



Walz Craft  
"Where Custom Made Quality Begins"  
Industries



Employment  
Opportunities

CUSTOM DOORS, CABINET COMPONENTS & MILLWORK

WELCOME TO

WalzCraft  
Cabinets



As our Company continues to grow, we wish to offer dedicated men and women the opportunity to grow with us.

The Walz family has grown this Company on the principles of ethics, pride, quality, service, loyalty, employee well-being and personal satisfaction.



President/Owner Richard Walz is a firm believer in individual growth and working closely with employees to find the area of service or production that is best suited to their individual strengths and contributions to quality and efficiency. There is a careful balance between in-house advancement and outside resourcing, allowing WalzCraft to remain informed about the general market and further develop employee skills. The smooth operations of our Company rely on every employee excelling in their respected areas, addressing needs and finding solutions to our customers' needs.



We maintain an exceptionally clean and environmentally-friendly work atmosphere that is designed to provide our employees with a healthy, safe work environment. We have mastered the fine line between efficiency and hands-on craftsmanship essential to ensuring our customers the quality product for which we are so well known.

The elements for continuous success of WalzCraft are principles, people, pride, products and profit. The result is an extraordinary Company.



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## WHAT WE DO



We manufacture, assemble, finish and ship customized products to the exact specification needs of our customers. It could be one cabinet door or a thousand doors, each door precisely made to exacting quality standards.

Each order is coordinated by WalzCraft's owner, management team, customer support personnel, designers and product teams, from birth in the rough mill to final inspection of the finished product.

Our cabinet doors, drawer fronts and wood components are sold to small to medium-sized cabinet shops and kitchen refacers throughout the United States. Products are manufactured to the exact size ( $\pm 1$  mm) customers require for their project.

Our products are available in a great number of designs, styles, wood species and finishes. Besides doors and drawer fronts, we also manufacture complete dovetailed drawers, appliance panels, passageway doors, wainscoting, molding and edging, bread boards, valances, knick-knack shelves, wine rack lattice, plate displays and much more.

Our corporate theme "Where Custom Made Quality Begins"<sup>®</sup> clearly depicts the versatility of our Company to fulfill the exact needs of our customers for quality and customization.



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## FULL-TIME EMPLOYEE BENEFITS

**Group Insurance** – WalzCraft offers each full-time employee the opportunity for Group Life, Health, Dental, Short-Term and Long-Term Disability benefits. Employees become eligible for the coverage on the first day of the month following the completion of 60 days of employment.

**Vacation** – Upon completion of one year of service with the Company, employees receive 5 days of paid vacation; employees earn 8 days after two years and 10 days after three years. Each employee will receive an additional day for each year of service with the Company until the maximum of 15 days has been reached. Each employee will receive an additional day of vacation on their 10, 20, 25, 30, 35 and 40 year anniversaries.

**Holidays** – Regular full-time employees who have worked for the Company for more than 60 days are eligible for holiday pay for the following holidays: New Year's Day, Memorial Day, July 4th, Labor Day, Thanksgiving Day, Christmas Day and one floating holiday.

**401K** – WalzCraft provides a 401K benefit option. The eligibility requirement is 6 months of employment and a minimum age of 19. WalzCraft also makes contributions to the employees' 401K to help them achieve their retirement goals.

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**Employee Assistance Program** – WalzCraft has entered into an agreement with the Gundersen Lutheran Medical Center to provide employees and their immediate family members with the benefits of an Employee Assistance Program. The EAP program will provide confidential assessment, short-term counseling and referral services for personal or work-related issues at no cost to the employee or his or her family.

**Attendance Bonuses** – As an incentive for promptness and perfect attendance in a one-month period, each employee can be paid two hours of his or her regular pay per month, or an employee can receive two hours of time off. Payments will be paid quarterly. As an additional incentive each employee will receive an additional penny, at their annual review, for each month of perfect attendance during the year. That amount will be added to their annual review increase.

**Scholarship Opportunity** – We are proud to sponsor four \$500 scholarships for full-time WalzCraft employees, or a student of a parent or grandparent who is currently employed by WalzCraft. These scholarships are offered through Western Technical College in La Crosse and can be used in any occupational-specific course relating to jobs within WalzCraft Industries' corporate structure. Examples include Wood Tech, Supervisory Management, Accounting, Auto Cad, etc.



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**Tuition Reimbursement** - WalzCraft supports employees who wish to continue their education to secure increased responsibility and growth within their professional careers. Full-time regular employees that have completed one year of service are eligible for up to a maximum of \$1,500 per year in reimbursement of books and course fees. Details are available in Human Resources.

**Employee Referral Program** - Over the years we have found that our employees can be our best advertisement. Therefore, employees who refer candidates to our company for employment may receive a \$50.00 referral bonus once the candidate completes a 60 day qualification period.

Note: Employee benefits subject to change without notice. G6



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CUTTING-EDGE GROWTH

WalzCraft  
A Division of

Since 1982, WalzCraft has grown to be an industry leader in designing and meticulously manufacturing custom made cabinet doors, drawer fronts, cabinet components and millwork for thousands of custom cabinetmakers, kitchen refacers and furniture manufacturers throughout the United States.

The Company, originally known as Cabinet Factory, Inc., began operations in a small pole building on Brice Prairie, an area just north of La Crosse. Within seven years, the company expanded its operations to 19,000 square feet of leased manufacturing space.

In 1988 we purchased our current location which had an existing 34,000-square-foot building on the property. Six expansions later, our manufacturing plant, warehouse, distribution center, training facility, sales, service and operations offices encompass more than 350,000 square feet of space with over 400 full-time employees running multiple shifts.



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# WalzCraft

CUSTOM DOORS, MILLWORK & CABINET COMPONENTS

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Industries



## ***Mission Statement***

*Our mission is to provide the highest quality custom wood products, fulfilling our responsibilities to customers, employees, owners, suppliers and the community.*

### **Core Values**

The best core values provide the foundation for success in all our responsibilities.

- |                   |             |                          |
|-------------------|-------------|--------------------------|
| • Commitment      | • Quality   | • Safety                 |
| • Personal Growth | • Integrity | • Cooperation            |
| • Excellence      | • Honesty   | • Professionalism        |
| • Teamwork        | • Passion   | • Loyalty                |
| • Responsibility  | • Pride     | • Continuous Improvement |
| • Teamwork        | • Ethics    |                          |



"Where Custom Made Quality Begins"

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Learn more about WalzCraft at [www.walzcraft.com](http://www.walzcraft.com)