



homes & neighborhoods

Address: 1320 N. Porter, Norman, OK 73071

Website: www.ideal-homes.com Phone: 405-364-1152



Founded in 1989, Ideal Homes has grown to one of Oklahoma's largest homebuilders, employing approximately 100 people. In its history, the company has built over 10,000 homes. Ideal Homes operates a fully integrated home building team that develops, designs, builds, sells, finances and warrants its new homes.

With a primary focus of first-time and first-time move up buyers, the company designs and builds five distinct product lines with 58 floor plans ranging from 1,000 to 3,600 square feet.

Ideal Homes currently develops and builds in the Oklahoma City metro area as well as in Stillwater, Oklahoma.

Ideal Homes' focus from the beginning has been on affordability and un-matched energy efficiency. In 1998, Ideal became the first affordable Energy Star builder in America. Since that time, Ideal has continually raised the bar and has been recognized by virtually every major national award that the industry has to offer. These honors recognize the company's commitment to the quality of homes and corporate culture that produces innovation, quality and leadership.

Ideal Homes' employees enjoy a positive work environment, team atmosphere and a great company culture. Employees attend various Ideal Homes sponsored social events and teambuilding activities throughout the year. When requirements are met, profit sharing is distributed evenly among all eligible employees. One of Ideal Homes strategic drivers is to create a great place to work. We stay focused on that strategy to drive our success and employee satisfaction.

Helping families realize the American dream and creating ideal places to live and work - that is why we come to work every day.



Credentials

- One of Oklahoma's largest residential homebuilders
- National Housing Quality Award - Gold
- Journal Record Innovator of the Year
- Energy Star for Home Outstanding Achievement Award
- America's Best Builder
- OK Ethics Compass Award
- The Daily Oklahoman Readers Choice Award – Best Homebuilder South
- Builder of the Year, Professional Builder Magazine
- Energy Star Leadership in Housing Award
- Ranked as one of the Best Places to Work in Oklahoma
- Oklahoma Business Ethics Consortium Compass Award
- Avid Gold Award for Customer Experience
- Avid Benchmark Award for Customer Experience

Mission, Vision, Purpose, Brand Promise, and Core Values

- **Mission:** Quality Affordable Homes, Today and Tomorrow
- **Vision:** Building the American dream through mutually beneficial relationships with customers, contractors and co-workers
- **Purpose:** Building Quality of Life
- **Brand Promise:** Anything Else is Less than Ideal!

Core Values:

- **Integrity:** Being honest, reliable, and accountable
- **Quality:** Building the best performing homes through our people and processes
- **Leadership:** Inspiring higher performance from others through our actions
- **Relationships:** Through respect, empathy, courtesy, and responsiveness

Company Culture:

- Employee focused
- Team oriented
- Positive atmosphere
- Highly competitive interview process ensures high quality employees
- Social committee events/teambuilding activities
- Monthly staff meeting
- Promote from within whenever possible
- Structured training for newly hired employees

Employee Development:

- \$1,000 per year employee training budget for seminars, workshops, and training
- Semi-annual performance evaluations

Benefits:

- Two medical insurance plans available. Employee premiums are \$50.00 or \$97.50 per month depending on the employee's chosen plan. Dependent and spouse medical coverage available at group rates
- Optional vision and dental insurance for employee, spouse, and/or dependents available at group rates
- 401K: contribute 1% -15%, 50% match up to 10%, fully vested after 5 years.
- Leave with Pay: 80 hours first year, 120 hours second year, progressive after that.
- Profit sharing - quarterly bonus based on success of company shared evenly to eligible employees.
- New home discounts
- Medical care reimbursement
- Child care reimbursement
- 7 paid holidays per year
- Company paid iPhone for all employees

Community Reinvestment

- Each year Ideal Homes budgets a percentage of the previous year's earnings to help support charitable and community organizations, making us one of Norman's most generous corporate citizens.
- Employees work as a team to support organizations and events such as the Make a Wish Foundation, American Red Cross, Center for Children and families, Pets and People, United Way, and many more.