

CAREERS



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WHY WE EXIST

**TO INVEST IN, INSPIRE, AND EMPOWER PEOPLE
SO THAT TOGETHER WE SUCCEED & GROW**

General Distributing Company is a 3rd generation family owned business dedicated to investing in, inspiring, and empowering people so that together we succeed and grow.

INVEST IN

- Training - Both Personal & Professional
- Equipment
- Safety
- Communities
- Relationships
- Technology

EMPOWER

- Teamwork
- Enthusiasm
- Fun
- Lead by example
- Have each others backs

INSPIRE

- Decision making
- Growth
- Confidence
- Creativity
- Perspective

We only succeed when our *people* succeed.

WHAT WE DO

A WHOLESALE DISTRIBUTOR OF WELDING, INDUSTRIAL & MEDICAL GASES, EQUIPMENT AND SUPPLIES

General Distributing Company has been serving customers and local communities since 1948. We have six store locations across the state of Montana but we also serve customers in North Dakota and Northern Wyoming. Our stores are located in: Great Falls, Billings, Bozeman, Butte, Helena, & Glendive.

GASES

- Welding Gases
- Medical Gases
- Beverage Gases
- Specialty Gases
- Bulk Gases
- Helium

PRODUCTS/EQUIPMENT

- Welding Equipment & Supplies
- Industrial Equipment & Supplies
- Medical Equipment & Supplies
- Dry Ice
- Janitorial Supplies
- Auto Crib Vending Machines

SERVICES

- Equipment Repair
- Equipment/Product Training & Demos
- Equipment Financing
- Cryogenic Installation & Maintenance
- Cylinder Testing
- Equipment Rental
- 24/7 Emergency Support





COMPANY CULTURE

We're a 3rd generation family owned company that genuinely considers our employees and customers as family. We invest heavily into our employees and we're looking for people who value the same things we do and who want to have a long term career with General Distributing Company.

FINDING THE RIGHT FIT

Our culture is what defines us and we strongly believe that if you're not the right fit for our culture that you will not be happy working for General Distributing. We want you to succeed and so throughout our hiring process we do

our best to help you determine if we're the right company for you before you sign on. We ask two very important questions:

- **Are you the right fit for General Distributing Company?**
- **Is General Distributing Company the right fit for you?**

Finding the right fit is so important because without it, you won't be able to grow and succeed the way you and we want and need you to. That's really what we're all about; we're dedicated to helping people grow and succeed.

HOW WE OPERATE

WE VALUE RELATIONSHIPS

- People come first in everything we do.
- We are focused on solving problems and providing solutions.
- We make it easier for people, both internal and external, to do business with us.

WE DO WHAT IT TAKES

- We are passionate about achieving excellence.
- We go above and beyond for our team and our customers.
- We are united in supporting each other no matter what it takes.

WE DO THE RIGHT THING

- We create a safe working environment for everyone, emotionally and physically.
- We don't cut corners for our own personal gain.
- We make decisions and act with honesty and integrity.

WE DEVELOP OUR PEOPLE

- We invest in our employees through continuous education, training, and empowerment.
- We create a corporate culture that inspires and rewards individuality, creative thinking, innovative ideas, courage, teamwork, and fun in the workplace.
- We lead by example.

WE ARE RESULTS-DRIVEN

- We set strategic goals and objectives and track them regularly.
- We implement processes to guarantee future success.
- We look for ways to improve our customers efficiency, productivity, and profitability.



CAREER OPPORTUNITIES

SALES

Inside Sales (counter) - Face-to-Face customer support of walk-in customers, phone customers and provide support to outside sales, inventory management/control, product use and knowledge.

Outside Sales - Established routes and customers, travel to and from, grow territory, customer support and knowledge, product use, knowledge, industry insight and growth.

Store Support Tech - Works all aspects of the store to include propane fill, CO2 fill, shipping, receiving, inventory control, product knowledge, industry knowledge and product use.

FILL PLANT

Fill Plant Laborer - Filling medical gas cylinders, inert gas cylinder filling, liquid vessel filling, medical cylinder delivery.

Test Plant Laborer - Hydrostatic Testing, UE Testing, cylinder maintenance (valving, blasting, painting, refurbish)

DELIVERY DRIVERS

Deliver gases, hard goods (consumables, etc.) to established customers in the city/region of a branch. Up-sell products, needs product knowledge, product use, industry insight.

AND SO MUCH MORE!

Additionally we employ people for the following areas and occasionally have openings!

- **Cryogenics Technician**
- **Service Technician**
- **Medical Sales**
- **Warehouse**
- **Purchasing**
- **Office & Admin**
- **Marketing**
- **Information Technology**

BENEFITS

General Distributing Company offers a comprehensive and competitive benefits package to all our full time employees that includes:

- **Health Insurance**
- **401(k) w/Match**
- **Life Insurance**
- **Long Term Disability**
- **Dental/Vision Reimbursement**
- **HSA w/Match**
- **Paid Time Off (PTO)**

We also have a relationship with AFLAC for additional Cafeteria Insurance Coverages by person.

GROWTH OPPORTUNITIES AT GENERAL DISTRIBUTING COMPANY

Our desire at General Distributing Company is that all our employees love working here and want to grow and succeed with us for the long term. Because of this, we invest heavily into our employees through training and helping each individual advance and grow throughout their career with us.

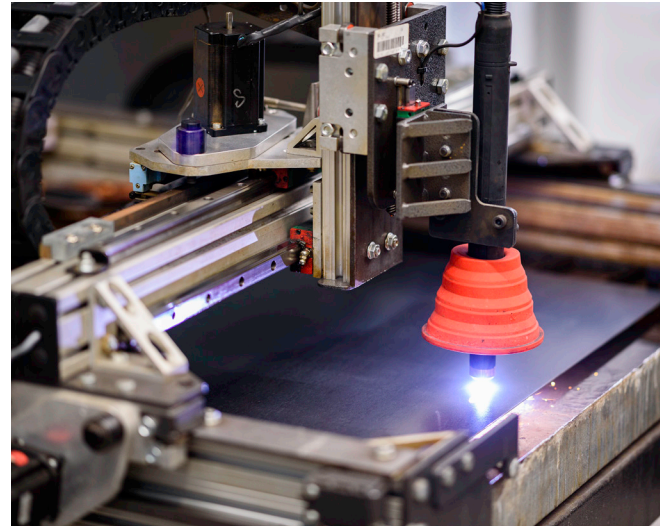
OUR HIRING PROCESS

We are an in-depth hiring process company. We conduct multiple interviews, assessments and complete background checks.

When hiring we're looking for "life-time" tendency employees to join our family. This means finding people who fit our culture, beliefs and will be a teammate for a long time. We hire to keep and grow our people and company.

INTERESTED IN WORKING FOR GENERAL DISTRIBUTING COMPANY?

Apply Online at www.gendco.com/careers





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