

PROFILES FOR CRAFT PROFESSIONALS

# CRAFTLIFE

Get to know



**KODIAK**  
Proven Construction Professionals

PRIORITIZING QUALITY OVER  
QUANTITY

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FOCUSED ON THE LONG  
TERM

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BUILT ON CRAFT  
RELATIONSHIPS



# THE KODIAK PROMISE: SUPPORTING YOU THE WAY YOU DESERVE

Kodiak is laser focused on quality over quantity.

The company's priority is hiring experienced travel trades who – in return for good-paying, stable work – are safe, reliable, productive, and highly skilled in their craft. They're hard workers who earn their pay. And subsequently, who contractors want back on their next project.

Leading contractors frequently seek Kodiak crafts for projects including distribution centers, institutions, semi-conductor plants, LNG terminals, refineries, and mission-critical projects, i.e., data centers. So much, in fact, the company's recruiters can often line up crafts for their next assignment before the current one ends.

While not the largest contract workforce in the industry, contractors regularly include Kodiak at the top of their shortlist of trade providers.

“When you support your craft colleagues the way they want and deserve, you earn their loyalty.” said Chris Blike, Kodiak President.

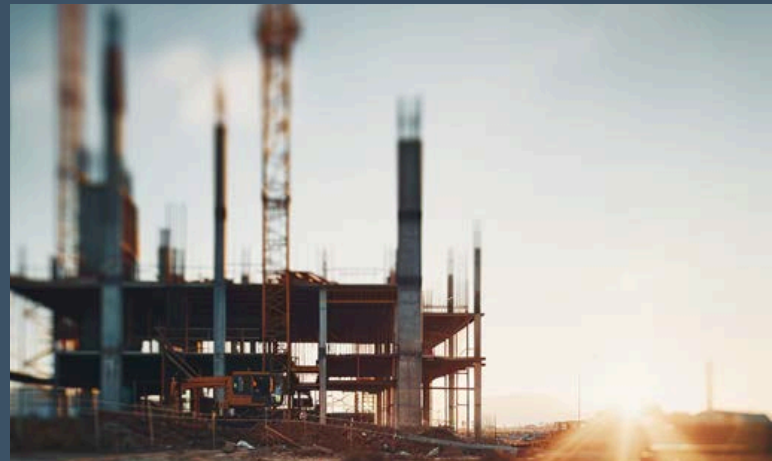
“Our promise to this has resulted in an ability to retain the industry's top contract trades, and to build upon this tier-one group to meet timely client workforce needs throughout their project lifecycles.”



**“WHEN YOU SUPPORT YOUR CRAFT COLLEAGUES THE WAY  
THEY WANT AND DESERVE, YOU EARN THEIR LOYALTY.”**

After several years in operation, Kodiak is already a primary workforce solution among leading MEP, AEC, and industrial contractors nationally. This is true for contract trades as well as for site managers, engineers, and Contech personnel from Kodiak's direct hire group.

The company has become a destination employer for craft professionals who seek an employer who clearly cares about them, demonstrating a real commitment to their well-being while providing a stable and strong livelihood.



**“A KEY FACTOR THAT HELPS US ATTRACT THE BEST CANDIDATES IS LEVERAGING THEIR DESIRE TO BE PART OF A WORKFORCE WITH AN IMPRESSIVE REPUTATION.”**

Kodiak has grown substantially by emphasizing Total Employee Care among their crafts and have served top contractors with over 2 million hours in the last 12 months alone!

The company's management – comprised of construction recruitment professionals with more than 100 years of experience – has learned that you must focus on taking care of your employees to succeed in the industry. Or fail.

According to Blike, “A key factor that helps us attract the best candidates is leveraging their desire to be part of a workforce with an impressive reputation. Crafts want to work alongside ‘top-notch professionals’, not temporary workers.

As a testament to this, many of our welders regularly outperform other groups on the site in weld test pass rates. This creates a great sense of pride among our team and makes it desirable for other contract crafts to join us. This also speaks volumes about our recruiting expertise to clients.”

# KEY NUMBERS

## 2 MILLION+

Manhours executed in the past year

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## 100 YEARS

Experience of the management team

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## 24/7

Support for employees and projects

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## TOP 400

ENR Contractors trust Kodiak

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## 80%

Typical pass rate on pipe weld tests

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# THE RELATIONSHIP BETWEEN TRAVELERS AND RECRUITERS IS CRITICAL TO THE BRAND

Establishing enduring relationships with travelers and local crafts has been vital to Kodiak's strong employee retention.

**CRAFTLIFE**

[craftlifemedia.com](http://craftlifemedia.com)



# TOTAL EMPLOYEE CARE: FULLY CARING FOR THE WORKFORCE

Our ‘Total Employee Care’ philosophy centers on assigning every worker a dedicated go-to recruiter – with a backup – who answers the phone 24/7, and helps with safety topics, paycheck needs, travel issues, project scheduling and more.”

According to Blike, employee care is an “ever-evolving” endeavor. While attention is placed on monetary factors important to travelers, Kodiak knows its brand centers on delivering excellent people. By fully caring for its workforce beyond the basics, the company has built a reputable force ready for mobilization anywhere.





# SAFETY

We reinforce continuous safety communication and training at all levels. This includes OSHA 10, 30, and 500, Near-Miss Reporting, Stop Work Authority, etc. We also work with clients to understand their role in keeping all workers on their job sites safe.



# JOB STABILITY

We work with our clients, giving them as much employee data as possible to optimize our craft's earning potential for the project.



# COMMUNICATION

Our crafts have a dedicated support person who answers any question they have about safety, payroll, travel, housing, or personal needs.



# RECOGNITION

We regularly reward our crafts for outstanding performance and safety behavior, recognizing them nationally among their peers.



# HEALTHCARE BENEFITS

Our employees are offered a benefits plan that, upon eligibility, is affordable and attainable.



# TOTAL EMPLOYEE CARE

Our crafts have a dedicated support person who answers any question they have about safety, payroll, travel, housing, or personal needs.



# INNOVATIVE SUPPORT

On-Site Weld Testing: We introduce innovative solutions regularly, such as providing certified on-site weld testing as a convenience to our traveler crafts.



In conclusion, Kodiak's emphasis on Total Employee Care has helped them build a solid and dedicated skilled workforce sought after by leading contractors. By prioritizing the well-being and satisfaction of their employees, Kodiak has created enduring relationships with travelers and local crafts, resulting in a reliable source of proven trades ready for mobilization nationally.

**“HAVING OUR  
CRAFTS PROUD TO  
BE ‘KODIAK’ WILL  
ALWAYS REMAIN  
OUR MISSION.”**

# WANT TO LEARN MORE?

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