



# Think Big. Be Gallant.

**At Gallant, we're seeking people of character as well as capability. Please read through this information to determine if Gallant would be a good working environment for you.**

## **VALUES**

Our business is built on Ten Virtues that we constantly aspire to: Courage, Integrity, Responsibility, Honesty, Compatibility, Humility, Empathy, Foresight, Velocity and Passion. Click [here](#) to learn more about our Ten Virtues and what they mean to us.

In addition, we seek team members who take the initiative, generate solutions, stay focused and keep a positive attitude. We're drawn to ambitious professionals who challenge the status quo and don't back down when encountering obstacles. We want people who value the team and bring out the best in others. We hire winners.

## **BENEFITS**

We believe in taking care of those who take care of our team and our customers. In accordance with plan guidelines and at the discretion of the company, Gallant offers a comprehensive and competitive benefit program, including:

- Health Insurance. Premier health and dental insurance is provided via both PPO and HMO options.
- 401(k) Plan. Eligibility begins in your seventh month of employment, with matching contributions starting immediately.
- Company Bonus Plan. All team members with more than one year of service are eligible for a year-end bonus, based on both company performance and a high level of personal performance as it relates to Gallant's core values.
- Paid Time Off Program. Ten PTO days are provided to first-year team members, prorated by start date. Eighteen PTO days are provided each year thereafter, accruing at a rate of 1.5 days per month.
- Holidays. Seven paid holidays are provided to all team members.
- Short-term Disability Insurance. Short-term income protection up to 60% of annual salary for up to 13 weeks of disability or illness is provided.
- Long-term Disability Insurance. Long-term income protection up to 60% of annual salary with a \$6,000 per month cap is provided.
- Life Insurance. Coverage equal to one year off annual salary is provided to all full-time team members.
- Professional Training & Development. Seminars, professional training, association involvement and other educational opportunities are made available to team members.
- Educational Assistance. Tuition reimbursement for eligible coursework is available to all full-time team members.
- Mentoring Program. New team members are aligned with and coached by a member of the Gallant management team during the first six months of service.
- Performance Reviews. Conducted at six months of service and annually thereafter.
- Employee Referral Program. Team members referring prospective employees to Gallant earn up to \$1,000 for a new hire.

## **INTERESTED IN WORKING WITH US?**

We'd love to talk to you. Call us at **815.568.1880** or email [jobs@egallant.com](mailto:jobs@egallant.com) to get the conversation started.



**GALLANT**  
BUILDING SOLUTIONS