

# RECRUITMENT PROGRAM

## PUTTING THE FUTURE OF REFRIGERATION IN YOUR HANDS

*WE OFFER A CAREER PATH WITH OPPORTUNITIES TO LEARN & GROW, ALL WHILE BEING A PART OF A COMPANY DRIVEN BY FAMILY VALUES AND EXCELLENCE IN SERVICE.*



## WHAT TO EXPECT

Absolute Refrigeration will award a scholarship to include tuition and books (payable directly to the college) for completion of a two year HVAC/R program with emphasis on commercial (advanced) refrigeration. A successful candidate will also be offered a paid apprenticeship position with the company, using summer break from school to work and gain experience. Upon successful completion of the program, the candidate will have a position of employment as an entry level technician at Absolute Refrigeration in Grand Forks.

## HOW IT WORKS

### REQUIREMENTS

- Show initiative, a positive attitude, and desire for success.
- Pass a background check and have a valid drivers license.
- Maintain a GPA of 3.0 or higher
- Successfully complete the educational program.
- Work for Absolute Refrigeration for a minimum of three years after completing the college program.

### BENEFITS

- Paid Time Off with focus on work-life balance
- Uniform, mobile device, & tool allowances
- Company vehicle
- Health, Dental, and Vision Insurance plans
- Life Insurance, Short-term/Long-term disability
- Optional additional Aflac insurances
- Generous employer matching 401K plan
- Company events, bonuses, and a fun work environment.

**WILL WE  
PUT YOUR  
PICTURE  
HERE?**

# APPLY TODAY

Email us at [jobs@459below](mailto:jobs@459below) OR  
visit our website  
at

[WWW.ABSOLUTEREFRIGERATIONSERVICES.COM](http://WWW.ABSOLUTEREFRIGERATIONSERVICES.COM)



## OUR VALUES

Our core values all are outlined to create a culture which places high value on people and relationships.



**Quality** - we value doing the work right the first time and giving our best effort every time.



**Respect & Teamwork** - we value knowing everyone has a position to play on the team, and we respect everyone's strengths on the team.



**Honesty & Fairness** - our business relies on fair and honest practices both with our customers and our team.



**Integrity** - we value owning our mistakes and learning from them. It's how we grow.



**Commitment** - we value showing up for the team and giving it our all. Going the extra mile shows we care.



**Family** - we believe family comes first. Both our family at home and work family deserve our best effort.

[WWW.ABSOLUTEREFRIGERATIONSERVICES.COM](http://WWW.ABSOLUTEREFRIGERATIONSERVICES.COM)



## OUR VISION

To Provide Excellent Service Always

## OUR MISSION

To Promote a Culture Which Provides Excellent Service to Our Customers.

## OUR GOAL

Absolute's most important asset is our team. We all play an important part in ensuring our customers get the right tech, for the right job, at the right time.

**Absolute**  
REFRIGERATION

(701) 787-1200

818 S. 46th St. Grand Forks, ND 58201

[ownerse459below.com](mailto:ownerse459below.com)

[www.absoluterefrigerationservices.com](http://www.absoluterefrigerationservices.com)

**Absolute**  
REFRIGERATION

**WHEN KEEPING COOL  
ABSOLUTELY MATTERS**