

# JOIN THE TROPICAL TEAM.

Where people make a difference.



**CAREER OPPORTUNITIES ARE  
WAITING FOR YOU**  
APPLY TODAY!

**ONLINE APPLICATION:**  
[www.tropical.com/careers](http://www.tropical.com/careers)

**CALL OUR OFFICE:**  
(561) 881-3900



*"Our team's individual commitment to their job is what makes the Tropical difference. We're proud to provide the most dependable on-time shipping services in the Caribbean."*

- JEFF FISER, CEO & PRESIDENT

## OUR VISION

The leader in quality, on-time logistics solutions.

## CAREER OPPORTUNITIES

We have a broad range of career opportunities and we are looking for enthusiastic, talented and ambitious people to join our team. We offer an exciting and challenging work environment characterized by teamwork and dedication. We encourage your success by providing opportunities for recognition, rewards and professional growth.

- Signal Person
- Utility Person
- Heavy Equipment Mechanic
- Warehouse Person
- Accounts Payable Clerk
- Senior Accountant
- Truck Driver
- Welder Repairperson
- Stevedore I, II
- Shiplside Inspector



**EMPLOYER OF EXCELLENCE**  
3 YEARS IN A ROW  
National Business Research Institute

## BENEFITS

Tropical considers the health and well-being of its employees one of its highest priorities. We value our employees and show our appreciation through our great benefits and practices.

In addition to our unique work environment and highly competitive salaries, Tropical's total compensation package includes:

- Medical, dental, vision, life and disability insurance
- Annual incentive bonus for all employees
- Salary increases annually based on performance
- 401(K) retirement plan with significant company contribution
- Educational tuition reimbursement
- Recognition program
- Paid time off
- Employee assistance program
- Computer and generator loan program
- Casual work environment
- We will pay for your CDL and Forklift Certification
- And more...!

## TROPICAL SHARED VALUES

We are passionately committed to the success of our customers, our team, and the communities we serve. This commitment is embodied in our Tropical Shared Values which build foundation of our relationship and guide everything we do.

### TRUST

IS OUR COMMON BOND

### RESPONSIVENESS

IS OUR DRIVING FORCE

### OWNERSHIP

IS OUR PERSONAL RESPONSIBILITY

### PEOPLE

ARE OUR PRIORITY

### INTEGRITY

IS OUR UNSHAKABLE FOUNDATION

### COMMUNICATION

IS OUR UNIFYING STRENGTH

### ACCOUNTABILITY

IS OUR ROUTE TO TIMELY RESULTS

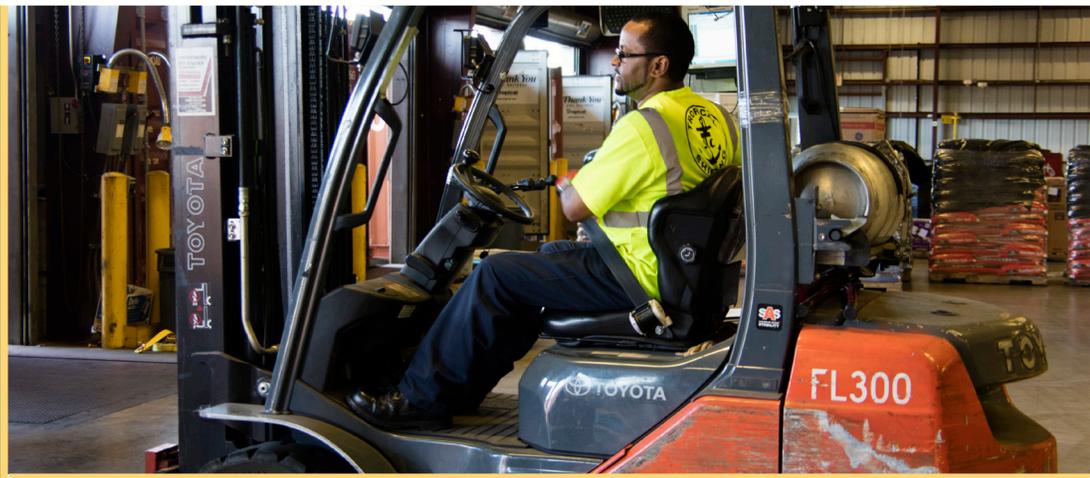
### LEADERSHIP

IS OUR KEY TO THE FUTURE

# RISE

AND DO THE RIGHT THING

At Tropical Shipping, we stand for everything that's right in business. Respect, Integrity and Success through Ethics.



#### OUR WINNING PROPOSITION

We will create superior satisfaction and loyalty by enhancing our customers' supply chain effectiveness with convenient and **reliable** logistics solutions.

#### TO ACHIEVE THIS WE WILL:

- Manage to our company shared values and become a leader in providing a **safe** and environmentally sensitive company culture
- Provide an unmatched customer **commitment** based on a deep understanding of their business and supply chain requirements
- Apply superior asset utilization and **continuously improve** to produce a financial return that allows us to reinvest for the communities we serve

#### SAFETY AND SECURITY

Tropical regards safety and security as a high priority. All of our employees have the responsibility to protect themselves, their colleagues, our equipment and our customers' cargo.

By keeping our ships well-maintained, having professional employees and conducting frequent training, we can obtain commercial and operational success.

#### COMMUNITY INVOLVEMENT

Tropical Shipping has implemented community relations programs to support the people and way of life in the communities of The Caribbean and The Bahamas which we serve, as well as play an active role in the local communities in which we operate.

As our company is present in more than 39 locations, we are involved in a number of projects

including relief efforts and disaster management workshops, charitable fundraisers and a unique marketing program to help boost tourism in the islands.

#### OUR COMPANY AND HISTORY

The company was originally established in 1954 as a construction firm, Birdsall Construction Company, to perform work in Freeport, Bahamas. As business flourished, it became difficult to transport materials to the project sites, so the company pursued the shipping business to minimize expenses and became known as Tropical Shipping. In 1982 Birdsall Inc. was sold to NICOR Inc., (NYSE:GAS) an Illinois based holding company and in 2014, Tropical was purchased by Saltchuk, a privately owned family of diversified transportation and distribution companies headquartered in Seattle, Washington.

Today, Tropical Shipping is the leader in the ocean freight industry and the largest containerized carrier in the Caribbean region. From Canada to South Florida, we operate state-of-the-art vessel fleets and facilities in select seaside ports to meet customers logistics needs to and from The Caribbean and The Bahamas. With a worldwide client base, Tropical moves millions of tons of cargo throughout the world and employs approximately 1,100 employees, living and working in more than 20 international communities. Tropical's headquarters is located in Riviera Beach, FL.