

# BENEFITS

All full-time employees are eligible for company benefits, including:

## HEALTH INSURANCE

### CHOICE OF:

- Two Medical Plan Options
- Dental
- Vision
- Flexible Spending Accounts for Health & Dependent Care
- Health Savings Account
- Medical Gap Plan

- 401(K) with Company Match \*
- Paid Time Off
- Holiday Time Off
- Company Paid Life and AD&D
- Supplemental Employee and Dependent Life
- Choice of Disability Income Protection
- Employee Assistance Program \*
- Tobacco Cessation Program

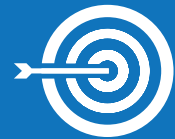
\* (also available to part-time employees)

## VISION, MISSION, AND VALUES



### OUR VISION

Helping builders fulfill their customer's dream of affordable home ownership.



### OUR MISSION

To be the best in the industry. Builders FirstSource and its companies will strive to be every builder's first source for building materials and services while delivering superior value to our stakeholders.

## VALUES

**SAFETY**   
We are committed to promoting a safe, secure and productive environment for everyone: our employees, customers, suppliers and all in the general public with whom we interact. We will not compromise safety.

**TEAM**   
We select and grow the best people. We hold ourselves and our team accountable for following through and achieving our goals. We empower our employees to do their job.

**CUSTOMER**   
We uphold a customer-driven focus that develops strong, lasting relationships by responding to customer needs with a sense of urgency. We are committed to providing our customers with the right product, at the right price, at the right time.

**COMPETITION**   
We encourage our employees to challenge assumptions through innovation, take calculated risks and embrace a competitive spirit to be the best in the industry.

**INTEGRITY**   
We will always do the right thing. We are honest and straightforward in our communication. We operate legally and ethically and honor our commitments. We respect the perspectives of our customers, suppliers and employees.

**RECOGNITION**   
We never let good results go unnoticed and we will always celebrate our success. We understand that we can improve results and stakeholder value when we build a culture of winning.

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## BUILDING CAREERS



Join our Team!

**BUILDERS FIRSTSOURCE** strives to be the preferred supplier of structural building materials and services to homebuilders and remodelers across the nation by giving them both personalized attention at the local level and a wide range of resources only offered by a large company. How do we do it? With a dedicated and talented team. With over 400 locations nationwide, our people are the strategic advantage we have over our competitors and why we can say we are the best in the business.



## JOIN BUILDERS FIRSTSOURCE AND...

- ✓ Become part of a team
- ✓ Build a career
- ✓ Work in an environment of respect
- ✓ Receive industry leading compensation and benefits
- ✓ Contribute to the American dream of home ownership
- ✓ Access national relocation and advancement opportunities

## BUILDERS FIRSTSOURCE OFFERS A WIDE VARIETY OF CAREER AND ADVANCEMENT OPPORTUNITIES

- ✓ CDL Drivers
- ✓ Sales
- ✓ Warehouse / Manufacturing / Lumber Yard
- ✓ Installed Services
- ✓ Administrative and Managerial Roles
- ✓ Machine Operators
- ✓ Designers and Technicians
- ✓ Corporate

EVERY JOB IS AN IMPORTANT JOB AND VITAL TO OUR SUCCESS.  
**IS ONE RIGHT FOR YOU?**



### SALES

Our sales team is responsible for maintaining existing client relationships and seeking out new opportunities. As a member of the sales team, you will receive in-depth training that will equip you to help customers pick the perfect products to help their clients design and build beautiful homes. If you're interested in a sales position where you will have the opportunity to be out in the field on jobsites, then search our inside and outside sales opportunities near you!



### CDL DRIVERS

As a Builders FirstSource CDL Driver, our delivery routes are designed to keep you in a regional footprint and close to home. Drivers get on-the-job training with our professional team, and are a vital part of locations across the country. If you are ready to work in a fast-paced atmosphere with growth potential, join us as a CDL driver or driver assistant today!



### WAREHOUSE, MANUFACTURING AND LUMBER YARD

Our lumber yard employees provide customer service, assist with inventory management, loading materials and helping to keep our lumber yards running smoothly. In a manufacturing role, you could help create anything from windows to trusses, depending on your local facility. If working in a hands-on environment interests you, check out our openings in the lumber yards, assembling and manufacturing.

### MACHINE OPERATORS

We look for qualified employees to work with our wide variety of machinery and equipment. Whether operating a forklift or a computerized saw at a high tech truss plant, our machine operators take pride in their work. If this sounds like you, apply to be a forklift driver, sawyer, machine operator, fleet mechanic, field service technician, or welder operator today.



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