



CULTURE, COMMUNITY & CAREERS

SPX COOLING TECHNOLOGIES, INC.

MARLEY® 

RECOLD® 

MISSION AND VALUES

SPX Cooling Technologies, Inc.

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

Our company is a leading full-line, full-service manufacturer of cooling towers and heat exchange equipment used in HVAC and industrial processes. We are part of SPX Corporation, a leading supplier of HVAC Equipment, Detection and Measurement Technologies and Engineered Solutions with 5,000 employees and operations in 14 countries.

Our mission is to provide innovative solutions that create value for our customers and help meet growing worldwide demand in the HVAC, process cooling, refrigeration and industrial 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 handwritten signature in black ink that reads "Ankush Kumar".

Ankush Kumar – President,
HVAC Cooling – Global



Best Regards,

A handwritten signature in black ink that reads "Randall W. Powell".

Randall W. Powell – President,
Process Cooling – Global

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, Inc. 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



Employee teams put their recipes to the test during the annual Chili Cook Off, benefiting Project Warmth.



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



"Tee Off for a Cause" annual Golf Tournament has raised over \$196,000 for local charities.



Employees share rewarding stories during Take Your Daughters and Sons to Work Day event.

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 evaporative 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 190 U.S. Patents on cooling tower and heat exchanger designs and components.

HVAC AND PROCESS COOLING PRODUCTS

SPX Cooling Technologies, Inc. designs, engineers, manufactures, constructs, installs and services HVAC and process cooling equipment that drives essential operations in HVAC, refrigeration, industrial, power and energy applications.

Major Products:

(A) Marley® Crossflow Cooling Towers like the NC Everest® Cooling Tower, are specialized heat exchangers often used in HVAC systems. Air and process water are brought into direct contact in order to reduce the water's temperature.

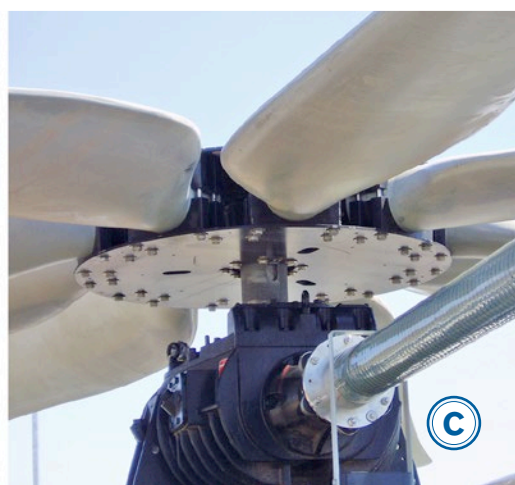
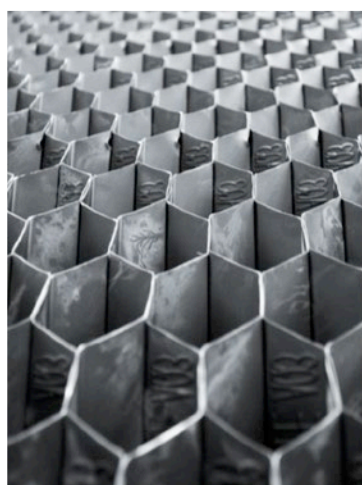
(B) Recold® Fluid Coolers and Evaporative Condensers are closed-circuit heat exchangers; water is sprayed over the exterior of coils carrying clean process fluid or refrigerant in order to cool it.

(C) Marley Components are engineered specifically to withstand the demands of cooling tower environments.

(D) Marley ClearSky® Plume Abatement System reduces visible plume and water consumption when incorporated into field-erected counterflow cooling towers.

(E) Marley® Counterflow Cooling Towers like the MD Everest® Cooling Tower, offer a range of cooling capacities suitable for HVAC and process applications.

(F) Marley Field-Erected Cooling Towers are designed for the large thermal loads generated by power plants and process industries.



CORPORATE RESPONSIBILITY

SPX Environmental and Safety Commitments

ENVIRONMENTAL FOCUS



SPX Cooling Technologies creates high-quality products that are designed and engineered with a keen awareness of our customers' needs to lessen environmental impact. We are 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. Examples of innovative products include:

- The patented ClearSky® Plume Abatement System, which significantly reduces visible plume to improve environmental conditions and reduces water consumption by 20% or more.
- The Marley® NC Everest® crossflow cooling tower, which offers up to 50% greater cooling capacity and 35% less energy use than other single-cell factory-assembled cooling towers.
- The Marley MD Everest® counterflow cooling tower, which provides nearly three times greater cooling capacity than other single-cell modular cooling towers.

In our manufacturing plants, we are working to reduce environmental impact and improve production and energy efficiencies. Highlighted below are some of the ways we are pursuing our sustainability strategy:

- Our Olathe, Kansas manufacturing plant has implemented several sustainability initiatives, including LED lighting upgrades throughout the facility to improve work environment and reduce energy consumption.
- Use of recycled steel and stainless steel in factory-assembled cooling towers.
- Use of recyclable materials, including steel, copper, and PVC in cooling towers.
- Reuse of PVC waste in component production.

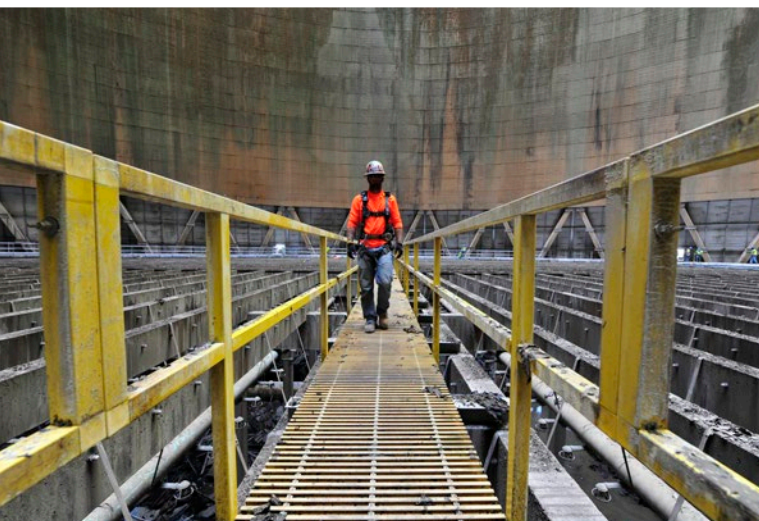
SAFETY EMPHASIS

SPX Cooling Technologies demands 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.

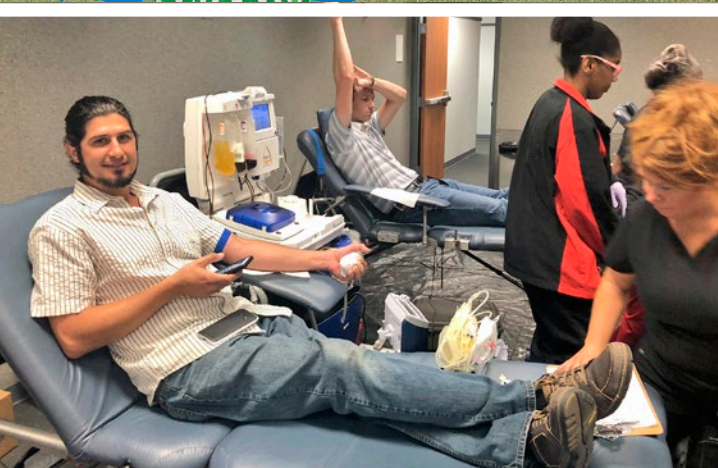
Safety Recognition:

- 2017 (2016, 2013) Thomas J. Reynolds Construction Safety and Health Award – The Association of Union Constructors (TAUC)
- 2017 Houston Business Roundtable Gold Safety Excellence Award – (Hand Crafts Small)
- 2017 (2014) Outstanding Safety Performance – ExxonMobil Baytown Area
- 2015 (2013) Houston Business Roundtable Best In Class Safety Excellence Award – (Hand Crafts Small)
- 2014 Zero Recordable Injury (Certificate of Merit) NMAPC – Ft. Martin Project
- 2014 (2012, 2011) Best in Class – Dow Texas Operations
- 2014 (2012, 2011) Safety Achievement Award – Dow Texas Operations





SPX[®]
EVERYONE
EVERYWHERE
EVERY TIME
MARLEY
NO EXCUSES



FOCUS ON COMMUNITY

COMMUNITY INVOLVEMENT TEAM

Our Community Involvement Team 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 provides a great place to meet coworkers, have fun and give back to your community!

PHOTO KEY (LEFT PAGE):

Clockwise from top: A winning foursome at the "Tee Off for a Cause" Golf Tournament; Families trick-or-treat at employee Halloween party; The women's soccer team medal during the Corporate Challenge tournament; Father and son duo at Take Our Daughters and Sons To Work Day; Blood drives provide ongoing support to local blood centers; Angel Tree donations are delivered to the Salvation Army.



CHARITY EVENTS

- Project Warmth – Chili Cook Off & Coat Drive
- "Tee Off for a Cause" Golf Tournament
- Salvation Army Angel Tree
- "Green Bag" School Supplies Collection
- Care Packages for Troops Overseas
- Habitat for Humanity Volunteering
- Leukemia & Lymphoma Light the Night® Walk
- Blood Drives

EMPLOYEE EVENTS

- Kansas City Corporate Challenge Benefiting Special Olympics
- Take Our Kids to Work Day
- Winter Holiday Gala
- Summer Family Fun Day
- Halloween Celebration
- Employee Appreciation Lunch

CORPORATE PHILANTHROPY

- United Way
- Special Olympics – KC Corporate Challenge



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
- We have manufacturing plants in Olathe, KS and York, PA
- Our Research and Development Center is located in Kansas City, MO
- We are a business unit of parent company, SPX Corporation in Charlotte, NC

TALENT DEVELOPMENT AND ADVANCEMENT

- Educational Reimbursement
- On-Site Skill Building Professional Courses
- High Potential Employee Development Programs
- Mentoring Programs
- Professional Certification 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

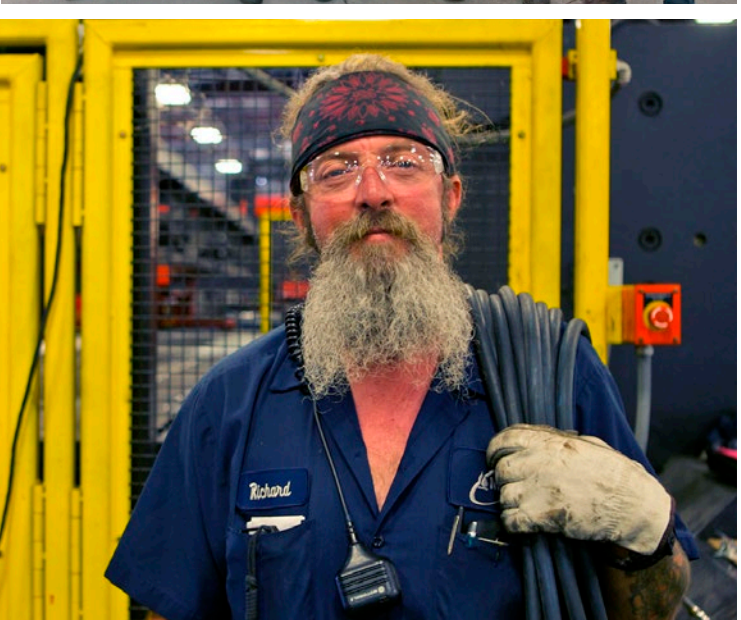
OUTREACH AND RECRUITMENT

SPX Cooling Technologies, Inc. annually sponsors three engineering projects to promote practical education and hands-on learning experiences 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. Visit [spxcooling.com/careers](https://www.spxcooling.com/careers) to explore employment opportunities.





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CCC-18 | ISSUED 09/2018

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