

INSPIRED PEOPLE DOING EXTRAORDINARY THINGS



Greenheck
Group™





Thank you for your interest in joining the Greenheck Group family.

No matter which area of the company you may be interested in, you'll find our team members to be helpful, energetic, and united in our common goal of being the employer of choice in every area in which we operate.

Here at the Greenheck Group, we invest back into our team members and the company – as evidenced by our high employee satisfaction and numerous community and industry awards.

We're deeply committed to help you Build Your Future and pledge to provide you with the types of challenges and opportunities that will relate to your interests and personal development goals.

If you're someone who can live our core values and align with our winning culture, we'd love to talk with you more about joining our team.

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Jim McIntyre
President, CEO,
and Chairman

THE Values WE SHARE

- Easy to do business with
- Ongoing investments in people and operations
- Making a difference in the community
- Mutually beneficial partnerships with sales partners and suppliers
- Integrity and professionalism
- Continuous improvement through learning, innovation, and teamwork

About Greenheck Group

Greenheck Group is the world leader in manufacturing air movement, conditioning, and control products for industrial, institutional and commercial use. The products manufactured include fans, louvers, dampers, ventilation systems, and air conditioning units. Put simply, the task of every team member at the Greenheck Group is to make sure our products move air in, out, and around a building so occupants of buildings are comfortable, safe, and healthy. We put our products through the most stringent design, testing, and manufacturing processes to deliver the best products to our end users.

Commitment to Sustainability: For decades, our company has focused on the environmental side of the building industry - developing reliable, energy-efficient products and systems. We were one of the first manufacturers in our industry to join the U.S. Green Building Council.

We have taken significant steps to reduce energy usage within our facilities. By the nature of what we produce, we have always been clean manufacturers.

FOUNDED IN 1947



SCHOFIELD, WI

WHERE WE BEGAN

Greenheck Group began in 1947 when two brothers, Bob and Bernie Greenheck, returned from WWII to open a sheet metal shop in Schofield, Wisconsin. With a lot of hard work, determination, and persistence, they created HVAC products that were innovative, easy to use, and met the needs of their customers better than their competitors.

Bob and Bernie believed in being the easiest company to do business with and always put people first – employees, family, community, customers, and business partners. Often going above and beyond, Bernie focused on creating connections with customers while Bob focused on manufacturing innovative products that were reliable and easy to install.

WHERE WE ARE NOW

Through trial and error, and a relentless pursuit of continuous improvement, the brothers were able to grow their three-man operation into the worldwide leader in commercial air movement and control.

Today we have more than 4,200 team members in communities across the country including Kentucky, California, North Carolina, Oklahoma, Minnesota, Tennessee, Wisconsin, India, and Mexico.

We are proud to grow operations in Florida, North Carolina, and Mexico with the addition of you, our newest team members.

No matter which area of the company you're in, you'll find one thing in common: each of us operate under the same spirit of continuous improvement set by Bob and Bernie, and we strive to live our six core values.



WHERE

WE'RE GOING

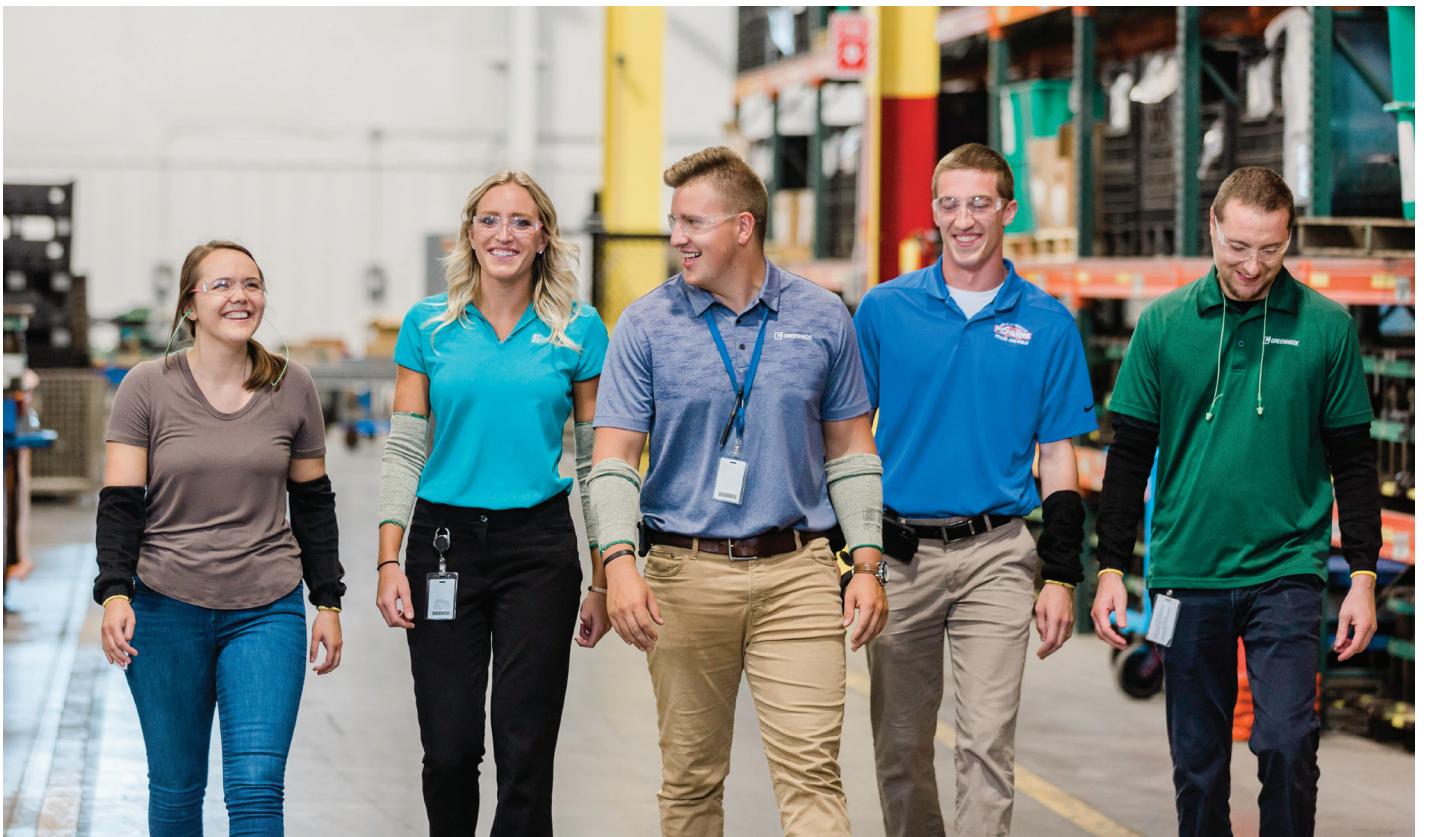
One of Greenheck Group's core values is investing in people and operations.

It's an exciting time to be part of Greenheck Group as we continue our tradition of growth. In addition to you joining our team, we are expanding operations in Shelby, North Carolina and Tulsa, Oklahoma.

We have multiple facilities within Cleveland County, North Carolina, and recently acquired additional buildings to expand our campus in Shelby. Products manufactured in these locations include commercial kitchen hoods, tempered air products including air units and energy recovery ventilators; and industrial/commercial blowers and plenum fans.

In 2018, we began production in Tulsa, OK. The Tulsa campus includes manufacturing operations and distribution for the commercial kitchen ventilation, dedicated outdoor air systems, tempered air product lines, and dampers.

Providing best-in-class service to our customers is at the heart of what we do; these expansions support Greenheck Group's continued growth through its central locations, skilled workforce, and strong partnerships with local communities and schools.



GOLD

The Greenheck Operations Leaders Development (GOLD) is a unique program that builds a foundation for future operational leaders at the Greenheck Group. As a GOLD employee, you will step into a leadership role immediately and have ample mentorship, executive exposure, and earn lean certifications.

Gain

- Lean education & certifications
- In-depth supervision & management experience
- Competitive bonuses
- Formal mentor relationship
- Training on business finances & acumen
- Labor relations experience
- Executive exposure

Production Supervisor Role

- 2nd or 3rd shift for 18-24 months
- Supervise a team while learning how to align resources, drive employee engagement, & build effective teams
- Lead & participate in continuous improvement activities to achieve safety, production, & customer targets
- Candidates should have a degree in business, supply chain, operations management, or engineering

Future Opportunities

- Inventory & Materials
- Production Scheduling
- Supply Chain, Sourcing & Logistics
- Manufacturing Engineering



Scan to visit our college
program page or visit
careers.greenheck.com



LEAD

The Leadership Excellence Accelerated Development program provides cross-functional knowledge through a series of challenging short-term assignments. LEAD graduates will develop the leadership and technical skills to become future company leaders. The LEAD program is highly selective and space is limited.

Gain

- Knowledge through real world experience & structured training
- Exposure to diverse projects in different roles
- Leadership development that provides a strong foundation as you drive your career growth
- Company-wide networking & executive mentoring

Roles May Include

- Design Engineering
- Application Engineering
- Manufacturing Engineering
- Operations
- Supply Chain Management
- Lean Manufacturing
- Finance
- Human Resources

LEARN
MORE!



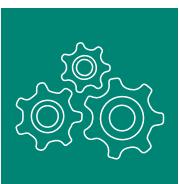
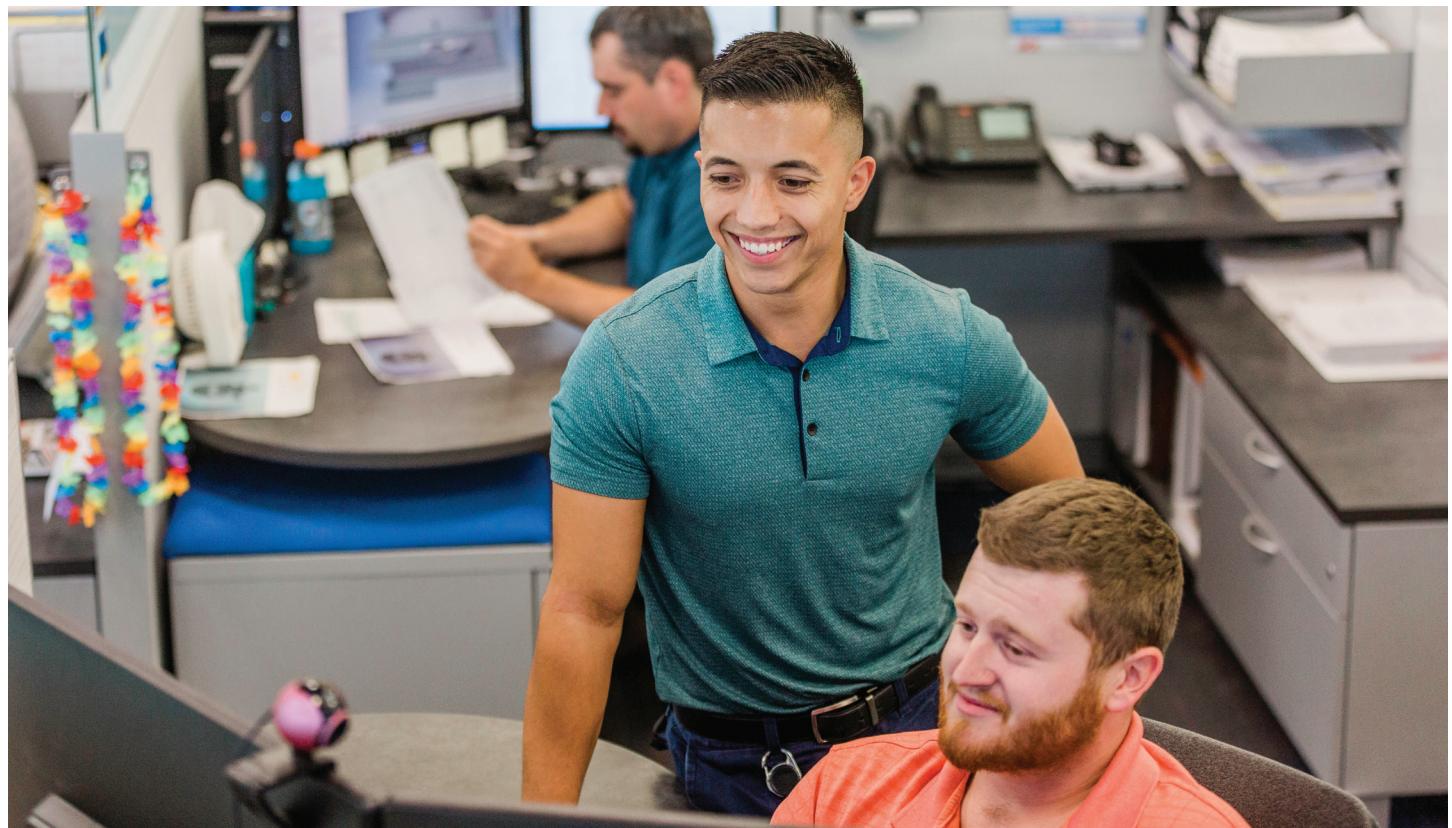
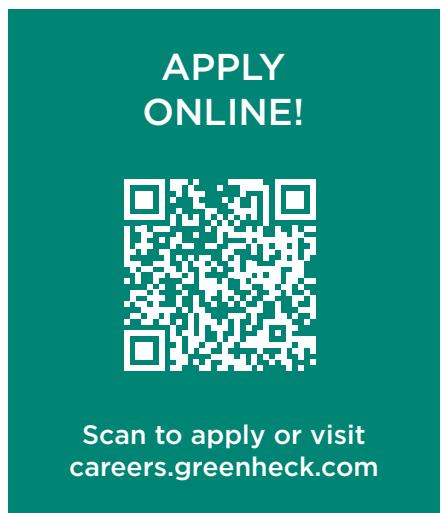
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Internship & Co-op

Greenheck Group offers a robust, hands-on co-op experience in engineering and supply chain management. Co-op students take a 8-month deep dive into real projects while interns gain 3 months of professional experience. Both programs allow students to impact our business while learning about our company and culture.

Participate In

- Fundamental Fridays: meetings designed to give you exposure to the company leaders and various business units
- Report Outs
- Community Engagement
- Social Activities
- Company Sponsored Volunteering



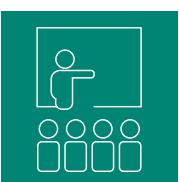
ENGINEERING

Launch your engineering career in one of our many engineering focus areas. Product development, testing, or manufacturing/industrial engineering roles will expose you to hands-on projects that will compliment your education. As an engineering co-op, you could be working to enhance factory production through continuous improvement processes, aid the development of new products, or build and test prototypes.



SALES

Our Sales co-op roles are best suited for those who have a passion for solving problems and helping people. These individuals are typically pursuing degrees in sales, engineering, or business, and have had experience working with customers. Focused projects could include marketing, technical coordination in areas of product planning and development, or business analytics, forecasting, and market research.



PRODUCTION SUPERVISOR

Step into a leadership role by becoming a Production Supervisor co-op. Provide supervision to one or more production areas while learning how to align resources, drive employee engagement, and build effective teams. By the end of your co-op term, you'll walk away with experience in labor relations, executing safety initiatives, and continuous improvement activities.



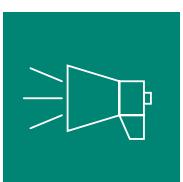
EDUCATION CENTER

Our Education Center is home to our product galleries and displays a wide variety of the products we produce. In this role, you will assist in the creation of product displays and demos, including maintaining inventory and shipping demos to our mechanical rep network. You should have basic knowledge of hand tools and fabrication machinery.



SHARED SERVICES

Greenheck Group offers a wide variety of summer internships including finance, marketing, human resources, and information technologies. Whether you enjoy working directly with our team members, with external candidates, or behind the scenes, these roles play a vital part of Greenheck Group's commitment to being an employer of choice.



REGULATORY AFFAIRS

A Regulatory Affairs Co-op will work to identify, prioritize, and communicate industry standards, codes, and regulations. In this highly-visible role, you will help assure Greenheck Group is a trusted and reliable business partner. Projects could be related to energy efficiency regulations, hurricane and high-wind test standards, HVAC system design requirements to mitigate risk of COVID-19, and more!

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Greenheck Group has given me opportunities I wouldn't get anywhere else. From the beginning, I've had the opportunity to be involved in large-scale projects and have had leadership opportunities through the LEAD program.



- Rachel, LEAD, UW-Platteville

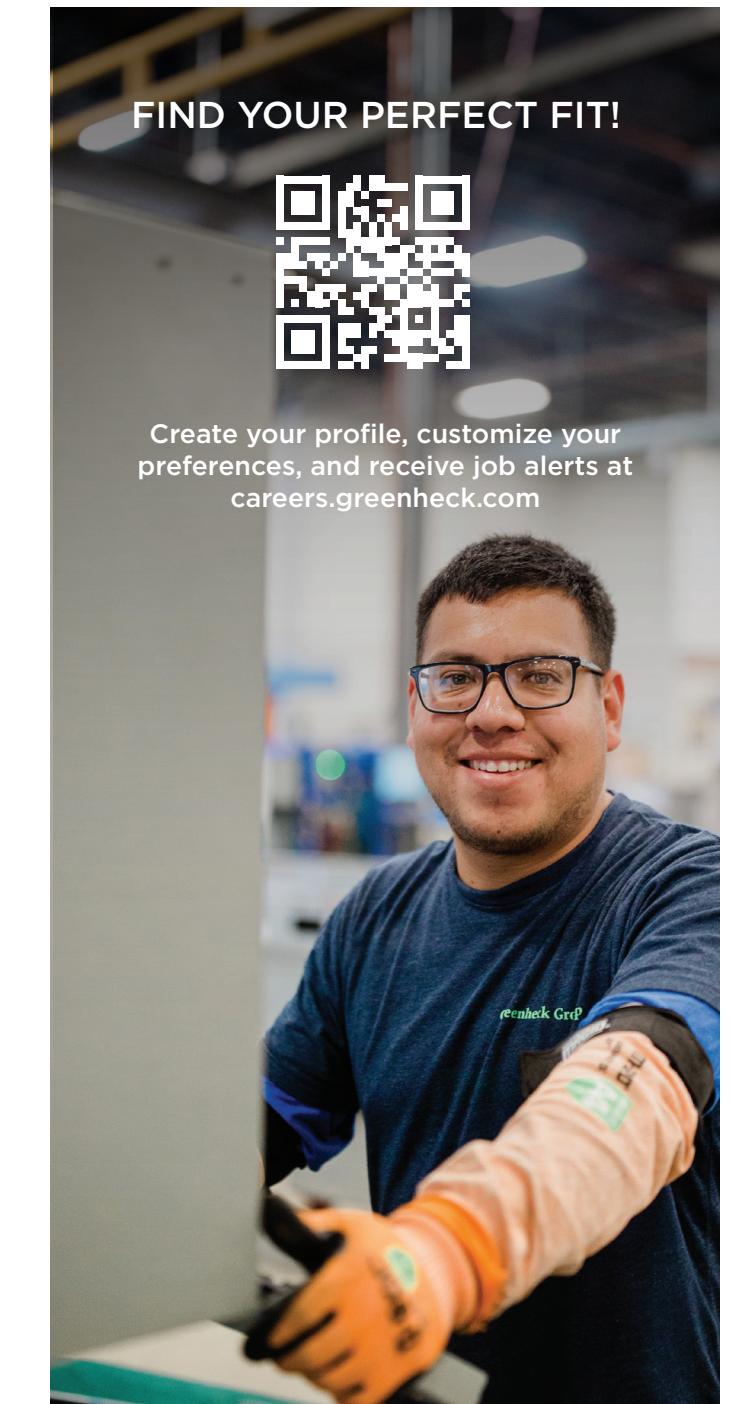


Full Time

When you begin your career with Greenheck Group, it's more than accepting a position at a company, it's joining a culture. Our relentless commitment to continuous improvement through learning, innovation, and teamwork is one of the critical components of our 75-year successful track record.

Our Full-Time Team Members Are Offered:

- Health insurance with a full private on-site clinic with a pharmacy to offset health insurance with HSA
- Paid vacations and holidays
- 401(k) retirement savings plan
- On-site 24/7 fitness center
- Employee Assistance Program with access to discounts, counselors, and more
- Flexible spending accounts for medical or dependent care expenses
- Tuition assistance and scholarship programs
- Several professional development and growth opportunities
- Prescription drug benefits
- Dental insurance



Inspired People Doing Extraordinary Things

There are many reasons for our success and position as a global leader in air movement, control, and conditioning. The foundation on which success rests is on the strengths of our team members, our commitment to the greater community, and the environment.

The key driver of great companies is having the right people and a strong set of core values that guide our decisions. Therefore, retaining our great employees and attracting high-level new talent has been and will continue to be a top priority. Here are just a few ways we live our values:

Having Fun While Giving Back

Giving back to the communities is so important to our company culture. Our teams work with their area to find volunteer efforts that will fit into their work/life balance. We have fun with United Way fundraising, Junior Achievement, Special Olympics, food drives, and more. Employees spend time together with organized baseball outings, flag football teams, movie nights - the list goes on and on!



Innovation

Innovation is a core value and a foundational element of our success. People are the innovators – not machines or systems. We take pride in identifying, prioritizing, and addressing the needs of our customers and work together through Innovation Labs (iLabs) and other events to create game-changing products and solutions.

Greenheck Performance System (GPS)

Greenheck Group has been on a Lean journey for more than 19 years. We utilize an operational excellence strategy, modeled after the Toyota Production System, called Greenheck Performance System (GPS). The purpose of GPS is to empower employees to improve their workflows and positively impact operations by providing them with the tools needed to lead the initiative.



“I made personal connections right away. My team members were willing to jump on board with new projects or ideas I suggested. Work isn't work anymore when your team becomes like family.

- Alexa, Co-op, UW-Stout



“My projects have given me the opportunity to improve processes and safety in the workplace. Leaving an impact on the company is something I can look back on and be proud of.

- Jared, Co-op, UW-Platteville



JOIN A WINNING TEAM!

CAREERS.GREENHECK.COM



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