



Industry Leadership



Environmental Stewardship



Community Commitment

Put your career in High gear



Put your Career in High Gear.

The High® Philosophy

Every company dreams its dreams and sets its standards. These are ours...

We are committed to two great tasks:

1. Building Trustworthy Relationships.

- Valuing our customers and meeting their needs.
- Respecting the dignity of all co-workers and their families.
- Energizing our teamwork with participative management.
- Recognizing and rewarding the accomplishments of our co-workers.
- Strengthening our partnership with suppliers.
- Contributing to a world of beauty and prosperity and peace.

2. Being Innovative Leaders.

- Creating an environment for innovation since 1931.
- "Right the first time"—High quality products and services.
- Investing profits to secure our future.



Employment Opportunities

We hire exceptional people with the drive to develop an exceptional career. Each new experience, project, and task will hone your skills and help our leaders direct your talents to where they can best serve you and the Company. Just as a machine's gears are complex and interdependent, our functional teams are designed to deliver customer results through collaboration and innovation. Every role, every co-worker is critical to our success.

Full and Part-time Employment

High Concrete Group is committed to hiring the best and the brightest in the industry. We recognize the valuable contributions that well-qualified candidates make to the growth of our company. Training is available for entry-level production positions.

Internships and Co-Ops

We offer a variety of paid summer internships and co-ops each year. Students have the opportunity to do meaningful work in conjunction with experienced staff. Our program offers an array of opportunities to learn from hands on experience and includes:

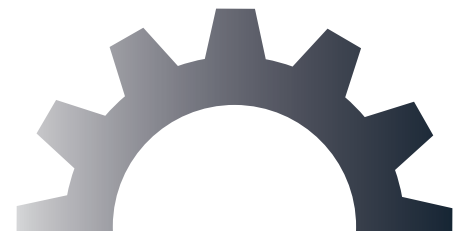
- Project Site Visits
- Visits to other High companies
- Intern Outings
- Company Sponsored Housing
- Paid Holidays



In 1931, High Welding Company, the forerunner of the High companies, began at this location on Lemon Street in Lancaster, Pa.

Benefits

- Health, Dental, Vision, and Prescription Coverage
- 401(k) Retirement Plan
- Flexible Spending Accounts
- Group Life, Accidental Death & Dismemberment, Supplemental Life, and Disability Insurances
- Adoption Assistance
- Profit Sharing
- Credit Union Membership
- Vacation
- Tuition Assistance
- Employee Assistance Program
- High Family Foundation Scholarship
- Good Measure Award





The High Companies Sustainability Statement

The purpose of this statement is to provide the framework for driving our goal setting, management, and documentation of progress in all facets of sustainability—social, environmental, and economic.

Core Values

Our commitment to sustainability is guided by the principles conveyed in *The High Philosophy*.

Our Commitment

Sustainability means taking a holistic approach to the social, environmental, and economic aspects of business and being responsible stewards of valuable resources. It also means helping customers accomplish their own similar goals. Our commitment comes to life through a process of planning, defined actions, measuring progress, and continuous improvement.

Areas of Focus

- Co-workers—To be one of the best places to work in the communities in which we do business.
- Safety—To be each other's keeper in assuring a safe work environment.
- Community—To encourage co-workers to serve within their communities. To align with our core value of being an exemplary corporate citizen.
- Environment—To improve the condition of the environment, where possible, and continuously work to minimize our effect on it. To offer products and services that help customers and partners meet their sustainability goals.
- Purpose through Service and Success—To provide valuable partnership and innovative, high-quality products and services that exceed the expectations of our customers and drive our success.

Through our achievements within this framework, we succeed as an organization with greater purpose for our people, our community, and our world.

Career Development

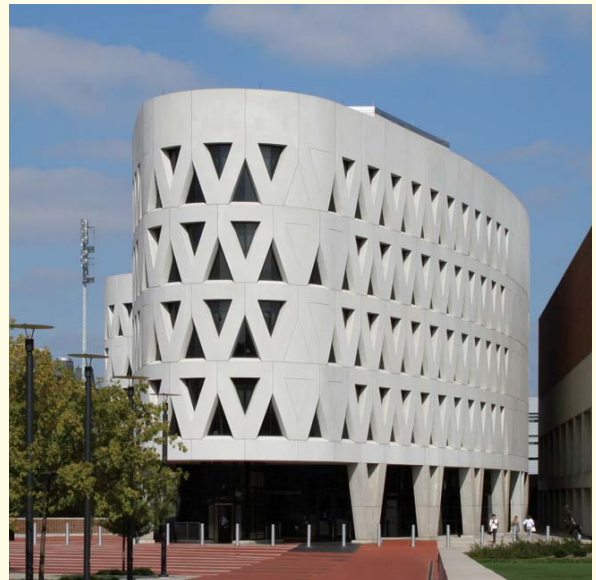
We recognize that learning never stops. Whether you are new to our company or new to your role we offer the opportunity to grow.

Leadership Development Programs—

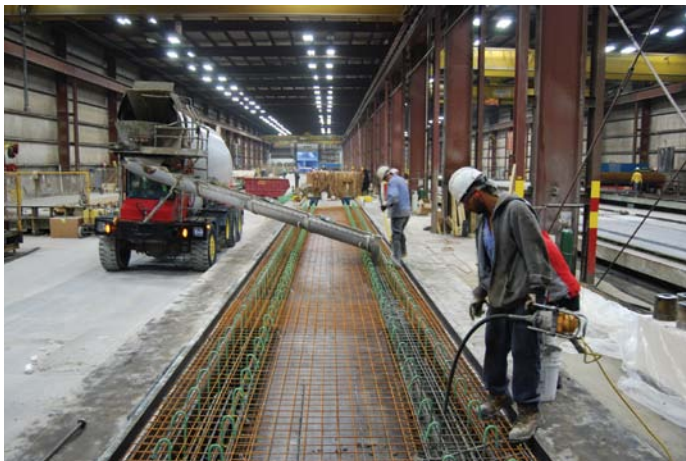
Various programs exist to help you broaden your knowledge base and prepare you for the future. Entry-level supervisory roles require a different skillset than what is required at the executive level. Thus, we have programs designed to meet those varying needs.

Commitment to Continuing Education—

High Concrete Group encourages the growth and development of co-workers at all experience levels. Many of our current co-workers are engaged in completing degrees or obtaining advanced degrees.



Career Opportunities



Mat Birney
Assistant Project Manager



They really make you feel at home and wanted.



Sales

High Concrete Group's sales force capitalizes on their energy and expertise to seek out projects that align with our competencies. They actively work to cultivate relationships with owners, architects, and general contractors throughout the project life cycle. We proudly enjoy a high degree of repeat business. Our customers know that they will receive the highest quality product in the industry.

Our sales staff typically holds degrees in one of the following fields: Construction Management, Business, Marketing and Engineering.

Estimating

Our estimators are a critical link in helping us to win jobs and keep our production processes humming along. From the time a bid is being developed until the job is awarded, these co-workers are responsible for providing pricing, sales budgets and developing labor costs. Estimators work with internal and external customers to analyze project specifications, contract drawings, and assess opportunity and risks. Our estimators typically hold a degree in fields such as Engineering, Finance, Drafting, and Business.

Engineering

High Concrete Group LLC is home to an extensive and talented engineering department. Awarded projects require their expertise to produce customer mock-up designs, analysis of lateral stability, and how pieces will be produced and shipped. Our engineers use the latest 3-D software to submit drawings for approval to the architect and engineer of record. Approved submittals are then drawn and detailed by pieces prior to being built on the production floor.

If you are currently pursuing or already hold a degree in Civil/Structural Engineering, Drafting, Architecture, or other related field, we may have the career path for you. Typical job titles include:

Drafter, Architectural Designer, Associate Design Engineer, Design Engineer, Senior Design Engineer, and Design Team Leader. In addition to these roles, you may also find your professional niche in Estimating, Sales, or Operations. The possibilities abound!



Kyle Bensing
Continuous Improvement Technician



Project Management

While many co-workers contribute to the success of a project, the Project Manager is responsible for safeguarding the financial health of the job. That translates into overall profitability which affects the entire company. Tasked with ensuring a flawless execution from job design through completion in the field, the Project Manager must be well versed in safety, logistics, quality, financials, and schedule for each assigned project.

Required skills include strong business acumen, ability to negotiate, attention to detail and excellent written and verbal communication skills. The entry level position is Assistant Project Manager. Based upon experience and results, promotional opportunities include Project Manager and Senior Project Manager. Other field related roles such as Field Superintendent are natural stepping stones to these coveted positions. Our Project Managers typically hold degrees in fields such as Construction Management, Engineering, Finance, and Business. Advanced degrees are encouraged.

Manufacturing Operations

Manufacturing Operations is the heartbeat of the company. Comprised of various manufacturing departments and support functions, Operations personnel have diverse professional and educational backgrounds that provide a creative energy which makes us a leader in the industry. The opportunity to grow your skills and progress your career are almost limitless. Whether you prefer to start as an Operations Management Trainee or join our organization as a seasoned Manager, there is a role for talented, energetic professionals who want to help us make beautiful buildings and structures out of natural materials from the earth.

Our manufacturing produces all engineered-to-order pieces. That means we have no stock products and always have a new challenge to conquer. Even co-workers with 20 or more years of service still learn something new almost every day.

Career paths may include leadership roles of a crew, a department, or an entire plant. Tuition reimbursement is available to help you secure any additional education or skills you may require to successfully secure your next promotional opportunity.

Field Operations

Field Superintendents are responsible for ensuring that product gets shipped to the sites safely, on time, and within budgeted costs. These seasoned professionals are key in anticipating any job site delays or issues. Their ability to mitigate or avoid expensive mistakes is critical to the financial health of the job. The ability to negotiate and manage issues under pressure are key skills for these roles.

Field Superintendent roles are often stepping stones to Project Management positions. These co-workers typically hold degrees in Business, Construction Management, or other related fields.



In four short years I've managed to move up the ladder from production to Continuous Improvement. With hard work and dedication anything is possible!



“ I have been able to use my skills while working on areas/opportunities of growth and through the years I have had good mentors to help me get to the next level. We are a team and are able to lend a helping hand to get work completed or help other areas who may be short handed. ”



Aidalis Lopez
Senior Human Resources Specialist

Center of Science and Industry Columbus, Ohio.



Lance Lorah
Quality Control-
Continuous Improvement Director



“ Precast concrete is an exciting and rewarding industry. We transform cement, sand, stone and water into an endless combination of sizes, shapes and colors to build structures that will deliver value to our customers and communities. ”

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