



CORKEN STEEL PRODUCTS



WHO WE ARE

The Corken Steel Products Company has been in business since 1955. The company has experienced sustained growth over the years because of a business philosophy established and engrained in our employees by the Corken family.

The Corken philosophy is simple - provide our customers with a consistently high level of service, each time - every time.

Our goal is to outperform our competition by continuously challenging ourselves to improve everyday as we try to be the best supply house in the business. As with any company, the key to our success is our people. We have a tremendously talented staff of dedicated people who treat our customers with concern and care. Our employees truly believe in the "Corken Good Service" philosophy.

The Corken Steel Products Company was founded as a wholesale distributor of metal roofing and rain-carrying products and building products. During the following years, the company expanded into heating and air condition equipment and all related products.

Today, the company is comprised of three separate divisions—Heating and Air Conditioning, Roofing, and Sheet Metal Fabrication—operating out of fifteen facilities including the distribution center which opened in November 2005, the newest branch opening in southern Louisville in 2019.

This expanded family of divisions is an organization comprised of many people with different skills and talents. Each has an important part to play in the overall operation of business, and each has a responsibility to help the company fulfill its mission.

Every employee is expected to work effectively for the company so that the company will be able to provide well for its employees. It is the express intention of Corken Steel Products management that the compensation, working conditions, benefits, and equipment provide the employees with attractive employment packages that enhance the abilities of the employees, the value of their work, and the enjoyment of their association with the company.

OUR MISSION

The mission of Corken Steel Products is to serve the interests of both our customers and our employees by:

- Distributing high quality products to the market place while providing exceptional customer service in all areas of our business activities.
- Making it known to all users and potential users of the products it distributes in order to ensure continued profitable growth and a strong position in the marketplace.
- Counseling and supporting our customers with programs and services that will enable the customers to manage and grow successful companies.
- Developing and cultivating partnerships with our customers that are based on the idea that our objective is the success of the customer's business and that our commitment is to use all of our resources to help achieve that success.
- Upholding honest, courteous, fair and respectful principles when dealing with customers, suppliers and employees.



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INSURANCE BENEFITS

- Medical (multiple plans)
- Dental, Vision
- Health Savings and Flexible Spending Accounts
- Supplemental Insurance (Accident, Critical Illness and Hospital Indemnity)

THE COMPANY PROVIDES AT NO COST TO THE EMPLOYEE:

Group Life Insurance Coverage that provides death benefits at 1 ½ times the employees' base salary.

Short Term Disability/Long Term Disability Insurance Coverage will pay the employee at the rate of 2/3 their salary in the event that they are off work due to extended illness a minimum of seven days.

OTHER BENEFITS OFFERED:

- **401K** – If you can afford to defer 5% of your salary, you will receive the maximum company match of 4%
- **ESOP (Employee Stock Ownership Plan)** – An employee benefit plan that gives employees interest in the company.
- **6 Paid Holiday** – New Year's Day, Memorial Day, Fourth of July, Labor Day, Thanksgiving Day and Christmas Day
- **Paid Time Off** – Based on accrual policy and continued employment, employees are eligible for the following PTO:
 - 8 Days After Completion of 6 Months of Employment
 - 15 Days After Completion of 1 Year of Employment
 - 20 Days After Completion of 5 Years of Employment
 - 25 Days After Completion of 15 Years of Employment
 - 30 Days After Completion of 25 Years of Employment
- Maternity Leave (6 weeks paid with short term disability, pays at 2/3 salary)
- Military Service Leave
- **Monthly Bonus Program** – Potential payouts ranging from \$50-\$250 per month
- Discretionary Year-End Bonus
- Substantial advancement opportunities with our continued growth patterns
- Family company atmosphere not a corporate number in the system
- Day shift only, no nights required and minimum weekend shifts
- Employee discounts on HVAC & Roofing Products
- No cost HVAC training material through HARDI
- Unemployment Insurance
- Worker's Compensation Benefits

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