



**MARTIN**  
SPECIALTY COATINGS

**Join Our  
Team!**





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# The Company Story



**1947**

Edward Martin opened a residential painting company called Martin Painting and Decorating with a store front on Lakeshore Drive in Shreveport.



**1976**

The name of the company is changed to Martin Specialty Coatings as more sophisticated coating offerings are established.



**1987**

Mr. Martin's Sons purchase the company from their father making MSC a second generation business.



**2020 and Beyond**

In it's 3rd generation of Martin Family Leadership, MSC's future is bright as catalog offerings and marketing share expand.

# 75 Years of Service

MARTIN SPECIALTY COATINGS WAS STARTED BECAUSE OF OUR ABILITY TO GET IT RIGHT. OUR GRIT AND COMMITMENT TO FINISH ANY PROJECT IS WHY OUR CUSTOMERS COUNT ON US. THE BEGINNINGS OF A RESIDENTIAL PAINTING COMPANY HAVE EVOLVED TO A 3RD GENERATION COATINGS BUSINESS THAT PROVIDES SERVICES IN VARIOUS SECTORS AND MATERIAL APPLICATIONS.

# 5 Divisions of Discipline

WE OFFER A WIDE BREADTH OF SERVICES TO OUR **EXCEPTIONAL CLIENTS.**

- Commercial Finishing
- Industrial Coatings
- Powder Coating/Shop Applied Liquid Coatings
- Roofing/Waterproofing
- Poured Flooring Coatings





# Opportunities for growth

OUR MOST PROMISING INVESTMENT IS THE **PREEMINENT WORKFORCE** WE EMPLOY. WE HIRE, DEVELOP AND RETAIN THE BEST. WE BELIEVE IN PROMOTING FROM WITHIN, MAKING GROWTH OPPORTUNITIES FOR THE WORKFOCE WE DEPLOY.

# 130 full-time employees and counting

OUR ROBUST CATALOG OF SERVICES PROVIDE **INNOVATIVE SOLUTIONS** TO BEST SERVE OUR CUSTOMERS. FROM SKILLED TRADEMENS TO ESTIMATORS AND PROJECT MANAGEMENT, WE'RE LOOKING FOR TOP TALENT AS WE GROW BEYOND OUR 75 YEARS OF SERVICE.



**Exceptional Clients.  
Preeminent Workforce.  
Innovative Solutions.**



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Do you  
share our  
Core  
Values?



**Be Adaptable and  
Coachable**

**Be Committed,  
Competitive and  
Passionate**

**Be Innovative**

**Show Integrity**

**Exhibit a Positive Attitude**

**Exhibit a Strong Work Ethic**





## We are diversified.

With 5 divisions in our catalog, your skill set can be as diversified as we are. There are opportunities across all divisions to expand your knowledge of coatings.



## We are technology driven.

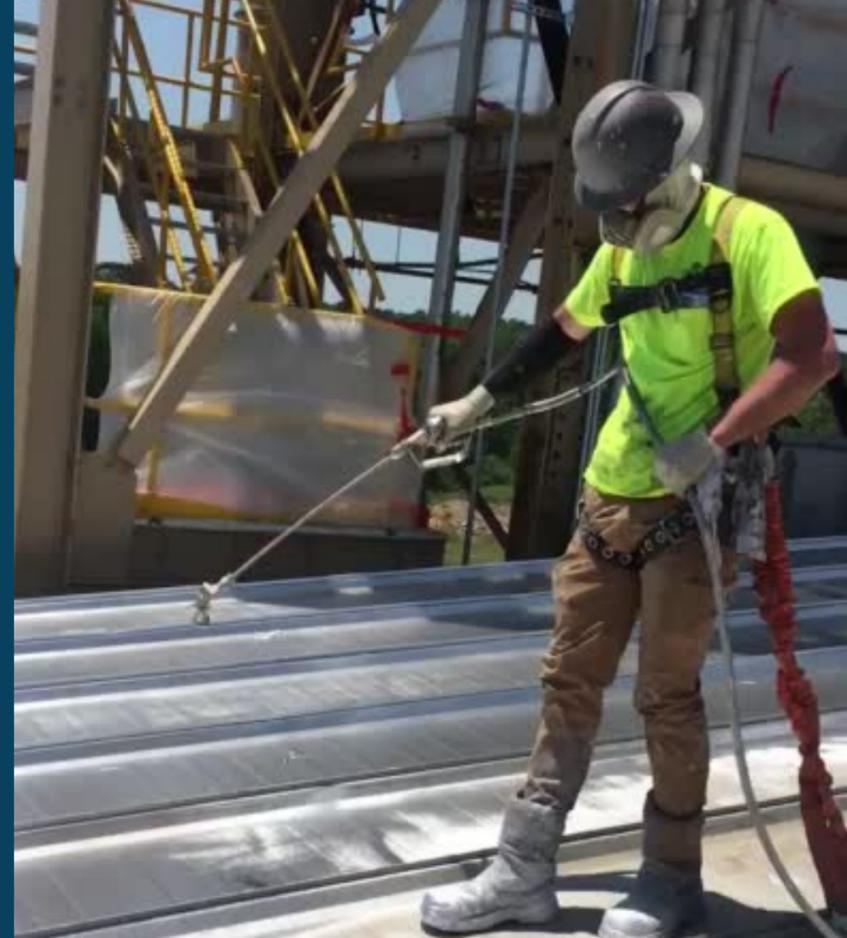
We're not your mama's paint company. We deploy the latest technology not only in coatings application but also in reporting and workflow process. Technology makes us efficient both in the office and the field.

# Excellence Drives Us



## We seek to improve.

To be the best, we hire the best. We know the value our employees bring to the table. We encourage process improvements and invest heavily in the development of our employees.



# We protect what matters the most.

Nothing is more important than giving our employees the tools to perform work safely. Our culture of safety fosters the environment to make sure you get home in the same condition you arrived.

Our in house training, third party skills and safety training, along with our safety incentive programs are the key to keeping safety top of mind.





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# Employee Benefits

## Robust Health Care Benefits

There isn't a trade company in our region that offers health benefits as robust as ours. Health, Dental and Vision benefits are provided at different price points to find the right fit for you and your family. Short term and long term disability as well as voluntary life insurance are available to you as well.



## Retirement Benefits

We know the work you put in today can build you a brighter tomorrow. Our 401k options with employer match is one way we can help you build a secure future.

## Training and Education

Both professional and personal trainings are regularly implemented to ensure that we are maintaining a culture of safety and growth for our employees.



# Company Holidays and Vacation

When you work hard, you should be able to play hard too.

MSC offers PTO on an accrual basis and company holidays.





# Fair Compensation

Employing the best comes at a cost, and we look at each employee as an investment today that will help us reach our goals for tomorrow.

Compensation is based skills and experience, but field employees starting with no experience can expect a base rate of \$14/hour and extensive on the job training.

Through our safety incentive programs, we offer additional bonuses on a quarterly basis to promote participation and a safety oriented culture.

And our desire to foster leadership from within means we're looking for hard workers to promote from within the ranks.





# Think you're a good fit?

We want to hear from you!  
Apply today!

[www.martinsc.com/careers](http://www.martinsc.com/careers)

