



YOUR FIRE AND SECURITY SOLUTION

BECOME PART OF THE AFA STORY
CAREERS AT AFA PROTECTIVE SYSTEMS



AFA PROTECTIVE SYSTEMS

We are in the business of protecting people, property and assets. Since our customers rely on us every day, we are consistently investing time and resources into our employees. This is what has kept AFA in business for over 145 years. Working at AFA is more than a job; it's a career. Over 100 of our employees have been with the organization more than 10 years, over 50 for more than 20 years. That statistic shows how much opportunity AFA offers to learn and grow throughout the organization.





OUR HISTORY

FOUNDED IN 1873, AFA IS THE OLDEST CENTRAL STATION ALARM COMPANY OPERATING IN THE UNITED STATES.

OUR BEGINNINGS

After the “Great Chicago Fire” and the Boston fire of 1872, fire prevention and detection became a national issue in the United States. In response, William B. Watkins launched the Watkins Automatic Signal Telegraph Company in 1873, the first private fire alarm company in the country based in New York City. The Company expanded its operations to Boston in 1874 and thereafter to the Philadelphia market. On February 20, 1883, the Watkins Automatic Signal Telegraph Company (Limited) was incorporated. The company changed its name to Automatic Fire Alarm Company on December 23, 1899. The company continued to prosper, even throughout the economic challenges of the Great Depression and two world wars.

A NEW VISION

In 1968, Automatic Fire Alarm came under new management. With a forward vision, the company added a full range of building protection services, including security alarms, access control and video surveillance. To better reflect this new vision, while honoring its heritage, Automatic Fire Alarm Company changed its name to AFA Protective Systems, Inc.

EXPANSION

With an expanded scope of services combined with increased demand for high quality systems, AFA was well positioned to expand the geographic scope of its operations. In the 1990’s, the company established new branches throughout the Mid-Atlantic and Southeast. In addition, AFA established its National Accounts Division dedicated to providing asset protection and life safety solutions to retail and commercial chain accounts throughout the 48 contiguous United States.

AFA TODAY

AFA’s heritage and valuable contributions to Fire, Life Safety and Security technologies serve as a great source of pride for us. The long-term relationships we have built with clients, business partners and employees over the decades are what is most important to us. History and relationships matter. It is the difference between being treated like a number in a computer as compared to a trusted partner you can take at their word. With over 145 years of experience, we offer stability, dependability and proven levels of performance to protect the lives and assets of our customers.

OUR BENEFITS

Put your skills and experience to work and consider starting a career with AFA! AFA employees solve complex problems and develop new solutions to better protect lives and property of AFA's customers each and every day. You're never just a number. You'll be part of an elite team.

COMPETITIVE COMPENSATION WITH GREAT BENEFITS

At AFA, our employees grow with us. We offer highly competitive salaries with great benefits, including:

- Superior medical and dental insurance
- 401(k) Plan with company match
- Paid vacation / sick days / holidays
- Employer funded life insurance policy

Employees have the ability to earn commissions and bonuses for creating new growth opportunities. Additionally, a few fun benefits include holiday parties, birthday celebrations and corporate retreats.

"AFA provides a great work environment with stability and a wealth of opportunity," says Cameron Frey, Systems Consultant.

STABILITY FOR THE LONG HAUL

AFA's dedication to its employees is why so many staff members have been with the company for twenty years or more. This level of loyalty is reciprocated with generosity, trust, and equal commitment. Hard work is rewarded with exciting opportunities for career advancement.

Thanks to our robust service offerings, AFA provides best in class service to our clients, allowing our technicians to build, inspect and repair sophisticated fire and security solutions for high profile accounts, including major national chains, airports, stadiums and high rise buildings.

Active members of the AFA team train new employees to ensure continuity of service and an unparalleled level of excellence. AFA's dedication to its employees is why so many staff members have been with the company for twenty years or more.

"Whenever you need help, help is there. Every member of the team is responsive and supportive," says James Spillane, Sales Representative.

AFA's financial stability comes from the excellent relationships we've developed with our customers as well as local fire marshals and local authorities having jurisdiction. Over the last several decades, AFA has enjoyed a healthy growth up and down the East Coast.



OUR CULTURE

For over 145 years, AFA has developed a unique internal culture built on collaboration, trust, humor, integrity, quality and excellence. Our culture allows us to deliver results while still knowing how to have fun. The collective personality of our company is created by our employees who define who we are.

INVESTMENT IN OUR EMPLOYEES

The secret to AFA's success is happy and knowledgeable long-term employees—AFA knows that, and continues to invest in its employees for the future. With an eye towards life safety, we encourage our employees to explore new ideas that promote the business. Today, AFA employees continue to lead the industry in:

- Innovation and Technology
- Development of Fire Protection and Life Safety Standards
- Providing excellent customer service

AN ENVIRONMENT FOR GROWTH AND SUCCESS

AFA understands the importance of involved leaders. With leadership comes responsibility and a commitment to creating an inclusive environment. Responsibility to make sure all employees understand their roles and the impact they can have on the company's growth and success. Responsibility to recognize and celebrate individual efforts and contributions. Responsibility to create an environment where hard work and dedication to excellent results in individual and collective opportunity.

Corporate officers and managers work directly with all employees. This means decisions are made quickly, and any employee—at any level—can voice his or her opinion without getting blocked by red tape.

"Everyone at AFA respects and cares about each other. You can always walk into the boss's office with a concern, no appointment needed," says Frank Ingoglia, Project Manager.

This commitment to multi-level collaboration has been a driving force behind AFA's expansion to territories up and down the East Coast.



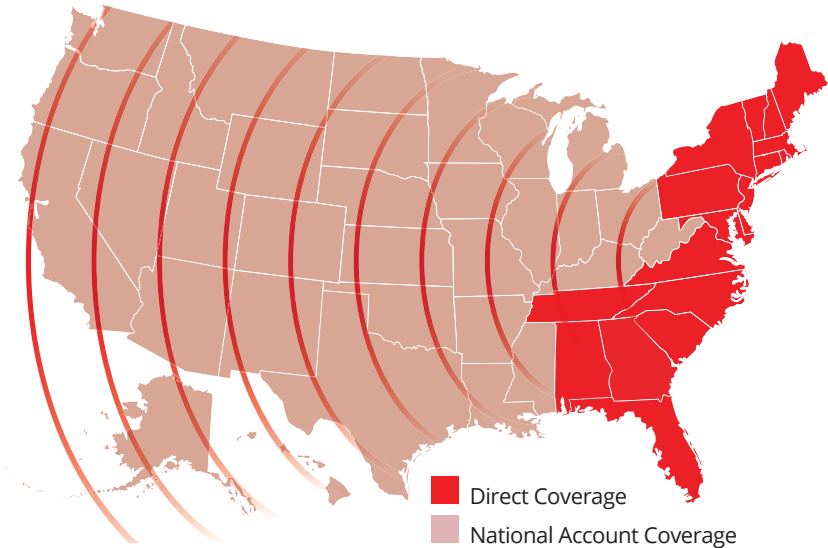
LOCATIONS

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