Making money guide, intermediate

Working for a company

How player-run companies hire, pay and rank, how your effectiveness is worked out, and how job points and specials work.

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Introduction

Player-run companies offer higher pay than city jobs and job specials that trade job points for energy, nerve, items and more. From level 3 you can work for one. Which company you join, and how well you fit its positions, decides what you earn.

How it works

Applying. You can have up to 10 pending applications. They expire after 72 hours; a declined application blocks reapplying to that company for 72 hours.

Positions require two work stats, a primary and a secondary. Your work stat score for each is:

```
floor(min(45, 45 / required x stat) + max(0, 5 x log2(stat / required)))
```

Meeting both requirements exactly scores 90. Try it with the work stat effectiveness calculator.

Effectiveness adds more factors on top: settled-in time (+1 a day up to +10), the director's education, Employee Effectiveness merits (+1 each, up to +10), and penalties for addiction and inactivity. Being active means taking actions in the game, not just logging in.

Pay and stats. The director sets your pay, up to $25,000,000. Each day you gain primary and secondary work stats based on your effectiveness. Directors can train you for +50 primary and +25 secondary.

Stars, job points and specials. Companies are ranked from 1 to 10 stars each Sunday. At the end of the company day, about 18:00 TCT, employees get one job point per star. Specials unlock as the company ranks up. Job points stay with the company type: points earned in one Candle Shop can be spent in another. New employees are recruits for 72 hours and cannot use specials or receive training during that time. Energy specials are limited to 100 job points a day.

Step by step

1. Decide what you want: pay, a particular special, or work stat growth.
2. Look for companies of that type with a high star rating.
3. Apply to several at once.
4. Once hired, stay active every day and keep your addiction low.
5. Spend job points on the specials you joined for.

Examples

- A position needing 2,500 primary and 1,500 secondary: with 5,000 and 3,000 you score 50 + 50 = 100.
- A 7-star Pub gives employees 7 job points a day.

Advanced tips

- Directors often want employees with about twice a position's requirements, especially where requirements are low.
- Because job points stay with the company type, moving between companies of the same type does not waste points you have saved.

Common mistakes

- **Going inactive.** It lowers your effectiveness and the company's environment.
- **Taking drugs carelessly.** Addiction lowers effectiveness from the first drug.
- **Joining for a special the company has not unlocked yet.**

Sources

Torn wiki: Company: https://wiki.torn.com/wiki/Company, retrieved 2026-11-23

Torn wiki: Working Stats: https://wiki.torn.com/wiki/Working_Stats, retrieved 2026-11-23

Torn wiki: Job: https://wiki.torn.com/wiki/Job, retrieved 2026-11-23

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