



# CAREERS

# WHO WE ARE

The Nakupuna Companies are a family of businesses specializing in mission & business operations, IT, facilities & infrastructure, logistics, and environmental services for federal customers. We are majority owned by the Nakupuna Foundation, a certified Native Hawaiian Organization (NHO) and non-profit that works to promote and advance the Native Hawaiian community through partnerships, programs, and targeted investments.



## CORE VALUES

Working at the Nakupuna Companies means you are passionate about what you do and care about your impact, both professionally and in your community.



Our organizational values of passion, honesty, judgment, impact, teamwork, and communication reflect our spirit of innovation and service.

# BENEFITS

We offer a comprehensive and evolving benefits program for our eligible full- and part-time employees. Benefits that may be available to you and your family include:



## Medical, Dental, and Vision Insurance

- Annual performance bonuses
- Flexible work schedules
- Professional Development & Tuition Assistance
- Access to a Financial Advisor
- Cell phone allowance
- Transportation allowance
- Military Differential Pay
- PTO year-end carryover and buyout
- Travel Assistance
- Employer paid Life, AD&D, Critical Illness, Short- and Long-Term Disability Insurance



## Employer 401(k) Contributions and Profit Sharing

- Voluntary Life and AD&D Insurance for employees & dependents
- Health Savings Account
- Flexible Spending Plans
- TRICARE Supplemental Insurance
- Supplemental Critical Illness, Hospital, and Accident Insurance
- Employee Discounts, Legal Insurance, Pet Insurance, and more!



## 20 Days PTO and all Federal Paid Holidays

## CORE CAPABILITIES



### Mission & Business Operations Services

Practical business services to meet our government customers' biggest operational challenges

- Strategic Planning & Communications
- Financial Management & Acquisition Support
- Program & Project Management
- Human Capital Management
- Business Intelligence & Data Analytics
- Change Management & Business Process Improvement



### Information Technology Services

Making tech work better with Agile processes, talented experts, and constant improvement

- Agile Software Development
- Data Transformation
- Legacy System Sustainment & Modernization
- IT Operations Enhancement



### Facilities and Infrastructure Services

Empowering mission readiness with advanced network solutions & critical infrastructure services

- Tech Refresh
- Facilities Support
- Network Modernization
- Cable Plant Management
- Cybersecurity



### Environmental Services

Effective, compliant environmental services that deliver lasting value to our customers

- Environmental Investigation & Remediation
- Munitions Response
- Environmental Compliance Services
- Restoration Construction



### Logistics Services

Innovative, tailored, and sustainable services and solutions that optimize complex logistical operations

- Property Accountability & Audit Readiness
- Inventory & Supply Chain Management
- Logistics IT Development & Sustainment
- Integrated Logistics Support

# OUR CULTURE

## All work and no play? NO WAY!

It's not just amazing benefits and modern, updated office spaces. You'll have a good time with great people at any of our annual events, or just hanging out when work is over...

- Baseball Games
- Holiday Parties
- Happy Hours
- Summer Picnics
- Volunteering
- Rock Climbing
- Annual Fitness Challenge



## OUR COMMUNITY IMPACT

The Nakupuna Companies contribute to the vibrant and resilient communities where our employees work while fulfilling our responsibility as a Native Hawaiian Organization.

### Investment in Hawai'i

You support the Native Hawaiian community through your work, every day. With proceeds from the Nakupuna Companies, our non-profit Nakupuna Foundation funds scholarships, internships, workforce development, and community-serving educational programs with over 30 organizations serving in Hawai'i.



### Service in Local Communities

You can support charitable causes in your part of the country through our employee-led giveback program. Build connections with your colleagues by organizing a volunteer event, and Nakupuna will make a donation to a charity of your choosing.



### Internships and Returnships

Your impact extends to the next generation of the workforce. College students, as well as professionals re-entering the workforce after an extended absence, can leverage paid internships or returnships through the Nakupuna Foundation and gain mentorship and experience from Nakupuna Companies employees.



[www.nakupuna.com/careers](http://www.nakupuna.com/careers)



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