



**START YOUR
CAREER HERE!**



RECRUITMENT PACKET
OCTOBER 2026

ABOUT ABSTRAKT



Abstrakt is a technology-enabled outsourced sales development company. From one campus in downtown St. Louis, our team books qualified sales meetings for B2B companies across North America.

Our team members are at the core of what we do, and we develop and promote from within: 90% of higher-level positions are filled internally, and 95% of the people running Abstrakt today started as Sales Development Reps.

If you want to lead a sales floor, run client accounts, sell to business owners or build the systems behind it all, our career tracks give you clear steps to get there.

BY THE NUMBERS

500+

U.S.-BASED TEAM MEMBERS

1,500+

CLIENTS

100,000+

MEETINGS BOOKED A YEAR

17+

YEARS ON THE PHONES

200+

AWARDS IN 17 YEARS

\$1B+

IN CLIENT REVENUE
GENERATED

RECOGNIZED AS A PLACE TO WORK

St. Louis Post-Dispatch Top Workplaces

8 years: 2015, 2016, 2017, 2018, 2019, 2020, 2022, 2023

St. Louis Business Journal Best Places to Work

5 years: 2015, 2016, 2017, 2020, 2023

Top Workplaces USA

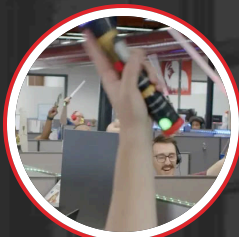
2 years: 2023, 2024

Top Workplaces Culture Excellence Awards

2 years: 2023, 2024

Inspiring Workplaces

5 years: 2021, 2022, 2024, 2025, 2026



WIN CELEBRATIONS



CHILI COOK-OFF



CELEBRATIONS



HOME RUN DERBY

CAREER POSSIBILITIES

HIRING NOW

Every career here starts on the phones. These are the roles we are hiring for now, with the pay range each job posting lists. Sales development roles pay a base salary plus commission, so the reps who book more meetings take home more.

SALES DEVELOPMENT REPRESENTATIVE

St. Louis office · full time, salaried

\$40K TO \$55K

The seat almost everyone starts in. You are trained on the industries and services of four to five clients, together about \$250K in annual revenue for Abstrakt, and you book the meetings that grow their business.

PARTNER ACCOUNT MANAGER

St. Louis office · hybrid, full time, salaried

\$45K TO \$70K

An SDR who runs their own accounts. You start as an Associate Partner Account Manager, spend your first six months on the SDR side of the business, and step into the full role when you pass your certification at six months.

REMOTE SALES DEVELOPMENT REPRESENTATIVE

Remote · Kansas City area only · full time, salaried

\$50K TO \$70K

The same SDR role and the same 10 business days of paid training, worked remotely by candidates based in the Kansas City area.

Posted pay ranges from Abstrakt's job postings on Hireology, October 2026. Your offer letter is the final word.

THE LEADERSHIP LADDER

SDR

Start becoming a B2B expert and build your sales knowledge.

PARTNER SALES MANAGER

Take your skills up a level and teach them to a team as you step toward management.

MANAGER

Move into account management or sales management, depending on your department.

DIRECTOR

For proven leaders ready to scale their impact, mentor new managers and work with the executive team.

VP

Going from SDR to VP over a career here is common. We hire from within and invest in our people.

CAREER GROWTH



Start as a Sales Development Rep, learn how B2B sales really works, then pick the track that fits you. Going from SDR to VP over a career here is common, and after 90 days you can apply for internal roles.

SALES

Sell Abstrakt programs to owners and executives at growing companies.

START	Sales Development Representative
NEXT	Sales Executive / Account Executive
SENIOR	Sr. Executive Sales Representative
LEAD	Director of Executive Sales
EXECUTIVE	Vice President of Executive Sales

SALES MANAGEMENT

Lead a team of SDRs on the floor and own their number.

START	Sales Development Representative
NEXT	Partner Sales Manager
LEAD	Sales Manager
SENIOR	Director
EXECUTIVE	Vice President

ACCOUNT MANAGEMENT

Own client relationships and the results Abstrakt delivers for them.

START	Associate Partner Account Manager
NEXT	Partner Account Manager
SENIOR	Partner Performance Manager / Senior Partner Performance Manager
LEAD	Director of Partner Success
EXECUTIVE	Vice President of Partner Success / Partner Account Management

OPERATIONS

Run the machine behind the floor: data, quality, recruiting, training and process.

Titles our people hold in operations today. They are not steps in a fixed order: people move into them from the floor when a seat opens.

ANALYST	Partner Operations Analyst / Strategic Operations Analyst
PEOPLE	Recruiter
SYSTEMS	Salesforce Administrator
LEAD	Director of Data Analytics
EXECUTIVE	Executive Vice President of Recruitment and Training

TRAINING AND DEVELOPMENT

No one takes a call on day one. You don't have to know everything; you have to be willing to learn.

1

TWO WEEKS OF PAID TRAINING

Every rep completes two weeks of extensive training before taking a call on the floor. That is 10 business days, paid, before your first call.

2

CERTIFIED ON EVERY CLIENT

Every rep is certified on a client, including AI role plays, before representing that client.

3

COACHING ON REAL CALLS

Your manager coaches the floor every week and listens to your calls, so the feedback is about the call you just made.

4

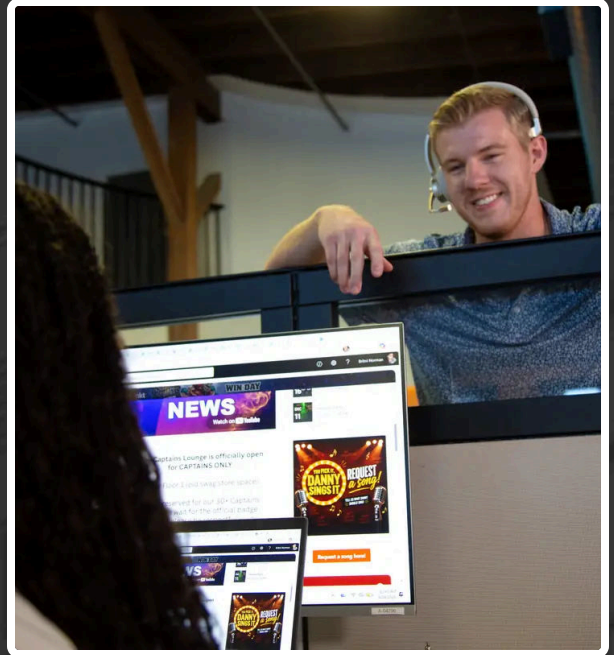
APPLY FOR INTERNAL ROLES AFTER 90 DAYS

Promotions are earned on performance, not handed out on a calendar.

5

A BASE SALARY INCREASE AFTER SIX MONTHS

High performers can earn one.



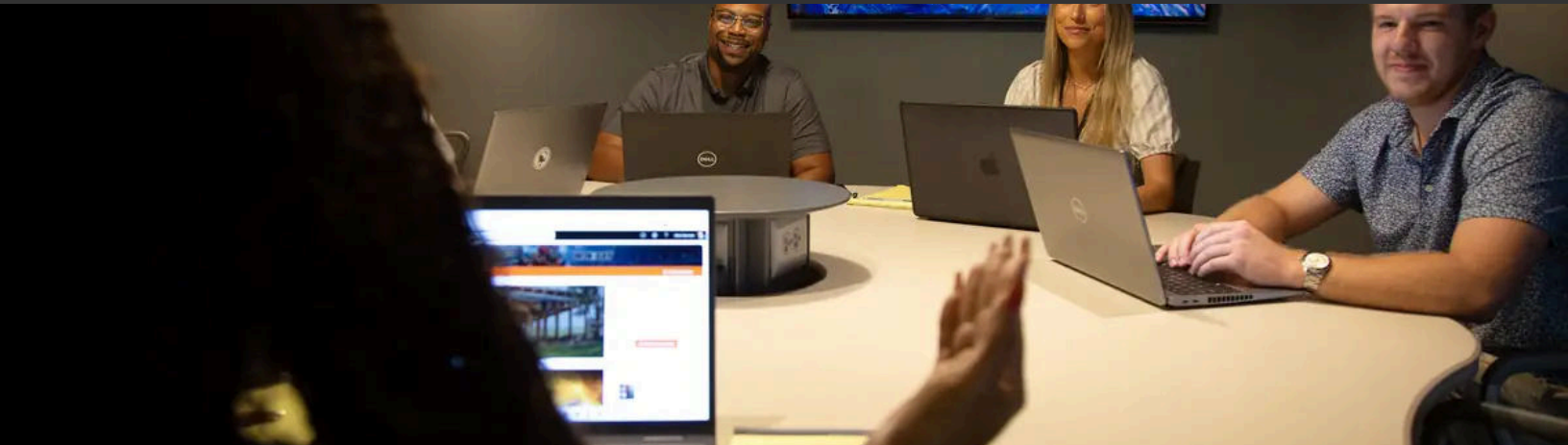
Abstrakt's founders have more than 35 years of experience in sales scripting. The sales process you learn is built on it.



Abstrakt was only my second job after graduating from Mizzou, and I've been here for over 12 years. I started as an entry-level Sales Development Rep with no sales background and limited business experience. Today, I'm proud to serve as an Executive Vice President. This is the kind of place where hard work, curiosity, and drive can take you further than you ever imagined.

JESSICA FRYE, EXECUTIVE VICE PRESIDENT OF RECRUITMENT AND TRAINING

PAY AND BENEFITS



FOR EVERY TEAM MEMBER

HEALTH, DENTAL AND VISION

Medical, dental and vision coverage.

401(K) MATCHING

Retirement savings with a company match.

PTO AND WELLNESS BENEFITS

Paid time off plus wellness benefits.

PAID TRAINING

10 business days of paid training before your first call.

GIVE BACK DAY

A paid day every August when the office closes to volunteer.

CHARITABLE LEAVE AND DONATION MATCHING

Time off to volunteer, and a match on what you give.

BY ROLE

COMMISSION

Sales development roles pay base plus commission.

BASE SALARY INCREASE

High performers can earn one after six months.

FREE GATED PARKING

For roles based at the downtown St. Louis office.

EARNED REMOTE FLEXIBILITY

SDRs can earn remote work; Partner Account Managers earn more as they hit milestones.

ALSO

- Mental health access
- Flexible hours
- Gym access
- The Abstrakt Red Card
- Wellness credits

Benefits as listed on Abstrakt's job postings and careers pages, October 2026. Plan details come with your offer.

LIFE AT ABSTRAKT

Life here is a competitive sales floor during the day and a team that celebrates together after it.



ON THE CALENDAR

FRIDAYS

FUN FRIDAYS

Food truck Fridays and Fun Fridays close out the week.

EVERY YEAR

COMPANY PICNIC

The whole company together and away from the phones.

ALL YEAR

COOK-OFFS AND DERBIES

Chef hats at the chili cook-off and bats at the company Home Run Derby.

HOLIDAY SEASON

ADOPT-A-FAMILY

Every holiday season, teams adopt local families with gift cards, toys, food, bikes and clothes.

SPRING

EASTER EGG HUNT

Plastic eggs and prize boxes hidden around the building.

AUGUST

GIVE BACK DAY

The office closes and the team volunteers across St. Louis. 2025 was the 8th annual.

HOLIDAY SEASON

THE HOLIDAY PARTY

The people who compete on the floor all year celebrate the year together.

EVERY YEAR

DRAGON BOAT RACES

Abstrakt crews race in the annual St. Louis Dragon Boat Races, benefiting the Signature Healthcare Foundation.

EMPLOYEE RESOURCE GROUPS

Abstrakt launched Employee Resource Groups in September 2022, starting with a Women's ERG. Its first event, Wine Down Wednesday, put women from the director and executive teams on a panel about leadership style and promoting inclusion at work.

THE RED CARD



Start at Abstrakt and the Red Card is yours: your key to discounts, freebies, birthday perks and exclusive experiences from partners across St. Louis. Scan it, show it, save. No membership, no fees.

HOW IT WORKS

1

FIND YOUR PERK

Browse partners by what you are after, or search one by name.

2

REDEEM IT

Some perks need a code, and we give you one. For others, just show your Red Card at purchase.

3

ENJOY

No sign-ups, no fees. The card does the work.

A FEW OF OUR 17 PARTNERS

THE COBBLESTONE STL

15% off purchases of \$10 or more, plus a free coffee on your birthday. Right next door to the office.

ST. LOUIS CARDINALS

Discounted tickets to one weekend game and one weekday game every month.

CITY MUSEUM

Discounted admission, \$16.25 a person.

TROPICANA LANES

A free hour of bowling, shoes included, for two people.

ROSALITA'S CANTINA

15% off, plus a free dessert on your birthday.

COURTYARD BY MARRIOTT DOWNTOWN

25% off standard rooms and 10% off upgraded rooms.

Partner offers as listed in October 2026. Offers can change.

OUR OFFICE

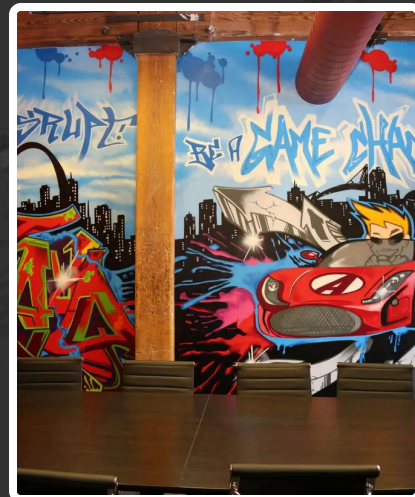
Exposed brick, a full sales floor and the Gateway Arch out the window, in downtown St. Louis.



NORTH 1ST STREET



THE THUNDERDOME



THE GAME CHANGER ROOM

WHY WE WORK IN PERSON

Our SDR role is office-based on purpose. A new rep learns faster sitting ten feet from someone who books meetings all day, and your manager can coach the call you just made. When someone gets a win, the floor knows about it and the light-up sabers come out.

Flexibility is earned, not withheld. SDRs can earn remote work, Partner Account Managers earn more remote time as they hit their milestones, and we also hire remote SDRs in the Kansas City area.

GETTING HERE

ADDRESS

701 N. 1st Street, St. Louis, MO 63102

PARKING

Free gated parking in the heart of St. Louis.

DRESS CODE

Business casual. Dress like a pro, feel like yourself.

INTERVIEW VISIT

About 90 minutes on site: a tour, a shadow session and a mock role play.

LEADERSHIP VALUES

"Trust is earned when actions meet words." Trust is the cornerstone of the relationship our leaders must have with their teammates.

T

TRANSPARENCY

Our Leaders openly and honestly share agendas, facts, and conditions with Employees so together we may celebrate success, tackle challenges, and ultimately foster strong communication.

R

RELATIONAL

Our Leaders build relationships with Employees, Clients, and Vendors, and these interactions with each other are engaged, humble, and kind.

U

UPLIFTING

Our Leaders inspire their teams to perform and behave at their highest level, embrace a GROWTH mindset, and to do the right thing.

S

STRATEGIC

Our Leaders carefully and confidently evaluate, design, and implement decisions for our clients', our employees', and Abstrakt's future GROWTH and prosperity.

T

TEAM-ORIENTED

Our Leaders stress collaboration and cooperation while performing business activities to bring about success of the team and its mission.

GIVING BACK

Abstrakt team members roll up their sleeves to give their time and talent to the community where we live and work.



GIVE BACK DAY 2025

450

TEAM MEMBERS AND GUESTS
VOLUNTEERED

28

LOCAL ORGANIZATIONS SERVED

3,000+

VOLUNTEER HOURS IN ONE DAY

8th annual Give Back Day, August 8, 2025.

GIVE BACK DAY

A paid day every August when the office closes and the whole company volunteers across St. Louis.

CHARITABLE PAID TIME OFF

Eight hours of charitable PTO every year, on top of Give Back Day.

ADOPT-A-FAMILY

Every holiday season, teams adopt local families with gift cards, toys, food, bikes and clothes.

DONATION MATCHING

Abstrakt matches team members' donations to the causes they support.

DRAGON BOAT RACES

Abstrakt crews race in the annual St. Louis Dragon Boat Races, benefiting the Signature Healthcare Foundation.

GROWTH MINDSET

Our mission: We cause predictable growth for our exclusive partners by building robust sales pipelines that generate consistent, quality leads.



GROWTH CREED

In life and thus within business, we strive to experience, to ignite, and to grow...

Grow in our lives,
Grow in our friendships and partnerships,
Grow in our faith and intellect,
Grow in our techniques and strategies,
Grow in our processes and efficiencies,
Grow in our creativity and ideas,
Grow in our experiences and professionalism,
And of course, grow within our customer's business and thus, our own.

GROWTH is at our core, and fuels what we do and how we do it. This is why we call ourselves a business GROWTH company.

So today and every day, ask yourself, "Is what I'm doing causing GROWTH?" and if it does not, stop and do something new.

**ALWAYS BE
GROWING.**

WHAT IS AN A-PLAYER?

These are the characteristics we look for in our team members. Weekly awards are handed out within each team.



ATTITUDE

You have a positive attitude personally and professionally. Your thought process is always centered around how it can be done and not why it can't.

ACCOUNTABILITY

You are willing to accept responsibility for personal and company goals. You hold yourself accountable to success.

AWARENESS

You are always aware of the impact you and your teammates have on company growth. You understand the company vision and how your goals align with success.

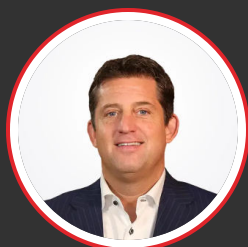
ADAPTABILITY

You thrive in a fast-paced environment. You can easily adjust to change within the company and your role. You are willing to adapt and do whatever it takes to move the company forward.

AMBITION

You have an inner desire to succeed. Growth is at your core. You are dedicated to growing your career and the company.

EXECUTIVE TEAM MESSAGE



SCOTT SCULLY

Executive Chairman



JEFF WINTERS

Chief Executive Officer



BRIAN CONDON

Board Member and
Partner



ALICIA HAAS

Chief Financial Officer



JASON BAHNAK

Chief Marketing Officer



MELANIE CLARK

Chief People Officer



ERIC WATKINS

General Manager



KATHLEEN PAYNE

Executive Vice President
of Product Development



WILLIAM OSBURN

Executive Vice President
of Operations



NEIL ERKER

Chief Creative Officer

WELCOME TO OUR FAMILY

On behalf of Abstrakt's executive team, thank you for considering a career with us. We pride ourselves on a culture that lets people thrive, be authentic, express themselves and have fun, all while delivering a business growth solution that works for our clients.

So what do we look for in new hires? People who are confident, sharp and focused while also friendly and collegial; serious about their work, but not too serious about themselves; and passionate about customers, putting them and their teams first.

We also look for people who want to challenge the status quo, find better ways to get things done and see the world with fresh eyes.

Our clients choose us, and by extension possibly you, because they need help with sales. They can't do what they do without a team like ours behind them, and you could be on your way to joining it.

THE ABSTRAKT EXECUTIVE TEAM

HOW WE HIRE

A general overview of the interview journey. Your recruiter will advise on specifics for your role and location. Interviewing is a two-way street, so bring your questions.

1

APPLICATION

FIRST THINGS FIRST

Once you submit your application, our Talent Team will review it. If there's a match, we'll reach out to you to complete a phone screen.

2

RECRUITER INTERVIEW

LET'S CHAT

During the phone screen, one of our recruiters will work to understand your background, motivations and career goals and, of course, discuss what it's like to be part of the Abstrakt team. Interviewing is a two-way street, so ask questions to make sure we're what you're looking for as well.

3

PEOPLE TEAM INTERVIEW

GREETINGS AND MEETINGS

Next, you'll have a virtual interview with a member of our People Team, who will ask about your experience, how you'd work together, and how you can bring new perspectives to the team.

4

TOUR, SHADOW AND PRACTICAL

1.5 HOURS ON SITE

If we move forward, we'll invite you on site for a tour of our campus, a shadow session with a current team member, and a mock role-play session.

5

REFERENCE CHECK

TWO REFERENCES

After your on-site visit, we'll ask for contact information for two references we can reach out to about your prior experience.

6

EMAIL ASSESSMENT

A LAST PRACTICAL STEP

We'll send you two sample partner email prompts and ask you to respond as you would if they came from a real Abstrakt partner.

7

OFFER AND ONBOARDING

WELCOME TO THE TEAM

If it's a match on both ends, your recruiter will reach out with the best part: your offer. If you accept, we'll kick off preboarding to get you ready for day one, and our training team will be there at each step so you feel ready to start making an impact.

LET'S TALK!

SEE OPEN JOBS AND APPLY

careers.hireology.com/abstraktmarketinggroup

VISIT US

701 N. 1st Street, St. Louis, MO 63102



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