

WHY DO WE EXIST?

To build valuable relationships that last a lifetime

HOW DO WE BEHAVE?

We are passionately driven, flexible, and genuinely curious

WHAT DO WE DO?

We sell, deliver and display building materials to professional builders

HOW WILL WE SUCCEED?

We will put the customer first, be a best place to work, and manufacture time

GOLDENSTATE[®]
LUMBER

ABOUT GOLDEN STATE

We've been family owned and operated for three generations. Ever since we opened our doors in 1954, we've been measuring our success by our employees' success.

When you succeed, we succeed.

We are proud to have lumberyards with Window & Door showrooms in Concord, Newark, Brisbane, San Rafael and Santa Rosa.

We also have Window & Door showrooms in San Francisco, Berkeley and Santa Rosa.

goldenstatelumber.com



GSL ONE

Benefits & Culture

GOLDENSTATE[®]
LUMBER



ONLINE ACCESS

Claremont Employee Assistance Program

Access 20,000+ resources 24/7.

Visit claremonteap.com and click on "Personal Advantage" then click on "Register."

ADP Lifemart

Discounts on attractions, hotels and more.

Login to ADP and go to "Myself" & "Lifemart."

Discounts on attractions, hotels, travel theme parks, retail stores, pet insurance and more!

ADP Lifemart Active & Fit

You can access fitness centers through ADP.

Login to ADP and go to "Myself" & "Lifemart."

Search for "Active & Fit."

Provident Credit Union

See current promos at

providentcu.org/GoldenStateLumber

IncentFit

Participate in our Safety Program, take the Total Health Assessment. Download the IncentFit app to access these benefits!

Discount Ticket program through SHN

Visit broadwaysf.com and enter code GSL to unlock up to 25% savings on Broadway shows in San Francisco

Our People

Download the "Our People" app to get important updates about events, benefits and Golden State news!
Magic Word: goldenstate

CHECK OUT OUR FIRST-CLASS BENEFITS



MEDICAL BENEFITS

Medical benefits begin the 1st of the month following your date of hire as a full-time employee.

We offer two Kaiser plans that include an optical benefit of \$175.00 allowance every 24 months. We have a tiered paycheck premium contribution system based on your salary.

FLEXIBLE SPENDING ACCOUNT

We have a Flexible Spending Account that allows you to make pre-tax payroll deductions for both day care and medical expenses.

401(K) MATCHING

We are especially proud of our 401(k) annual match that is discretionary based on how well the company did financially the preceding year. For the last few years, we matched \$0.35 on every dollar the employee contributed to the plan (up to the IRS maximum, and not including catchup contributions).

DENTAL BENEFITS

Our robust Guardian Dental Benefits begin the 1st of the month following your date of hire as a full-time employee.

CLAREMONT EMPLOYEE ASSISTANCE PROGRAM

Our Claremont Employee Assistance program provides mental health support. Employees get five free sessions per issue per year, as well as legal and financial planning help.

ADDITIONAL BENEFITS

- Paid time off
- Paid holidays
- Unpaid time off
- Paid time off to participate in a volunteer program
- Employer sponsored tobacco cessation program
- Discount tickets program for SHN (theatres in San Francisco)
- Pre-tax transportation fringe benefits
- Bonus and commission plans based on position
- ADP Lifemart discounts on services and retail purchases
- Golden Grades program for students from the 1st through 12th grades
- Annual benefits fair that includes flu shots, giveaways and other wellness assessments
- Paid training program
- Voluntary life insurance and Accident & Short-term disability insurance
- Annual profit-sharing plan
- Student Loan Program
- Safety Points Program (for certain roles)
- Membership with Provident Credit Union
- Referral bonuses for certain roles
- ADP Lifemart Active & Fit gym membership
- Matched College Tuition 529 plan



**SCAN HERE TO VISIT
OUR BENEFITS WEBSITE**

Eligibility for benefits is based on tenure, employment and union status, and are subject to change with notice. Please see HR for further information.