



# BEGIN A CAREER THAT BUILDS YOUR FUTURE.

We grow careers from within.  
Discover your purpose and unlock your  
full potential at Builders FirstSource.

 **Builders**  
FirstSource  
[BLDR.COM/CAREERS](http://BLDR.COM/CAREERS)

**BUILT FOR MORE** 

# WE'RE ABOUT HELPING YOU ACHIEVE YOUR POTENTIAL

That's why we offer and embrace more. More opportunities to advance. More access to the latest tools and technologies. More reasons to celebrate each other's wins. More chances to make a meaningful difference in our communities. Discover what's possible when you have team members from coast to coast all pulling together, up for every challenge and...

## BUILT FOR MORE >

“

I firmly believe that our success lies in fostering a people-first culture and ensuring the safety of each and every individual. We don't just offer jobs; we offer long-term opportunities that benefit you and your family. We also support causes in our community that resonate with our collective passion, making our work not just fulfilling, but also purposeful. We're glad you're here, joining us on this journey as we create a meaningful impact together.”



**Dave Rush**  
CEO



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## WHO WE ARE

Builders FirstSource is the nation's leading supplier of structural building products, value-added components and services to the professional market for new residential construction and repair and remodeling. Our nationwide team is equipped with the talent, local knowledge and industry expertise required to solve homebuilding challenges and streamline our customers' business. We're also investing in tomorrow – continuously strengthening our team and creating the next generation of breakthrough innovations that are transforming the homebuilding industry.

**570** LOCATIONS

**42** STATES

**29K** TEAM MEMBERS



# OUR PRODUCTS & SERVICES



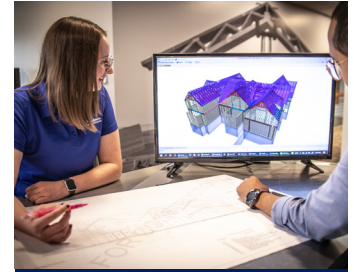
**Lumber & Building  
Materials**



**Millwork, Windows  
& Doors**



**Component  
Manufacturing**



**Digital  
Tools**



**Distribution  
Services**



**Design  
Services**



**Turnkey Construction  
Solutions**



**READY-FRAME®**  
Optimized Framing Solution

# OUR CUSTOMERS



**Production  
Homebuilders**



**Custom  
Homebuilders**



**Multi-Family  
Homebuilders**



**Professional  
Remodelers**

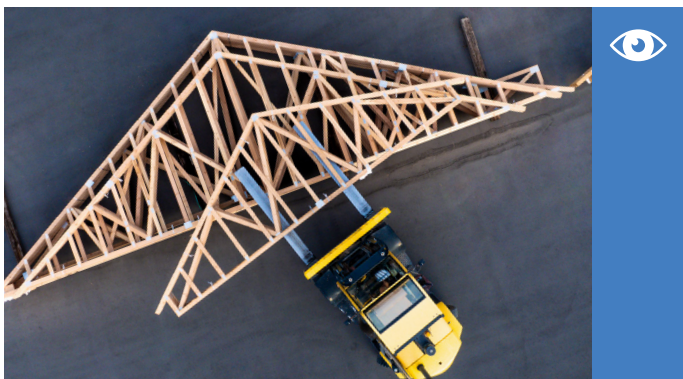


# OUR MISSION, VISION & VALUES



## OUR MISSION

To be the best supplier of building materials and services by having a people-first culture, exceptional customer service and innovative solutions that create superior value for our stakeholders.



## OUR VISION

To make the dream of home ownership more achievable for everyone, making Builders FirstSource the most valuable partner in the industry.



## OUR VALUES: S.P.I.C.E.

Our values are at the center of everything we do: Safety, People, Integrity, Customers, Excellence. From the boardroom to the jobsite, they define our culture and guide our priorities, decisions and actions.

### **S** AFETY

We make safety our top priority.

### **P** EOPLE

We lead with a people-first culture.

### **I** NTEGRITY

We are honest and reliable.

### **C** USTOMERS

We deliver exceptional customer service.

### **E** XCELLENCE

We challenge the status quo.

OUR PEOPLE PROMISE

BE MORE,  
DO MORE &  
BUILD MORE,  
TOGETHER.



## HOW WE ACTIVATE OUR PROMISE

01

More Than Coworkers.  
**We're a People-First Team.**

Signature Programs:

- Drive-to-Zero Safety Culture
- First Team Recognition
- Enhance Work & Life Benefits

02

More Than a National Company.  
**We Make a Local Impact.**

Signature Programs:

- Drive Feedback via Engagement Surveys
- Best Practice Councils

03

More Than a Job.  
**We Grow Careers From Within.**

Signature Programs:

- 1-Team University
- Smart, Heart & Courage Leadership Development
- Differentiated Career Paths

04

More Than Profits.  
**We Give Back.**

Signature Programs:

- BFS Cares
- Leukemia & Lymphoma Society
- Military Community
- Local Community Causes



We asked our team members across the country:

## **“WHAT IS SPECIAL ABOUT LIFE AT BUILDERS FIRSTSOURCE?”**

Here's what they told us...

**“We lift up team members when they excel.** If you're an A-player your work will get recognized throughout the company, and you can put your fingerprints on projects.”

“I have always felt like BFS is my company. **They welcome my input and empower me** to make my own decisions for my market and customers.”

“If you're driven and have the right mindset **you can grow. There's not a cap.** This is a company that opens doors for you if you have the drive.”

**“It feels great to work for a company that cares about the community.** There's always an opportunity to give back - locally or nationally - with the different organizations we support.”



## TOTAL REWARDS

**We take excellent care of our people.** Every Builders FirstSource team member gains access to a range of competitive benefits. These benefits are a valuable part of our Total Rewards package, and we encourage every team member to take advantage of them.

### COMPENSATION

Our commitment to putting people first means providing comprehensive, market-competitive compensation and benefits packages that offer choice and value - to all team members We'll help you make healthy decisions for you and your family, save more money for your future and balance your personal and professional time. In addition to base pay, BFS offers rewarding bonus and commission programs. For example, field management positions participate in an annual bonus based on their location's achievement of earnings. Outside Sales Representatives earn commission based on individual sales achievement. Additionally, we are proud to offer quarterly profit sharing to eligible field team members.





## WE CARE ABOUT YOUR TOTAL WELL-BEING

We care about your physical health, as well as your financial and emotional well-being. Our benefits are built around flexibility and helping you find and maintain a healthy balance in all areas of your life.



### HEALTH & WELLNESS

Comprehensive health benefits include:

- 3 medical plans and prescription drug coverage
- 2 dental and vision plans
- Employee assistance program with 24/7 support



### PERSONAL HEALTH SUPPORT

Free programs for team members and family enrolled in a medical plan.

- Weight loss coaching program
- Diabetes management program
- Chronic musculoskeletal pain management



### WORK & LIFE BALANCE

Benefits to help you balance your work and life.

- Paid holidays and paid time off
- Paid parental leave
- Adoption assistance



### FINANCIAL WELL-BEING

BFS provides the following benefits at no cost to you:

- Basic Life and AD&D Insurance
- Short-term Disability Benefits



### SAVINGS

- Tax-advantaged accounts for health and dependent care expense
- Retirement plan with company match
- Quarterly profit sharing (for those eligible)



### ADDITIONAL BENEFITS

- Legal assistance plan
- Purchasing discounts
- Auto, home and pet insurance discounts
- ...and so many more!

# WE SUPPLY TOOLS & TRAINING TO FUEL GOALS & ACCELERATE CAREERS

We want you and your career to be greater than what you ever could have expected. We provide robust development opportunities to get your career on the fast track.

Whether you are changing careers, looking for your first professional job or taking your career to new heights, Builders FirstSource has plenty of resources to support your career journey.

BUILDING ONE TEAM >>>



## OUR ALL-ENCOMPASSING LEARNING PLATFORM

1-Team University provides a myriad of development opportunities, including classes for emerging and high-potential leaders, customer service training, sharing best practices, managing change and industry-specific skills training. We help team members improve your skills and knowledge in different areas and prepare you for career growth.

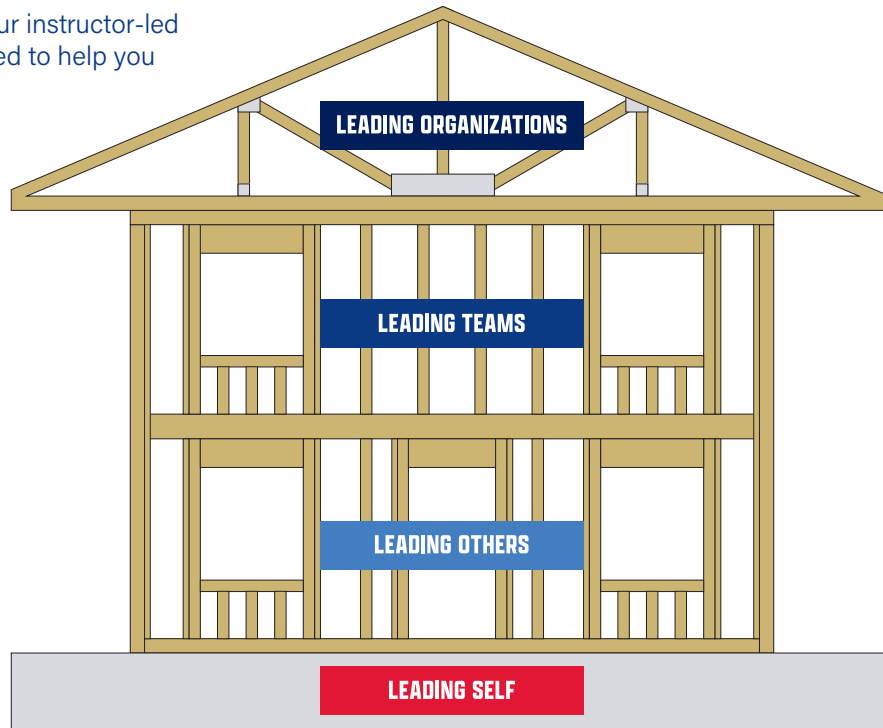




## Ready to unlock your full potential as a leader?

Develop new and better ways to continually grow the business and your career. The BFS Leadership Academy provides skill development programs for every stage of your professional journey.

Here are examples of our instructor-led programs, each designed to help you grow and advance.



### LEADING TEAMS

LDP: Business & Financial Acumen  
Leading with Heart  
Growth Mindset  
High Stakes Conversations

### LEADING OTHERS

BUILD: Foundational leadership skills & strategies training  
BUILD 2.0: In-depth advanced leadership training  
Management in Training (MIT)  
Sales in Training (SIT)

### LEADING SELF

Customer 1<sup>st</sup>  
DiSC and DiSC for Sales  
Navigating Change



**BFS Foundations**, our e-learning platform, contains a broad catalog of courses that allow you to customize your learning at your own pace. It's online learning for you whenever you want it.

# LEVERAGING THE BFS LEADERSHIP BLUEPRINT

At BFS, we work every day to create and maintain a high-performing people-first culture. Our leaders are expected to lead with Smart, Heart and Courage - the foundation of our Leadership Blueprint. We align the programs for the Leadership Academy to support the Smart, Heart and Courage competencies and the values of Safety, People, Integrity, Customer and Excellence.



## SMART

### COMPETENCE

Business and Financial Acumen

Results Driven

Strategic Thinking and Decision Making



## HEART

### LEADERSHIP CHARACTER

Servant Leadership

Emotional Intelligence

Develop and Lead Others



## COURAGE

### MINDSET

Growth Mindset

Innovation

Integrity



## OPERATIONAL EXCELLENCE

### RESULTS

Outperform Today

Transform Tomorrow

Lives and Holds Others Accountable to the BFS Values: **Safety, People, Integrity, Customers and Excellence**



## GIVING BACK TO OUR COMMUNITIES

More than a decade ago, Builders FirstSource established an enduring partnership with the Leukemia & Lymphoma Society (LLS). Since many of us have been impacted directly or indirectly by the devastation of blood cancer, we are committed to transforming the lives of patients diagnosed each year. Through a variety of charitable efforts, including the participation of thousands of team members in LLS's signature Light the Night events across the country, we continuously support the non-profit's mission to raise money for research that will cure leukemia, lymphoma, Hodgkin's and myeloma and improve the quality of life of patients and their families.



**BFS supports a variety of charitable organizations, and we also encourage our locations to support charitable organizations and local causes. We seek to create a meaningful difference in the lives of others and an enduring impact on the communities where we live and work. These include:**



**American Red Cross**

**American Red Cross** shelters, feeds and provides comfort to victims of disasters; distributes international humanitarian aid; and supports veterans, military members and their families.



**Homeaid America** develops housing and programmatic facilities for people experiencing or at risk of homelessness.



**Tunnel to Towers Foundation**, which supports first responders, veterans and their families by providing these heroes and the families they leave behind with mortgage-free homes.



### Leukemia & Lymphoma Society

We partner with our customers and suppliers to raise funds.

**\$2.3M** raised for LLS in 2022, **\$8M** raised since 2006. Established a goal to raise **\$2.5M** for LLS in 2023. **#2** national ranking among LLS corporate fundraising teams. **17** years of support.



**CAMP SOUTHERN GROUND**

**Camp Southern Ground** supports veterans and provides extraordinary camp experiences for children – especially those with neurodevelopmental differences from military families and underserved communities.



**BFS Cares**

**The BFS Cares Program** was created to help team members facing financial hardship immediately after a natural disaster or an unforeseen personal hardship. We provide a tax-free grant - of **up to \$5,000** - funded by the donations of individual team members and support from the company. Since 2017, more than **1,200 grants** have been provided to those in need through donations totaling **over \$823,000**.



**Habitat for Humanity**, which helps families build and improve places to call home so that more people are able to live in affordable and safe homes.

# OUR COMMITMENT TO DIVERSITY, EQUITY & INCLUSION (DEI)

Our people are the heart of our company. At BFS, we value the diversity of our team members and fostering a close-knit culture where growth, giving back and making a difference in our local communities fuels our collective success.

Further, we also value the diversity of our customers, suppliers and partners, and take pride in listening to their needs and cultivating long-lasting relationships.

We are committed to continually listening, learning and enhancing our efforts to promote DEI across our organization.

## EMPLOYEE RESOURCE GROUPS (ERGs)

Our locally led, team member driven ERGs are committed to connecting our diverse team member population, creating a safe space for dialogue, providing resources and serving as consultants to our company on DEI topics.



In 2022, we launched a women-focused ERG called WE BUILD (Women Engaged in Building Unity, Innovation, Leadership & Drive) to highlight our commitment to increasing the number of women working in our industry and at Builders FirstSource.



Proud to Serve is our Employee Resource Group dedicated to supporting our company's veterans, active-duty military, reservists, guardsmen and their families through mentoring, fellowship, career networking and leadership development.

## 2022 RECOGNITION



Builders FirstSource has been recognized for our above-and-beyond commitment, contribution and collaboration in building a sustainable workforce in residential construction by the Building Talent Foundation.



We received an Employer Award from VETS Indexes, an annual awards program that recognizes the top organizations in hiring, retaining, promoting and supporting veterans.



15 of our female team members were recognized as part of HBSDealer's Top Women in Hardware & Building Supply Awards. The awards celebrate the skills, talent and perseverance needed to meet and exceed the high expectations of our industry.



## WE'RE PROUD TO BE A MILITARY FRIENDLY® EMPLOYER

We value the strength, loyalty and qualifications each veteran brings to the civilian workforce. We offer veterans an opportunity to start a career with a company that honors their military service and invests in their future.



"Transitioning from a leadership role in the military, I was not interested in completely starting over. BFS offered me a role that leverages my decade of experience and aligns with my core values as a veteran."

### Ethan Wentzel

Operation Manager in Training  
Dec. 2021 – Present

U.S. Air Force, 2013 – 2022

## HIT YOUR CAREER TARGET

We're honored to be designated as an official Military Friendly® employer and proud to be a DOD's SkillBridge Program partner. As a DOD SkillBridge provider we can offer on-the-job training to our enlisted team members nearing the end of their term of service. BFS has developed training plans for positions, including operations leadership, design, CDL and sales.



[BLDR.COM/VETERANS](https://BLDR.COM/VETERANS)

# WHAT WE'RE LOOKING FOR AT BFS



ARE YOU READY FOR A CAREER THAT BUILDS YOUR FUTURE? >



**KEVIN**, OPERATIONS MANAGER

"I love dealing with the different facets of our business. Throughout the workday, I juggle what is necessary to take care of customers, support my sales people and ensure the well-being of all team members. The reward from making that happen on a daily basis has no gauge or scale – it's simply rewarding."



**JOANN**, DIRECTOR TRUSS & COMPONENTS

"Every day brings new challenges, opportunities and things to be learned or taught. When problems arise, there's always someone that's willing to help problem-solve and find the best solution for the company and our customers. Management is always looking out for your best interests and will help you achieve your goals. It's great to work for a company that is willing to make change and have faith in the next generation."



**XIU**, INSIDE SALES REPRESENTATIVE

"I started working for BFS part-time cleaning, and management liked my hard work. They promoted me to the door shop, where I drove a forklift and learned how to run the door machine. From there, I seized an opportunity to join our inside sales team. BFS is like family. I want to work at the company until I retire. Working for BFS has allowed me to buy a house and raise my children. And my kids don't have to worry."





# OUTPERFORM YOUR EXPECTATIONS OF WHAT A CAREER CAN BE AT BUILDERS FIRSTSOURCE



Join us, and see why we say **“the sky’s the limit”** when you have 29,000 people all pulling together, up for every challenge, ready for anything and **Built for More.**

## EMPOWER YOUR POTENTIAL

- We empower you to discover your purpose and unlock your potential by giving you the right tools, technology and resources to grow. Your personal growth is always under construction as you learn and develop.

## STAY CHALLENGED & ENGAGED

- No two days are the same. Being the #1 building supplies distributor in the nation presents a variety of unique employment opportunities. Our work is engaging and challenging.

## ALL LEVELS WELCOME

- At BFS, we meet you where you are – all education levels welcome – and get you where you want to go in order to earn a good living. We see you. We value you. And we have your back.





# APPLY TODAY

Check out our career site. You can view upcoming recruiting events, search for current jobs and apply for your opportunity to join the Builders FirstSource team.



[BLDR.COM/CAREERS](https://BLDR.COM/CAREERS)