

**ZORN COMPRESSOR &
EQUIPMENT**



COMPANY CULTURE HANDBOOK

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NOT YOUR AVERAGE COMPANY



We have to admit, a family-owned, industrial compressor distributor located in the Midwest sounds pretty boring when you put it like that. However, that hardly describes our company and our culture! Yes, we do great compressed air business and show the utmost professionalism throughout all departments, but our people are fun, loyal, and relaxed individuals that make our company such a great place to be a part of. While we hold ourselves to high standards, we recognize that our lives don't just revolve around work. All our offices have great break spaces, stocked with snacks and beverages to relax and chat with coworkers on your off times. You'll constantly hear laughter between coworkers because we all become like family here! We'd like to think that we have the best work-life balance that enables all of our team members to outperform any of our competition. Aside from work hours, we also treat our team members to lots of fun throughout the year.



ZORN COMPRESSOR FUN FACTS

- Zorn Compressor has almost 100 employees total between 8 locations throughout Wisconsin and Illinois
- In 2006, the company was officially renamed Zorn Compressor & Equipment under the ownership of John Zorn
- One of the company's favorite things to do is sponsor and donate to various local charity events
- We are Quincy Compressor's number one distributor in the world
- We have been around since 1965 when it was originally Cochrane Compressor Co, Inc. located in Milwaukee, Wisconsin
- Our current CEO, Matt Zorn, started as a shipping employee for Cochrane back in high school

WHAT WE VALUE

Honesty

Fairness

Loyalty

Open communication

Mutual support

Growth & development

Transparency & access to leadership



An important value we don't always obviously boast
but our team members love....

WORK-LIFE BALANCE

At Zorn Compressor & Equipment we know how important family time and time away from the office is for everyone's productivity and mental health! Because of this, everyone respects when coworkers are not on the clock, and leaves this time for them to recoup and relax. Rarely will employees ever bring work home with them, with the exception of various employees being scheduled for "on-call" weeks.

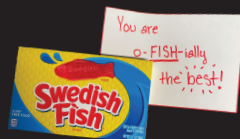


WORK HARD, PLAY HARD

We want to make sure that all of our team members' hard work never goes unnoticed. Throughout each year, we host many branch cookouts, company parties, department outings, gift giveaways, and fun contests to reward our team members for all their dedication! Take a look at some of our previous events.

EMPLOYEE CONTESTS

Our marketing team likes to send out fun contests- sometimes work related, sometimes not- for team members to engage with other branches and for a chance to win prizes! Some of our previous contests include "Two Truths & A Lie," Technician Sweepstakes based on overtime & on-call hours, "Where's Waldo" in the company newsletter, and Zorn trivia.



GIFT GIVEAWAYS

On special holidays & events, we love to spoil all our team members with goodies! Whether it be golf balls for outings, cozy blankets for Christmas gifts, candy just because, new hire gift packages, Zorn anniversary gifts every 5 years, or other fun giveaways for high achievements!



CHARITABLE CONTRIBUTIONS

Zorn also likes to play a large role in the communities we are a part of. We are constantly choosing different charities to sponsor, donate to, and support. Many of these organizations are found from employee suggestions. Whether it is collecting gifts for children at Christmas, wearing a certain color to raise awareness for a cause, or collecting non-perishables for food drives- Zorn likes to take an active role and our employees love the ease it provides them to get involved with local charities as well!



CORPORATE BREWER TICKETS

A perk of working at Zorn Compressor & Equipment is having the ability to win great seats at Brewer games! We have a handful of company seats that come with a preferred parking pass at American Family Stadium and we frequently raffle these off throughout the MLB season for our team members and their families to enjoy.



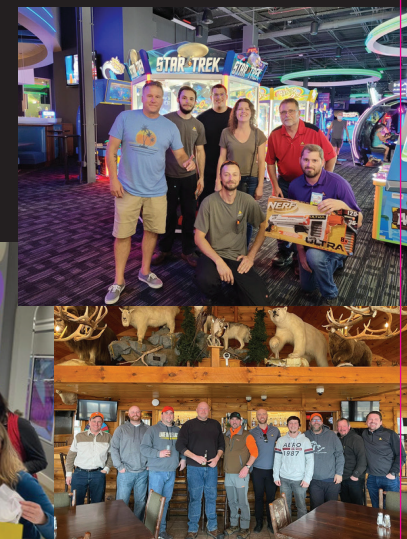
BRANCH COOKOUTS

Each year our executives and marketing team try to visit a few branches to host a cookout for the branch team members and their families. These events take place at each branch location where Matt Zorn grills out, raffle prizes are provided, beverages are supplied, and lots of fun and games take place!



BRANCH & DEPARTMENT OUTINGS

With a growing company, it is sometimes hard to do events all together with all 90+ employees. Because of this, we work on doing separate branch & department outings to get everyone together outside of the office. Whether it be an arcade evening in Gurnee, a shootout in Green Bay, a ladies lunch & jewelry making day in Pewaukee, or so much more- we always try to make all our team members feel included and appreciated, not just in the office!



COMPANY PARTIES

Every other year we host an entire company Christmas party at a different resort/hotel in a somewhat central location to all of Zorn's branches. Every team member is allowed a plus one and will be provided a hotel room for the night for themselves and their significant other.

These parties have an open bar and serve a full dinner with snacks before and after. Some years we hire a DJ and others, a band, either way lots of dancing happens and most employees will say this is their favorite event!



MEET SOME OF OUR TEAM

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MATT ZORN

CEO and President

"There is a sense of pride associated with having your family name attached to the company, and to the extent it is possible, I try to treat every employee like they are a part of our family."

HOBBIES

- Golfing
- Hunting
- Spending time with family



ALEX SEEWALD

Gurnee Technician/Service Manager

"My favorite aspect of Zorn is the ability they provide me to grow my career. I started working for Zorn Compressor 13 years ago as an install technician in Pewaukee, WI. I then moved to being a technician in the shop until moving to Gurnee to be a technician for our Illinois territories. I am now the Gurnee service manager."

HOBBIES

- Riding his motorcycle, dirt bike, and snowmobile
- Snowboarding



AMY HEANEY

Sales Coordinator

"It is nice to be able to communicate with the President of Zorn as you would with your direct office neighbor."

HOBBIES

- Spending time with her fiancé and kids
- Out on her motorcycle or snowmobile
- Watching car races



TODD DUNN

Sales Manager

"My favorite part about Zorn is the fact that all employees are put in a position to succeed and then allowed to do their job without being micromanaged. The largest difference between Zorn and my previous jobs is that the support from ownership Zorn provides all employees, is unlike any other company."

HOBBIES

- Hunting
- Golfing
- Playing hockey
- Hanging out with his wife & daughter



ANDRIA LINK

Wausau Service Coordinator

"My favorite part about Zorn is the fact that everyone is always willing to help each other out. There really is a team atmosphere between all the branches and people are always willing to share their knowledge."

HOBBIES

- Riding her motorcycle
- Camping
- Exploring B&B's around the state
- Spending time with family

KEVIN SHERIDAN

CFO & Controller

"The difference between Zorn and my previous employers is the investment leadership makes in their employees from top notch facilities to technology to any necessary resources each individual may need."

HOBBIES

- Cooking
- Golfing
- Staying active

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SHAWN PETERSON

Installation Technician

"My favorite part about Zorn is that everyone treats each other with respect and that upper management is always giving you an opportunity to grow within the company."

HOBBIES

- Working out
- Enjoying the outdoors (preferably fishing on a lake)



CURT DELACY

Madison Service Manager

"The biggest difference from my old jobs to Zorn, is that Zorn has an upper management that always takes time to understand the difficulties that occur at each position and offer solutions to help rather than looking down on you when you struggle."

HOBBIES

- Working in his shop
- Fishing
- ATV riding
- Watching his kids excel at their hobbies
- Spending time with his wife



EMMA LARRABEE

Marketing Coordinator

"My favorite part of Zorn is the emphasis on family values and the strong relationships I have come to build with all of my coworkers."

Hobbies

- Working out
- Traveling
- Attending sporting events with her husband
- Spending time with family

**Milwaukee**

1335 E. Wisconsin Ave
Pewaukee, WI 53072
262-695-7000

Green Bay

733 Mike McCarthy Way
Green Bay, WI 54304
920-499-6216

Madison

4803 Triangle St
McFarland, WI 53558
608-838-7040

Wausau

4100 County Road WW
Wausau, WI 54401
715-675-2382

Eau Claire

2218-D Truax Boulevard
Eau Claire, WI 54703
715-830-5292

Gurnee

227 Ambrogio Drive
Gurnee, IL 60031
847-599-1333

Woodridge

10216 Werch Drive
Woodridge, IL 60517
630-410-8888

Installation & Piping Facility

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