



THE
LESTER
GROUP

AMP

Accelerated Management Program





*Jump-start your
career* with The Lester
Group's accelerated
track to management.

At The Lester
Group, we take
pride in our *people,
ideas and purpose-
driven work.*

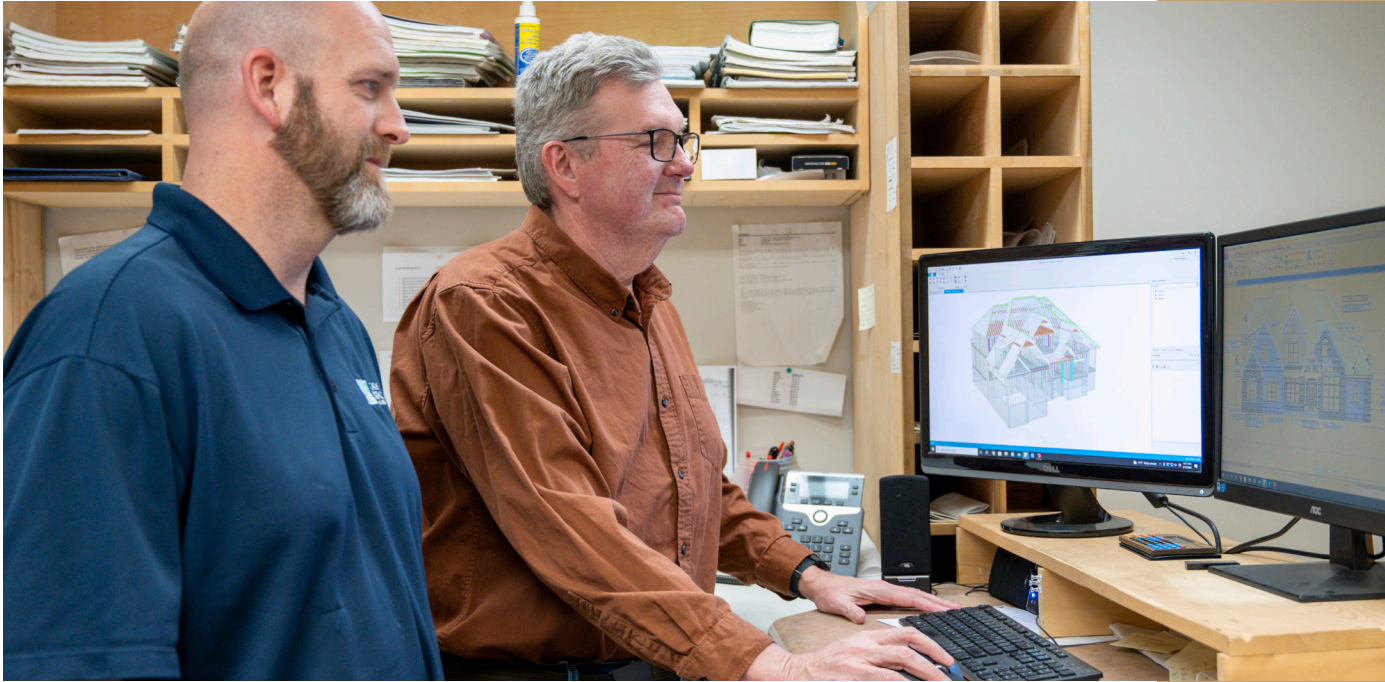




Get AMPed About Your Future

Get on the track to management in just 12-18 months at The Lester Group, one of the fastest growing companies in Virginia, West Virginia and North Carolina! With no prior experience required, you'll be able to learn as you earn at our diversified company that spans real estate management and development, forestlands management and building supply and manufacturing.

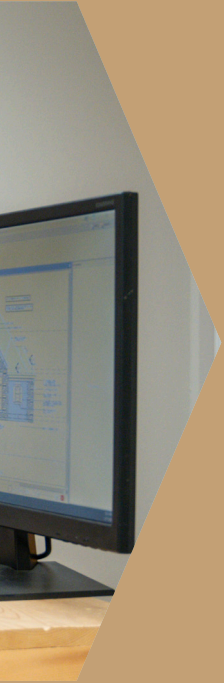
At The Lester Group, we're looking for innovative individuals who are ready to become part of the Lester Legacy and help shape its future as we continue to grow. The Accelerated Management Program (AMP) is a fully paid position that will help you discover the track that will best suit you and your career aspirations.



Mold Your Career to Be What You Want It to Be

Unlike many businesses, you won't get pigeonholed to a specific sector. You will have the opportunity to try on many different hats—affording you the ability to truly customize your career path.

First, you'll get hands-on training at each business unit in the company to find your best fit and gain experience across multiple areas. In just 12-18 months, you'll be on the track to management within our organization.



You'll find that projects at The Lester Group are very diverse—

making no two days the exact same.

A man with curly brown hair and a beard, wearing a blue zip-up vest over a dark shirt, is leaning over a counter. He is pointing at a laptop screen. A woman with long, wavy reddish-brown hair, wearing a black quilted vest over a grey and white striped shirt, is standing next to him, looking at the screen with a slight smile. They are in a kitchen with white cabinets. A green arrow-shaped graphic points from the top right towards the bottom left, framing the scene.

A diversified
company that
continues to grow,
year after year.

Setting You Up for Success

AMP includes both on-the-job training and classroom instruction that will encompass all aspects of:

- Store management
- Sales
- Marketing
- Operations



Additional responsibilities include:

- Navigating through and understanding the sales process and operations side of the business
- Developing relationships with customers
- Communicating with team members through one-on-one discussions and team meetings to discuss safety, policies and ensure that the dialogue is open across all levels of employees.

Benefits



Employee Stock
Ownership Plan



Health, Dental &
Vision Insurance



Paid Time Off



Company-Paid
Life Insurance

About The Lester Group

With real estate developments and property management, forestlands management, building supply locations, a door factory and lumber treatment plants spread throughout Virginia, West Virginia and North Carolina, The Lester Group is one of the most exciting and innovative employers in the region. From our early beginnings in lumber, our vision and mission grew to become the diverse company that is The Lester Group today.



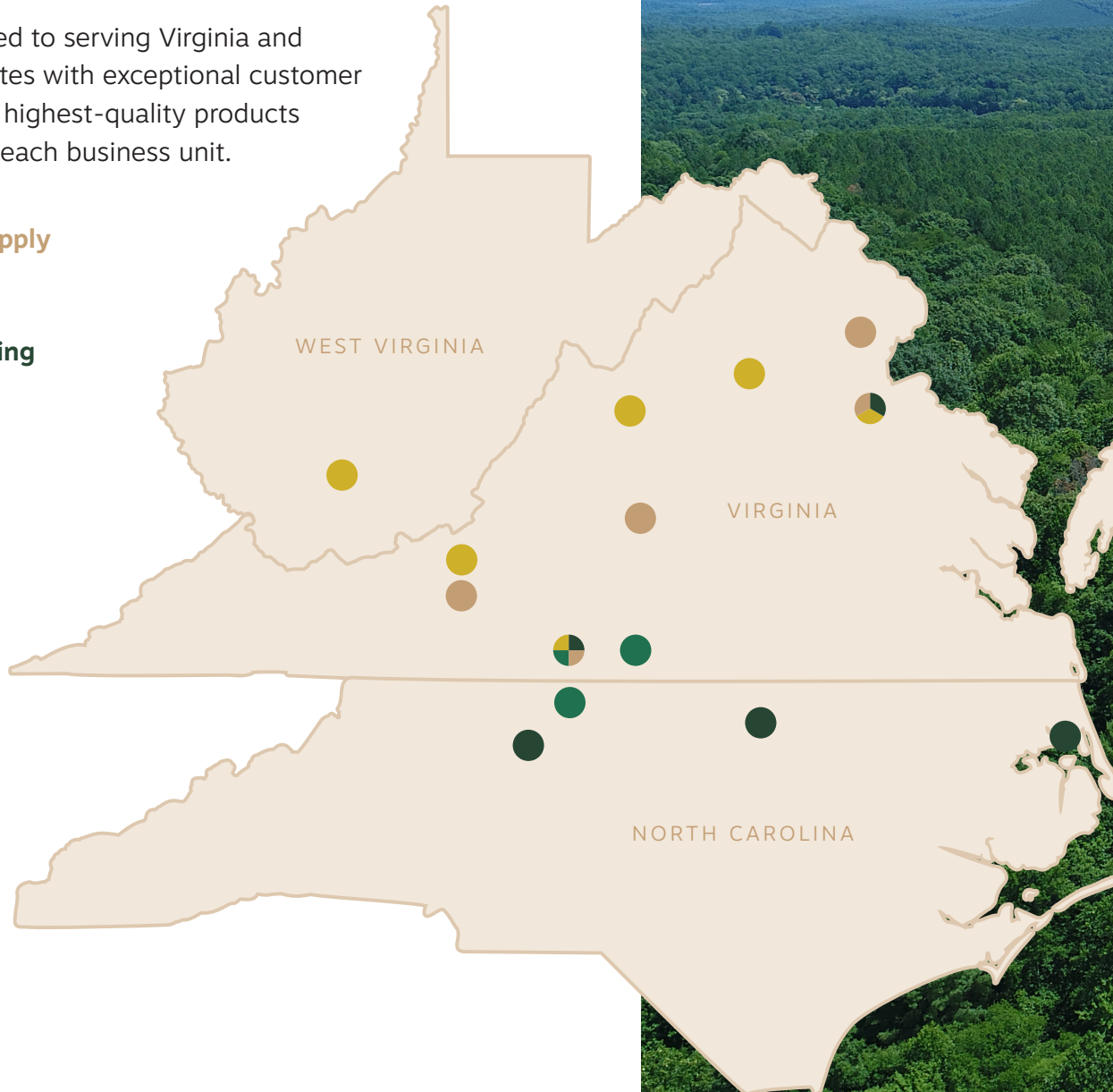
The background image shows a large, multi-story brick building with a prominent clock tower. The building is illuminated from within, and the sky is a deep blue, suggesting dusk. The clock tower has a white clock face and a dark roof. The building has many windows, some of which are lit up. In the foreground, there is a paved area and some landscaping. On the left side, there is an inset image showing a worker in a dark blue uniform with reflective yellow stripes, standing in a warehouse or factory setting with stacks of materials.

Our legacy is built
upon *innovation*
and a *passion*
for *community*.

Our Business Units

We are dedicated to serving Virginia and surrounding states with exceptional customer service and the highest-quality products and services at each business unit.

- Building Supply
- Forestlands
- Manufacturing
- Real Estate



Our Mission

We are a leader in building customer loyalty and successes by combining teamwork, exceptional service, innovation and professionalism balanced with quality, trust and integrity.

Our Values

As a values-driven company, we live by the following each and every day:

We operate with honesty, integrity and respect.

We believe in earning a fair and reasonable profit.

We share time, service and resources within each community we serve.

We provide training and development to ensure the growth and success of our company.

We offer service driven response to our customers by exceeding expectations.

We embrace the importance of employee ownership (ESOP) and accountability.

We provide the utmost quality—setting the standard by which all others are measured.

We encourage a fun and innovative workplace that recognizes and rewards our customers and employees.

We empower our employees to make decisions that continue improvement critical to our growth.

We believe in Christian values guiding our decisions.

*Customize your
career path*

Learn as you earn

*Spark Your Career
with AMP*

Ready to ignite your future with The Lester Group?
Apply for our open management trainee positions today
to jump-start your career and learn while you earn!

Submit your application at [LesterGroup.com/AMP](https://www.LesterGroup.com/AMP)







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