

TEAM MEMBER EXPECTATIONS

Ampleton Inc.

Montréal, Québec • March 2026

What is Ampleton?

Ampleton is an early-stage company based in Montréal. We make custom stickers and related items for campus organizations and small businesses. We operate leanly, hold ourselves to a high standard.

The Roles

We are currently hiring for two types of positions.

Illustrator — 1 position

You are responsible for the visual work that represents Ampleton and its clients.

- Design sticker artwork, brand assets, and custom illustrations from client briefs
- Maintain a consistent visual language that reflects Ampleton's identity
- Prepare production-ready files and manage revision rounds professionally
- Flag creative or technical issues early — do not wait until the deadline
- Contribute ideas for new products, formats, or collaborations

Operations Associate — 2 positions

You are responsible for growing Ampleton's relationships with the people around us.

- Reach out to on-campus clubs, student associations, and small businesses
- Attend meetings, represent Ampleton, and follow up consistently
- Help coordinate orders, logistics, and client communication alongside George
- Keep track of outreach activity and report back on what is and is not working
- Occasionally assist with production, packing, or event setup when needed

These are part-time, paid roles.

Conduct Norms

These are not suggestions. They apply to everyone at Ampleton.

Ownership. You are responsible for your work from start to finish. You do not wait to be told what to do next, and you do not hand off problems without a proposed solution.

Honesty. Say what is true, even when it is uncomfortable. If something is not working; a brief, a relationship, a process, say so early. We would rather hear a hard truth now than a polished non-answer later.

Follow-through. If you commit to something, it gets done. If your circumstances change, you say something before the deadline, not after.

Respect. You treat colleagues, clients, and partners with professionalism in every interaction, in person, over email, and in writing. There is no internal and external standard. One standard.

Discretion. What happens inside the company stays inside the company. You do not share internal conversations, finances, pricing, client information, or operational details with outside parties.

No passive behaviour. You raise things. If you disagree with a decision, a direction, or the way something was handled, you say it directly to the person involved, not to someone else. We resolve things face to face.

What You Can Expect From Us

We hold ourselves to the same standard:

- **Clarity.** You will know what is expected and why it matters.
- **Honest feedback.** We tell you how things are going, directly.
- **Fair pay.** Compensation is discussed openly. As the company grows, so does what we can offer.
- **Transparency.** You will have visibility into where the Company is headed and, in summary form, how it is performing financially.

How Decisions Are Made

Day-to-day decisions sit with whoever owns the task. Decisions that affect the Company's direction, finances, or team are made by the President, in consultation with the team where appropriate. Major decisions will be explained not just announced.

If you think a decision is wrong, say so. We want to hear it. Once a decision is made and explained, we move.

Parting of Ways

Either party may end the working relationship with two weeks written notice. If the reason is a conduct issue; dishonesty, breach of confidentiality, or behaviour that damages the Company or the people in it, the process follows the terms set out in the Ampleton Constitution, and notice may be shorter.

We hire carefully to avoid this. If it ever gets to this point, something broke down earlier that we should have caught.

Next Steps

Read the Ampleton Constitution at ampleton.ca/careers. If this resonates, apply through the link on that page. The conversation starts there.