



We put people first.



Get to know the SK Team.

Assemblers of custom,
handcrafted food.

8 Locations in North America

75+ Years of industry knowledge and experience

2 Million Sandwiches, wraps and other products prepared daily

913,000 Square feet of production

2,000+

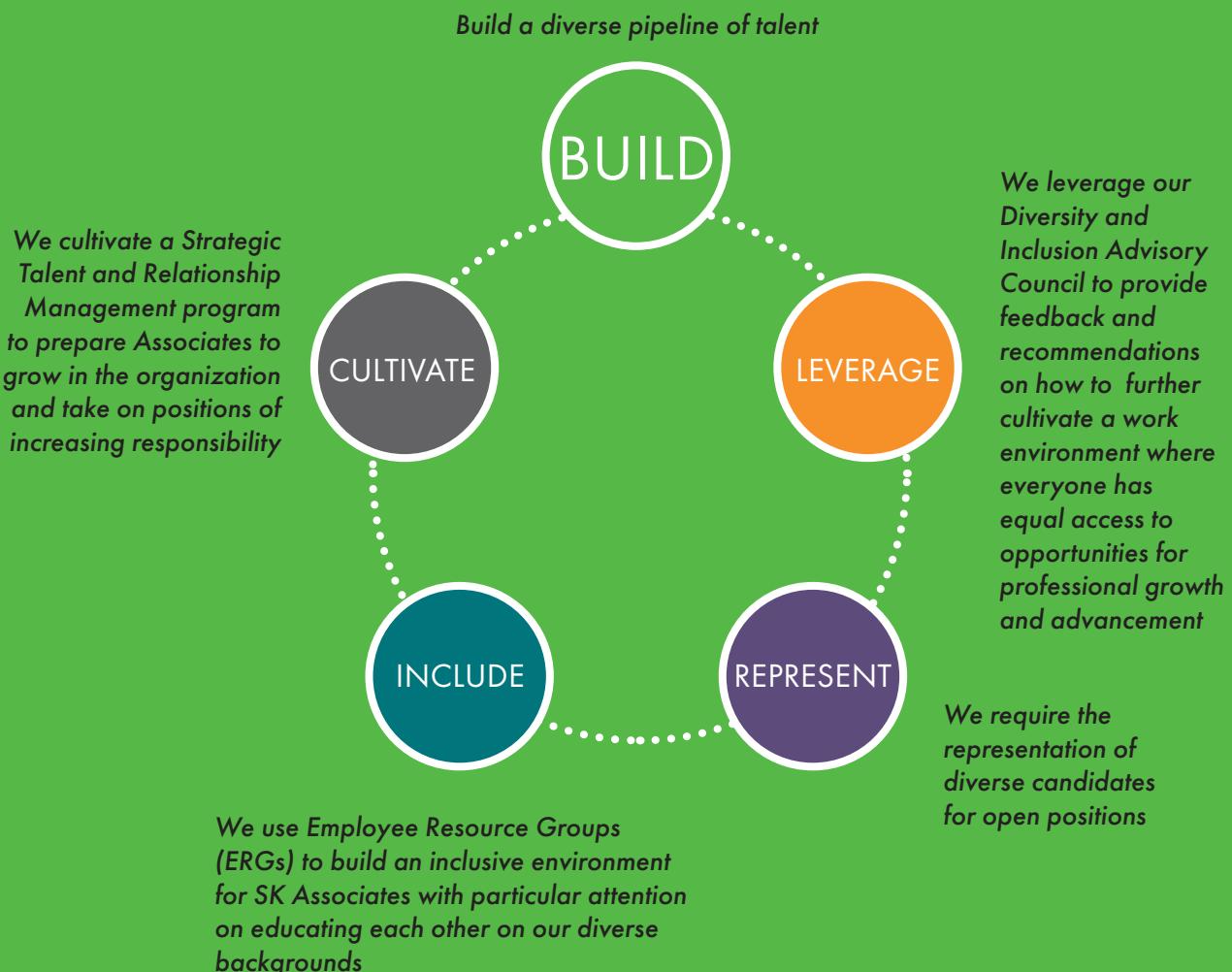
Associates...and growing

Our “people-first” philosophy is the key to our continued growth

Our purpose as a company is to provide opportunities for SK Associates to support their families and personally grow. Our core values speak volumes about the path we want to take, and we ask that every SK team member embrace these values as they represent our deeply held beliefs and continue to drive SK's success.

DIVERSITY, EQUITY AND INCLUSION

One of SK Food Group's core values is to "Do the Right Thing." We are living that value on our journey to advance racial and social equity for our Associates and our communities. We are advancing diversity, equity and inclusion at SK Food Group through our policies, programs and initiatives—like our **Diversity and Inclusion Advisory Council**, which provides feedback and recommendations to the company to ensure equal access for professional growth and advancement. We strive to create an even more diverse and equitable workplace because at SK Food Group, we are committed to **doing the right thing** towards tangible and lasting social change.





OUR ENVIRONMENTAL, SOCIAL, AND GOVERNANCE (ESG) INITIATIVE

SK is not only concerned with the performance of the business. We also want to have a positive impact on the environment, our Associates, and the communities where we operate.

We focus on:

- *Reducing our impact on the environment in the areas of carbon emissions, food waste, water consumption, and plastic and packaging waste*
- *Promoting the consumption of healthy food and good nutrition*
- *Cultivating a safety-first culture for the benefit of our Associates*
- *Driving environmental sustainability and corporate diversity among our suppliers*
- *Delivering safe quality food products*
- *Investing in the development of resilient and sustainable local communities*
- *Encouraging a culture of diversity, equity, and inclusion*

Midkaayaba midka kale ayuu daryeelaa

हामी एक अर्कोको ख्याल गर्छौं

Tunajaliana wenyewe kwa wenyewe

CORE VALUE

WE CARE ABOUT ONE ANOTHER

It is important to listen to each other, be open to new ideas, and remain humble, whether we are celebrating our successes or reflecting on what we could do better.

Peb ib tug hmov tshua txog ib tug

Nos preocupamos
del uno al otro

Chúng tôi quan tâm đến mọi người

हम एक दूसरे की परवाह करते हैं

জুন্নপুরত্ত্ববল্য আবৃণ্ণেবুণ্ণেবাপোরূপীকৰণপিবল্য

Nous prenons soin
des uns des autres

ହାମୀ ସହି କୁରା ଗଢାଁ

This means being genuine, trustworthy, reliable and honest.

Nous agissons avec intégrité

Tunafanya kinachofaa

Peb ua Yam kom yøg

CORE VALUE

WE DO THE RIGHT THING

Improving our bottom line is vital to our success, but our decisions are guided by integrity and a strong moral compass.

ହମ ସହି କାମ କରତେ ହଁଲ୍ଲେ

Waxaan qabannaa wixii qumman

Chúng tôi chân thành và chính trực

Hacemos lo correcto

ଲ୍ୟାନ୍ଡିଜ୍ଞିଷ୍ଟିକୋଅଫାର୍କି ଲ୍ୟାନ୍ଡପିଲ୍ୟ

ပေးထားသည့်ကတိအတိုင်း လုပ်ပါသည်

Waxaan oofinnaa sidii loo ballanqaaday

हामी वचन दिएअनुसार वितरण गछौं

Chúng tôi giữ đúng sứ mạng

Peb ua raws li cog lus tseg

Nous tenons nos promesses

Tunatekeleza kama tulivyoahidi

We are diligent in delivering what we have promised to our customers and to each other.

CORE VALUE

WE DELIVER
AS PROMISED

Cumplimos con lo que prometemos

हम वादे के अनुसार प्रदान करते हैं

Tunafanya chochote kinachohitajika

हामी जसरी भए पनि गँड्हौं

ရည်မှန်းချက်ပြည့်ဖို့ လုပ်ရန်လိုသည်ကို လုပ်ပါသည်

CORE VALUE

WE DO WHATEVER
IT TAKES

We do whatever it takes to get the job done, with a positive attitude and a commitment to making our customers happy.

Nous persévérons

Hacemos lo que sea necesario

Peb ua txhua yam uas tsim nyog

Chúng tôi tận lực hoàn thành nhiệm vụ

Waxaan ku kacnaa wax kasta ooy naga qaadato

काम पूरा करने के लिए हम जो कुछ भी कर सकते हैं वह करते हैं



These four values are truly what make SK Food Group special. We care about one another, we do the right thing, we deliver as promised, and we do whatever it takes to meet our customers' requests, 100% of the time.

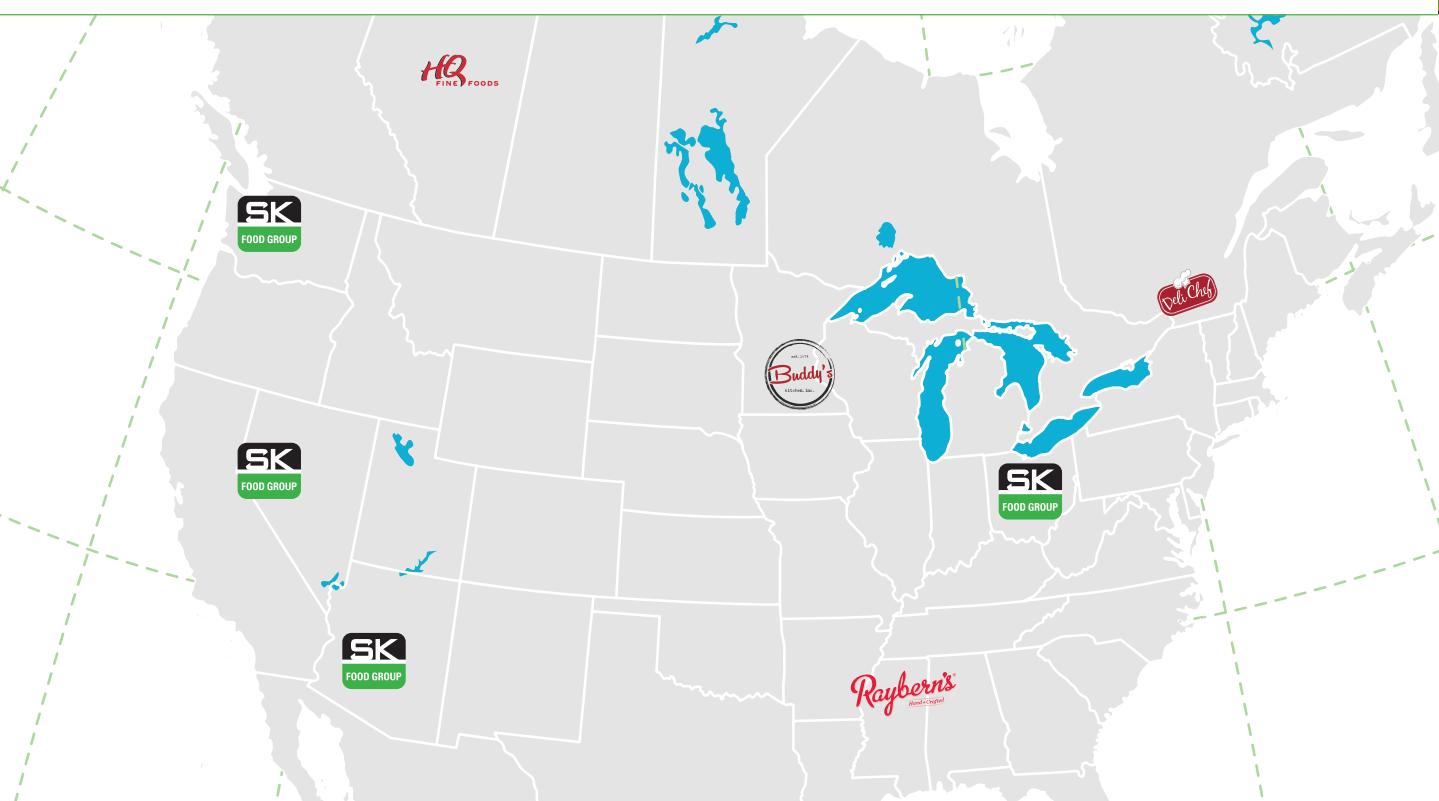
We count on the great attitudes of our fellow Associates to help get the job done. No task is too big or too small, and everyone is willing to "push the broom." We come together as a team and we are focused and committed to being the best in the industry.

This is "The SK Way!"



OUR LOCATIONS

From humble beginnings in 1943 as a mobile catering company in Seattle, we are now one of North America's leading custom food manufacturing companies. SK Food Group's production lines extend across North America with custom, ready-to-eat products from leading industry producers Raybern's, Buddy's Kitchen, HQ Fine Foods, and Deli Chef.



Our facilities across the US and Canada, comprise more than 2,000 Associates—our most valuable ingredient! We supply handcrafted sandwiches, wraps, snacks, flatbreads, and premium charcuterie to the most respected food service operators and retailers across North America. Our state-of-the-art facilities in Columbus, Phoenix and Reno, and our sister companies, Buddy's Kitchen, Raybern's, Deli Chef, and HQ Fine Foods serve a wide range of customers from neighborhood cafes to Fortune 500 companies. Whether assembling a product to a customer's exact specifications, or working together to bring a new idea to market, we're a hands-on partner, every step of the way.



COLUMBUS, OHIO

The Associates in our Columbus, Ohio facility specialize in both the assembly and packing of frozen and charcuterie products.



All our Associates are trained in food safety and quality, and our spotless, high-tech workplaces provide everything our teams need to succeed and enjoy their days on the production line.





PHOENIX, ARIZONA

Our 213,000 square foot manufacturing facility in Phoenix, Arizona is our most sophisticated yet! Our plant comes to life when Associates begin to assemble our products, both by hand and with the help of automated modern equipment.



We are a multicultural company that is proud of our diversity. Our Associates come from many different cultures and countries. You will often hear many languages spoken in our facilities, like Spanish, Burmese, Nepali, French, Hindi, Hmong, Somali, Vietnamese, Swahili, and of course English. SK Food Group encourages English as a Second Language (ESL) courses and we offer them at no cost to anyone who wants to improve their language skills. Working hard and helping each other succeed makes our company unique.

RENO, NEVADA

Of all our custom-built, state-of-the-art USDA-certified facilities, Reno was our first. Here, we produce both frozen products and charcuterie.



The SK Food Group team works hard, but having fun is part of the job too! Lunchtime baby showers for new parents and World Cup parties for sports fans are events to remember. This combination of teamwork and team spirit are part of the reason why Associates have such high job satisfaction. In fact, a large percentage of new hires at SK become long-term employees, and our retention rate is higher than the industry average.

We strongly believe in promoting from within the company, and many of our Associates have moved up from the production floor into key management roles.



AUTOMATION

We're evolving our manufacturing system to improve our capabilities and benefit our customers and Associates.

WHAT WE'RE WORKING ON

SK Food Group is in the process of automating virtually every step of our manufacturing system to include the following:

- *Sandwich Assembly*
- *Panino Production*
- *Depositing of Ingredients*
- *Packaging*
- *Palletizing*
- *Visual Inspection Systems*
- *and more.*

WHY WE'RE AUTOMATING

- *To create efficiencies that help us to serve our customers better and to expand our business.*
- *To enable SK Food Group to offer our Associates more technical roles, with higher pay and more opportunities to grow in their careers.*

WHEN IS IT HAPPENING?

It's happening now! Join the SK Food Group team to be part of this exciting change. We're implementing high-performance work systems, from production and quality control to maintenance and sanitation.



INVESTING IN OUR PEOPLE AND OUR COMMUNITIES

When you work at SK, there is a spirit of fun and togetherness, and this extends from our jobs to our communities. We are known for supporting local soccer teams and food banks, and every year our Associates are paid a full day of work to volunteer at an organization of their choice.

We invest in our people. From generous medical benefits to a bonus programs and regular raises, it is important to us that our Associates and their families are healthy and financially secure. We offer scholarships for Associates' children and English as a Second Language (ESL) courses, and focus on helping people grow and thrive.

Part of having a healthy workforce is having a healthy environment, and SK is committed to reducing our carbon footprint and having a positive environmental and social impact in every community where we operate.

"If an Associate stays for a year, they tend to stay for a long time."

- Betsy Lugo,
Human Resources Manager



Assemblers of Custom
Handcrafted Food

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SK Food Group Columbus, OH

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Groveport, OH 43125

Raybern's Foods, LLC

184 Bryan Blvd
Shannon, MS 38868

Buddy's Kitchen, Inc

12105 Nicollet Ave S
Burnsville, MN 55337

21150 Hamburg Avenue
Lakeville, MN 55044-8060

HQ Fine Foods Ltd

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Deli Chef

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Laval, QC
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