



WAREHOUSE ATTENDANT

KEEPING IT MOVING

Forklifts are on the move. Trucks come and go. Orders are picked, pulled, and packed. Our products are on the way to customers who need us to come through for them. And it's all because of you! As a Warehouse Attendant, you'll thrive on being busy and productive and doing your work with accuracy and efficiency – knowing the satisfaction that comes from a hard day's work. It's why you'll come. It's why you'll stay. Our teams work and play hard to get the job done – pulling together and working as a team – knowing somewhere, somehow, you're impacting someone's life. Your daily mission is clear: supporting our stores and customers with just-in-time inventory excellence. Here, you'll use the latest technologies to execute every transaction efficiently and accurately. We're looking for industrious thinkers with active minds who enjoy finding better ways to get things done. Intelligent, innovative thinkers are welcome here!

SUCCESS FACTORS

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ATTENTION TO DETAIL

Your commitment to accuracy and attention to detail will be essential to our pursuit of inventory excellence and the *perfect order* – having the right product in the right place, on time, in full, and error-free. Strong visual acuity with alpha-numeric data is needed to identify parts, serial numbers, shipping schedules, and purchase orders. Proficiency in handheld technology, neatness, and keen organizational skills are a must!

ENERGETIC SELF-STARTERS

High energy levels are needed to keep pace with your teammates as you move millions of dollars of products and fulfill thousands of daily transactions together. You'll constantly be on the go as you accomplish each task and actively anticipate what's next. You'll act urgently to expedite hot orders, knowing our stores and their customers depend on you to make it happen. Resilience in the face of adversity and a readiness to overcome challenges and setbacks will serve you well in this role.

TEAM PLAYER

As a contributing teammate, you'll understand how your actions and behaviors impact and raise the performance of others around you – always thinking about the next person in the distribution pipeline. You'll be ready to shift gears quickly through constant rotations, taking on different daily roles and responsibilities to keep things moving. You'll work together to get the job done and even have some fun in the process. Collaborative team members with positive attitudes, good judgment, and unselfish thinking are always welcome here!



COME FOR THE JOB.
STAY FOR THE CAREER.

EXPERIENCE PREFERRED

- High School Diploma or equivalent
- Distribution experience (shipping & receiving)
- Inventory control experience beneficial
- Material handling experience preferred
- Familiarity with handheld technology devices
- Readiness to continue learning new technology

EDUCATION PROVIDED

New team members will access our LarsonYou Learning Management System to learn about our industry, products, safety protocols, and business processes – including our Epicore P21 system. You will also be assigned a career coach for job shadows and frequent on-the-job training.

CAREER MOBILITY

We want you to change jobs... as long as it's with us! Our Warehouse Attendants have opportunities for career growth. Discuss your career goals with your manager; they'll help you continue learning, growing, and preparing for future responsibilities at Larson – including team leadership and Counter Sales Representative roles.

FAQ | GLAD YOU ASKED

WHAT COMPUTER SKILLS ARE NEEDED?

As an industry leader in HVACR distribution, you'll learn to use cutting-edge technology, including Epicor P21, Microsoft 365, Outlook, SharePoint, advanced wireless handheld devices, and various other websites and applications. Our LarsonYou Learning Management System will provide all the training needed to learn our software systems.

WHAT ARE THE PHYSICAL REQUIREMENTS?

You'll always be on the move, including walking, standing, reaching, leaning, bending, loading, unloading, and occasionally lifting up to 50 pounds. You'll use forklifts to pull products from the warehouse, stock shelves, and load and unload delivery trucks – including the modern Larson fleet.

HOW ARE YOU COMPENSATED?

You will be a non-exempt (hourly) team member eligible for overtime and annual merit increases based on your performance. Expect to have a set Monday-Friday work schedule. There may be overtime opportunities especially during the summer months, our busiest time of the year.

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DISTRIBUTING PRODUCT

The daily rhythms of the warehouse include loading and unloading products from the Larson fleet, our suppliers, and trucking companies. You'll receive and verify incoming shipment integrity, health, and accuracy – and then stage products for put-away according to our warehouse racking, stacking, and zoning locations. Some items are processed immediately for customer pickup or delivery to their job site. Accuracy, organization, urgency, and working safely are daily priorities.

MAXIMIZING EFFICIENCY

Whether you're operating a forklift, loading a truck, putting away stock, driving a broom, removing debris, or reorganizing shelves... everything is done to keep costs down and maximize operational efficiency. Doing things right the first time is critical to hitting deadlines that enable our stores to achieve our One Stop, Same Day service goals. Expect frequent huddles where team health is addressed, goals and objectives are set, performance is recognized, barriers are removed, and team members speak up to solve issues. We run a lean and efficient distribution network!

VERIFYING SHIPMENTS

This role requires accurate daily records of incoming and outgoing product movements. You'll match packing lists to physical counts, inspect for damaged and missing products, and work with our Purchasing Team to reconcile any discrepancies. You'll maintain error-free inventory using visual observation counts and register them in our inventory control system using advanced handheld devices.

PRIMARY DUTIES



WHY LARSON?

WAREHOUSE ATTENDANT KEEPING IT MOVING



TAMMY T.
WAREHOUSE ATTENDANT | PEWAUKEE, WI
EXTRAORDINARY SERVICE SINCE 2008

“It’s exciting being at the forefront of the Larson supply chain, feeding our stores and keeping them fully stocked so that our customers have all the products and supplies they need to do the job. Every day has its adventures. I enjoy the busyness of the business: a great workday is a busy workday! It gets crazy sometimes, but we always pull through and get things done as a team. This job is perfect for someone who likes to be on their feet instead of behind a desk all day, loves variety in their work, learns on the spot, and wants to be part of a world-class distribution chain. For me, I’ve found a career – not just a job. I love coming to work. I have great relationships with my coworkers and direct access to caring leaders ready to coach, teach, and help at any time. This is a special team!”



SHYA R.
DISTRIBUTION SUPERVISOR | LARAMIE, WY
EXTRAORDINARY SERVICE SINCE 2016

“This company values diversity. Being a woman in distribution isn’t all that common, but I’ve been able to learn, grow, and establish my career with a company that values women in leadership. What I like best about being in distribution is that no two days are the same. Every day has its challenges, and we always find a way to work together to get it done, impacting every part of the business. Our customers need us to come through when they place urgent orders – this energizes us! We thrive on doing the impossible and making the magic happen. Knowing that my team needs, respects, and depends on me makes me want to get up in the morning and come to work. I choose Larson because we work together as a team and truly care for one another.”



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

READY TO IGNITE YOUR CAREER AND JOIN THE LARSON TEAM?

Click on the links below
to view our current openings

Gustave A. Larson
[MyPath Career Center](#)



Your future is calling you to Larson...
we look forward to meeting you!

