



CULTURE, COMMUNITY & CAREERS

SPX COOLING TECHNOLOGIES, INC.
SPX HEAT TRANSFER LLC

YUBA® ECOLAIRE® RECOLD®  MARLEY® 

MISSION AND VALUES

SPX Cooling Technologies, Inc. and SPX Heat Transfer LLC



Hello and thank you for the opportunity to share more about SPX HVAC Cooling and Power Generation Segment, and our commitment to positive corporate culture, community spirit and career excellence.

Our companies are leading full-line, full-service manufacturers of cooling towers and heat exchange equipment used in industrial processes. We are a unit of SPX Corporation, a leading supplier of highly engineered HVAC products, detection and measurement technologies and power equipment with operations in approximately 20 countries with 6,000 employees.

Our mission is to provide innovative solutions that create value for our customers and help meet growing worldwide demand in the power and energy, industrial, refrigeration and HVAC markets.

The talent and dedication of our people are reflected in the products we design and build around the world. What is equally compelling is the energy and enthusiasm they exhibit in helping their communities and each other.

Building a positive corporate culture is a continuous process, guided by our Corporate Values and reinforced through our “Marley Way” philosophy. Our values are straightforward and provide a clear path to success:

- **Integrity:** Do what's right, the right way. Both the “what” and the “how” matter.
- **Accountability:** Take ownership. Create understanding and develop solutions by communicating with data and transparency.
- **Excellence:** Exceed customer expectations through active engagement, relentless focus, and a passion for innovative solutions. Drive constant improvement in everything we do.
- **Teamwork:** Engage. Have fun. Make others successful. Our strongest asset is the power of “we.”
- **Results:** Make an impact. Focus on what matters. Deliver on Commitments.

We invite you to learn more about our organization, our people, our culture and our products in the pages that follow.

Best Regards,

A stylized, handwritten signature in black ink, appearing to read 'Randall W. Powell'.

Randall W. Powell
Vice President & General Manager
SPX Cooling Technologies – Americas

MARLEY WAY PHILOSOPHY

Marley Way – Relationships Built Better

MARLEY WAY

Our company's culture, developed over nearly a century, is critical to our success. The Marley Way philosophy, named for our legacy cooling tower business, the Marley Company, builds and enhances collaboration among and within departments. Our collaborative efforts also provide the necessary tools for our employees to establish strong relationships with suppliers, customers and each other. The Marley Way focuses on four core values aimed at sustaining relationships: Value, Rapport, Respect and Trust.

Employees at SPX Cooling Technologies and SPX Heat Transfer LLC participate in Marley Way workshops which provide the foundation and continuing practice in our guiding principles:

- Respect Each Other's Needs
- Be Dependable In Our Commitments
- Hold Others Accountable
- Use Meeting Time Wisely



Project Warmth Chili Cook Off winners raised money with Wizard of Oz theme.



During Corporate Challenge, SPX athletes test their mettle against other companies.



Golfers "Tee Off for a Cause" and raise funds at the annual SPX charity tournament.



R&D Center employees collect and donate toys during the Salvation Army Angel Tree holiday toy drive.

INNOVATION, PRODUCTS & MARKETS

LEGACY OF DISCOVERY

Research and development has been a strong point of differentiation and excellence since the company's inception in the early 20th century. Through a continuous program of expansion and improvement, the SPX Cooling Technologies Research & Development Center in Kansas City, Missouri, has evolved into one of the world's most extensive process cooling test facilities. Contained in three underground acres, once a limestone mine, the R&D Center offers unique year-round testing and controlled experimentation under laboratory conditions.

SPX Cooling Technologies has been granted more than 145 U.S. Patents on cooling tower designs and components. Its subsidiaries hold an additional 46 U.S. Patents, numerous international patents and copyrights.

PROCESS COOLING & HEAT EXCHANGE PRODUCTS

SPX Cooling Technologies, Inc. and SPX Heat Transfer LLC design, engineer, manufacture, construct, install and service specialized process cooling and heat exchange equipment that drive essential processes in power and energy, petrochemical, industrial and HVAC operations.

The major products, include:

(A) Marley® Cooling Towers – Specialized heat exchangers in which air and process water are brought into direct contact in order to reduce the water's temperature.

(B) Air Cooled Condensers (ACC) – Direct dry cooling systems where steam from a power turbine is condensed using air-cooled finned tubes.

(C) Marley® Air Cooled Heat Exchangers (ACHE) – Pressure vessels which cool process fluid by circulating it through a series of finned tubes.

(D) Yuba® Feedwater Heaters* – Heaters which pre-heat water delivered to a power plant's steam generating boiler.

(E) Yuba® Shell and Tube Heat Exchangers* – Specialized heat exchangers designed to transfer heat between two fluids and withstand high pressure environments common in chemical processing.

(F) Ecolaire® Steam Surface Condensers* – Water-cooled shell and tube heat exchangers condense exhaust steam from a power plant's steam turbine for reuse as feedwater.

**SPX Heat Transfer LLC products*



CORPORATE RESPONSIBILITY

SPX Environmental and Safety Commitments

ENVIRONMENTAL FOCUS

We strive to operate our businesses throughout the world responsibly, following applicable environmental laws, protecting environmental resources and guarding public health. We continuously monitor and improve our environmental programs to find sustainable solutions to manufacturing and construction processes.

SPX Cooling Technologies is a member of the U.S. Green Building Council (USGBC) and an advocate of the Leadership in Energy and Environmental Design (LEED) program, a voluntary consensus-based national standard for developing high-performance, sustainable buildings.

Our employees are committed to implementing new ways to “reduce, reuse and recycle.”

Environmental Recognition:

Olathe, KS:

- Pollution Prevention Award; Kansas Department of Health and Environment – 2013

Brea, CA:

- Gold Environmental Excellence Award; SPX Corporation – 2013

York, PA:

- Governor’s Award for Environmental Excellence; Pennsylvania Environmental Council – 2013
- Gold Environmental Excellence Award; SPX Corporation – 2013

Tulsa, Oklahoma* Recycling Initiatives:

- Landfill Waste Reduction Program
- Oil and Absorbents Recycling Program

**SPX Heat Transfer LLC facility*

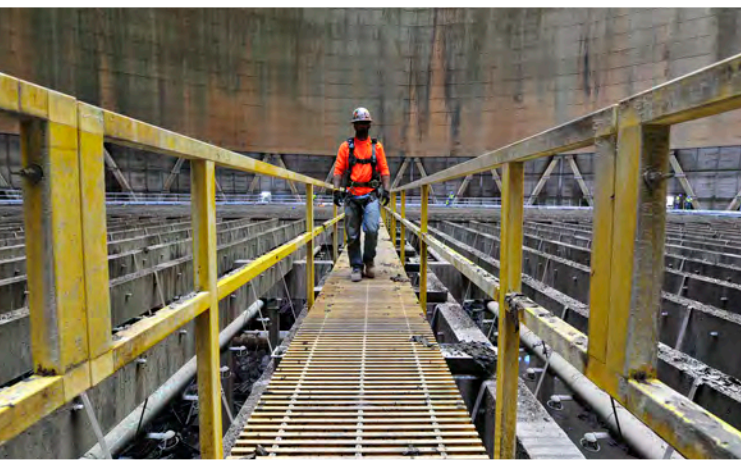
SAFETY EMPHASIS

SPX Cooling Technologies and SPX Heat Transfer LLC demand a safe work environment for all employees. Our positive safety culture ensures that our manufacturing and construction teams complete work efficiently, carefully and on time. We maintain extensive safety qualifications and affiliations. Our world-class safety processes and programs drive worker awareness, low recordable incident rates and meet regulatory requirements.

Safety Recognition:

- Board of Certified Safety Professionals, Safety Trained Supervisor STS® Program, Ruby Class Sponsor
- Houston Business Roundtable, Best In Class Safety Excellence Award – 2015
- The Association of Union Constructors, Thomas J. Reynolds Award for Construction Safety – 2013
- Industrial Safety Training Council, Safety Achievement Award – 2013
- South Texas Training Council, Safety Merit Award – 2013





SAFETY **SPX[®]** 
EVERYONE
EVERYWHERE
EVERY TIME
MARLEY 
NO EXCUSES



FOCUS ON COMMUNITY

COMMUNITY INVOLVEMENT TEAM

Our Community Involvement Team (CIT) members at SPX Cooling Technologies reach out to employees at all company locations, promoting and encouraging volunteerism and corporate responsibility in our local communities. The committee actively seeks motivated members to help organize a broad range of social and charitable programs and events. The Community Involvement Team is a great place for meeting coworkers, having fun and giving back to your community!

PHOTO KEY (LEFT PAGE):

Clockwise from top: "Tee Off for a Cause" Committee poses with golf tournament recipients SAFEHOME and Hope House; SPX Heat Transfer employees participate in Tour de Cure; Employees prepare to compete in 5K Corporate Challenge event; New recruits at Take Our Daughters and Sons To Work Day; Food bank volunteers packaging produce.*



CHARITY EVENTS

- Project Warmth – Chili Cook Off & Coat Drive
- "Tee Off for a Cause" Golf Tournament
Benefiting Local Charities Each Year
- Salvation Army Angel Tree
- "Green Bag" School Supplies Collection
- Care Packages for Troops Overseas
- Habitat for Humanity Volunteering
- The Leukemia and Lymphoma Society
Light the Night® Walk
- Blood Drives (On-Site)
- Tour de Cure®, American Diabetes Association*

EMPLOYEE EVENTS

- Kansas City Corporate Challenge Benefiting Special Olympics
- Take Our Kids to Work Day
- Winter Event
- Family Fun Day
- Bowling and Fishing Tournaments*
- Fishing Tournament *
- Halloween Celebration
- Employee Appreciation Lunch

CORPORATE PHILANTHROPY

- United Way
- Children's Mercy Hospital, K.C., Missouri
- Special Olympics – K.C. Corporate Challenge

*SPX Heat Transfer LLC only events



TALENT AND DEVELOPMENT

YOUR FUTURE IS OUR FOCUS



SPX Cooling Technologies knows that sustaining our strong culture and record of success depends on matching talented individuals with challenging and stimulating assignments. Throughout our history, we've flourished by focusing on product innovation, expert power and customer care. Talented employees are our greatest resource and will continue to set our high standards.

We believe continuous investment in employee opportunities for education, skill development, experience and leadership result in successful outcomes for our business and our people.

ABOUT US

- SPX Cooling Technologies, Inc. is headquartered in Overland Park, KS
- SPX Heat Transfer LLC is headquartered in Tulsa, OK
- Both are business units of parent company, SPX Corporation, Charlotte, NC

TALENT DEVELOPMENT AND ADVANCEMENT

- Educational Reimbursement
- On-Site Skill Building Professional Courses
- High Potential Employee Development Programs
- Toastmasters International On-Site Chapter
- Mentoring Programs
- Professional Certifications Reimbursements

CAREER OPPORTUNITIES

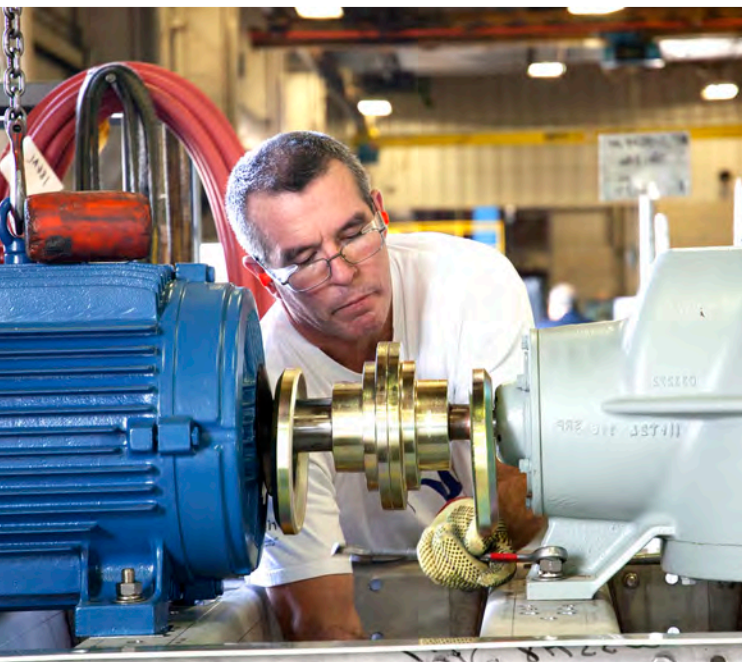
- Accounting and Finance
- Administration
- Construction
- Engineering: Mechanical, Heat Transfer, Civil/Structural, Fluid/Hydraulics, Research & Development, Materials and More
- Human Resources
- Information Technology
- Manufacturing, Operations, Logistics
- Product Development
- Project Management
- Sales and Marketing
- Sourcing

OUTREACH AND RECRUITMENT

SPX Cooling Technologies, Inc. annually sponsors three engineering projects to promote practical education and hands-on learning experience for college students in the Kansas City area.

SPX actively participates in regional career fairs and university recruitment programs each semester to identify candidates for cooperative education, internships and entry-level employment.

SPX has a proven past, talented people, and is a great place to work. We invite you to be part of our experience, [visit **spxcooling.com/careers**](https://www.spxcooling.com/careers) to explore employment opportunities.



CULTURE, COMMUNITY & CAREERS



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