



*Your pathway to learning, growth,  
and career success begins here...*



## MYPATH CAREER CENTER





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*Come for the job. Stay for the career.*

At Gustave A. Larson Company we're constantly striving to be the very best at what we do. From the brands we carry, to the service we provide, to the people we hire – our goal is to be the undisputed leader in the market areas we serve.

We're passionate about building the best and brightest team in our industry to make this happen. We're deeply committed to the personal and professional growth and success of our team members.

That's where our MyPath Career Center makes all the difference. MyPath is your personalized learning and development program that will give you the tools, education, and resources needed to grow and thrive in your career.

Your pathway to learning, growth, and career success begins here.

Welcome to Gustave A. Larson!

A handwritten signature in black ink, reading 'Scott Larson'.

Scott Larson  
Chief Executive Officer

"Education is not a destination  
but a continuing journey."

Karl Larson | Letter to Employees (1970)



# ABOUT US



## OUR HISTORY

Gustave A. Larson emigrated from Sweden at the age of 16 and opened our first store in Madison, WI in 1936. Through growth and acquisition, we've expanded to be among the largest in our industry and remain a family-owned business with over 540 employees serving in 55 stores covering 20 states – all supported by our private fleet of trucks, finely tuned distribution network and Pewaukee, WI Support Center.

## WHAT WE DO

We are the Midwest, Plains, and Mountain States leading wholesale distributor of Heating, Ventilation, Air Conditioning, and Refrigeration (HVACR) parts, equipment, and supplies – proudly carrying the best brands from over 800 manufacturers covering over 65,000 SKUs in our inventory. We're passionate about providing Extraordinary Service and Innovative Solutions to ensure our customer's success.

## WHY WE DO IT

As a premiere supplier of leading HVACR products, we're proud of our role as an essential employer and distributor of the best comfort systems and refrigeration products available – keeping living spaces comfortable and perishable supplies fresh. We're addressing climate change by promoting high-efficiency products. The personal and professional success of customers and team members is our greatest goal.

## OUR MISSION

- We contribute to our customer's success
- We carry the best products in our industry
- We offer valued business solutions
- We provide all stakeholders an opportunity to succeed
- We WIN TOGETHER!

## OUR VISION

We strive to be the most respected partner to our customers through extraordinary service and innovative solutions.

## OUR THREE UNIQUES

- Making it Easy
- Setting a New Standard
- For Us, It's Personal

## OUR LARSON VALUES

Our values are the fundamental building blocks that form and shape our culture. They are the critical success factors that help us to achieve Our Mission and Our Vision.

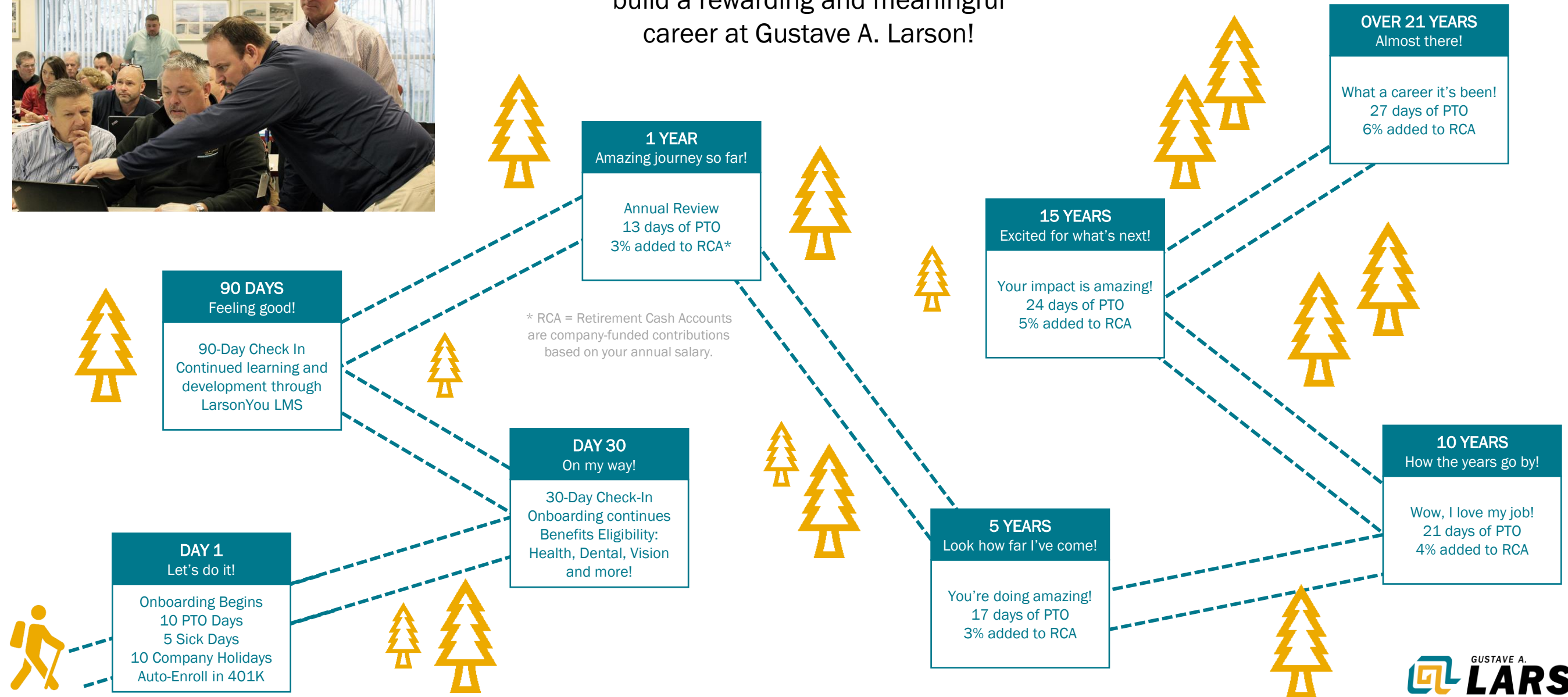
<b>L</b> earning	<i>Curious, Continuously Improves, Personal Development</i>
<b>A</b> ttitude	<i>Positive, Humble, Resilient</i>
<b>R</b> esults	<i>Self-Motivated, Impactful, Accountable</i>
<b>S</b> ervice	<i>Delights Customer, Makes it Easy, Excellence</i>
<b>cO</b> llaboration	<i>Team Player, Shares, Uses Good Judgment</i>
<b>iN</b> tegrity	<i>Honest, Trustworthy, Respectful</i>



# YOUR CAREER PATH



**COME FOR THE JOB.  
STAY FOR THE CAREER.**  
We're committed to helping you  
build a rewarding and meaningful  
career at Gustave A. Larson!



# YOUR BENEFITS

# CARING FOR THE PEOPLE WHO CARE FOR OUR CUSTOMERS

## HEALTH INSURANCE

Larson offers a comprehensive medical plan to all regular, full-time employees that includes personal concierge claims assistance.

## DENTAL AND VISION

MetLife Dental PPO Plan with annual checkups included. Vision Service Plan (VSP) with exams and allowances for glasses and contacts.

## 401K SAVINGS PLAN

New employees auto-enrolled after 30 days with 6% of pre-tax income. Numerous Roth and Traditional mutual funds are provided through T Rowe Price.

## PAID TIME OFF (PTO)

Date of hire = 10 days  
After 1 year = 13 days  
After 5 years = 17 days  
After 9 years = 21 days  
After 13 years = 23 days  
After 20 years = 27 days

## COMPANY PAID LEARNING

Team Members have unlimited access to LarsonYou – our state-of-the-art Learning Management System that includes hundreds of People, Process, and Product courses selected just for you.

## HRA

Company funded Health Reimbursement Account included with all medical plan enrollments to offset a portion of qualified expenses.

## LIFE INSURANCE

Company-paid life and no cost AD&D Disability Voluntary supplemental life insurance plans available through Symetra Life.

## RETIREMENT CASH ACCOUNT

1-5 years = 3%  
6-10 years = 4%  
11-15 years = 5%  
16-20 years = 6%  
Over 21 years = 7%

## SICK TIME

The Company grants 40 hours of paid sick time each calendar year to be used for care and prevention of illness for employees and their families.

## OTHER TIME OFF BENEFITS

Up to 3 days of paid bereavement, 16 hours of paid volunteer time, and compensation for jury duty.

## FSA

Various Flexible Spending Accounts are available with pre-tax contributions through Employee Benefits Corporation.

## DISABILITY

Short and Long-Term Disability benefits for all full-time employees. Voluntary Accident, Critical Illness, and Whole Life plans are available.

## TRAVEL ASSISTANCE

Travel Assistance Program provides 24-hour access to help with medical and travel support for domestic & international travel.

## PAID COMPANY HOLIDAYS

New Years Day, Memorial Day, Independence Day, Labor Day, Thanksgiving and Day After, Christmas Eve, Christmas Day, plus Floating and Birthday.

## SPECIALTY PROGRAMS

With Medical plan enrollment, access to additional resources for those with Diabetes, Behavioral Health, Maternity, and Stress-Anxiety

## EAP

Employee Assistance Plan offers professional support and guidance for behavioral health, finances, & legal support.

## IDENTITY THEFT

Direct access to 24-hour support and assistance from trained experts if your identity is stolen or compromised.

## MATERNITY & PATERNITY

Birth mothers receive paid benefit of 12 weeks. Up to 2 weeks paid time for new fathers, adoptive, & foster parents.

