



Recruiting, Hiring, and Retaining Qualified Talent

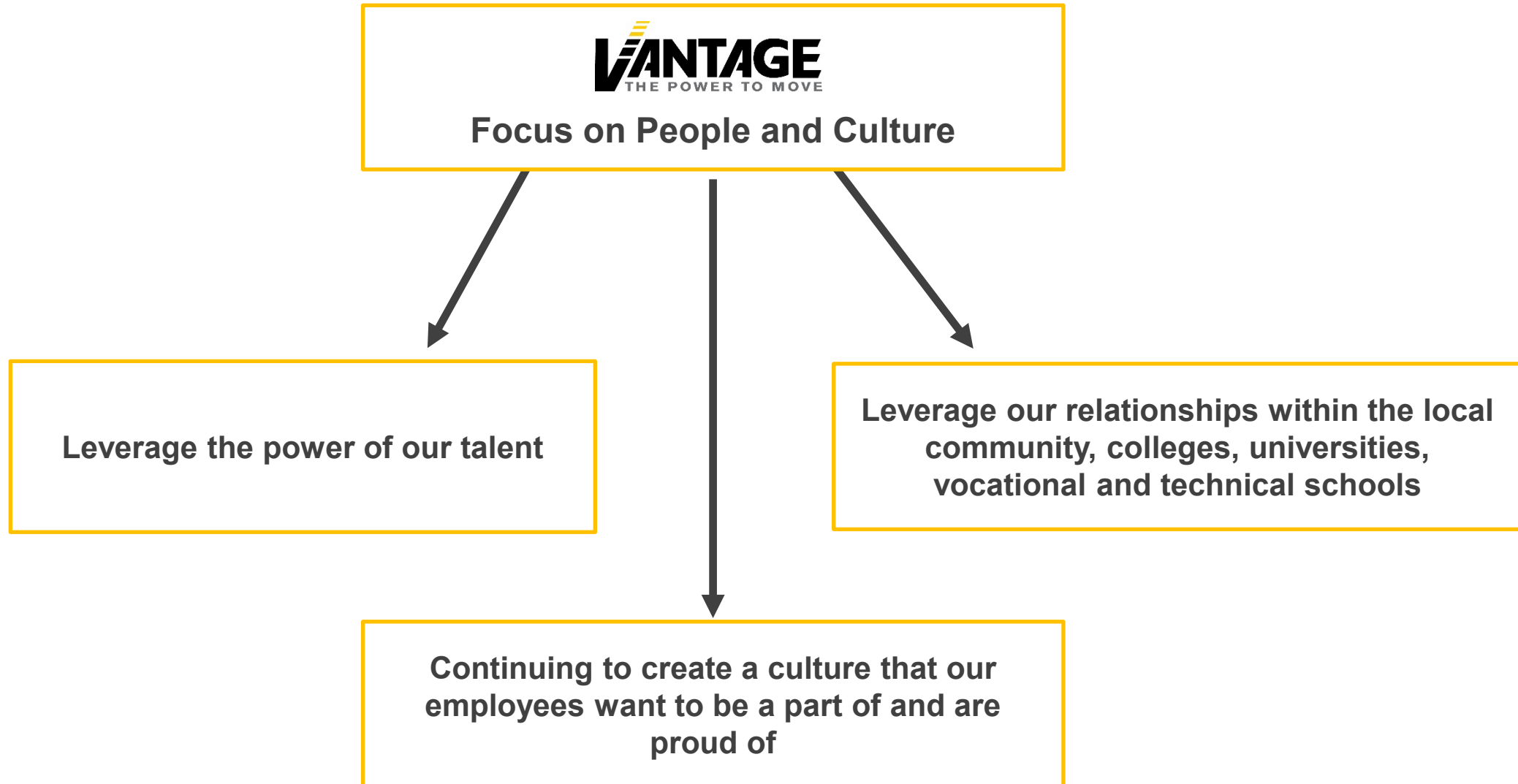
February 15, 2022

The Vantage Family of Brands



Under Vantage we have brought together the best brands and people in the business and are aligning to move our customers to new levels of success.

Together as Vantage, we can offer our customers unparalleled service and easy access to the broadest range of resources, expertise and products in the industry. All from a single touchpoint.



Internal Posting and Recruiting Process

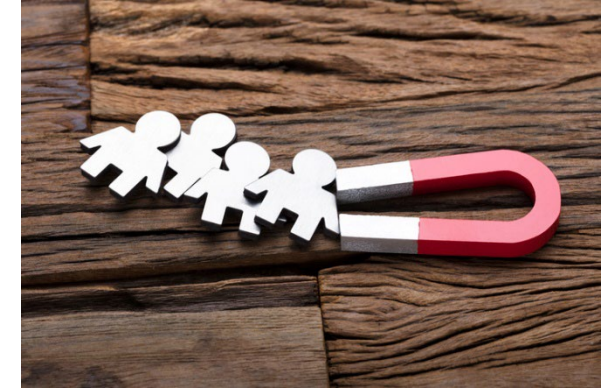
- ✓ Encourage internal movement within the organization
- ✓ Allow every employee the same access and opportunity to open positions

Great People Know Great People

- ✓ Company-wide employee referral program
 - ✓ Employees can recommend family or friends to any of the open positions for a referral bonus

Continuous Development

- ✓ Creating career paths for our junior engineers/highly technical employees
- ✓ Ensuring competitive pay for our technical/skilled employees
 - ✓ Continue to develop their skills while developing on-the-job experience
 - ✓ Allow them the opportunity to grow within our organization
- ✓ Ongoing leadership development training for our frontline and middle management
- ✓ Robust tuition reimbursement program for continuous professional and career development



Including our local communities, colleges, universities, vocational and technical schools

Increasing the pipeline of candidates

- ✓ Stronger college/technical school presence
- ✓ Forming year-round apprenticeship programs with local schools where there are relevant programs for future employees
- ✓ Partnering with local organizations within the community



Recruiting early in the student's educational career to provide hands on training and development, while they complete their studies

Strengthening company-wide communication

- ✓ Keeping employees informed about company changes, performance and anything happening within the industry

Celebrating diversity of our teams and fostering an equitable and inclusive culture

Setting our employees up for success upon hire

- ✓ Ensuring our new hires have a great onboarding and orientation experience



QUESTIONS & ANSWERS

