

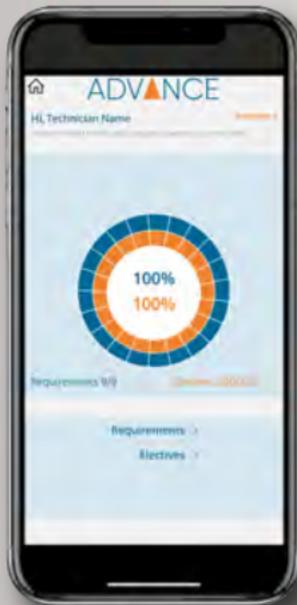
DURA  SERV®

Technicians

Our Solution Providers

Build a Career Where Your Skills Shine

Innovative Solutions Require Innovative People



As the backbone of our operations, we want you to build a career where your skills shine. It's time to turn your potential into long term growth. Learn more about what it means to have a career with us!

OUR VALUE PROPOSITION	Page 5
ADVANCE TRAINING PROGRAM	Page 7
HOW ADVANCE WORKS	Page 9
ADVANCE COMMERCIAL	Page 11
ADVANCE RESIDENTIAL	Page 13
DURATHRIVE	Page 15
BOOT DAY	Page 17
OUR GOAL CARD	Page 19
OUR CORE VALUES	Page 21
OUR CSR PLEDGE	Page 23
DURASERV BRANDS	Page 25



We believe our values make us the most trusted sales and service provider in our industry.

Why Work with Us

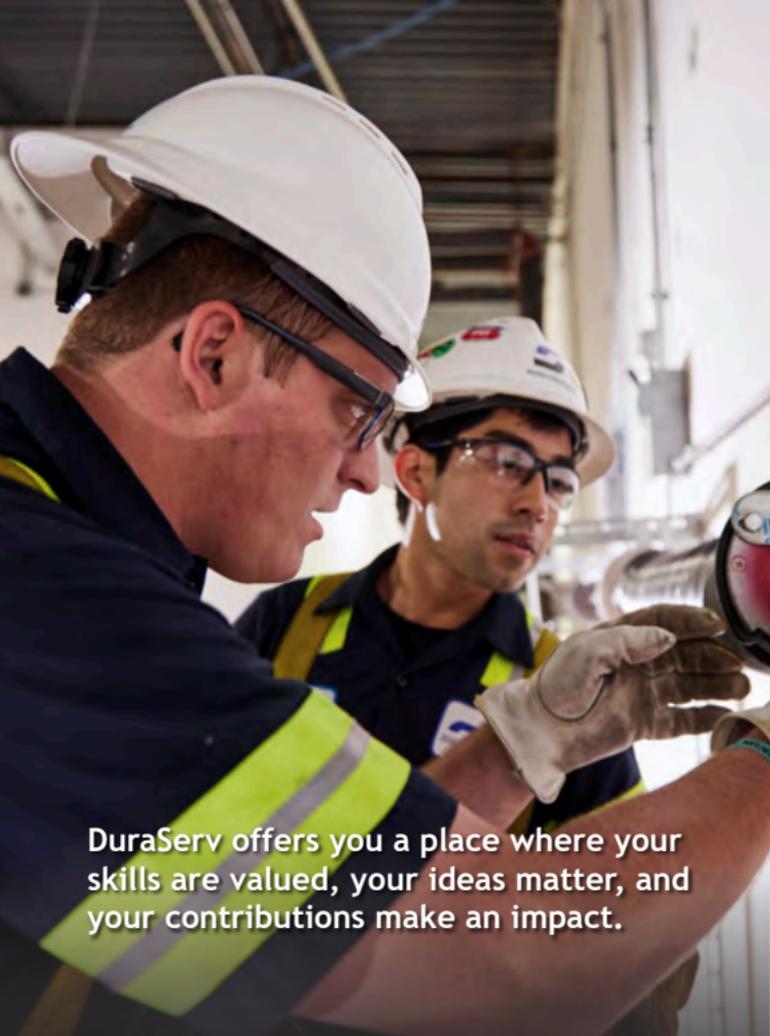
Our Employee Value Proposition

At DuraServ, we foster a culture of trust by demonstrating genuine care and building authentic relationships. With a competitive spirit driven by grit and initiative, we do what it takes to win while putting people first. We are real people that thrive on teamwork, professional growth, and ingenuity. Our reputation is to reward great performance that drives our strategic vision to be first and best.

Our Mission

To be the most trusted sales and service provider.





DuraServ offers you a place where your skills are valued, your ideas matter, and your contributions make an impact.

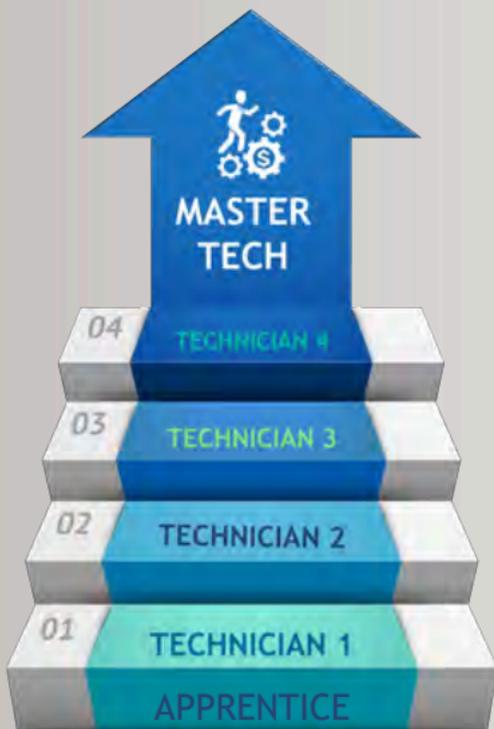
ADVANCE Technician Skills Training Program

The ADVANCE program makes it easy for you to follow a well-defined career path. Your learning journey gives you the coaching and technical training to move from apprentice level to master technician. Here are some of the features:

- Apply your current skills and knowledge to advance.
- On-the-job technical training with subject matter experts.
- Industry, product, and supplier training through DuraSchool.
- Advance from an Apprentice to a Master Tech in 48 months.
- Mastery Milestones provide a defined and clear career path.

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ADVANCE

ADVANCE Commercial Technician Certificate Program



ADVANCE is based on job related skills, not longevity. Even if you haven't been here as long as someone else, you still have the opportunity to learn more job-related skills and advance your career.

Here's what you get:

- Best-in-class training with hands-on experience and field demonstrations.
- Easy-to-navigate app.
- 4-Level *commercial* program from apprentice to master technician.
- DuraSchool courses help you learn new skills.
- Skills checklists and self-assessments.
- Managed DuraSchool and field days.

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ADVANCE

ADVANCE Residential Technician Certificate Program

3 Paths Available

1

RESIDENTIAL

TECHNICIAN 3

TECHNICIAN 2

TECHNICIAN 1

APPRENTICE

2

WINDOW & DOOR*

TECHNICIAN 2

TECHNICIAN 1

APPRENTICE

3

GATE

TECHNICIAN 2

*Available in some markets

With ADVANCE Residential, the learning journey includes on-the-job training, formal training, and peer mentoring.

Here's what you get:

- Best-in-class industry training and career opportunities .
- Progressive training program that offers three *residential* career paths, with cross-over career paths to commercial technician jobs.
- Earn company-paid industry certificates from IDEA.

ADVANCE



Your opportunity to grow, develop, and advance with your Total Rewards.

Introducing DuraThrive

You're looking for benefits that do more. That's why we created DuraThrive. It's the holistic key to your total wellbeing in an engaging work environment.

- Affordable best-in-class healthcare and wellness plans.
- Competitive wages.
- Recognition opportunities.
- Financial wealth-building plans.
- Compensation growth opportunities through ADVANCE.
- Eligible to earn more as your skills grow, through merit pay.
- Other perks.





Committed to keeping our technicians working safely.

Boot Day for Technicians

Every year during National Safety Month, we celebrate Boot Day—a company-wide event dedicated specifically to our technicians.

We're committed to making sure our technicians have the elite equipment needed to work safe. We partner with Red Wing Shoes to hook our techs up with a new pair of high-performance work boots, custom-fitted just for you.

Our technicians are the foundation of our business. Boot Day is one way we show our appreciation and celebrate their efforts.



Our Goal Card

More than just a set of values, our culture is the foundation of who we are. Our Goal Card is a dynamic force that empowers us to work together and turn our ambitious corporate goals into reality.

DURASERV GOALS

- Treat team members well and with respect
- Take great care of every customer
- Be "first and best" in all markets in servicing customers
- Remain transparent and communicate directly

TEAM MEMBER GOALS

- Be accessible to customers and fellow team members
- Be accountable to yourself and DuraServ for your performance
- Be positive, enthusiastic and have a great attitude
- Be a team player and compete as an underdog

The logo for DuraServ, featuring the word "DURA" in white and "SERV" in orange, with a stylized orange and white graphic element between them.

TO BE THE **MOST TRUSTED**
SALES & SERVICE PROVIDER

SOLUTIONS PROVIDER OF OVERHEAD DOORS, HI-SPEED DOORS AND LOADING DOCK EQUIPMENT.

Our Core Values

Our long-standing goal to be the first and best has resulted in positive growth for our company. We're excited about opening new doors with you on our team.

Trust

We foster trust through an unwavering commitment to integrity, safety, and service.

Partnerships

We forge meaningful and collaborative partnerships for sustainable results and mutual success.

Genuine

We are genuine through our purposeful actions, communications, and performance.

Professional

We are professional in our commitment to continuous improvement and high standards.

Respect

We demonstrate respect by valuing others and expressing sincere appreciation.





Committed to sustainability and responsible governance.

Our CSR Pledge

Our corporate social responsibility (CSR) pledge and commitment is to provide genuine value and a sense of purpose to those we touch every day. It starts with professional partnerships built on trust and respect with our communities, customers, and team members.

Sustainable practices. We support our communities by being the employer of choice, supporting local businesses, and supporting causes that improve the well-being and quality of life for the communities where we operate.

Responsible governance. We operate in a safe, ethical, and legal manner which ensures the long-term stability of the business for those who rely on us.

Social good. We focus on making a positive and meaningful difference that helps others live a better life today and into the future.





Many Brands One Company

DuraServ owns a growing suite of businesses. Each local brand specializes in a variety of services for commercial, industrial, and residential customers.

Products and services include:

- High-performance overhead doors
- Dock equipment
- Gate systems
- Residential garage doors
- Entry doors and windows
- Interior door systems
- Industrial fans
- Fireplaces
- Operational efficiency technology
- Climate control solutions

From installation to service, DuraServ technicians keep businesses moving across the country

The logo for Duraserv, featuring the word "DURASERV" in a bold, italicized, sans-serif font. The letter "A" is replaced by a stylized graphic of three horizontal bars of varying lengths, creating a square-like shape. A registered trademark symbol (®) is located to the upper right of the "V".

DURASERV[®]

DURASERVCORP.COM/CAREERS/

Check Out Your Next Career