

Careers at TDIndustries



We are committed to providing outstanding career opportunities that help you to become your best and unlock your full potential. There are so many reasons to become a TDPartner.

- Employee Ownership
- Open and Transparent Communication
- Servant Leadership
- World-Class Projects
- Continuous Learning and Development
- A Great Place to Work





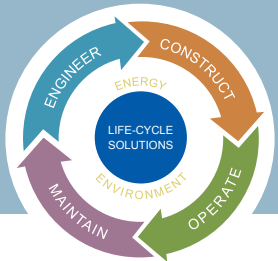
TDIndustries

TDIndustries (TD) is a leading mechanical engineering, construction, and facilities services company. We are nationally-recognized for our commitment to our employee-owners (TDPartners), being named to *People®* magazine's "Companies that Care" list in 2017, and making *Fortune®* magazine's "100 Best Companies to Work For" 20 years in a row! By putting TDPartners first and foremost, TD has experienced steady growth since 1946. Find ownership and purpose doing the work you love while building in-demand skills in a fast-growing industry. Shape skylines and help develop landmark buildings in your community, proudly telling your friends and family, "That's my project." You own your career path at TD, and we have the right atmosphere to help you develop it.



WHAT WE DO

- Construction
- Truck-Based Service
- Facilities Management
- Building Automation
- Energy Solutions
- Manufacturing



WHERE WE WORK

- Airports
- Offices & High-Rises
- Data Centers
- Entertainment
- Government Facilities
- Healthcare
- Multifamily
- Industrial Plants
- Schools & Universities



Corporate Culture

CORE VALUES



Build and Maintain Trusting Relationships



Fiercely Protect the Safety of All Partners



Lead with a Servant's Heart



Passionately Pursue Excellence



Celebrate the Power of Individual Differences



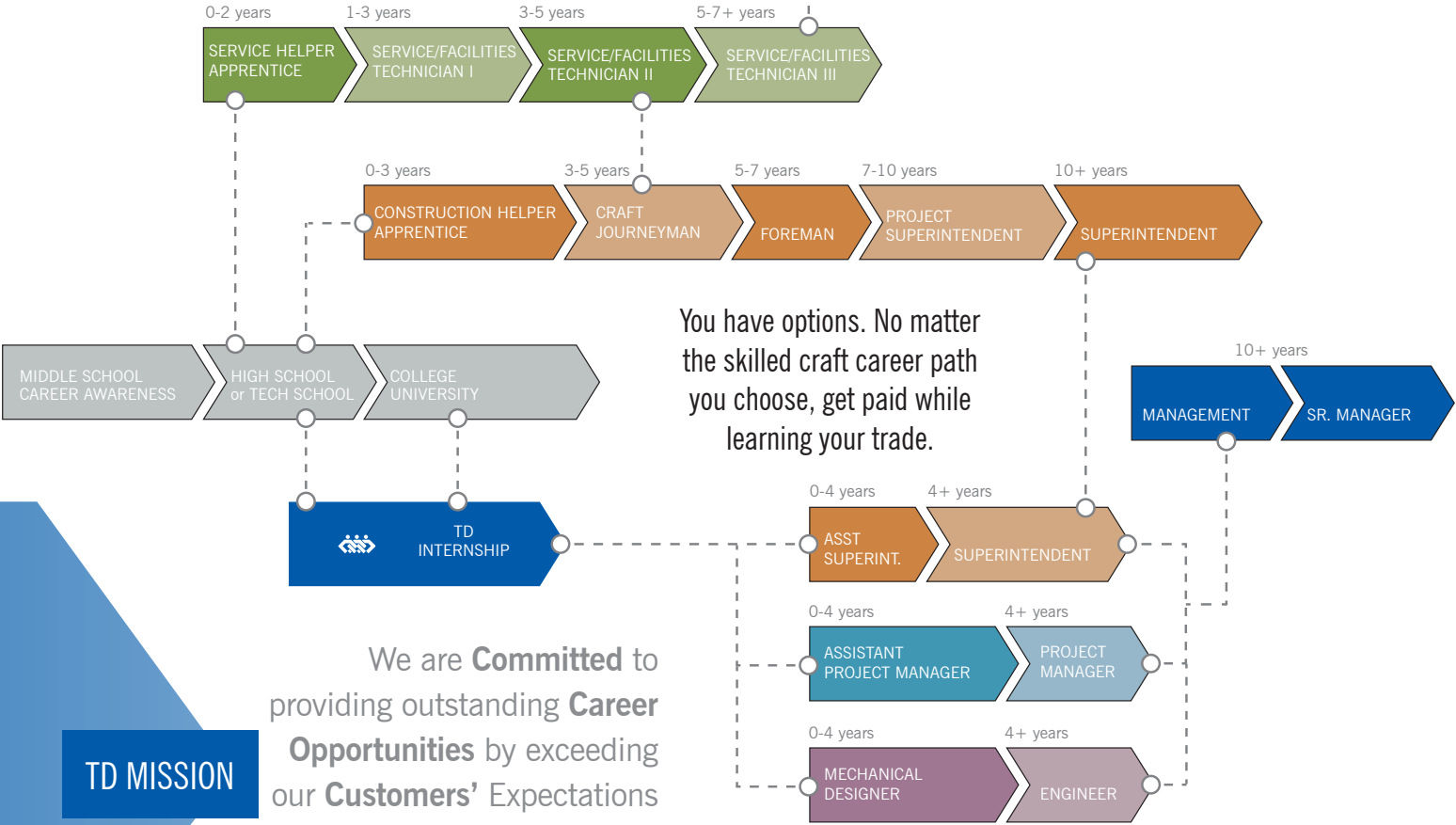
Even though I was an intern, no TDPartner ever treated me like one in the traditional sense. I got to visit multiple jobsites, work on actual projects, have meetings with senior management, and even take part in our office's social events.

— **Grace Wilson**, Assistant Project Manager and former Intern



Starting out in production, transitioning into management and eventually finding myself in a leadership role, I appreciate receiving the mentorship of so many great leaders who are truly committed to providing outstanding careers for our TDPartners.

— **Justin Beard**, Operations Manager



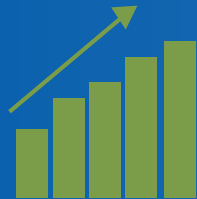
You have options. No matter the skilled craft career path you choose, get paid while learning your trade.

TD MISSION

We are **Committed** to providing outstanding **Career Opportunities** by exceeding our **Customers'** Expectations through **Continuous Aggressive Improvement**.



2300+ TDPartners (employee-owners)



\$587 MM annual revenue 2016



Offices in Texas, Arizona, and Colorado

TOP **50** COMPANIES THAT CARE
ENR TX and LA
TOP SPECIALTY CONTRACTORS

100 BEST COMPANIES TO WORK FOR



Employee Ownership • Open and Transparent Communication • Servant Leadership
World-Class Projects • Continuous Learning and Development • A Great Place to Work

BENEFITS/INCOME PROTECTION

- Medical, dental, and vision insurance for TDPartners and dependents
- Flexible Spending Account (FSA)
- TeleDoc service for non-emergency doctor visits
- Employee assistance program at no cost to TDPartners
- Free biometric screenings and flu shots with medical plan coverage
- Subsidies for gym memberships
- Company wellness program and monthly health initiatives
- Short term disability provided at no cost to TDPartners
- Long term disability and long term care options
- Sick pay for eligible TDPartners on approved FMLA leave
- Job injury pay
- Life insurance provided at no cost to TDPartners

TIME OFF/RETIREMENT BENEFITS

- 401(k) plan with company matching contributions
- Employee Stock Ownership plan with company matching contributions
- Personal Paid Time (PPT)
- Ability to purchase additional PPT
- Holiday Pay

EDUCATION/TRAINING BENEFITS

- 100% of costs for skilled trade and craft training
- Education assistance (100% coverage) for approved seminars, certification courses, and college/university degrees
- TDUniversity Core Classes (Leadership, Management, Technical, and Safety Training) at no cost to TDPartners



tdindustries.com/careers

Dallas, TX (Corporate)

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Dallas, TX 75234

972-888-9675

Austin, TX

2701 Gattis School Rd.
Bldg A, Ste 101
Round Rock, TX 78664
512-310-5059

Ft. Worth, TX

2601 Northern Cross Blvd.
Ste 201
Ft. Worth, TX 76137
972-888-9675

Houston, TX

9525 Derrington Rd.
Houston, TX 77064

713-996-2707

Phoenix, AZ

1888 East Broadway Rd.
Tempe, AZ 85282

480-222-1636

San Antonio, TX

12700 O'Connor Rd.
San Antonio, TX 78233

512-310-5059