



Kohltech has been recognized for overall business performance and sustainable growth with the 'Canada's Best Managed Companies' designation.



**OUTSTANDING  
CAREERS**

# WHY KOHLTECH?

Over the past 40 years, Kohltech has grown into a company we can all be proud of. Our commitment to the highest standards of quality, unrelenting pursuit of product innovation and continued passion for serving our customers in ways they don't always expect has positioned us as an industry leader.

We know we didn't get here by chance. It has taken a lot of hard work by a lot of people. And thankfully it is going to continue to take even more effort and dedication because there are still opportunities to grow our brand with new and existing clients and in new geographic regions. Fortunately, we have the team to achieve this; a group of individuals who are multi-talented, energetic and focused on bringing our customers' visions to life.

We believe brand is more about culture and behaviour than logos and advertising. Our solid reputation depends upon every single employee. We all have a role to play in living and building the Kohltech brand. Please consider this booklet as a snapshot of who we are and where we are going. It is a tool to help us be the best at what we do. I look forward to the future here at Kohltech and I hope you do as well.



Carl Ballard, President

Kohltech  
International

## THE KOHLTECH BRAND

Our name on a product promises engineering excellence, beautiful craftsmanship and unparalleled performance.

A brand employees want to work for, dealers want to represent and consumers want in their home.

We continuously invest in people, technology and research and development.

Our ability to listen, to innovate and to respond guarantees a product which is truly outstanding - a quality benchmark for all others to follow.



Kohltech's culture revolves around a deeply instilled ethic of personal pride and commitment that sets us apart from other manufacturers of windows and doors.

## WORKPLACE DIVERSITY

Kohltech Windows and Entrance Systems is committed to providing equal access to employment opportunities and welcomes applicants from diverse groups including Indigenous peoples, visible minorities, persons with disabilities, women, and/or LGBTQ+.

We believe in treating all people with respect and dignity and strive to create a supportive and understanding workplace culture. We are committed to seeking out and retaining the finest talent and recognize in order to accomplish this we must focus on attracting, motivating, and developing employees from diverse groups.

## COMMUNITY INVOLVEMENT

We are proud to support many charitable organizations within our local communities. In accordance with our many values we aspire to positively impact the community in which we live and work and create a better environment for our employees and the citizens of our community.

## CORE VALUES

### QUALITY

There is an inherent sense of commitment to quality in all that we do, thereby guaranteeing comfort and reliability with every window and door we make.

### INNOVATION

Continuous improvement and leadership in product innovation is in our lifeblood in order to deliver products and value customers have not yet imagined.

### SERVICE

At Kohltech we offer the highest quality of service. We pride ourselves on our employees' dedication to delivering a warm, friendly experience. Our success comes from anticipating and meeting our customers' needs.

## OUR CREED

Kohltech's culture revolves around a deeply instilled ethic of personal pride and commitment that sets us apart from other manufacturers of windows and doors.

We have developed this Creed to guide our business and are convinced our brand's integrity will be maintained through these beliefs.

We believe each individual's contribution makes a difference, and as a team, we can overcome any obstacle. We believe we must respect the ideas of others and their courage to express those ideas.

We believe in practicing transparent, open, and honest communication.

We believe in recognizing and developing the potential of our employees.

We believe in being good corporate citizens by supporting the communities where we live and work.

We believe there is no substitute for hard work.

We believe in taking satisfaction in a job well done and pride in determining how to do the job better the next time.

We believe every employee in our organization takes pride in producing quality products and would honestly say "Yes" to the question, "Would you buy the product you made today?"

We believe in embracing change and innovation as a means for continuous improvement.

We believe our reputation is built on our customers' long-term satisfaction and believe a warranty is only as good as the company that stands behind it.

We recognize that despite our best efforts, mistakes will occur. We believe how we deal with them is a strength that helps us learn and grow as a company.

We believe in providing a safe and healthy work environment.

We believe we have a duty to be environmentally responsible.

We believe in providing outstanding service, treating our dealers and homeowners as we would want to be treated.

We believe we need to re-invest in our people, products, and processes to maintain profitable growth.

We believe in remaining humble regardless of our success.

## AT KOHLTECH, WE'RE PROUD OF OUR TEAM

There are many benefits working for Kohltech, such as:

- Competitive Production Worker Wages
- Attractive Permanent Shift Times
- Group Benefits including Medical, Dental, Life Insurance and Long-Term Disability
- Clear Pay Progression System
- Full-time, Part-time or Seasonal Employment
- Open Door Policy for Communication and Ideas
- A Clean, Safe and Healthy Work Environment
- Employee Discounts
- A Commitment to Diversity
- Workplace Safety and Respect Program
- Yearly Boot Allowance
- State-of-the-Art Equipment
- Staff & Family Events: Holiday Party, Staff BBQ, Prizes, Giveaways, etc.

Kohltech is a proud recipient of the NS WCB Mainstay Safety Transformation Award.



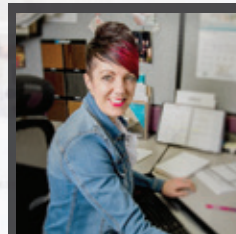
## OUR LOCATIONS

DEBERT, NS  
583 MacElmon Road  
Debert, NS  
B0M 1G0  
T: (902) 662-3100

NORTH BAY, ON  
1781 Seymour St  
North Bay, ON  
P1A 0C6  
T: (705) 474-9000

EDMONTON, AB  
15311 128 Ave  
Edmonton, AB  
T5V 1A5  
T: (780) 468-5722

## EMPLOYEE SUCCESSES



**LoriAnn Aikens**

*Length of Service: 17 years*

*Starting Position: Single Hung Sash Prep.*

*Current Position: Customer Service Rep.,  
Newfoundland Market*

*Favourite Perk: Annual corporate  
Christmas luncheon*



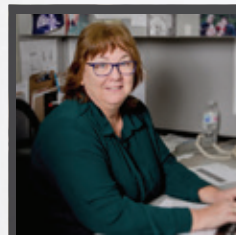
**Darren Rogers**

*Length of Service: 31 years*

*Starting Position: Casement Line*

*Current Position: Production Support  
Manager*

*Favourite Perk: Enjoying scenic walks at  
lunch and employee events*



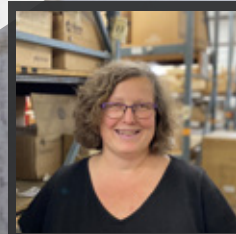
**Peggy Mattix**

*Length of Service: 19 years*

*Starting Position: Casement Line*

*Current Position: Buyer: Manages Door,  
Glass and Non-Stock Inventory*

*Favourite Perk: The incredible people  
and dedication to teamwork*



**Donna Henderson**

*Length of Service: 14 years*

*Starting Position: Slider Line*

*Current Position: Stores Keeper*

*Favourite Perk: Annual corporate  
Christmas luncheon*

## APPLY TODAY

**Phone:** 1-800-565-4396

**Email:** [careers@kohltech.com](mailto:careers@kohltech.com)

Visit our website **[www.kohltech.com](http://www.kohltech.com)**

583 MacElmon Road  
P.O. Box 131  
Debert, Nova Scotia  
Canada B0M 1G0