



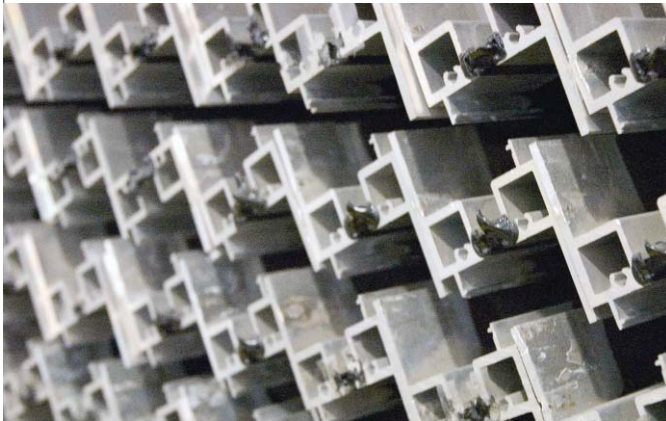
You and
YKK AP America Inc.



**YKK
ap**®
Quality
inspires™

Let's get acquainted

Thank you for considering YKK AP® as your potential employer. This brochure offers some general information about the company and why you should consider becoming part of our world-class organization.



Who is YKK AP?

YKK AP, also known as YKK Architectural Products, is a leading manufacturer of aluminum and vinyl building products. More specifically, we make aluminum framing systems for entrances, storefronts, curtain walls and windows for all types of buildings. These include office buildings, stadiums, malls, schools, hospitals, hotels and condominiums. In addition, we make vinyl windows and doors for homes. Our commercial and residential products share some common characteristics: All add safety, comfort, energy efficiency, and attractive design to the places where people live and work.



How big is the company?

YKK AP America is part of YKK Corporation of America, our parent company in the United States. All together, we are part of YKK Corporation, a global enterprise founded in the early 1900s and headquartered in Tokyo, Japan. In addition to architectural products, YKK companies produce zippers, snaps, buttons, and other fastening products used in apparel and also in non-apparel markets, such as the medical and automotive industries. YKK operates in numerous countries around the globe and employs more than 30,000 employees.



In the U.S., many YKK AP employees work in Georgia, where we have two manufacturing plants (in Dublin and Macon), a corporate headquarters (in Austell, near Atlanta) and a branch (in Atlanta). The rest of our employees serve customers from regional sales and distribution centers throughout the United States.



What do company employees do?

Our employees have a wide variety of skills and work in many different fields. Some of them include:

Mechanical engineering	Fabrication
Design engineering	Quality control
Plant maintenance	Sales and marketing
Product management	Distribution
Manufacturing	Purchasing
Project management	Administration
Human resources	Financial management
Information technology	Supply chain management

What is YKK AP's "culture"?

As an employer, YKK AP America strives to provide a steady employment relationship. We want employees to be able to count on us as their foundation for building a stable life and a healthy, happy family.

The company values people who take pride in performing to the best of their abilities. YKK AP sells in a very competitive marketplace. Our employees know that each individual's prosperity is linked to the company's prosperity, so they are committed to helping the company meet its goals.





In return for employees' dedication, YKK AP provides competitive compensation, benefits, training and opportunities for advancement—plus clean, safe and productive working conditions.

Our rules and our dress code are reasonable, but not rigid. If you become an employee, we hope you enjoy working with the many fine people at YKK AP, and we want you to achieve a good balance in your work life and your personal life.

Is YKK AP a good “corporate citizen”?

YKK AP provides local jobs, pays local taxes, and uses local businesses in the communities where we work and live. Georgia's governor has recognized YKK AP America for the “long-standing and productive relationship” the company has with the state and its people.

We strive to be good stewards of the planet, too. YKK AP has an impressive record as an environmentally conscious company. In 1994—long before “green” policies became a popular business trend—our parent company established the YKK Environmental Charter to promote environmental protection worldwide. Our Dublin and Macon plants are models of adhering to high environmental standards.

Why should I consider YKK AP in my job search?

Only you can decide if YKK AP is a good fit with your personal goals. Here are some key points to consider in your decision.



• Do you want stability?

YKK AP America entered the United States market in 1991 after building a state-of-the-art manufacturing plant in Georgia. Sales and employment have grown almost every year since, and the plant has nearly doubled in size and capacity since it opened—and we're not finished yet.



- **How do you want to be rewarded for your performance?**

YKK offers competitive compensation with annual performance reviews. We also provide attractive benefits, many at little or no cost to our employees.

Health Plans

- Medical
- Dental
- Prescription drug
- Vision care
- Substance abuse and mental health support
- Medical flexible spending account

Retirement

- 401(k) plan with employer match

Family Security

- Term life insurance
- Universal life
- Travel insurance
- Short term disability
- Long term disability
- Dependent care spending account
- Education assistance for employees
- Scholarships for children
- Credit union
- Paid vacations and holidays



- **Do you want to work for a leader?**

In the industries we serve, YKK AP America is highly regarded as the quality leader. YKK AP's slogan, "Quality Inspires," expresses our belief that quality goes far beyond the products that we ship from the plant. Quality is the driver behind every action we take for every YKK AP customer. Every employee, therefore, has a direct impact on our quality and success.

- **Do you want opportunities to advance in your career?**

We encourage employees to take advantage of internal and external training programs to gain additional knowledge and experience in their chosen careers. YKK AP also offers career development programs in some of its sales, operations, and engineering job categories. The company has a Web-based program called the "Career Center" that allows employees to apply for internal job opportunities. Some people who started at YKK AP in entry-level positions are now line supervisors, department supervisors, major business managers, and even senior executives.





• Do you want to work for a company that cares about people, not just profits?

Worldwide, YKK's business philosophy is based on a concept called "The Cycle of Goodness," which was created decades ago by YKK's founder, Tadao Yoshida. He recognized that innovative ideas and inventions are the lifeblood of benefits that keep circulating throughout society. Simply stated, this belief means,

"No one prospers unless he renders benefit to others."

We try to live up to that ideal in every thing we do. Perhaps that's one reason why *U.S. Glass* magazine has recognized YKK AP three times with its "Best Companies To Work For" award.

Our two groups



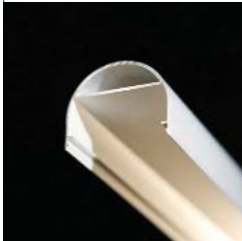
Commercial Group

YKK AP America's Commercial Group is a world leader in the manufacture of aluminum building products. Using only the best materials and technologies, we make entrance, storefront, curtain wall and window systems for the commercial building industry. To ensure control of quality, delivery, and cost, we have vertically integrated all manufacturing at our technologically advanced manufacturing facilities in Dublin, Georgia.



Residential Group

YKK AP America's Residential Group makes a complete line of attractive vinyl windows and doors designed for years of trouble-free use. The products offer homeowners a new dimension in reliability, comfort and safety. The products are manufactured in Macon, Georgia, and are sold to builders and homeowners through building supply companies.



For more information

YKK AP America Inc.
Corporate Headquarters
270 Riverside Pkwy, Suite A
Austell, GA 30168
Attn: Employment Specialist

Ph: 678-838-6000
Fax: 678-838-6021
1-800-955-9551

www.ykkap.com

Email: recruiter@ykk-api.com

Locations

Headquarters:

Austell, Georgia

Manufacturing Centers:

Dublin, Georgia

Macon, Georgia

Branches:

Atlanta, Georgia

Baltimore, Maryland

Boston, Massachusetts

Chicago, Illinois

Cincinnati, Ohio

Dallas, Texas

Greensboro, North Carolina

Houston, Texas

Orlando, Florida



YKK AP America Inc.
270 Riverside Pkwy, Suite A
Austell, GA 30168
1-800-955-9551
www.ykkap.com

**YKK
ap**®
Quality
inspires™