

HOUSTON'S

People, not just products.®

WHO WE ARE



OUR MISSION

At Houston's, we make things easier for distributors in the foodservice and specialty beverage industries. Through consultative service, low order minimums, and flexible deliveries we successfully connect people to products.

As a company that believes strongly in helping others to grow, we provide our employees with development opportunities and strive to be the redistribution partner that supports the business advancement of our customers and vendors.

OUR CORE VALUES



CREATE CONNECTIONS

Our goal is to build relationships with our customers, vendors, and each other, to foster growth and support a foundation for success.



IDENTIFY CHALLENGES AS OPPORTUNITIES FOR GROWTH

We approach challenges with an open mindset, finding solutions while creating an opportunity for development.



BE THE CHANGE

We give each other the power to use our voices to make a difference.



OPERATE WITH INTEGRITY

We strive to make decisions with transparency, taking responsibility for our actions.

"Working at Houston's these past 20 years has been a great experience. This was my first job after raising my children! Being part of this company reminds me of my career as a bookkeeper, tracking and monitoring inventory. Over the years, I've seen so many employees retire with Houston's, demonstrating just how much people have enjoyed it here. This company shows how valuable their employees are to it, and that means a lot." - Alex





"No matter how many years I've been with Houston's, it all blends together as if it was yesterday. I've been asked many times: what keeps you at Houston's? That's easy: our leadership, our employees, the camaraderie, the challenges, and the satisfaction of knowing what I have accomplished and what I can still contribute." - Mike

EMPLOYEE PERKS

- + Employee Recognition Programs
 - + Quarterly Performance Bonus for all Employees
 - + Employee of the Month/Quarter Bonuses
- + Tuition Reimbursement
- + Great Culture
 - + Promote Work Life Balance
 - + Long Tenured Employee Base
 - + Opportunity for Growth
 - + Seasonal Events & Activities
 - + Employee Appreciation Events
- + Employee Referral Program
- + Product Employee Discount
- + Complimentary Product Program
- + Wellness Reimbursement Program
- + Verizon Discount
- + Columbia Employee Store Access

EMPLOYEE BENEFITS

- + Competitive Pay
- + Shift Differential Pay
- + Paid Vacation
- + Paid Holiday Time Off
 - + Additional Floating Holiday
- + Short Term Disability
- + Long Term Disability 100% paid by Houston's
- + Paid Sick Leave
- + Multiple Medical Plans Available
 - + Starts 1st day of the month after 60 days
 - + Employee coverage paid 100% by Houston's
 - + Family coverage available
 - + Dental
 - + Vision
- + 401K Plan with 100% Houston's Matching at 4%
 - + 50% Houston's Matching up to 6%
 - + 100% Vesting Immediately
- + FSA - Flexible Spending Account
- + Life Insurance and AD&D
 - + 100% paid by Houston's
 - + Employee option to increase coverage

