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HARBOR FREIGHT TOOLS Earns 2023 Great Place to Work® Certification™

(Calabasas, CA; March 13, 2023) — Harbor Freight Tools was Certified™ by Great Place to Work® the global authority on workplace culture, employee experience, and the leadership behaviors proven to deliver market-leading revenue, employee retention and increased innovation.

The prestigious award is based solely on what current employees say about their experience working at their company. This year, 90% of Harbor Freight Associates surveyed said it's a great place to work—33 points higher than the average U.S. company. Harbor Freight Tools also earned this certification on its first evaluation, a rarity for most companies, which often apply for certification several times before receiving it.

“Great Place to Work Certification™ isn't something that comes easily – it takes ongoing dedication to the employee experience,” said Sarah Lewis-Kulin, vice president of global recognition at Great Place to Work. “It's the only official recognition determined by employees' real-time reports of their company culture. Earning this designation means that Harbor Freight Tools is one of the best companies to work for in the country.”

“This award means a lot to us, because the feedback comes directly from our teams and reflects their experience working at Harbor Freight Tools,” said Dan Stainback, Senior Director of People & Culture for the company. “As a company committed to putting our people first, it is gratifying to see that our efforts—

creating a diverse, inclusive, collaborative work environment that also values excellence —are resonating with our hardworking and dedicated team of Associates.”

Harbor Freight Tools has also been recognized for the past three years as one of America’s Best Large Employers and a Best Employer for Veterans from Forbes Magazine. It has also been recognized by Forbes as a Best Employer for Women and a Best Employer for Diversity and Inclusion, a distinction it also received for the past two years from Diversityjobs.com

About Harbor Freight Tools

For 45 years, Harbor Freight Tools has been America’s go-to source for affordable quality tools. The family-owned company started in Southern California in 1977, when 17-year-old Eric Smidt began transforming his father’s small phone sales business into a successful mail order company, bypassing the resellers, dealing directly with factories, and passing the savings on to customer. Today more than 40 million customers depend on Harbor Freight’s quality and value to earn a living, repair their homes and cars and pursue their hobbies.

The company opened its first store in 1980. Harbor Freight Tools is one of the nation’s fastest growing retailers, with more than 1400 stores across the country and opening two new stores every week. With 25,000 Associates, the company was recognized three years in a row by *Forbes* as one of the 20 best large companies to work for in retail. Harbor Freight Tools was recently named as one of the nation’s Best Employers for Veterans, the third consecutive year the company has earned that distinction. Forbes has also recognized Harbor Freight Tools as one of 20 best large companies for women to work for in retail, and one of the best large companies for diversity. The company has also been recognized as one of the country’s top employers in terms of diversity and inclusion by DiversityJobs.com.

With core values of excellence and continuous improvement, Harbor Freight Tools works to constantly improve the quality of its products and this year will introduce more than 800 new tools and accessories. Harbor Freight Tools locations are open 7 days a week, Mondays through Saturdays from 8 am to 8 pm and on Sundays from 9 am to 6 pm.

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