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**ZACHRY Group's
Rich History,
Reputation Appeals
to Craft Workers**

ZACHRY

The Nation's #1 Construction Trade
HOTSHEET
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ZACHRY GROUP'S RICH HISTORY, REPUTATION APPEALS TO CRAFT WORKERS

All along the Gulf Coast, the hiring continues. Finding skilled craft workers to fill open positions for all the work in Texas and Louisiana is vital to success. Companies that have the best-trained and most experienced skilled labor force will have the most opportunity to provide added value for customers seeking a partner with long-term success and commitment.



"I'm an example of what can happen at Zachry when you work hard and continually improve. There are opportunities if you want them."
– **Tranky Morales**
Painting and Scaffolding
General Foreman

Zachry Group is one of the top contractors hiring skilled craft workers in the area. In fact, it was recently ranked No. 22 out of 400 construction companies in the *Engineering News Record's The Top 400*, an annual report on the leading construction companies.

UNDERSTANDING THE NEED

Hiring along the Gulf Coast is a result of low feedstock prices, which are driving an industrial build-out. Customers, primarily in the process and chemical sectors, count on Zachry's ability to bring together the best possible construction, maintenance, turnaround and specialty services teams.

Zachry's consistent placement of quality employees on job sites is the result of careful planning and a keen understanding of the growth cycle. It's also due to the company's commitment to providing a work environment that makes each employee feel valued and appreciated.

WHAT SETS US APART

Zachry understands what appeals to craft workers and develops long-term relationships with them by delivering on its promises.



One notable advantage that has helped in hiring skilled craft workers is Zachry's direct-hire approach. This hiring model brings a great deal of loyalty to Zachry from employees who choose to stick with the company from project to project.

Working with Zachry also offers craft workers an opportunity for some stability, as they are likely to be able to work on multiple projects in one area or region. This is important to many skilled construction workers, who often travel from job site to job site following work across the country. The opportunity to work and live in one area for several



"My family is the most important thing in my life, and I know Zachry is relationship-oriented, too. You see it in the way the company, and the people who work here, are involved in everything going on around town."
– **Jason Becnel**
Construction Foreman

consecutive years is appealing, and the projects in Texas and Louisiana represent a unique opportunity for craft workers to move from one Zachry job site to another without uprooting families and moving a long distance.

Safety is another key reason many craft workers choose to work for Zachry. Customers and employees know that Zachry "walks the talk" on safety. They recognize Zachry's long history of

putting safety first and appreciate the fact that safety is embedded in the culture. Anyone who has worked at a Zachry job site knows that the goal is to safely return each and every employee home to his or her family at the end of a productive day.



I'm grateful for the opportunities I've been given at Zachry, and have always been eager to return the favor to others. Over the years, I taught welding classes after hours to anyone at Zachry who was interested in learning."
– **Juan Sifuentes**
Welding Instructor

SOLID REPUTATION

Zachry's rich history and strong reputation have been built over many decades of hiring craft workers. There's a lot of competition for skilled craft workers; fortunately, Zachry's reputation as an employer is unparalleled and has played a positive role in helping the company hire highly skilled, quality-focused workers.

Zachry's Employment Offices regularly receive feedback from jobseekers about Zachry's hiring process, and that feedback has been overwhelmingly positive. The focus is on treating people with respect; even if there's not a job opening that fits someone's skill set today. Zachry recruiters will make sure potential employees are aware that they may be needed down the line, and people say they appreciate the caring process and the one-on-one contact.



– **David Eagleton**
Crane, Rigging and Logistics Foreman

"I built my experience while working at Zachry. I didn't know a thing about cranes until I actually got into the department, and now I have 20 years of experience with them. No other company offers the kind of training and opportunities you'll get at Zachry."



ZACHRY

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