him develop strong customer and industry relationships nationwide. In 2010 he purchased all stockholder equity and charted a course to become a leading ESA program, nationally concentrating on the HVAC industry.



BRANDON BOHANNAN
VP - SALES

Brandon joined JB&A in early 2010 working in Marketing and Sales. He learned on the ground floor of what was to become a time of rapid growth. He has guided the sales growth of JB&A and developed the sales representation structure that enabled JB&A to take advantage of the industry opportunity.



EVAN MYERS
VP - MARKETING

Evan joined JB&A in early 2010 working in Marketing and Sales. He also learned on the ground floor of what was to become a time of rapid growth. Evan is responsible for all of JBA's marketing and advertising efforts, in addition to helping with the development of the current sales structure.



SASI MADDURI
VP TECHNOLOGY

Sasi Joined JBA full time in 2011. The systems and programs he developed are the foundation upon which our company is built. Sasi and his team continue to develop and implement new programs and enhancements that allow JBA to grow at a rapid pace.

BENEFITS

01 401(K) Matching

Helping our employees prepare for the future is of the utmost importance to us. JB & Associates will match up to 3% contribution to your 401K.

02 Profit Sharing

Sharing in the success of the company with those who contributed is another way for us to thank our employees for their hard work. Separate from the 401k program, JBA provides a pure profit sharing program for all qualifying

03 Healthcare Contribution

We want all of our employees to be happy and healthy. For those that qualify, JBA contributes to the cost of health insurance premiums.

04 HSA Account

Similar to a 401(k), but for medical expenses, JBA provides all employees with an HSA account to set aside money from your pay check pre-tax.

05 Paid Vacation

Maintaining a good work/life balance is key to being a productive part of the team. Every employee is given 10 paid vacation days a year with 3 additional personal days.

06 Micro - Kitchen

Our fully stocked Micro-kitchen provides employees with breakfast, lunch and snack options throughout the work day. *"No taking pudding home."*

07 Expense Account

Every TM is given a JBA expense card that can be used for expenses occurred when it comes to sales and traveling.

08 Corporate Outings

Maintaining a fun and friendly atmosphere is an important part of our culture. As a TM you will qualify for the yearly incentive trip and have the opportunity to participate in numerous company outings, including access to our season tickets with the Texas Rangers, Dallas Mavericks and Dallas Stars.

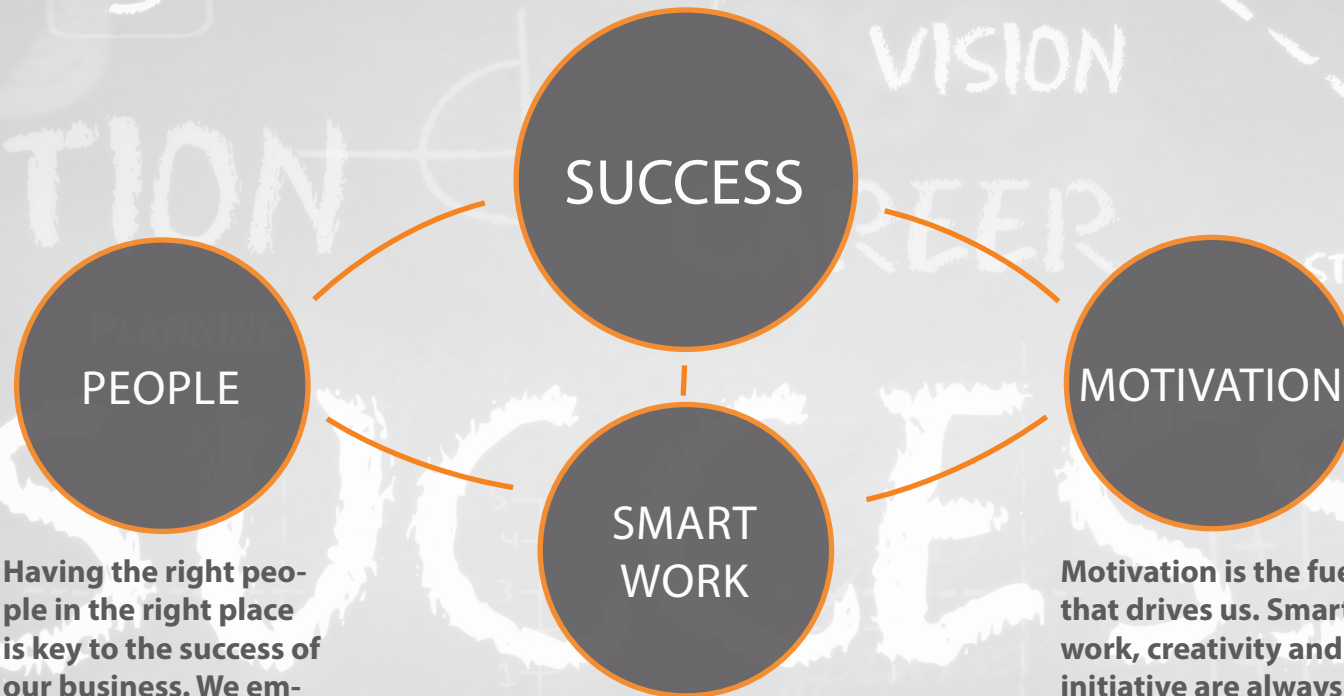
09 Computer, Phone, iPad

Having reliable technology is key to being successful in the field. All TM's are outfitted with a MacBook, iPad and iPhone before taking over their territory manager position.

10 Corporate Apparel

In an effort to maintain a professional look and promote brand recognition we provide all employees with an assortment of JBA logo Nike™ shirts.

OUR KEYS TO SUCCESS



Having the right people in the right place is key to the success of our business. We empower all employees from day one and provide the support they need to be successful while making meaningful contributions to our team.

“Working smarter, not harder” is something we truly believe in. Being efficient in every aspect of your job will lead to a more successful outcome.

Motivation is the fuel that drives us. Smart work, creativity and initiative are always recognized and rewarded. Sales incentives and maintaining a strong work/life balance also play a key role in keeping our employees motivated.

WHERE WILL YOU GO ?

Upon graduating from the TMTP program you will be given the opportunity to travel into the field to manage your own territory. With numerous desirable locations needing to be filled, the opportunity to grow with our company is endless. You will truly discover the opportunities at JB & Associates through our TMTP Program.

Our hands on training allows you to learn quickly, launching your career as early as six months to a year after starting with us. JB & Associates' TMTP program provides diverse, exciting and rewarding opportunities. Working in teams with other JB & Associates professionals, you'll explore what it's like to have your knowledge count and discover that your contributions matter.

JB & Associates employees are given the chance to work on challenging and rewarding projects across many horizons. We ensure your knowledge of our programs are all-encompassing. After graduating from our TMTP program, you will be well-versed on all aspects of our programs to guarantee your success in the field. Your ability to progress through the ranks of the company is entirely dependent on your ability.



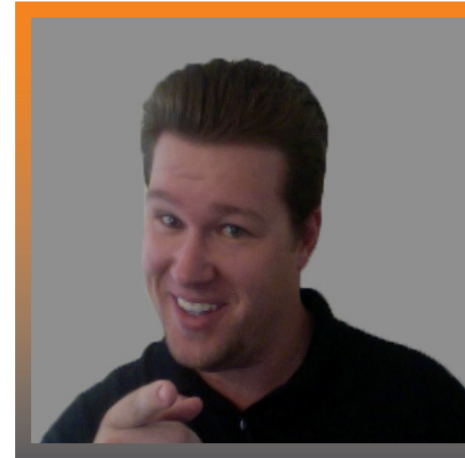
— OPPORTUNITIES —



WHAT OUR EMPLOYEES ARE SAYING



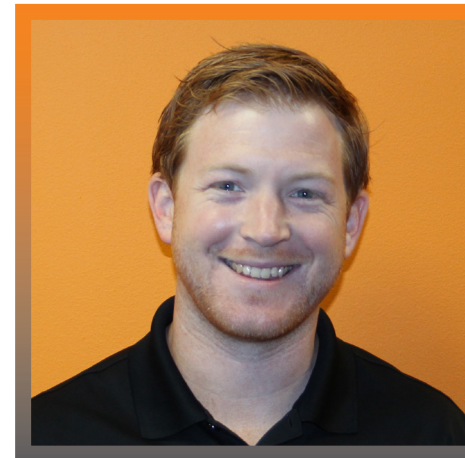
Gracie -
"I love everything about my job! JBA is such a GREAT company to work for. We are very laid back. You can simply wear your JBA shirt with a pair of jeans & you are GOOD to go for the day. Everyone gets treated like family"



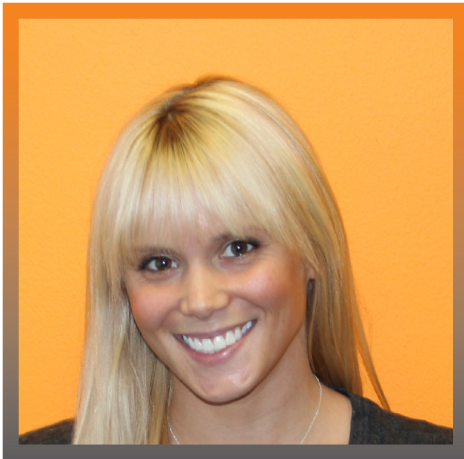
Brett -
"Our company has a fun, family type atmosphere. Everyone feels like part of the team. I appreciate the opportunity they gave me to grow from a customer service rep. to a territory manager."



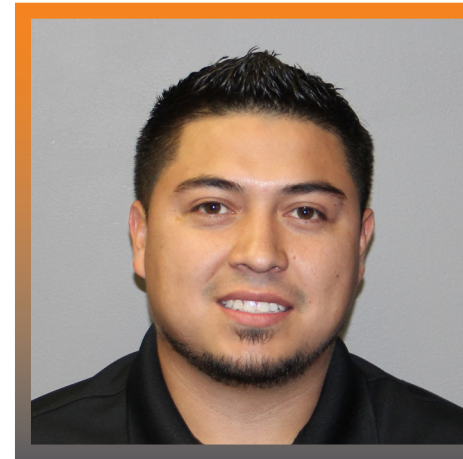
Morgan -
"We work with such wonderful people, its like working with one big happy family. Our business is constantly growing which presents new and exciting opportunities and challenges."



Cody-
"JBA is a fun filled & laid back atmosphere. It is exciting to be working for a company that continues to grow. Having the Fully Stocked kitchen is a nice perk too!"



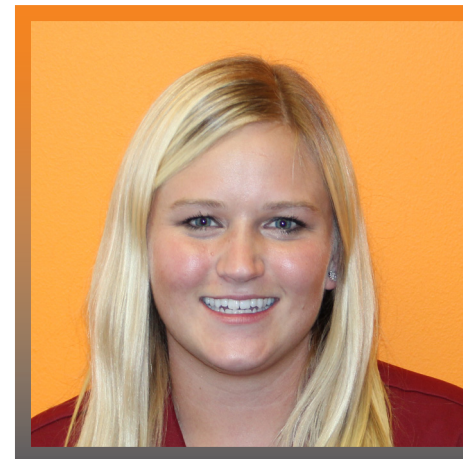
Maggie -
"JBA is a positive work environment with a laid back attitude. I enjoy working at JBA as I am given the opportunity to progress as an individual while contributing to a growing company. Every day is a great day at JBA!"



Rafael -
"I enjoy working at JBA because the people are great and it is a stress free atmosphere. You have the privilege to work at your own pace. Its a hip and cool place to call my second home."



Taylor -
"Working at JBA feels like working for a start up, but on a huge, nationwide scale! Everyone has a voice and their opinions matter. Management does a good job of making sure it stays a fun place to work!"



Jenna -
"I really enjoy the companies culture and atmosphere it provides. Working at JBA has improved my work experience such as interpersonal skills, as well as business skills. I love the atmosphere in the office each day and feeling like I am a part of the JBA family."

OUR CULTURE

COMPETITIVE

With a large portion of our employees in sales roles, we strive to maintain a healthy competitive atmosphere. Incentive based pay is just one of the many ways we drive healthy competition between our employees. We also have regular sales contests and year end awards for top performers.

Positive, energetic people are the driving force behind our success. Surrounding ourselves with like-minded positive energy truly brings out the best in everyone. People are attracted to those who value them and their presence, and that energy is what helps us achieve excellent levels of performance. If you are running low on energy, you can always grab a Red Bull from our fully stocked kitchen!

ENERGETIC

RELAXED

Having a stressful work environment can lead to less productivity and high employee turnover. At JB & Associates we like to keep our day-to-day activity relaxed. We have a business casual dress code in the office and never use scare tactics or threats to motivate employees. Every team member enjoys coming in to work and making productive contributions every day.

FUN

It's not work if you're having fun! Maintaining a fun and friendly atmosphere is one of the ways we increase productivity. A "decompression" room equipped with a Ping-Pong table and darts is one way to blow off some steam after a long stretch on the phone or in front of the computer. We find having a few minutes to decompress throughout the day leads to a more productive day as a whole.

DO YOU HAVE WHAT IT TAKES?

We are looking for energetic people who have the following qualities:

- The desire to build a career in sales with JB & Associates
- A strong work ethic and good moral values
- Being self motivated
- Independent and reliable
- A high level of professionalism
- Strong communication and listening skills
- Experience in sales or the desire to become proficient at selling
- Good at developing relationships with customers and closing sales
- The ability to be creative in finding solutions to problems
- An entrepreneurial spirit
- Natural confidence
- The ability to stay organized and follow up until tasks are complete
- Strong computer and grammar skills

PROGRAM TIMELINE

Week 1:

HVAC Product Knowledge Training

JBA Systems Training

TM Training

- Travel Management
- Customer Management

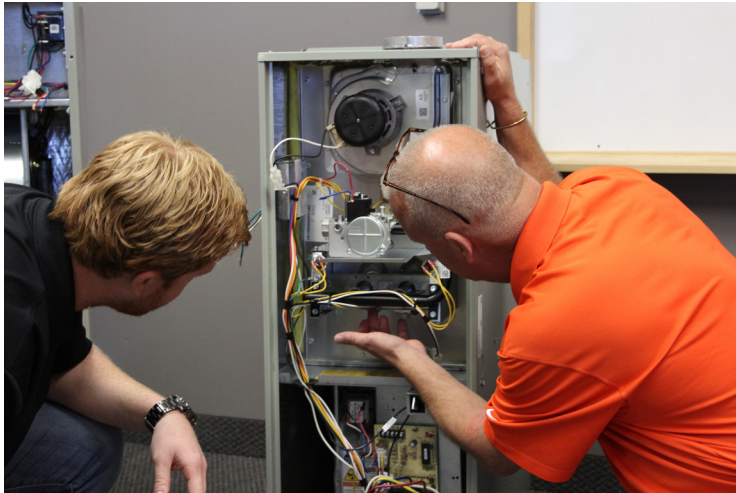
Week 2 - 3:

CSR Training / Shadowing

Claims Training

A Day In The Life Of Claims Dept.

Full Week Of CSR Phone Time



Week 4 - 5:

CSR Phone Time

TM Sales Calls (local)

Trade Shows

Week 6 - 8:

CSR Phone Time

Account Introductions (phone)

Dealer Account Introductions

Distributor Account Introductions





JB & Associates Extended Warranties

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