

We think your future is **bright.**

iT AbsorbTech®

Career
Growth

Service
Excellence

Team Play



Family-owned & Operated Since 1930

Humble beginnings.

George H. Leef and his brother Henry started the business back in 1908 cleaning railroad coveralls. Service excellence was the cornerstone of their business philosophy.

An exciting story of growth and innovation.

Since its humble beginnings, ITU AbsorbTech has grown to be the **largest independently-owned industrial laundry in the nation.**

We provide environmentally preferred service to the manufacturing industry, such as reusable industrial absorbents, towels, floor mats, garments and other

launderable textiles. These programs support **cleaner, safer and more productive work environments** at some of the world's top manufacturing facilities.

With the introduction of new processing technologies, product innovation, expanded training and development, and a strategic service model, ITU AbsorbTech has seen consistent and rapid growth year after year.

We continue to focus on our core values of **sustainability, Genuine Service Excellence, safety, and community outreach.**

If I had to describe ITU AbsorbTech in one word it would be....



We're growing and I'm a part of that success.

Jose Bermeo
Route Service & Sales Representative
Elk Grove Village, IL location



We all speak the same language

No matter what path you take at ITU AbsorbTech, you'll be part of a culture that delivers the same message within our teams and externally to our customers. **Our teams truly walk the walk and talk the talk.**

It's all about "doing what's right."

What is company culture and why is it so important at ITU AbsorbTech? Company culture picks up where employee handbooks leave off. Our employees make decisions every day and the **shared values** we all believe in guide us to do what's best for the customer, the community and the company.

Our teamwork is second to none.

The culture at ITU AbsorbTech is heavily centered around team play. We trust each other, we

care, we are driven, we are dedicated to learning, and we are responsible, fair and loyal. We feel this way about each other and our customers feel this way about us.

Come be a part of our culture and our bright future.

Our teams include:

- Route Service & Sales Representatives
- Production
- Data Entry
- Customer Response Center
- Fleet Maintenance
- Account Managers and Executives
- District and Route Managers
- Marketing
- First Aid
- Human Resources
- Information Technology
- Accounting



**This is just
a great place
to be.**



*Alaina Smith
Senior Account Executive
South Bend, IN location*

Award Winning Training Programs



I like that the company invests in my education.



Missy Vine
Shift Supervisor
Neenah, WI location



We strive to hire people who will thrive in our culture, and we invest heavily in their success. We teach them **our way** of doing business so that each person tells that same story throughout the organization. We achieve this consistency through our internal college, AbsorbU.

AbsorbU training program.

The AbsorbU college comprises four schools: customer service, production, leadership, and business development. Our flagship training program is our **Genuine Service Excellence** certification program, which educates employees on our distinct brand of customer service.

AbsorbU is tremendously important to us. The AbsorbU certification process coordinates all of our people and the work they do, to the benefit of our customers.

Certification paths.

AbsorbU Modules include the following

- Leadership Excellence and Development
- Genuine Service Excellence Certification
- Certified Production Excellence
- Safety
- Growing Business Our Way

On the job training.

We have an impressive tenure from our employees. As part of our onboarding process, new employees will shadow and work closely with a team of experience employees that can share valuable advice and knowledge.

You can be confident that we will give you the tools and training to be **successful** here.



Genuine Service Excellence
AbsorbU certification module



Certified Production Excellence
AbsorbU certification module

ITU AbsorbTech is a three time award winner for the Association for Talent Development's prestigious BEST® award for our exceptional training program.



We'll Help Develop your Career Path



I like where I'm going with this company.



Jeff Radford,
Dock Auditor
New Berlin, WI location



Each employees has unique talents and unique career aspirations. We work with each individual to develop a pathway for success in the company.

“Promote from within” mentality.

We like to promote our own people. Afterall, these are the people we've trained to know our business. In fact, **more than 40% of open positions are filled by promoting** our team members.

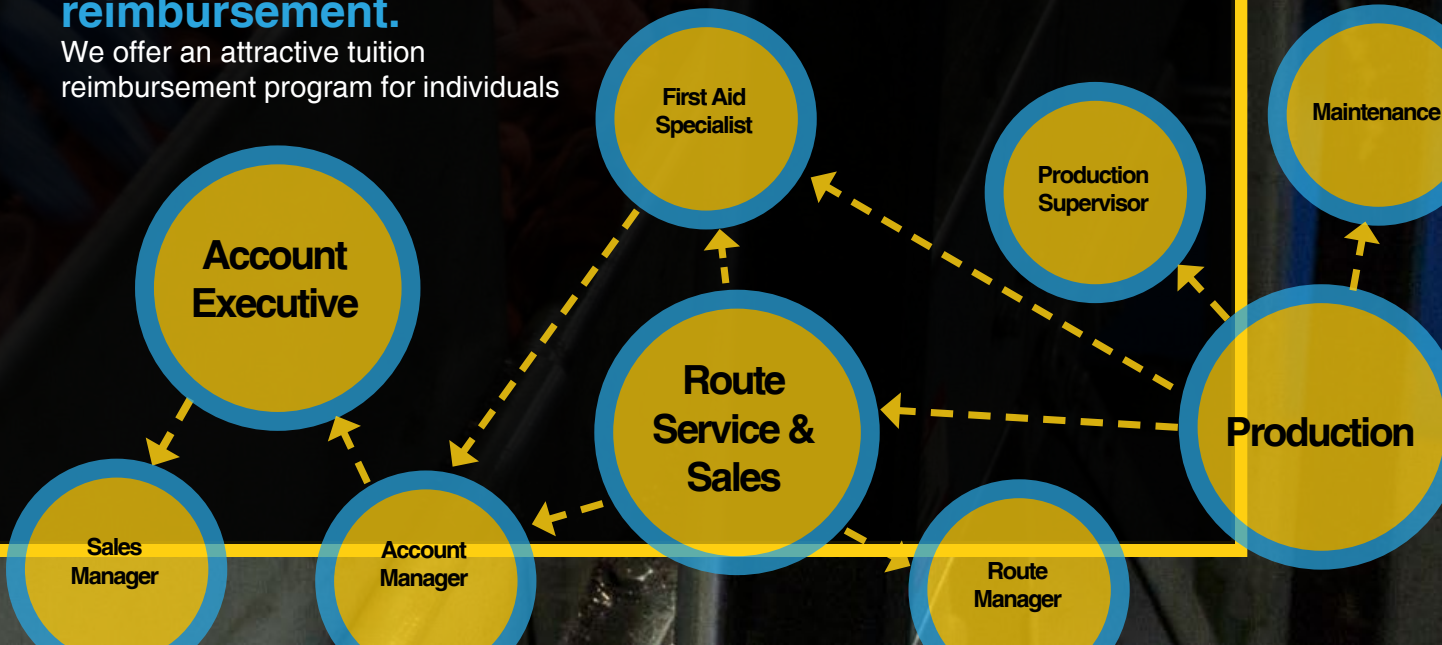
that want to advance their education and their career within the company.

Move within our geographic footprint.

Because we're growing at such a rapid pace, our geographic footprint is expanding, too. We currently operate out of 13 locaitons throughout the U.S., and the number is growing. We have many oppourtunities for employees to move to other locations on a volunteer basis.

Tuition reimbursement.

We offer an attractive tuition reimbursement program for individuals



Benefits that actually benefit you

We are proud of the incredible tenure we have at our company. In addition to the more common 5, 10, and 15 year anniversaries, we often celebrate 30, 40, and even 50 year anniversaries!

We are a company that does the right thing for both our employees and our customers. The words you might commonly hear from owners Jim and David Leef when describing our company would be **responsibility** and **integrity**.

We offer an attractive benefits package that includes ongoing professional development and enrichment, work-life balance, and opportunity for fun and celebration!

You are more than just a number.

ITU AbsorbTech offers the best of both worlds - rapid growth and career advancement opportunities, paired with a fun, family-owned culture that places a high value on each employee's development and success.

Employee Benefits

- Group medical, dental, vision, and life insurance plans
- On-site doctor (select locations)
- Short term disability and long term care insurance paid for by the company
- Voluntary long term disability
- Flexible spending account
- 401(k) plan with company match
- Bonus opportunities
- Generous vacation days
- Paid holidays
- Tuition reimbursement
- Uniforms provided (select positions)
- Safety rewards program
- Employee appreciation events
- Golf leagues (select locations)

The owners go above and beyond to show their appreciation.

Keith Dunn
Route Manager
New Berlin, WI location



Come join our team.

ITUAbsorbTech.com/careers



**Family-Owned
Company**

ITUAbsorbTech[®]