

# Cook Medical Inc Reviews

Updated Aug 2, 2023

1.

5.0

Jul 23, 2023

**Great!**

Corporate Account Manager

Former Employee, more than 8 years

Recommend

CEO Approval

Business Outlook

**Pros**

Loved working for cook and all the people there

**Cons**

Not a competitive salary compared to other companies

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1.0

Jul 3, 2023

**Not for professionals!**

Anonymous Employee

Current Employee, more than 8 years

Recommend

CEO Approval

Business Outlook

**Pros**

You can blend in with everyone else and slack on your job.

**Cons**

There isn't a lot of skill at Cook, as a whole. Much of the leadership team here doesn't have any former experience in the roles they were required to fill. For over 10 years the lead person in IT

has been a livestock farmer with no formal education. It feels like everyone is a child 'playing house.' There also isn't much work to be done in IT. They make it seem like a lot of work, but that is just because they lack skill and will need 5 heads to solve a single problem. . There is also zero job training, zero job growth, and big chance your yearly raise will be lower than expected because leadership needed the money to clean up their mess. Remote work ruined Cook, allowing everyone to hide at home while not doing their assigned job. Everything went from taking a week to taking a month to complete. Good riddance.

#### **Advice to Management**

Sell the company, please. Catalent probably has so many issues because of the systematic mess you created. You are not capable of achieving your goals; it's time to move onto gardening or knitting. May God have mercy on your souls.

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Aug 1, 2023

## **Alack of accountability for anyone higher than the production level**

Operator 2

Former Employee, more than 5 years

Bloomington, IN

Recommend

CEO Approval

Business Outlook

#### **Pros**

Money I guess. But they don't pay you much of that either.

#### **Cons**

Lack of accountability for management, constant neglect of training, harassment glossed over, chronic underperformance over looked, little opportunity for lateral movement

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Jun 12, 2023

## Family Feel but need to work on training

Regulatory Affairs Specialist

Former Employee, more than 1 year

Bloomington, IN

Recommend

CEO Approval

Business Outlook

### Pros

Cook has a very "family" feel with a large number of employees that have stayed at the company for 10+ years showing loyalty. Overall I enjoyed my time at Cook and worked with great managers, leadership was very open and communicative and HR was helpful and kind.

### Cons

The training provided is heavily based in tribal knowledge and "we've always done it this way". The training was very lackluster or not applicable in all aspects and frequently "lost" in the system when submitted which was aggravating.

### Advice to Management

Update training to current processes, adjust so it doesn't rely on tribal knowledge or grey areas and use electronic tracking of completions and requirements. Each department should have a clear list of SOPs, trainers, timelines and review bi-annually for any updates.

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Jul 20, 2023

## It rots from the head down

Data Guy

Former Employee, more than 10 years

Recommend

CEO Approval

## Business Outlook

### Pros

Cafeteria is pretty good mostly

### Cons

Horrible management especially in tech. The CIO blew big money on a failed warehouse management system that screwed things up so bad people had to volunteer to work in the warehouse to get orders thru to our poor customers. In any other company ever his head would have rolled but there was a 'study' of the situation that he then spun to say 'this is everybody's fault'. No. It's your fault, you're responsible for these projects. The CEO went with this dopey take though. I said, they could have learned a lesson and chose not to. I'M OUT. And am 100% happy now. Avoid unless you want to LARP the myth of Sisyphus.

### Advice to Management

Wipe and replace the CIO.

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Jun 23, 2023

## Mid in the Midwest

### Production Assembler

Current Employee, more than 1 year

### Recommend

### CEO Approval

### Business Outlook

### Pros

weekly pay, profit sharing when there is a profit (none this year), Guaranteed 40 hours a week, overtime sometimes, no layoffs

### Cons

very mid, low pay, no ladder to climb or any promotions to work towards, prison vibes, minimal raises, no shift flexibility anymore, inconsistent/arbitrary rules, bare minimum 401k match and

PTO with ZERO sick time. You are treated like a child and intentionally kept ignorant as to not become a problem for management, but hey at least there's bacon day

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Jun 4, 2023

## Poor Culture, Lack of Leadership

Engineer

Current Employee, more than 3 years

Bloomington, IN

Recommend

CEO Approval

Business Outlook

### Pros

Good coworkers. Openness to remote work. Some departments are better than others.

Quarterly CRT bonus.

### Cons

Toxic management & HR scapegoats employees & does not follow company policies & values.

Discriminatory treatment of women & minorities in Engineering / R&D. Below-average pay - but management & HR claims that it's "generous". Antiquated approach to operations & systems.

Company is decades behind industry standards & calls to improve are verbally supported but quashed in practice - for "show" rather than true quality or improvement. Lack of accountability and scapegoating are the norm. Almost no opportunity for career advancement - if you care about your career, I wouldn't recommend staying here for more than a year or two early in your career.

### Advice to Management

Be more honest and transparent. Hold management and HR accountable for following company policies. Stop supporting toxic behavior from "good old boys" / "boy's club" managers and employees. Follow industry standards and best practices. Stop rewarding people who "talk the talk" - but whose actions don't match.

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Jul 5, 2023

## Room for Improvement

Manufacturing Engineer II

Former Employee, more than 5 years

Bloomington, IN

Recommend

CEO Approval

Business Outlook

### Pros

Good company culture. Health benefits are the best I've ever heard of. Well known and respected in the area.

### Cons

Hard to drive change of current products/processes. Management keeps focusing on expansion and new R&D projects instead of stabilizing current. Just rolled out basic job architecture levels end of last/beginning this year, so moving up is still a difficult and muddled process.

Uncompetitive pay compared to competitors, causing high turn over of promising talent. Raises barely if at all cover inflation.

### Advice to Management

Focus on retention instead of expanding on new endeavors. Current products need more stability rather than focusing on R&D projects. Raises should be more competitive and help improve retention.

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Jul 10, 2023

## Not for High Performers

## Anonymous Employee

Current Employee, more than 10 years

### Recommend

### CEO Approval

### Business Outlook

#### Pros

Cook has a friendly culture... at least if you don't rock the boat or question anything.

#### Cons

Leadership is incompetent... And I mean all the way up to the top. Another reviewer put it very accurately, it is like watching a bunch of little kids playing house. And it's not their fault. None of them have formal training in the areas they lead. As a result, they are all EXTREMELY insecure and thin-skinned. They will tell you they want honest feedback, but if you want to get dragged into a side office and berated by your manager for not being a team player, try questioning a leader in the company. Shiny object syndrome abounds. Real improvements rarely occur because that would require admitting that something is wrong in the first place. Leadership is constantly telling stories about programs or projects that were "a great success". When you push on that even a little, you quickly find out that they think it's a great success because the people leading that project told them it was a success. Push a little harder, and you find that most of the people doing the work can show you hard evidence that the project actively damaged the business. I've personally been told by a leader to fake a report so that a project in our group would look like it was a success when it wasn't. When a project runs behind, leaders will split the project and run the completed portion up the flag pole and then ignore and under resource the second part. Groups will launch new IT systems with obvious flaws, and then refuse to repair the flaws because.... you guessed it... that would mean they would have to admit that there were flaws. Most "continuous improvement" projects involve figuring out which parts of your department's work you can shift to another department so that your process will look more efficient.

#### Advice to Management

Set consistent goals. You've started doing this, and it's good. Now, drive the accomplishment of those goals through a clearly defined set of metrics. This will require you to really get into the weeds of your business, understand how it works, and then set a structure of metrics that truly allows you to understand how it all fits together. And then force your directors to report truthfully on those metrics. I know you want to be able to just trust your employees, but right now... they are incentivized to lie, so that's what they are doing.

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Jul 6, 2023

## Great place to work

Production Assembler

Current Employee

Bloomington, IN

Recommend

CEO Approval

Business Outlook

### Pros

Pay, management, atmosphere, cleanliness, co workers, can listen to music podcasts etc with one earbud in.

### Cons

Boring, if you get sleepy easily you may very well fall asleep on the job. Not allowed to have a drink in your work area.

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Viewing 1 - 10 of 737 Reviews

1. 2.0

May 9, 2023

## Company that time forgot.

Senior Quality Engineer

Current Employee, more than 3 years

Bloomington, MN



**Recommend**

**CEO Approval**

**Business Outlook**

**Pros**

There is an old workplace culture. A lot of respect among peers. Company seems to do well to make employees comfortable through subsidized cafeteria and housing assistance although smoke screening sub-par compensation.

**Cons**

Sadly, the company is failing. They fought to keep the 'mom and pop' culture but as a result they missed the world class Med Device boat over and over and now it's too late. The EU-MDR and FDA gave them one chance and they are still fighting to stay on their remote island of a still perceived flat world. They fight to 'not' conform to GxP. Their understanding of regulatory requirements are fogged based on their own spun up interpretations. e.g. They have FEMAs but refuse to apply an RPN. Hence risk is based on their gut feel. LITERALLY. If I have to ever be hospitalized I'll demand that Cook sourced supplies not be used.

**Advice to Management**

Prepare to sell off everything. It's the only way to survive at this point.

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Jul 27, 2023

**Good company**

**Director**

Current Employee, more than 8 years

West Lafayette, IN

**Recommend**

**CEO Approval**

**Business Outlook**

**Pros**

Family culture and good benefits

**Cons**

Communication, time off and transparency.

Helpful

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Jun 18, 2023

## **"We are replacing people with technology"**

Global Operations

Current Employee, more than 1 year

Bloomington, IN

Recommend

CEO Approval

Business Outlook

### **Pros**

-I am not currently homeless - My boss is such a wonderful and kind person.

### **Cons**

-chronic culture of hopelessness and failure due to lack of support from leadership -a top selling point is 'we don't do lay offs'...proceeds to do lay offs -we are asked for support but then ignored, never receiving the resources, staffing, or training necessary to succeed in our roles and projects. Individuals are then held accountable for systemic failures stemming from poor leadership -The stakeholders of projects do not support the projects they are sponsoring. They demand results without reason or listening status updates or program deficiencies that could cost the company billions -Do not have a UDI team, the company could face millions in loss if they cannot meet global market requirements in 2024 -Co-workers are combative, unhelpful, and grown very comfortable in their roles of low expectations in the last 30 years. It is disappointing so little gets done adequately, if it gets done at all. In the words of the CEO, there is an accountability problem -Silo'd, teams do not like to work together -Data integrity is not important to the staff at Cook. They do not always have critical data on products -Decades behind, technologically -The company is struggling financially and may not offer competitive pay or a stable job

### **Advice to Management**

If you won't listen, don't ask. If you ask what we need to be successful but then do nothing when we tell you our needs, just don't ask. We are adults who can tell that no matter how hard we beg for support, we will still be facing these challenges you put us through and getting laid off. Please, it's myself and all my coworkers. We shouldn't be bonding over how alone we feel. We aren't living up to our potential and facing the consequences of your inattention. It won't be management who will be laid off when being set up to fail leads to failure. We are being driven into the ground by leadership but it's the hard working staff who

will lose their livelihood when the consequences come. Only listen if you care to do something.

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Jun 30, 2023

### **Working for a leader**

R&D Engineer

Current Employee

Recommend

CEO Approval

Business Outlook

#### **Pros**

Medical products, established brand, innovative approach, open sharing culture

#### **Cons**

Complex regulatory matters, long development cycles

#### **Advice to Management**

Keep innovating.

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Jun 29, 2023

### **Local tech work is always a win**

Database Administrator

Former Employee

Recommend

CEO Approval

Business Outlook

#### **Pros**

Great corporate citizenry Great employee engagement

#### **Cons**

Inadequate market position led to the need for downsizing

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Jun 11, 2023

### **Stable company**

Regulatory Scientist

Current Employee

Recommend

CEO Approval

Business Outlook

#### **Pros**

Cook Medical is a stable company with wonderful employees.

#### **Cons**

The quality system is archaic and too many people are content to live with its inefficiencies.

#### **Advice to Management**

Make significant changes to improve efficiencies. The company talks about doing it but the boots on the ground are still doing things the way we did 20 years ago.

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Jul 15, 2023

### **Run!!!!**

Manager

Current Employee, more than 10 years

Winston-Salem, NC

Recommend

CEO Approval

Business Outlook

#### **Pros**

Working 7am-3:30pm and leaving for the day and weekends...

#### **Cons**

Was a great place to work. Now it has on down hill.All of these new rules!!!

#### **Advice to Management**

There needs to be more morale at this company I have worked her for than 20 years.i see and hear employees mad with sad faces. Cheer people up! Make it fun environment for everyone!!!! Will be retiring in a couple of years or I would leave!!

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Jun 29, 2023

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Engineer

Former Employee

Recommend

CEO Approval

Business Outlook

Pros

Good people to work with

Cons

I am legally unable to input a statement here

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Jun 27, 2023

**Great work environment**

Front Desk Clerk

Former Employee

Recommend

CEO Approval

Business Outlook

Pros

Good hours and great benefits

Cons

Low staffed occasionally and difficult to get time off

Helpful

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Jun 14, 2023

### cook

Customer Service Representative

Former Employee, more than 10 years

Bloomington, IN

Recommend

CEO Approval

Business Outlook

#### Pros

good benefits, talked about everyone being treated like family

#### Cons

those affected by the layoff were told they can never work for the company again.

#### Advice to Management

don't tell good employees that you let go due to layoffs that they cant ever come back.

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### Subratings

Work/Life Balance

Culture & Values

Diversity & Inclusion

Career Opportunities

Compensation and Benefits

Senior Management

Jun 21, 2023

### Great company to work at

Anonymous Employee

Current Employee

Recommend

CEO Approval

Business Outlook

#### Pros

Very nice and welcoming people

### Cons

Would like to be paid a bit more

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Dec 25, 2022

## A Bill Cook statement

Strategy Manager

Current Employee, more than 10 years

Recommend

CEO Approval

Business Outlook

### Pros

Benefits and short term training into the industry, but employees will leave, based on current culture. If you're not part of the groomed management staff in Bloomington, your career will collapse. It's how they promote to the executive levels. Join or start looking for a legitimate career opportunity.

### Cons

In 2008, Bill Cook addressed his executive team, espousing some key cultural ideas. I was fortunate to hear his comments. 1. He didn't want the government telling him how to run his business. 2. Employees with "Grey hair" had value and should be retained, as they had helped build the company and knew its sacrifices. Today, the company intimidates its older employees and coerces them to quit, before they get fired. The new strategy of the company is "job architecture" and allows the company to degrade employees that provided value, but now moved to jobs there not trained and then, the company uses HR to threaten them to quit, instead of firing them. Seems a bit illegal in the broader sense and not the culture the founder wanted. Shame on you Pete! I believe the company has gone too far in the DEI movement. They have openly stated on conference calls, with no less than 100 people on the call, all things being equal, hire the diversity candidate. Seems like a race/gender based ideology.

### Advice to Management

Cook has had to raise its salary to compete in the market. In the past, Cook was not the company paying industry standard. That has changed.

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May 31, 2023

### **Comfortable and Challenging**

Senior Systems Administrator

Current Employee, more than 3 years

Bloomington, IN

Recommend

CEO Approval

Business Outlook

#### **Pros**

Flexible work hours Remote privileges

#### **Cons**

Lower than average pay Poor project alignment across teams

#### **Advice to Management**

Stick to industry standards and best practices.

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May 16, 2023

### **Benefits Are Dwindling**

Business Intelligence Analyst

Current Employee, more than 5 years

Bloomington, IN

Recommend

CEO Approval

Business Outlook

#### **Pros**

Benefits were good until company started trending downward

#### **Cons**

Everything that Cook once stood for is being stripped out from under it due to spreading itself too thin/poor performance Pay is under market average across the board Employees are paying the cost of poor C-level management Just laid off 500 employees



### Advice to Management

Stop stripping benefits away from employees. Focus on the business, take a break from the community. Stop spending senselessly on things like a studio. Don't put the onus on the employee to pull the company out of it's current hole when you're the ones who got us here

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Jul 18, 2023

### Company

District Manager

Current Employee

Manchester, NH

Recommend

CEO Approval

Business Outlook

#### Pros

Benefits and company car/ gym

#### Cons

Poor management and lack of R&D

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May 15, 2023

### Great place to start

R and D Engineer

Current Employee

Winston-Salem, NC

Recommend

CEO Approval

Business Outlook

#### Pros

Excellent place to start and finish a career. Advancement in the middle has room for improvement but is actively being worked on by the organization

### Cons

Company is still modernizing in some ways with regards to industry best practices

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Jun 22, 2023

### Good employer and salary is ok.

Network Engineer

Current Employee, more than 5 years

Ireland, IN

Recommend

CEO Approval

Business Outlook

### Pros

Long hours and little help from management to resolve issues.

### Cons

Bonus is small and management don't care if you finish projects. Senior Management more concerned about what are current problems then looking to future.

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Mar 1, 2023

### Great Culture

Finance Manager

Current Employee, more than 8 years

Bloomington, IN

Recommend

CEO Approval

Business Outlook

### Pros

Wonderful culture. Great place to join if you want to make a difference and be appreciated!

### Cons

Due to the great culture, there isn't a lot of turnover in finance. Slower climb up the ladder from a title perspective. However, you are able to get wide range experience within current roles.

#### **Advice to Management**

Based on my experience, wages are lower than public companies. That is partially offset by the favorable culture. However, the jobs are becoming more demanding and salaries should increase as such. I suggest bench marking the number of Finance employees doing certain jobs. I believe you will find that Cook has significantly fewer finance employees than most companies. This isn't just because Cook is efficient. The ROI for additional finance people would be very high.

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Jun 12, 2023

### **Organisation on the decline**

#### **Project Manager**

Former Employee, more than 8 years  
Bloomington, IN

Recommend

CEO Approval

Business Outlook

#### **Pros**

Interesting projects. The brand is well perceived by the market. Decent quality of products. Good place for a first job.

#### **Cons**

Poor leadership and management. Lack of empowerment of employees. Outdated systems and processes. Inefficient project management. Underpays, overworks, and undervalues employees.

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May 26, 2023

## Good Employer

Production Assembler

Current Employee, less than 1 year

Bloomington, IN

Recommend

CEO Approval

Business Outlook

### Pros

Great benefits and in house career advancing opportunities

### Cons

Not the best pay starting out

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May 17, 2023

## Simple work, good benefits

Production Assembler

Former Employee, more than 5 years

Bloomington, IN

Recommend

CEO Approval

Business Outlook

### Pros

The benefits were really good

### Cons

The job was not challenging enough, but that might a pro for some

Helpful

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May 23, 2023

## Good company

Anonymous Employee

Current Employee

Recommend

CEO Approval

Business Outlook

Pros

Friendly people to work with

Cons

Unsure of leadership and direction

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May 24, 2023

### **Not a good place to work anymore**

Engineer

Current Employee, more than 8 years

Bloomington, IN

Recommend

CEO Approval

Business Outlook

Pros

The company used to have a friendly environment, but not anymore.

Cons

The pay is under the industry standard. No pay increases with promotion. Cook likes to talk about being transparent with their employees. There were no communications of the possibility of a layoff after years (30+) of saying Cook would not layoff their employees. They just laid off 500 employees last week. Some employees had been working there for 30+ years. No more trust and loyalty!

**Advice to Management**

Cook needs brand new leadership.

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Mar 16, 2023

### **Overworked and Underpaid**

## Quality Engineer 2

Current Employee, more than 3 years  
Spencer, IN

Recommend

CEO Approval

Business Outlook

### Pros

Lots of availability to wear several different hats, some managers are good

### Cons

You will be overworked and underpaid, especially at the Spencer site. No amount of asking for help from Park 48 (Bloomington) headquarters is going to get you any help. No opportunities for advancement. Job Architecture is a joke if you're an engineer, you'll meet the requirement for the next level and get the title, but your job stays the same and you get no more pay.

### Advice to Management

Actually reward your employees and stop relying on a culture that's making it difficult to get out of the 1970s in terms of quality and culture. Spend any amount of money on modern technology. Follow Bill Cook's advice: if you take care of the company, the company will take care of you

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Jun 11, 2023

## Good place to start/end career

### Regional Sales Manager

Current Employee

Recommend

CEO Approval

Business Outlook

### Pros

Some benefits, people, flexibility, training, not too large

### Cons

Low pay, under qualified leadership, poor manufacturing, little to no products in pipeline, weak R&D

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Jun 3, 2023

### **Lack of training, direction, and cohesion**

Regulatory Affairs

Former Employee, more than 1 year

Bloomington, IN

Recommend

CEO Approval

Business Outlook

#### **Pros**

On its surface a pleasant culture. Benefits were great at the start. Little to no micromanagement.

#### **Cons**

Onboarding was almost non-existent. Insufficient training. Lack of cultural followthrough from top management. Layoffs. Freezing of benefits. Requiring salaried employees to take a 20 percent paycut while the owner earns billions over the pandemic.

#### **Advice to Management**

If you don't know what you're doing now, I'm afraid I can't help you.

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Aug 27, 2022

### **Not enough pay for what they expect from you**

Production Assembler

Current Employee

Recommend

CEO Approval

Business Outlook

#### **Pros**

Great hours, as you get to choose your shift. And your coworkers (other assemblers) are awesome. Management, not so much.

### Cons

Management isn't good at all. There are people promoted that should not be in positions of power—whether it be because they don't have experience or they just aren't good with people, they don't deserve the jobs they have. And problems assemblers have are just swept under the rug unless they fit the agenda of management. And Cook never invests money into the company. We have broken machines, work with subpar tools, and request new—but it never comes. Carl Cook does, however, invest in property so he can build houses that they say are going to be for Cook employees....BUT, the average Cook assembler won't qualify for a loan for the home (prices starting in the low \$150,000) because WE DON'T MAKE ENOUGH MONEY! It seems Carl Cook is more interested in putting his money elsewhere. Also, the bonus program is gone and they cut out overtime. Checks, after taxes, for a 40 hour week, are less than 450 bucks. NOT a job for anyone supporting a family! Also, the company is being sold off one department at a time. So it won't be here much longer, or they will sell out to another company

### Advice to Management

Too many chiefs, not enough Indians. And PAY YOUR ASSEMBLERS MORE. They are the ones making your money. At least give them a livable wage. Some people that work there are at food pantries getting food, as they can't afford food after paying bills. DO BETTER! Carl is filthy rich. No one at Cook respects him because he is greedy, and MANY are looking for new jobs.

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May 22, 2023

## Financial Health, New Products

Manager

Current Employee, more than 10 years

Bloomington, IN

Recommend

CEO Approval

Business Outlook

Pros



Good health insurance. Many talented individuals. Perfect place for someone who loves to fix it.

#### Cons

Many changes since the FDA warning letter, but the people who led it are still in the company. No innovative products in recent 10 years. Family company.

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Apr 20, 2023

### Great company

Clinical Specialist

Current Employee

New York, NY

Recommend

CEO Approval

Business Outlook

#### Pros

Great family oriented company. Everyone is supportive on every level

#### Cons

The benefits are great therefore, the pay is lower than other companies

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May 10, 2023

### Medical Manufacturer

Team Lead

Current Employee, more than 8 years

Bloomington, IN

Recommend

CEO Approval

Business Outlook

#### Pros

Health Benefits, Holiday Pay, Profit Sharing

#### Cons

Pay, Advancement Options, Middle Management

### **Advice to Management**

Provide Management training and mentorships to develop managers. Send leadership outside of Cook to learn about industry standard processes and technologies. Get feedback from employees to ensure job descriptions are accurate and employees are compensated for the value they add.

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### **Subratings**

Work/Life Balance

Culture & Values

Diversity & Inclusion

Career Opportunities

Compensation and Benefits

Senior Management

May 21, 2023

### **Eh**

#### **Production Assembler**

Former Employee, more than 3 years  
Spencer, IN

Recommend

CEO Approval

Business Outlook

#### **Pros**

Benefits. Cheaper cafeteria prices. Onsite exercise facility

#### **Cons**

Its just like anywhere else. You don't get noticed for hard work only for showing up on time.

### **Advice to Management**

Pay attention. Reward good behavior. Don't play favorites. Be mindful.

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May 24, 2023

### **Going downhill**

**Prefer Not To Say**

Former Employee

Pulaski, VA

**Recommend**

**CEO Approval**

**Business Outlook**

#### **Pros**

Great benefits. Local managers were great.

#### **Cons**

Go Woke Go Broke! Executive leadership continues to ruin this wonderful company.

**Advice to Management**

Way to be "relentless"

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Apr 17, 2023

### **Great company**

**District Manager**

Current Employee

**Recommend**

**CEO Approval**

**Business Outlook**

#### **Pros**

Great people to work with

#### **Cons**

Pays on the low end

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May 18, 2023

## **Weak Leadership**

Product Manager

Current Employee, more than 5 years

Bloomington, IN

Recommend

CEO Approval

Business Outlook

### **Pros**

I was able to leave

### **Cons**

Limited time off of work. Limited paid holidays.

### **Advice to Management**

Learn that training new employees is important.

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May 22, 2023

## **Cook**

Sales

Current Employee

Bloomington, IN

Recommend

CEO Approval

Business Outlook

### **Pros**

Great products that have proven efficacy

### **Cons**

No new technologies coming soon

Helpful

Share

6.

4.0

Mar 15, 2023

## It was a job

Quality Assurance

Former Employee, more than 3 years

Bloomington, IN

Recommend

CEO Approval

Business Outlook

### Pros

Easy to understand and preform

### Cons

The highschool like cliques that run the floors

### Advice to Management

Perhaps you should open up the good ole boys to some fresh blood

Helpful

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7.

5.0

Mar 8, 2023

## Great

Operator

Current Employee

Recommend

CEO Approval

Business Outlook

### Pros

Treated as part of the team. All focused on the same goals. Decent pay and benefits with quarterly bonuses!

### Cons

Really strict attendance policies and takes at least a year to advance going forward.

Helpful

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8.

4.0

Mar 22, 2023

## Great Co.

## Administrative

Current Employee, more than 1 year  
West Lafayette, IN

Recommend

CEO Approval

Business Outlook

### Pros

Very nice people. Flexible, work/life balance.

### Cons

None really that i could think of

Helpful

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9.

4.0

Mar 16, 2023

## Work at Cooj

Machine Operator

Current Employee

Recommend

CEO Approval

Business Outlook

### Pros

Decent pay and benefits and schedule

### Cons

Quit over hiring. Get rid of bad people

Helpful

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10.

5.0

Sep 22, 2022

## Transparent & Responsive

Regulatory Reporting

Current Employee

Recommend

CEO Approval

Business Outlook

### Pros

I may be bias, as I came from a very nontransparent company, but since coming to Cook, I have been amazed at their transparency regarding company business and internal personnel issues. I have never been at a company who takes Employee Engagement/Satisfaction Surveys and ACTUALLY goes over the results (positives and negatives) and explains exactly HOW they will fix things and actually DO. It's one thing to say you're going to do something [as a company] but to actually follow through in a timely manner is next level. I've talked personally with several global executive leaders and they remember my name...I'm not even a manager! But the company is just an all around great company to work for.

### Cons

I think compensation and work-life flexibility could be improved on the manufacturing [line/factory] side. But that is not my area, so this may already be in the works.

1

Helpful

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