

what we **value**

customer first

Our number one goal is to exceed customer expectations. We work towards that goal on every project and with every customer. Our customers define who we are and we take that definition seriously. We personally invest ourselves in each project and will always put our customers' needs first.

intellectual agility

Our team members are curious and quick to learn new concepts. For every customer, we seek to understand the specific problem by asking the right questions and understanding the difference between critical details and unimportant facts. We are resourceful and solutions oriented, applying our knowledge and handling challenges effectively. We have demonstrated our creativity and innovation in problem solving through our many software solutions.

ambition

We demonstrate intrinsic motivation to achieve both personally and professionally. We will do whatever it takes to find and deliver the results our customers have come to expect from Fishbowl. Our team members take personal initiative to get things done and are interested and skilled in leveraging technology to solve business problems. We settle for nothing less than excellence.

continuous learning

Our desire and capacity for ongoing learning guides everything we do and drives us to understand the root cause of every problem. Only in doing so are we able to build truly great solutions. We constantly work on improving our customers' experience at all levels of engagement. When we do something great, we take what we learned and do it even better the next time.

teamwork

Our team members possess collaboration skills and understand the importance of leveraging the team approach. We work to provide a seamless experience to clients by sharing knowledge and learning with others. We are open to others' opinions and viewpoints, and we know when to pull others in to help solve problems. We understand that teamwork is just as important as individual contributions.



you
control your
destiny...

why should I join fishbowl solutions?



Our dedicated and hard-working team at Fishbowl Solutions.

"At Fishbowl Solutions, our employees are our most important asset. We work with world-class clients who have world-class expectations, so only the best succeed. Specifically, we are looking for people with competitive spirits, proven academic success, and who are committed to finding solutions. We want people who have set goals for themselves and are looking for a company to help them achieve those goals. We value our "work hard, play hard" culture and look for candidates that appreciate that lifestyle. If you want to be in control of your career and consistently exceed customers' expectations, I invite you to explore what Fishbowl Solutions has to offer!"

- Tim Gruidl
President & Founder
of Fishbowl Solutions

what we do

We help our customers deliver the right information to the right people at the right time. Founded in 1999, our software and services focus on Oracle Enterprise Content Management and Enterprise 2.0 and the PTC Product Development System.

Through our expertise and solutions, we help our customers harness the knowledge of both their employees and systems to do more with less. Whether this means launching a new website or intranet, helping teams collaborate, delivering engineering drawings and data to the mainstream enterprise, or automating slow, paper-based business processes, Fishbowl makes it all happen.

who we are

We are Customer First

We focus on exceeding our customers' expectations. Every customer. Every time. Our walls of customer reference letters are a testament to our success in putting our customers first.

We are Ambitious

We work hard. We play hard. We are problem-solvers by our very nature. We do not rest until we have delivered what we promised - and often more.

We are LEAN

Good is never good enough: We are always striving to be better. We believe in "never re-inventing the wheel", so we build our knowledge into our solutions. This means the most value for our customers.

We are Committed to Giving Back

We support the communities we serve by giving back. We contribute to several non-profit organizations like the Toys for Tots annual toy drive, Memorial Blood Centers, Down Syndrome Association of Minnesota, Children's Cancer Research Fund, Greg Marzolf Jr. Foundation... to name only a few.



what will i experience at fishbowl?

culture

Team Spirit

We are a team striving to please our customers. We know it is our employees who make us who we are, so our office is built for hard work, and knowledge sharing. In our very own "Fishbowl", you can take part in lively ad-hoc meetings and collaboration. In a nutshell: We talk to each other. We push each other. We work together. We play together. We give back.

Learn Here. Grow Here.

We are a small, growing business of motivated individuals who strive to get to the root cause of every problem so we can deliver the best solutions for our customers. You are more than a number here. You contribute real results to our bottom line.

Work with only the Best

We choose only the best and the brightest to join our team, and those who do join are free to take their career where they want. When you work for Fishbowl you work hard but we believe the satisfaction can not be found anywhere else.

"There's a sense of teamwork at Fishbowl Solutions that you will not find at a larger company. Here, every employee contributes directly to the success of the company."

- Associate Support Engineer



world class clients

Our clients range from small, start-up organizations to large, well-established corporations across a wide variety of industries.

Some of Fishbowl's clients include: Blue Cross Blue Shield of MN, Hennepin Country Medical Center, Municipality of Anchorage, NAVTEQ, Oglethorpe Power Corporation, UMB Financial Corporation, and Tufts Health Care.

"Their responsiveness in addressing issues, the quality of their work and their timely communication have all made this challenging project go a little smoother for all."

- Tufts Health Care

"Fishbowl provides the resources necessary to work towards success."

- Blue Cross Blue Shield

The product has served us flawlessly and Fishbowl has always been extremely responsive in assisting with customizations and the implementation of the product."

- Municipality of Anchorage

peloton awards

"When you work together as a team, you are 30% more efficient! If you tend to do things individually, you are almost always caught by the pack and rarely does the breakaway succeed!"

- Unknown

The Peloton Award is given by one employee to another for supporting Fishbowl Solutions' values and helping us move forward together as an integrated unit. Named after riders in a bicycle race grouped together save energy, Peloton Awards provide company wide employee recognition and money to spend at a variety of restaurants and stores.

what benefits can i expect?

team building events

Fishbowl Solutions hosts a number of formal and informal events that promote team bonding, both in and out of a professional environment.

These events reward employees for their hard work, and create a fun, relaxing environment for getting to know each other. Take a look at some examples on the right.

"These events are great ways to get to know fellow employees that you might not interact with daily."

- Software Consultant

"The company sponsored events are really a blast and help build a strong sense of community within the company!"

- Marketing Associate

work hard. play hard.

At Fishbowl Solutions, we encourage all of our employees to push themselves to their fullest potential. However, we reward hard work with opportunities to play.

"We are focused on our work and what needs to get done with the understanding that with hard work, comes fun."

- Sr. Software Consultant

p-club

One of the best and most unique aspects of Fishbowl is our P-Club, or President's Club. P-Club is a reward to Fishbowl employees for reaching annual goals through hard work and teamwork. In the past, the P-Club has taken luxurious vacations to Colorado, Las Vegas, Arizona, Mexico, and Jamaica.

If Fishbowl Solutions sounds like an opportunity you would like to explore, visit our website at www.fishbowl-solutions.com or contact Human Resources at hr@fishbowl-solutions.com for more information.

KICKBALL &
SOFTBALL
LEAGUES



TEAM BUILDING
EVENTS



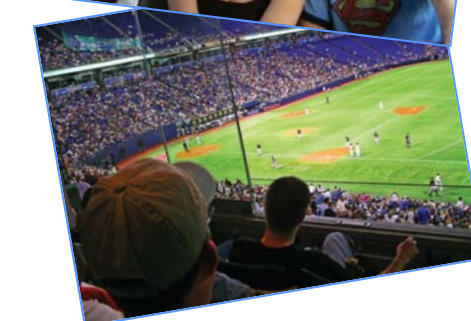
BOWLING
LEAGUE

CUSTOMER
APPRECIATION
EVENTS



LUNCH & LEARNS

TICKETS TO
PROFESSIONAL
SPORTS



GROUP
HAPPY HOURS



what opportunities are available to me?



full-time careers

We invite you to be a part of our success! We value each and every employee as they are the key to our continued growth and success. We know that it is the dedication and hard work of our employees that makes us who we are.

Our environment fosters career growth and continual learning, provides fun, team-building events and values hard work. We reward hard work with many opportunities for fun.

"I learned more in one year at Fishbowl than I did during my college career."
- Associate Software Engineer

internships

Get your career off to a great start with Fishbowl Solutions!

Our internships provide the real world experience you need to develop into a skilled professional. During a typical internship at Fishbowl Solutions you will be working with talented professionals and will be contributing directly to our growth and success. Our interns form our pool of full-time job candidates.

Fishbowl Solutions is committed to offering several internships to college students each summer. Our internships range from software development to quality assurance, financial analysis, marketing, and more.

"Because Fishbowl Solutions is a small company, it allows employees to experience a wide-range of opportunities compared to large companies where an employee may only experience one task everyday. Here, I have the ability to learn through experience."
- Marketing Intern

"I was surprised at the amount of work I did at Fishbowl. I worked on a number of projects that had a direct impact on the company."
- Software Development Intern



Summer interns are an integral part of the Fishbowl team.

advancement

Our company's culture allows for advancement through a continuous learning and challenging work environment. Here at Fishbowl Solutions, you control your destiny!

personal growth

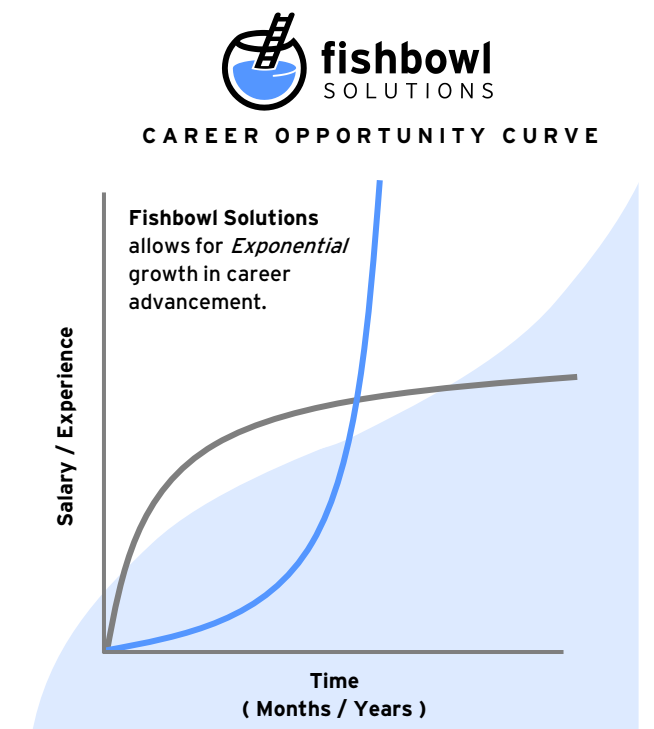
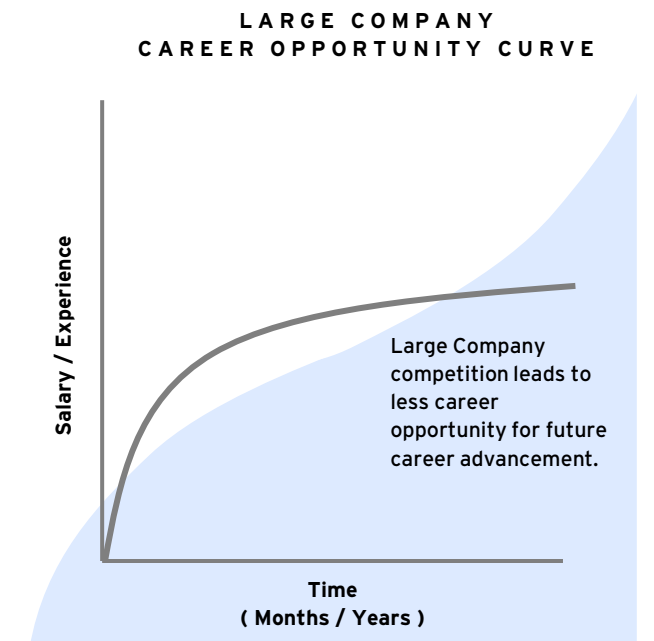
Is personal career growth important to you? Well, it is important to us! We want our employees to experience personal growth and development by taking control of their careers and exploring multiple opportunities.

"I saw working at Fishbowl as a great opportunity to learn a lot in a short amount of time and have more responsibility than I would have at a 'corporate' company."
- Software Consultant

fishbowl curve

The "Fishbowl Curve" represents a culture where expectations and opportunities are sky-high. Unlike other companies where career growth may be stagnant, you choose your career path with the chance to grow at an exponential rate.

YOU CONTROL YOUR DESTINY!



Your job growth and opportunities at Fishbowl Solutions.