



Careers at Smalley

We're dedicated to providing you with an experience representative of our family culture.

Smalley Steel Ring Company is **the global leader in retaining ring and wave spring manufacturing**. We supply a wide variety of industries including: aerospace, automotive, energy, medical, off-highway and many more.

Smalley is a privately held, family-owned business with a **team-oriented culture**. Our organization focuses on quality, integrity, growth, and reliability. We offer opportunities both in the office and on the manufacturing floor.

Our office team consists of engineering, accounting, IT, customer service and purchasing among many others.

If you are interested in manufacturing, CNC, distribution, machining, etc., **we have the right opportunity for you.**

CHOOSE YOUR CAREER PATH

A few examples include:

MANUFACTURING

- Machinists
- Machine Operators
- Warehouse
- Distribution

OFFICE

- Engineering: Quality, Application, Sales, Industrial & Machine Design
- Customer Service
- Marketing
- Accounting
- Human Resources

**Career
Advancement**

**Competitive
Compensation**

**Tuition
Reimbursement**

Apply Today

Visit smalley.com/careers for a complete list of open positions. If you don't see one you are looking for, email your resume to resumes@smalley.com today!



BENEFITS



Insurance

Health Insurance (HMO & HSA/PPO)
Dental Insurance (PPO)
Vision Insurance + Disc. Program
Accident Insurance
Pet Insurance*
Legal Shield/ID Shield Insurance*
Employer Paid Basic Life and AD&D (\$25,000)*
Employer Paid Short Term Disability*
Employer Paid Long Term Disability*
Employer Paid Critical Illness*
FSA—Medical and Dependent Care
HSA—Health Savings Account

* Voluntary buy-up



Recognition & Engagement:

Anniversary – Milestone Service Awards & Incentive
Safety Incentive Program:
• 30/60/90 day accident free – bagels & coffee
• 90 day accident free – Smalley Safety Prize Wheel (cash, gift cards, prizes)
Business Reward Lunches
Holiday Events
Team Building Events
Complimentary Thanksgiving Turkeys
Quality Incentive Reward Program—Quarterly (Smalley Motivation and Empowerment Prize Wheel)



Holidays & PTO

Company Paid Holidays: 10
Paid Time Off
Flex Time and Work From Home Opportunities



Earnings Growth

Competitive Salaries
Shift Premiums: 2nd Shift 10%; 3rd Shift 15%
Bonus Potential and Annual Merit Increases
Plant Attendance Incentive (Trimesters)
Employee Referral Programs
Safety Shoes: 50% Reimbursement (Bi-annually)
Safety Glasses: 50% Reimbursement (Bi-annually)



Wellness

Employer Paid EAP (Employee Assistance Program)
Wellness Program:
• Annual \$75.00 Wellness Benefit
• Points Based Reward Program—Monetary and Giveaways
• Voluntary Community Service Projects
• Health Events: Walks, Sports Tournaments/Challenges



Retirement Planning

Retirement – 401(k)
• Company Match
• Safe Harbor Contribution
• Pre-Tax and Roth Option



Training & Development

Tuition Reimbursement
Leadership Training
Training & Development for All Employees
Ongoing Performance Reviews
(Mentoring, Coaching and Feedback)



SMALLEY

THE ENGINEER'S CHOICE®