

 inpro®

Lifestyle

Hey



We're a little bit obsessed, but in a totally good way.

If we weren't, this book wouldn't exist. With the help of this book, we're all going to learn some cool stuff, pick up some new lingo, and - most importantly - be on the same page when it comes to the Inpro culture.

You see, we obsess because we care. We care about our employees, our customers and the people using our products. And every Inpro superstar, in their own meaningful way, contributes to our obsessive culture.

Call it what you want, determined, committed, thorough, you get the idea. It just means we go all in on everything we do. We understand that a strong company culture is all about common sense. Treat people like people. We don't make corporate checklists about ways to please our employees. We just do it. We're honest, we're approachable and we make our people feel right at home.

It's just who we are.

RULES OF INNOVATION No. 3

Great ideas can come from anywhere.

And out



We Are

Innovative.



We Are

Approachable.



We Are

DESIGN FORWARD



We Are

PROVEN



We are

responsible.

inpro Culture

it's in our DNA.

It's how we:
Recruit our people
Retain our people
Reward our people

At Inpro, we firmly believe that every job has meaning, every program has a purpose and that every individual should celebrate and be celebrated. Our culture guides our company, from benefits to development and all the fun in between.

Who we are

The preferred single-source provider of high-performance, design-forward architectural products for building professionals across the globe.

What we want

The success of buildings and the people connected with them.

How we get there. Our Culture.

1. **Drive** success through high performance, engagement and entrepreneurship.
2. **Embrace** and practice servant leadership.
3. **Attract**, develop, inspire, & retain a talented work force who takes ownership.
4. **Promote** high integrity through ethical & sustainable business practices.
5. **Encourage** + respect input from all internal + external individuals.
6. **Promote** a safe & healthy workplace.
7. **Address** complacency and mediocrity.
8. **Provide** a life-long learning environment.
9. **Protect** corporate assets and brand.
10. **Participate** in and support continuous improvement.
11. **Support** community initiatives.
12. **Enrich** the lives of our employees and their families.



**obsessed with
protecting buildings®**

**Drive success through high performance,
engagement + entrepreneurship.**

Work hard, rock it, be passionate and be a team player. Treat this company as if it were your own. That's how we get it done.

Culture Statement

#1

#1

How we live it: CSI

No, not a crime scene investigation. At Inpro, CSI stands for Continuous Suggestions for Improvement. It's a platform for employees to make - you guessed it - continuous suggestions for improvement. Our people are rewarded for driving change and finding ways to better themselves and the company.



Victor is a two-time recipient of the CSI Award, given to people whose ideas were implemented and made an impact.

"I truly have been blessed. I've got it made, working here. I really do."

Victor Ayala - Injection Molding Lead

#winning.

Embrace + practice servant leadership.

Through selfless and humble leadership we help each other develop personally and professionally.

Culture Statement

#2

#2

How we live it: Peer to Peer Servant Award

It's always nice to hear praise from your boss, but sometimes it means so much more coming from your teammates. With the Peer to Peer Servant Award, employees have the opportunity to recognize colleagues for their outstanding work. Candidates are evaluated according to this neat acronym:

- Proactive
- Expert
- Easy to do business with
- Responsive



The ultimate shoutout.

Kathy is a recipient of the Peer to Peer Servant Award, recognizing her outstanding work.

"It's nice to see the other people in the company appreciate what you do, and feel that you go above and beyond."

Kathy Ross - Samples Fabricator

Attract, develop, inspire + retain a talented workforce who takes ownership.

We don't just hire people, we hire talent and see to it that you have the tools to succeed. Use your talent to step up, take responsibility and get things done...the right way.

Culture Statement

#3

#3

How we live it: Succession Planning

We're always shaping the future - both for our people and for Inpro as a whole. Which is why we always look for ways to grow our talent pool, create and fill new roles, and adapt to changes in our industry. Furthermore, when it's time for an employee to retire, we make sure that whoever fills their shoes is given everything they need to train, learn and grow.

Putting the success in
succession.



Promote high integrity through ethical + sustainable business practices.

What we do matters. Our ethical code guides our actions with our customers, stakeholders, and our environment.

Culture Statement

#4

#4

How we live it: Sustainability

For some companies, sustainability is just a sexy trend. At Inpro, sustainability is about so much more than just planting trees. True sustainability is about mindful choices: socially, economically and environmentally. We have teams dedicated to making us more sustainable every day, in every way.

A holistic approach.

"Here at Inpro, we manufacture things with durability to make sure buildings last longer. And we should all do that in our lives too - making sure everything we have lasts longer and we don't just throw everything away."

Laura Loucks - Sustainability Specialist



Encourage + respect input from all internal + external individuals.

Great ideas can come from anywhere and out of nowhere. Whether it's suppliers, customers or each other - everyone is capable of brilliance. Listening, creating and applying is how we grow!

Culture Statement

#5

#5

How we live it: CEO Council

This takes the "open door policy" to a whole new level. People from every department get to sit in with the CEO to provide feedback and offer suggestions for improvement. All ideas are taken seriously and considered. Few other companies allow employees at every level to have such candid conversations with the servant-leader-in-chief.

Everybody's **the boss.**



Promote a safe + healthy workplace.

It is our goal and everyone's responsibility to work in a safe and healthy workplace. Work safe, home safe. Live healthy, be happy.

Culture Statement



#6

How we live it: Safety Program

Inpro has all the latest credentials, including OSHA 10 certification, N.F.P.A. 70E Awareness and First Responder CPR certification, along with many yearly training classes on forklift safety and fall protection. But it's not just about the government's approval. The safest workplaces are those where transparency is valued, where safety leaders are approachable, and where everyone feels comfortable voicing their concerns. Inpro takes a lot of pride in being that kind of place.



Work Safe Home Safe.

#6

How we live it: On-Site Fitness Centers

It's no secret by now that exercise feeds EVERYTHING, from energy and attitude to positivity and passion. At Inpro, we give employees every opportunity to be physically active. Our fitness program includes a personal trainer and on-site facilities with weights, cardio, yoga classes and more.

We think you're going to

work out here.

"I like going to the gym during the day - anything you can do to give yourself a break; reset yourself. It's great to be able to go back to my desk and maybe look at things from a different perspective."

Matt Gehrke - Operations Manager, Installation Services



Address complacency + mediocrity.

Average doesn't fly here. Strive to be great at everything you do.

Culture Statement



#7

How we live it: Innovation

A culture of innovation is one where people aren't afraid to fail. To try new things. To take risks. At Inpro, people are encouraged to innovate at every opportunity - not just in the products we design, but in our processes too. Amazing things happen when we are free to create to our hearts' content.



"Inpro supports my product obsession by sending me to design conferences when I ask. They've been very good about it."

David Gebhardt - Director of Product Design

**Change is what
we crave.**

Provide a life-long learning environment.

Never stop learning. Consume, engage with, participate in and build knowledge to achieve success.

Culture Statement

#8

#8

How we live it: Job Shadowing

It's kinda like job shadowing, but that term makes it sound as if you're just hovering awkwardly. With Jobshadow at Inpro, we take you out of the shadows and shed more light on the role you're interested in. It's interactive, it's hands-on, and it's a meaningful experience for everyone involved.



Jobshadow.

#8

How we live it:
Education
Reimbursement

Inpro sets money aside every year for employees to pursue educational opportunities. We all benefit when our people are encouraged to gain new skills, realize their passions, and be part of a life-long learning environment.

Not too cool **for school.**

Through the Tuition Reimbursement Program, Inpro helped Mark complete his Bachelor's Degree in Business Administration.

"It was one of my personal goals and it fit right in with the things I was trying to accomplish professionally and personally."

Mark Fuller - Inside Sales Representative

This is Mark's stand-in. Mark was flexing his skills on some studious activities during the photo call.



Protect corporate assets + brand.

We are all Inpro. You represent our company and its reputation through your performance and professionalism. Be the defenders of our resources, guarding them with your greatness!

Culture Statement



#8

How we live it: Brand Ambassadors

Our Brand has personality and so do you. Which is reflected in the actions and attitudes of our interactions both in and out of work. We're obsessed with our products and services and take pride in working for a company that invests in internal and external customers alike. It's not just a job, it's a lifestyle. We are Inpro.



You are the **Brand.**

**Participate in + support
continuous improvement.**

We keep improving until we've improved everything. Then we improve even more. Look for new ways to do things better, set the bar higher.

Culture Statement

#10

#10

How we live it:
Six Sigma

A famously effective fusion of leadership and analytics, Six Sigma provides a road map for better processes. Led by an accredited instructor who is familiar with Inpro, this program helps us be more efficient in every direction.

That's Greek for
SUCCESS.



#10

How we live it: 8 Proven Production Principles

Our 8 principles are not only proven for success, but are at the core of our obsessiveness in manufacturing. Concrete in nature, yet flawlessly refined, our principles are to be put into practice now and for years to come.

A man with a beard and glasses, wearing a teal t-shirt with the 'inpro.' logo and a white headband, is using a handheld device in a warehouse. He is standing in front of tall metal shelving units filled with cardboard boxes. The background shows the industrial structure of the warehouse with overhead lights.

Proven.

It's just who we are

#10

How we live it: Career Ladder Program

With the Career Ladder program, you get to develop a plan for your personal growth with the help of a leadership/career coach.



“When people feel like they’re part of something bigger than themselves, it gives them the opportunity to learn more, but also grow more professionally and personally - and that drives the success of the company.”

Dave Stevens - Senior Director of
Coaching + Development

Level Up

Support community initiatives.

We're not just making products, we're making a difference. Get involved and support the community that has embraced us, encouraged us and given us the resources we use on a daily basis.

Culture Statement

#111

#11

How we live it:
Community

A lot has been said about the betterment of our own people. But we show the same kind of dedication to those around us - whether it's helping students choose a career path, participating in community fundraisers or lending a hand to a local family in need. Inpro serves every corner of our communities, because we're rooting for everyone to succeed.

We're better
together.



#11

How we live it: Inpro Cares

We know that every effort, no matter how tiny, can have a positive impact on our community and beyond. We support our local community through programs like Adopt-A-Highway, scholarships, student mentorship programs, organization funding, charity sponsorship, food pantry housing and volunteerism. We even offer paid time off for employees to volunteer for a cause they believe in.



Care to share.

Enrich the lives of our employees + their families.

Happy, healthy people make Inpro a happy and healthy workplace! We all contribute toward the celebration and care of our Inpro family.

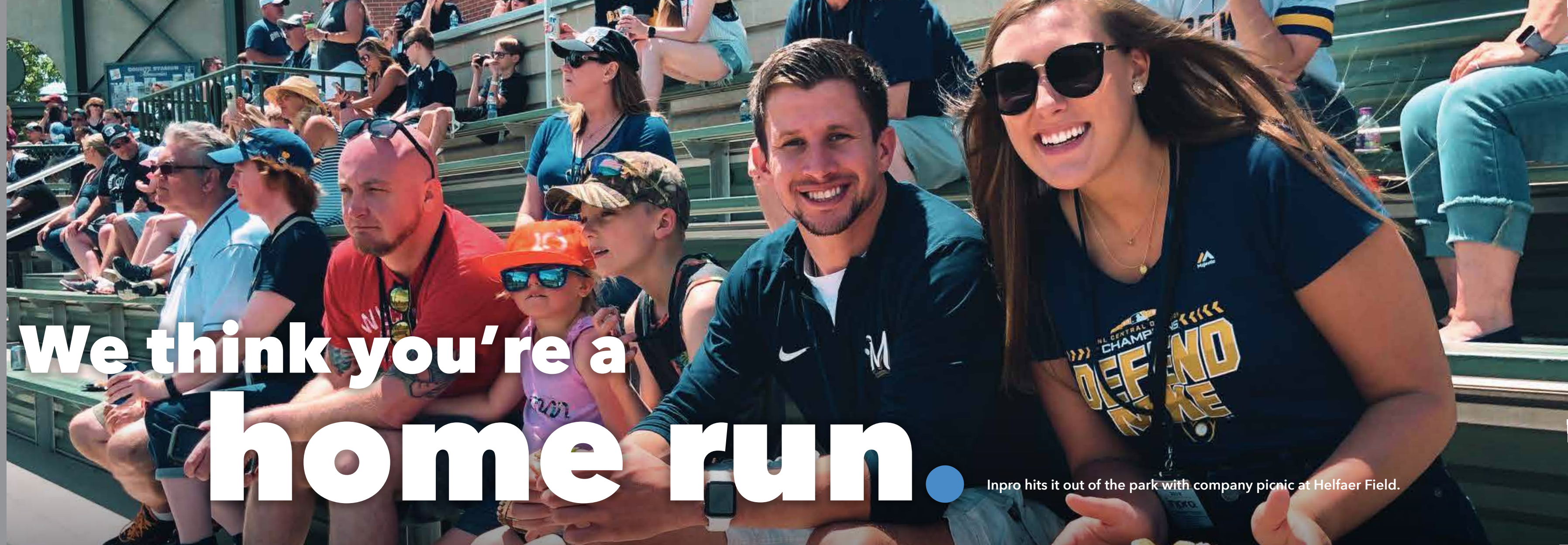
Culture Statement

#12

#12

How we live it: Inpro Outings

When it comes to “work hard, play hard” we’ve got it down. Our company picnic is full of family fun, our Christmas party is full of cheer and the rest of the year is just, well, full of other events to celebrate you!



We think you're a home run.

Inpro hits it out of the park with company picnic at Helfaer Field.

#12

How we live it: Generous Time Off

Employees start with three weeks standard of Universal Time Off (UTO), plus the option to buy even more. We use it to be with our families, celebrate our passions, and embrace our obsessions.

Time well spent.

Chris is gnome for his humorous style and infectious smile.

"Inpro realizes the value of hitting reset, or just taking a break from the grind. The time off comes in handy for me to be able to get away and really clear my mind, and I come back as a better father, a better friend, a better co-worker and definitely a better sales rep."

Chris Walsh - Chicago Territory Manager



#12

How we live it:
Daycare - Kids Kampus
University

Inpro works with a Wisconsin certified childcare facility called Kids Kampus University that operates on-site. Parents who work at Inpro can enjoy peace of mind knowing their little ones are just around the corner, learning, creating and making new friends. Programs include arts + crafts, scavenger hunts and an engineering workshop on the loading class discrepancies of expansion joint systems.

Tomorrow's leaders.

"The teachers that they have there are basically like extended family members. They treat the girls like they're their own."

Matt Budnik - Divisional Sales Director
Endurant and Modular Building



#12

How we live it: Food Days

There's no shortage of food at Inpro. After all, a well fed employee is a happy employee. We offer plenty of company-covered food opportunities from continental breakfasts to subsidized lunches. Between local restaurants selling lunch on-site and a fully stocked cafeteria complete with complimentary beverages, you'll never find your stomach running on empty.



An **appetite**
for more

FOODS
Introducing
lunch from a different
restaurant each day
INPRO CAFE
Monday - Thursday

it's in our DNA

Employees first.

Through individual care + Support.

You are the lifeblood of our business. No dollar amount can put a value on your worth as a teammate, friend and family member. That's why work/life balance is not just a buzzword around here. You give your all and so do we.

Here are some other ways we put
Employees first:

Workshops

On physical wellness, financial planning, and other topics that might help us both on and off the clock.

Miller Heiman Program

A top-notch selling methodology taught by Inpro's Senior Director of Coaching and Development.

Crucial Conversations

Making everything a little easier to talk about.

One-on-One Coaching

Career development guidance, real-time performance feedback, and dedicated time for personal growth.

Fun Days

We celebrate all the days. Holidays, birthdays, food days, picnic days, custard days, cookie days, chili days, sports days, hot dog race days, days of our lives, eight days a week, etc.

Healthy Rewards Program

OSHA 10 Certifications

Free On-Site Parking

Collaborative Spaces

Gift Exchanges

On-Site Market

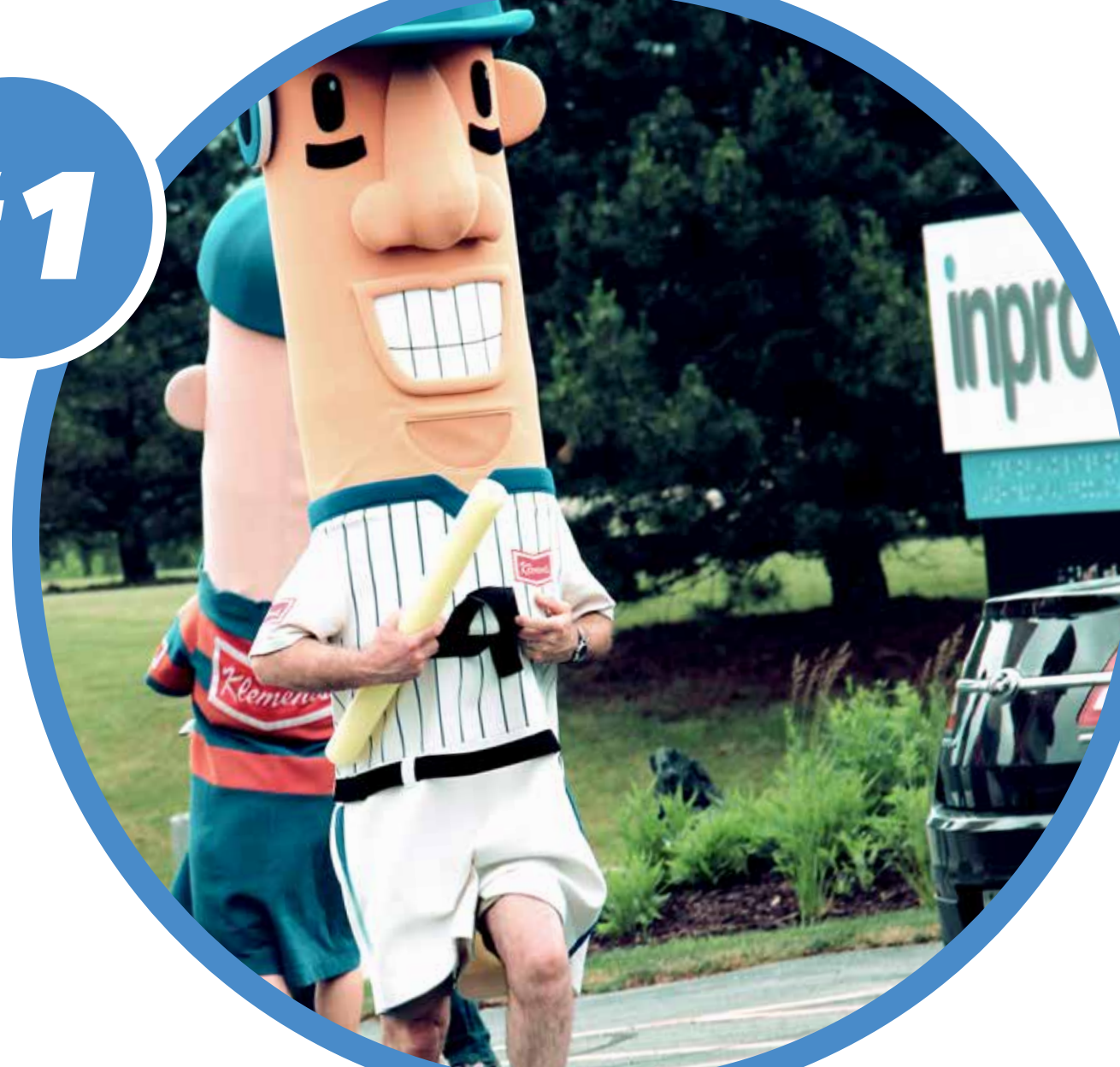
Weekly Breakfasts

Anniversary Apparel

Complimentary Refreshments



#1



it's in our DNA

**Complacency shall be
conquered, and
mediocrity vanquished.**

Don't expect the unexpected. Be the unexpected. Don't just bring new ideas to the table. Bring a new table altogether.
This is how you prevent the mundane from moving in, the tame from taking over, and the content from getting comfortable.

Here are some of the other ways we

conquer complacency and vanquish mediocrity.

Manufacturing Skill Standards Council (MSSC) Course

With a grant from the state of Wisconsin, Inpro worked with Waukesha County Technical College (WCTC) to host a nationally certified manufacturing course for our employees. We have plans to do so again, so keep an eye out for the next opportunity!

Workforce Advancement Training Grant Funds

Our partnership with WCTC, a local technical college, allows us to get training in a variety of fields at a vastly reduced rate, both for operations and office personnel.

Sales Associate Program

The Inpro Associate Program is designed to recognize the creativity and ingenuity of our diverse associate team and get people ready for the next step in their career.



it's in our DNA

**Great ideas can come
from anywhere.
And out of nowhere.**

This is a two-parter. The first means creativity is not confined to a pay grade or a particular field. Everyone is capable of brilliance. The second means inspiration can strike at any moment. Be ready.

Here are some of the other ways

great ideas can come from anywhere.

Lincoln Servant Leader Award

This biannual award identifies the true embodiment of a servant leader - someone who inspires, empowers, and is committed to the professional and personal growth of their team members.

Outstanding Leader Award

Nominated by anyone within the company, the recipient of this award is recognized for generating growth, contributing to new revenue or otherwise helping build our business.

Tactical Action Committees

The name makes it sound a bit like our own internal SWAT team. The reality is almost as cool: employees from every department get together to keep the goals of Inpro on track.



it's in our DNA

**We keep improving until
we've improved everything.
Then we improve even more.**

We never stop getting better. We even get better at getting better. It's about setting the bar even higher – but always attainable – in everything we do. Our employees and our customers deserve nothing less.

Here are some of the other ways

we improve everything.

Engagement Surveys

Employee Feedback is the most valuable resource we have. We seek it often, and take it seriously.

Servant Leadership Program

In a culture of servant leadership, the leader is in the mindset of serving the people. It's not just an ideology - we practice what we preach.

Continuous Education Units (CEUs)

For the sake of safety, quality, and keeping our competitive advantage, it's essential that everyone stays current with their craft.

Educational Workshops

All the life skills you wish they taught you in high school: financial wellness, emotional intelligence, healthy food preparation and more.

Litmos (Learning Management System)

Track and measure your professional development with one of the world's most trusted training programs.

OSHA 10 Certification

A 10-hour course that ensures everyone is up to speed on all things safety.



it's in our DNA

**We make a lot of things.
A difference is one of them.**

In fact, making a difference is the most important thing we do. For our communities, our environment, and our well-being. And we aren't afraid to celebrate it, shout it from the rooftops, and get as many people involved as humanly possible.

Here are some of the other ways
we make a difference.

A Helping Hand

We collect donations to benefit food pantries and other local charities

Connect Academy - Internship + Experiential Learning Program

An opportunity for local students to earn credits, wages (in some cases), and - most importantly - real-world experience.

Career Tours

For some students it's just a field trip. For others, it's a glimpse into the future.

Waukesha County Fair

As the fair's title sponsor, Inpro helps keep running one of Wisconsin's oldest traditions.

Inpro Field

By sponsoring Muskego High School's athletics field, we're contributing to their academic mission.

National Night Out Sponsor

On-Site Bee Sanctuary

Tiny House Donation to Occupy Madison

Skate Park Sponsor

Volunteer Day

Each employee receives a paid day off to participate in an approved volunteer activity.



benefits package

The non-standard options



Smile, we *insure* peace of mind.

Medical Insurance

Inpro offers a nationwide PPO medical plan that offers different plan choices to fit you and your family's needs.

Dental Insurance

Inpro offers a nationwide PPO (Preferred Provider Organization) Dental Plan.

401(k) Retirement Plan

Inpro is currently matching 25% of the employee's contribution to employees who have completed 60 days of continuous service.

Flex-Benefit Spending Account

Short-Term Disability

Inpro provides short term disability to all full-time employees.

Group Term Insurance

Voluntary Plans:

- Supplemental Life Insurance Program
- Long Term Disability
- Vision Plan
- Pre-Paid Legal/Identity Theft Plans
- Paternity & Adoption Leave

Adoption Assistance

Up to \$2,000 per child towards adoption expenses for full-time employees.

Universal Time Off (UTO)

Employee Wellness

Inpro cares about the well-being of its employees.

- On-Site Fitness Center
- Personal Fitness Trainer
- Wellness Initiatives



A little something extra.

10 Paid Holidays are as follows:

Memorial Day
Independence Day
Labor Day
Thanksgiving
Day after Thanksgiving
Christmas Eve
Christmas Day
Day after Christmas
New Year's Eve
New Year's Day

- Complimentary Coffee and Cappuccino
- Complimentary Fountain Beverages
- Baked Goods
- Sponsored Catered Lunches
- Complimentary Personal Fitness Trainer On-Site
- Holiday Party
- Paid Uniforms
- Milwaukee Public Museum Passes
- Milwaukee Art Museum Membership
- Zoo Membership
- Postage Stamps Available for Purchase
- Movie Theater Tickets Available for Purchase
- Employee Referral Incentive
- Personal Enrichment Courses
- Dry Cleaning Pick-Up and Delivery
- Discount Car Wash & Oil Changes
- Lasik Surgery Discount Program
- Education Assistance Reimbursement Program
- Discounts with local businesses (dry cleaning, doggy daycare, etc.)



You See

We're not just people putting products into buildings.
We are pathfinders. Problem-solvers. Peace-of-mind providers.
Drivers and doers. Movers and motivators. Innovators and influencers.
We're all these things and more. It's just who we are.

Don't stop. Keep it up. Stay obsessed.



A PLACE TO
TAKE **BIG**
NOTES

A PLACE TO
TAKE TINY
NOTES
