Welcome

PRODUCTS DESIGNED FOR LIFE CREATED BY PEOPLE LIKE YOU



MOEN®

www.moen.com

FROM THE PRESIDENT







Moen Incorporated offers rewarding career opportunities throughout the world.

At Moen, we are proud of our products and proud of our people. Moen employees continually demonstrate a commitment to innovation, creativity and reliability, which has launched us to the position of global leader in the kitchen and bath industry.

I started at Moen fresh out of graduate school almost 20 years ago. Over the years, I have been provided with challenging assignments that offered ever-increasing levels of professional and personal growth. And since that first day back in 1990, our business has evolved and grown, but one thing has not changed – our commitment to our people.

I'm excited that you are considering Moen Incorporated as the next step in your career. Should you join our company, you will become part of a team of professionals ready to grow and take on the challenges that lie ahead. Your skills, your talents and your passion will play an important role in fueling our continued market leadership.

Sincerely,

David Lingafelter
PRESIDENT, MOEN INCORPORATED



Operating Philosophy

Our operating philosophy reflects our core beliefs and values for creating a challenging and rewarding environment in which our employees are expected to:

Do what's right

We take our role as a responsible member of society seriously, and we devote ourselves to respecting the individual, demonstrating leadership and maintaining an environmentally sound workplace.

Work together

We promote creative teamwork by relying on everyone's talents and expertise with open and honest communication.

Get results

We are driven to succeed by seeking out innovative ideas, continuously improving our organization and products, and embracing and promoting change.

Do What's Right

CREATING AN ENVIRONMENT THAT VALUES OUR EMPLOYEES, OUR CUSTOMERS AND OUR PLANET





Commitment to People

Value diversity and treat all individuals with dignity and respect

Demonstrate leadership, act with integrity and accept responsibility

Commit to lifelong learning

Recognize and reward results

Maintain a healthy and environmentally sound workplace

Work Together

BECAUSE YOUR JOB SHOULDN'T FEEL LIKE WORK





A Challenging and Rewarding Environment

Actively participate in work teams

Engage in open and honest communications

Be empowered and empower others

Actively include, learn from and support our global community

Get Results

PRODUCTS THAT DELIVER WATER
STYLES THAT ACCENT EVERY DÉCOR





Driving Success Through Innovation

Be innovative and receptive to new ideas

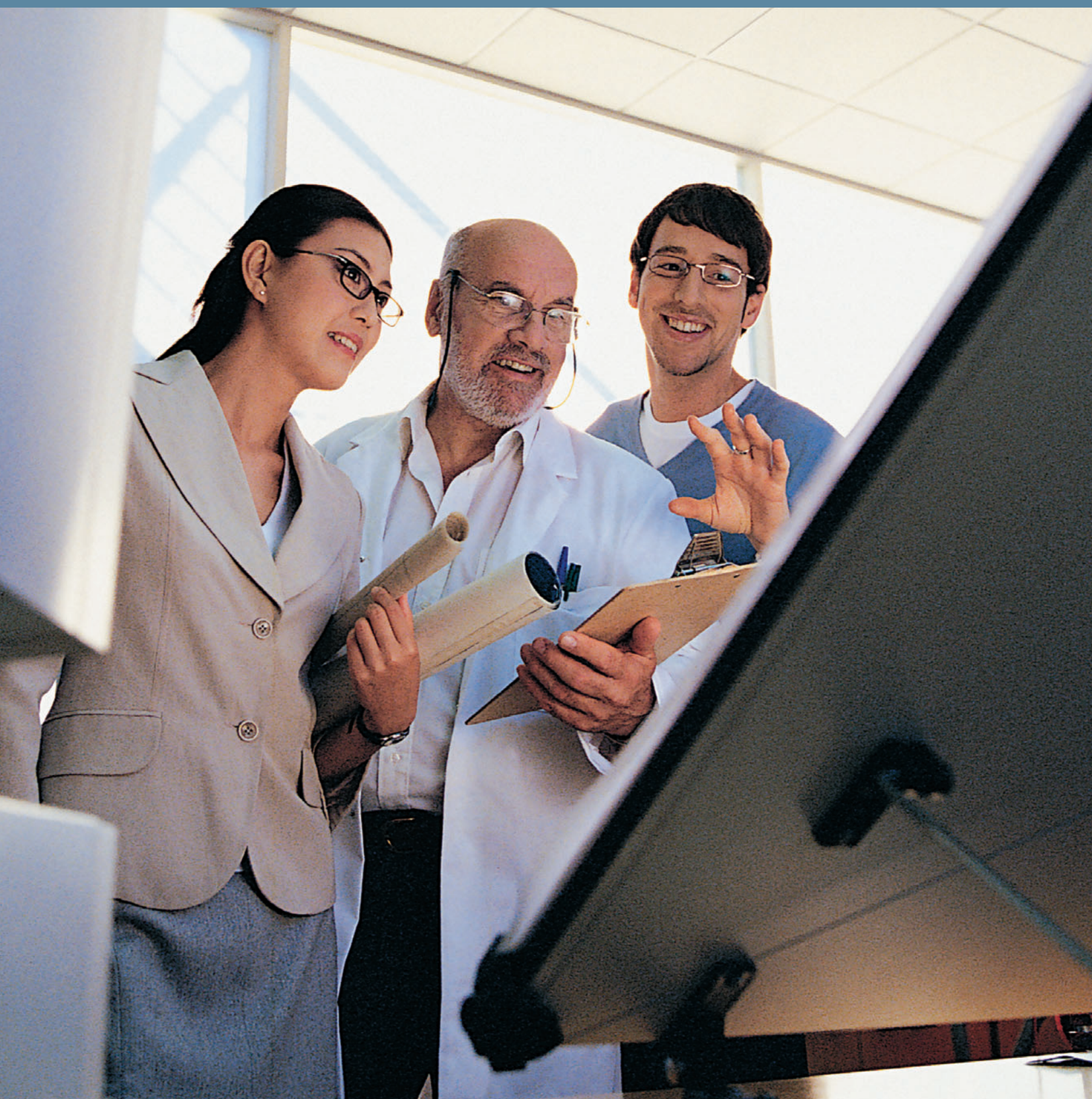
Act decisively with clear purpose and a sense of urgency

Adopt a proactive attitude for continual improvement

Embrace and promote change

Opportunity

SEEKING STANDOUT INDIVIDUALS TO HELP US STAND APART



THE BENEFITS OF WORKING FOR A MARKET LEADER



In addition to being a part of a dynamic team of committed employees, we offer many benefits most companies have eliminated.

GROWTH

- Cascading objectives and measures taken directly from the business strategy
- An environment of feedback and continual learning both on-the-job and in special assignments supported by tuition assistance for continuing education
- A balance between participation on teams and autonomy to solve problems and drive results

PARTNERSHIP

- Outstanding medical, dental, vision and prescription drug coverage
- Flexible spending accounts for health and dependent care
- Life insurance with supplemental coverage for dependents
- Long-term and short-term disability protection
- 401(k) plan – Moen will contribute 50 cents for every $1 you contribute up to 6% of your salary
- Retirement plan – Moen will contribute 5% of your eligible earnings annually to your retirement account

BALANCE

- Paid vacations and holidays
- Business casual environment
- Commitment to community service
- Employee assistance program

VALUE

- Competitive base pay
- Robust bonus programs allowing all employees to win together
- Recognition and rewards for outstanding contributions

MOEN®

www.moen.com

WORKING IN NORTHEAST OHIO



Do you want to live somewhere that has it all? Then Northeast Ohio is the place for you! The region offers unsurpassed educational and world-class medical facilities, regional and national centers for the arts, top-notch entertainment and professional sports. The beauty of the region is highlighted by an extensive array of scenic parks and the Lake Erie shoreline of beaches and rock cliffs.



When you join our North Olmsted team, you enter a dynamic work world. We have been a NorthCoast 99 winner, making us one of the 99 great workplaces for top talent in Northeast Ohio.

Conveniently located in suburban North Olmsted southwest of Cleveland, our headquarters offers many conveniences to help employees balance personal and work commitments. We provide:

- An on-site cafeteria
- An on-site wellness center
- An annual health fair
- A credit union branch
- An on-site ATM with FirstMerit Bank
- A business casual dress environment

MOEN®

www.moen.com

STRUCTURED TO MOTIVATE AND REWARD ACHIEVEMENT



Our Co-Op and Internship programs give college students opportunities to build on their academic skills and gain valuable hands-on experience in a global business.



Assignments are determined by student interest and our business needs. Mechanical engineering students may find opportunities in product development, product quality, productivity improvement, engineering or technical innovation. Marketing interns may find themselves involved in channel or product marketing, communications, brand development, research or advertising.

AS A CO-OP OR INTERN, YOU CAN LOOK FORWARD TO:

- Experience with a market leader
- Guidance from an experienced mentor
- An energetic, innovative work environment
- Hands-on involvement in productive project work
- Competitive pay while preparing for a career

A Co-Op or Internship position may jump start a wonderful career. As an equal opportunity employer, we look to our co-ops and interns when filling full-time, entry-level positions within the company.

MOEN®

www.moen.com

As one of the brands in the Fortune Brands, Inc. portfolio, Moen® is part of a high-performance company that features more than 20 premier brand names including Jim Beam® bourbon, Therma-Tru® doors, Master Lock® padlocks and Titleist® golf products. Fortune Brands, Inc. trades on the NYSE under the ticker symbol FO and has been named by *FORTUNE*® magazine as America's Most Admired Company in the category for more than a decade.

Learn more at www.fortunebrands.com.



A Dynamic Work World

World Headquarters:

North Olmsted, OH

Regional Offices:

- Canada
- China
- Guatemala
- Hong Kong
- India
- Mexico

Distribution Facilities:

- Guangzhou, China
- Guatemala City, Guatemala
- Kinston, North Carolina
- Las Vegas, Nevada
- Oakville, Canada
- Saltillo, Mexico
- Shanghai, China

Manufacturing/Engineering Facilities:

- Guangzhou, China
- New Bern, North Carolina
- Pine Grove, Pennsylvania
- Sanford, North Carolina
- Taichung, Taiwan

© 2008 Moen Incorporated. All rights reserved.

Moen Incorporated
25300 Al Moen Drive
North Olmsted, OH 44070-8022
1-800-BUY-MOEN

MOEN®

www.moen.com

MF2976 1M – 12/08 – CGG