

Welcome to James Hardie



Building great things together...for today and tomorrow.

Smart. Driven. Real. These three characteristics not only make James Hardie the number one brand of siding in America, they also make us a great place to work. As a new employee, you join a rich, 129-year tradition that embraces continued growth, innovation and outstanding performance in order to build great things for today and tomorrow. Welcome aboard!

Everyone is a Leader

Empowerment & Accountability

We take ownership in all we do, setting high standards and developing ourselves and others to achieve our goals, with a customer focus in mind.

Cross-Functional Teamwork

We operate as one inclusive and integrated team, thinking beyond our functional area of expertise, as we work together to effectively achieve common goals, knowing diverse and unique perspectives and experiences create the best outcomes.

Global Mindset

We think and reach outside our geographic boundaries, applying insights and learnings to how we execute locally.

Best Practice Sharing & Replication

We proactively seek out a better way of doing things, share learnings broadly and implement them as new standards.

Future Forward Planning for Predictable Results

We are proactive and think ahead, anticipating changes in a dynamic business environment, creating our approach to consistently deliver planned results

PDCA Continuous Improvement Mindset

We view every day as an opportunity to improve, reviewing and adjusting to support internal and external customers.

Our Community

We take every opportunity to give back to our local communities. Each of our locations organize volunteer opportunities and participate in fundraising for different organizations, including Habitat for Humanity, Muscular Dystrophy Association, Volunteers of America, American Cancer Society and Toys for Tots.

Check out our Career Center at [jhcareercenter.com](https://www.jhcareercenter.com), and be sure to visit our YouTube channel at [youtube.com/user/JamesHardieBP](https://www.youtube.com/user/JamesHardieBP).

Fast Stats

We are focused on growth.

As the largest fiber cement producer in North America, we had annual net sales of \$3.6 billion in FY22 and total assets of \$4.2 billion.

We are the world leader in fiber cement.

We employ more than 5,000 people worldwide, with more than 3,400 employees in the U.S. alone. Our U.S. facilities include ten manufacturing plants and one R&D facility. Our corporate headquarters is based in Chicago, IL.

We create a sustainable and differentiated advantage.

We have the largest R&D facility anywhere in the U.S. devoted to fiber cement technology, with approximately \$26 million of annual revenue devoted to R&D investment alone. We boast 751 patents, 171 designs and 965 trademarks worldwide (147, 52 and 107, respectively, in the U.S.).



Your 2023 Employee Benefits

Benefits Overview & Biweekly Health Coverage Rates

We are proud to offer a comprehensive package of valuable benefits to protect your health, your family and your quality of life. The following chart highlights key components of your benefit options. For a more detailed description of your benefits, please refer to the Guide to Your Employee Benefits.

Benefits	Eligibility	Summary
Medical, Dental & Vision	Date of hire	<ul style="list-style-type: none"> Two medical plans with Rx coverage, dental plan and vision plan You may waive coverage and receive credit of \$40 per pay period
401(k) Retirement Plan	First day of month following date of hire	<ul style="list-style-type: none"> Company match of 100% on the dollar, up to a maximum of the first 6% of your salary Company match, fully vested after three years – Graded Schedule
Health Savings Accounts (HSAs)	Date of hire (must be enrolled in the High-Deductible Health Plan [HDHP] to participate)	<ul style="list-style-type: none"> Tax-advantaged account that allows you to set aside pre-tax dollars to pay for eligible health care expenses Company contributes \$500 (employee-only) and \$1,000 (family) annually
Flexible Spending Accounts (FSAs)	Date of hire	<ul style="list-style-type: none"> Tax-advantaged accounts that allow you to set aside pre-tax dollars to pay for eligible health care and dependent care expenses not covered by your group medical insurance plan
Vacation	Accrual of hours begin on date of hire: <ul style="list-style-type: none"> 1-4 years of service: 80 hours 5-9 years of service: 120 hours 10-14 year of service: 160 hours 15+ years of service: 200 hours 	<ul style="list-style-type: none"> Earn one week of vacation following six months of employment “Sell” earned and unused vacation hours in excess of 40 hours “Borrow” up to a maximum of 40 vacation hours
Holidays	Date of hire	<ul style="list-style-type: none"> 9 paid holidays per year as designated per site and per Company policy Two additional floating holiday per calendar year, for use any time Company locations close for Christmas
Wellness Program	Date of hire	<ul style="list-style-type: none"> Receive a monthly reimbursement of up to \$25 for gym memberships, fitness classes and fitness events Get reimbursed up to \$150 for Weight Watchers
Basic & Supplemental Life Insurance	Date of hire	<ul style="list-style-type: none"> Benefit of up to 1.5x your annual base salary up to a maximum of \$1 million Additional coverage available for yourself, your spouse/domestic partner and your children at a cost to you
Disability Insurance	First of the month after six months of employment	<ul style="list-style-type: none"> Short-term and long-term disability available at no cost to you STD: Benefit of 100% up to \$3,750 per week for first four weeks (excluding elimination period), then 66 2/3% up to \$2,500 per week LTD: Benefit of 66 2/3% up to \$15,000/month
Employee Assistance Program (EAP)	Date of hire	<ul style="list-style-type: none"> Confidential program available at no cost to you and your household members Receive counseling for a variety of personal issues
Charitable Matching Program	Date of hire	<ul style="list-style-type: none"> Includes Charitable Matching and Charitable Volunteer Hours
Employee Discount Programs	Date of hire	<ul style="list-style-type: none"> Safety glasses program Work boot purchasing program

Coverage Tier	Anthem Blue Cross PPO	Anthem Blue Cross HDHP	Cigna Dental Plan	Superior Vision Plan
Employee Only	\$34.58	\$29.89	\$1.31	\$0.83
Employee + 1 Dependent	\$86.71	\$74.93	\$2.61	\$1.66
Employee + 2 Dependents	\$113.64	\$98.21	\$3.92	\$2.50
Employee + 3 Dependents	\$138.41	\$119.62	\$5.23	\$3.33
Employee + 4 Dependents	\$161.80	\$139.83	\$6.54	\$4.16
Employee + 5 or More Dependents	\$187.15	\$161.74	\$7.84	\$4.99

Note: Employees may waive health coverage and receive \$40 per pay period credit if you provide proof of other medical coverage in the form of a letter from your current carrier or a copy of your medical ID card.

