

kaspar

THE
COO FELLOWSHIP
EXPERIENCE



CALLING THE NEXT GENERATION OF LEADERS
SUMMER 2026

NOTE FROM OUR CEO

At Kaspar Companies, our mission is to improve people's lives by being faithful stewards of God's given resources. As part of this, we feel called to be on mission to call forth and develop the next generation of leaders through memorable moments. The Kaspar Companies COO Fellowship Program offers college students and recent graduates an uncommon fellowship experience to inspire, challenge, and prepare them for impactful leadership. As a Kaspar Companies COO Fellow, you'll embark on a leadership journey, tackling a special project that directly impacts our company while gaining unparalleled exposure to executive leadership and professional development opportunities.

In my early 20s, during a collegiate internship after my junior year at Texas A&M, I was incredibly blessed to have a C-suite executive at a large investment firm take a personal interest in my career success. Normally, in an internship program, you don't even see anyone from the C-suite—you're just a number in the system, not a person with ambitions and dreams. However, during that internship, he spent hours mentoring me, teaching me, and investing in my growth as a college student. A friendship developed that continues to this day. Without that connection and mentorship, my career and knowledge growth would have been significantly limited.

This experience is why I am so committed to supporting the COO Fellowship Program envisioned at Kaspar Companies. Peter Robinson, our Chief Operating Officer, has a deep passion for coaching and mentorship and is dedicated to fostering growth in young professionals. He has helped many of our young employees achieve more than they ever imagined. As a world-class systems thinker and Lean practitioner, Peter provides invaluable mental models and insights that can jump-start careers, whether your focus is in finance, engineering, marketing, computer science, or another field. The lessons you learn from him will pay dividends for the rest of your life.

At first, I was skeptical about the significant time investment required for the COO Fellows Class, especially considering other priorities within our company. However, reflecting on my own experience and thinking about our corporate mission—to improve people's lives by being faithful stewards of God-given resources—I realized this program is essential to the Kaspar Companies legacy.

If you are a student or young professional ready to accelerate your growth, or if you know someone with the drive and potential to lead, I urge you to explore the COO Fellowship Program. Opportunities like this are rare—a chance to be mentored by proven leaders, to sharpen your skills, and to chart a course for a future filled with purpose and impact. Together, let's build the leaders of tomorrow.



JASON KASPAR
CEO OF KASPAR COMPANIES



PROGRAM DETAILS

Dates: June 1, 2026 – July 31, 2026

Location: Kaspar Companies - Shiner, Texas

Compensation: \$5,000 for the program duration

Housing: Fully covered at no cost to participants

We welcome undergraduate, graduate, and early career nominees with career interests in:

- **Operations:** Engineering, manufacturing and production excellence
- **Business Administration:** Finance, administration leadership, and organizational strategy
- **Tech Innovations:** AI, robotics, and cutting-edge technology solutions
- **Business Development:** Marketing, sales, and creating exceptional customer experiences

SELECTION TIMELINE

Nominations Close: October 31, 2025

Virtual Interviews: November 3 – 14, 2025

In-Person Interviews: November 17 – 26, 2025, in Shiner, TX

Decision Announced: December 5, 2025

**If fellowship spots remain available, a second round of nominations and interviews will be conducted in February 2026.*

We encourage nominators to submit candidates as early as possible to allow ample time for the evaluation process. Selected candidates will have the opportunity to engage with our leadership team and participate in a dynamic interview process to showcase their potential.

THE EXPERIENCE

EXECUTIVE COACHING

Receive 1:1 weekly coaching and mentoring from Kaspar Companies COO, Peter Robinson, for direct guidance and accelerated leadership development.

EXECUTIVE NETWORKING

Meet and engage with top-level executives and build connections across our subsidiaries.

MENTORSHIP

Partner with a mentor from Kaspar's leadership team for personalized growth and insights.

HIGH-IMPACT VALUE ADD PROJECT

Lead a special project designed to add measurable value to a specific area of Kaspar Companies.

IMMERSION IN THE KASPAR BUSINESS SYSTEM

Participate in our KBS Immersion Program to master the principles of the Kaspar Business System.

PROFESSIONAL DEVELOPMENT

Enroll in Kaspar University and complete the "Developing the Leader Within" program to gain skills and strategies to grow as a leader.

SPECIALIZED CAREER PATH EXPLORATION

Explore potential career paths within Kaspar Companies, opening doors for your future while building lasting connections.

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A fifth-generation family business headquartered in Shiner, Texas, Kaspar Companies has evolved and expanded into diverse industries while remaining grounded in the founding principles of quality American workmanship and honest business practices.



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KASPAR COMPANIES EXISTS TO IMPROVE
LIVES BY BEING FAITHFUL STEWARDS OF
GOD-GIVEN RESOURCES



Established in 1898, Kaspar Companies remains strong and secure more than a century later because of three core values that have shaped our identity since the company's beginning.

Our hands are outstretched and open representing our dedication to **STEWARDSHIP**, carefully receiving and cultivating the resources entrusted to us so that we may responsibly return them to the world in the form of prosperity and opportunity.

Moving forward in a purposeful direction, our feet take each step with the balance of **VERSATILITY** to remain guided and diverse as we carefully maintain our established roads while actively exploring new paths.

Supporting all members and making us whole is the backbone of our organization: **FAMILY**. Owned and operated by five generations of the Kaspar family, we believe in the strong family unit and are committed to being a family friendly employer.

ARE YOU READY FOR AN UNCOMMON FELLOWSHIP EXPERIENCE?

Are you eager to take on a leadership journey that challenges and inspires, while learning from exceptional executives?

Do you want to gain invaluable hands-on experience tackling a high-impact project that directly contributes to business success?

Does the pursuit of excellence, driven by focus, commitment, and relentless effort, define who you are?

Do you have a strong desire for intense personal and professional growth?

Do you embody Kaspar Companies' core values of stewardship, versatility, and family?

YOUR LEADERSHIP JOURNEY STARTS HERE

Candidates must be nominated to apply

To learn more about Kaspar Companies, visit our website at:

[KASPARCOMPANIES.COM](https://kasparcompanies.com)

Questions? Contact us at coofellowship@kasparcompanies.com

