

Woodpro Cabinetry Facts

Our Vision:

To make to order this week and deliver next week the Personalized Bath Cabinetry ordered by our customer's cut-off day of last week—and to do so with less than 1% backorders and less than 1% quality and shipping damage returns.

Do YOU have what it takes to be a WOODPRO?

Are you...

- Willing to work hard?
- Dependable?
- Able to accept responsibilities?
- A quick learner?
- A fast worker?
- Quality conscious?
- Able to stand all day?

Do you...

- Enjoy working with wood?
- Work well with others?
- Have a good work history & references?
- Take pride in accomplishments?
- Like to be recognized and rewarded for doing a good job?

Woodpro Cabinetry, Inc. is....

- An **equal opportunity** employer.
- A Manufacturer of **Personalized Bath Cabinetry**.
- A **customer-driven** company.
- Committed to producing and delivering **quality products on-time**.

Types of Full Time Work Available

There are a wide variety of full time jobs available at Woodpro Cabinetry. Some of the production jobs include lumber cutting; lumber glue-up; machine sanding; finish application; door and frame mirror production; lumber panel processing; vanity, light bar and medicine cabinet assembly; truck loading and maintenance positions. We also provide clerical, management and office positions with many career opportunities.

Physical Requirements

All production jobs require standing all day. Jobs also require the ability to frequently lift from the floor to about chest height or slightly above. Some jobs require specific physical requirements discussed at the time of the job interview and/or at the time of the job offer.

Normal Schedule for Woodpro

The standard ten hours per day, four day work week is based on the schedule for employees in production, shipping, and maintenance. These teams work four 10-hour days per week, Monday through Thursday. Overtime is possible. Friday work is a possibility and during our peak season an occasional Saturday work day can occur. The standard work day is 7:00 am to 5:30 pm with a 30-minute lunch break. It may be necessary to begin work at 6:00 am and end at 6:30 pm or occasionally later for some areas. There are 3 paid 10-minute breaks during the 10-hour workday.

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Woodpro Cabinetry, Inc.

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Company Mission

Woodpro Cabinetry has as its mission to be a World Class Manufacturer, one that successfully competes in the world marketplace. Our objective is to increase profits by decreasing costs achieved by complete elimination of waste such as rejected parts, excess inventory and unproductive work. Our products must be produced in increasingly shorter cycle times and delivered to our customers on time.

Our Focus

The needs of the end users and our customers must be our primary focus. Our emphasis however must be on our own people as it is through our people that we achieve our goal.

People and Systems

The success of our Mission is dependent upon our great people.

People make everything happen!

Our people concepts include:

- Respect for people
- Broad responsibilities
- Involvement for improvement
- Support for people
- Empowerment of individuals and teams
- Management by visionary leaders and self-directed teams
- Effective communication

Compensation and Benefits

Competitive Hourly Wages

- A competitive hourly wage in line with experience and skills.
- Time and a half will be paid for any hours more than 10 per day or more than 40 hours per week.

Vacation

- Employees with less than two years of service working full time will earn 40 hours of vacation per year.
- Employees after two years of service, but less than ten years working full time will earn 80 hours of vacation per year.
- Employees after 10 years of service working full time will earn 100 hours of vacation per year.

Holidays

- Woodpro Cabinetry pays for six holidays: New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving, and Christmas.
- The employee must have been employed at least 30 days prior to the holiday to receive the holiday pay.
- The employee must work the day prior to and the day following the holiday to receive the holiday pay.

Group Insurance and Retirement Plan

- Employees who are working more than 30 hours per week qualify for the following:
 - Health Insurance—employees qualify for low weekly premium rates for employees and their dependents for group insurance. Woodpro Cabinetry contributes towards the premium for this benefit for both the employee and the dependent's coverage beginning on the first day of the month following 60 days of employment.
 - Life insurance is fully paid by Woodpro Cabinetry for the employee and dependents.
 - Optional dental, additional life insurance and short term disability insurance is available at group rates.
- 401(k) Retirement Plan. Employees may qualify for this tax deferred retirement benefit after they complete one calendar year of service and have worked a minimum of 1,000 hours during that year. The employee must be at least 21 years old to qualify.

Safety

Woodpro Cabinetry's safety standards comply with or exceed the government's requirements established by the MO-DNR, OSHA, the plant insurance carrier, and all other regulatory offices.

About Us

Woodpro Cabinetry, Inc. established in 1977, manufactures bathroom cabinetry and sells across North America to plumbing suppliers, kitchen and bath dealers and building supply retailers.

Woodpro Cabinetry gives priority to treating people fairly and believes that highly involved work teams give Woodpro Cabinetry a strategic advantage in the global marketplace.

www.woodpro.com

This brochure is for informational purposes only and is subject to change without notice.