

PRIDE
PRIDE IS A PERSONAL COMMITMENT.
WHICH SEPARATES EXCELLENCE FROM MERECURY.



www.aherncareers.com



EXCELLENCE
Through People

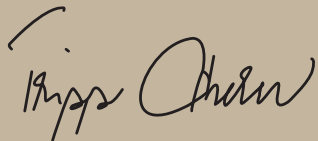


Management Committee

There is no substitute for experience, talent, and dedication. These are some of the qualities of J. F. Ahern Co. employees, and we are fortunate to have them on our team.

As a team, we have reached some outstanding goals over the years. The company's growth has been exceptional and we have consistently been ranked among the top specialty contractors in the industry. In reaching these milestones, our operations have expanded, and with it, our workforce. Recruiting the right people is a key element to building a strong future, and we take it seriously.

We believe in our employees. We also believe in providing a quality work environment that allows them every opportunity to succeed. Equally important, we listen to our employees and value their suggestions and opinions. The company's management team knows our current and future success depends on it.



Tripp Ahern, President and CEO

The entire J. F. Ahern Co.
Management Committee includes:

John E. Ahern

Chairman

John E. "Tripp" Ahern III

President and Chief Executive Officer

Anthony J. Ahern

Executive Vice President - Pipe Fabrication

Ryan J. Bittner

CFO and Vice President - Finance & Corporate Services

Kenneth L. Collins

Executive Vice President - Fire Protection

Robert J. Fischer

Executive Vice President - Commercial Contracting

Alan R. Fox

Executive Vice President - Fire Protection

James R. Jarvis

Executive Vice President - Industrial Contracting



John
Ahern



Anthony
Ahern



Ryan
Bittner



Kenneth
Collins



Robert
Fischer



Alan
Fox



James
Jarvis



Who We Are

J. F. Ahern Co. is one of the leading mechanical and fire protection contractors in the United States. Since 1880, the Company has been building a strong reputation for quality work and customer satisfaction. Today, that reputation is stronger than ever.



What We Do

J. F. Ahern Co. performs a full range of mechanical and fire protection contracting services. We design, install, and maintain systems in the areas of fire protection, HVAC, industrial/process piping, plumbing, and water/wastewater treatment. We also maintain state-of-the-art pipe fabrication and sheet metal shops. Ahern serves commercial, industrial, and municipal customers across the Midwest and beyond.

Where We Are

Founded in Fond du Lac, Wisconsin in 1880, J. F. Ahern Co. has increased its presence steadily over the years. We are the largest mechanical contractor in the state, with offices in major metropolitan areas across Wisconsin to serve its customers. We also operate fire protection offices in major cities across the upper Midwest.

What Our Employees Say

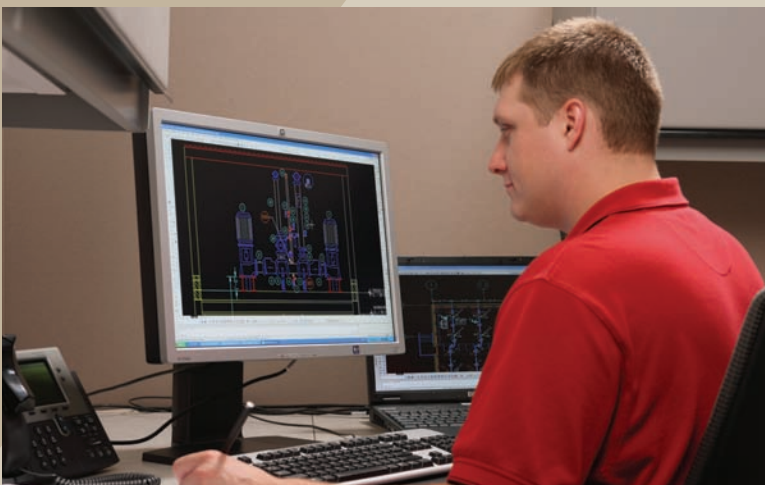


"There is a definite team-oriented environment at Ahern. Everyone is treated with respect, and you really feel like your opinion counts."

"The benefits are fantastic. You work hard, but Ahern rewards you with good pay and lots of extras."

"Ahern goes out of its way to be sure employees get the tools they need to do their job right. From the office environment to the shop tools and the computer systems, the Company never cuts corners."

"The employee appraisal process at Ahern really helps you further your career. It gives you a chance to talk one on one with your supervisor, and reinforce your strong points while discussing ways to develop your career."



Inside J. F. Ahern Co.

At Ahern, we are committed to providing our employees with a dynamic, professional place to grow. The work is challenging. The rewards are great. We will test your skills and help you develop new ones. We will also listen to your opinions and ideas, because we know our success is based on your efforts.

Imagine working for a unique company with a positive work environment built on cooperation and mutual respect. That is what being part of the Ahern team is all about.

We offer career opportunities in the following areas:

- Accounting
- Administrative/Clerical
- Design
- Drafting
- Estimating
- Human Resources
- Information Technology
- Marketing
- Office Management
- Project Management
- Purchasing
- Safety
- Sales
- Tools & Equipment



DID YOU KNOW?

Ahern employs approximately 1,000 people across the Midwest.

Approximately 40% of Company profits is passed along to Ahern employees.

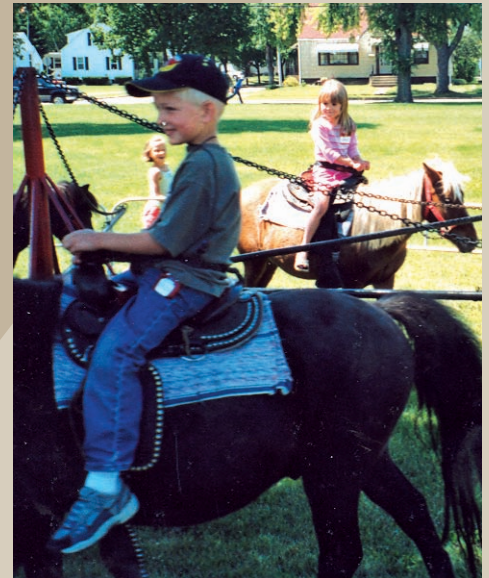
Almost half of all Ahern employees have been with the Company for five years or longer.

Ahern offers a comprehensive internship program that boasts dozens of student participants every year.



It's Not Always Business as Usual

We work hard, but we also take time to picnic, party, and play. The Company holds several events throughout the year for employees to get together and socialize outside the office. We also sponsor and participate in various sporting events and charity fundraisers.



Performance



We recognize our employees' contributions, commitment, and hard work through consistent pay increases, bonuses, award programs, and anniversary gifts.

Consistent Pay Increases

Employees have enjoyed a long history of annual raises based on personal performance.

Employee Incentive Fund

Employees are rewarded for their performance and the overall profitability of the Company. Bonuses are paid out as additional compensation.

Semi-Annual Performance Review System

We evaluate an employee's performance every six months. Performance appraisals are designed to encourage employees to set goals and objectives for future career growth. They also help identify strengths that will aid in their professional advancement, as well as areas which can be improved upon.

Training & Development

J. F. Ahern Co. provides employees with a variety of exciting opportunities for career development and personal growth.

The Company's "Ahern Academy" was created to provide training and development opportunities, enabling employees to sharpen their professional skills and make them more effective in their respective roles. Ahern Academy provides employees the tools, support, and ability to apply their training to their own personal and career development plans.

Education and training are ongoing initiatives, and Ahern supports its employees in these areas. Tuition reimbursement and in-house training are just two of the ways Ahern encourages employees to pursue their goals and develop their skills.

Providing our employees with the right tools to do their jobs efficiently is also one of our priorities. We are committed to maintaining our computer hardware and software technology, office and field equipment, and facilities.



& Recognition



Outstanding Employee Program

J. F. Ahern Co. recognizes individual employees and teams that display a "commitment to excellence" and significantly contribute to the overall success of the company. Outstanding employees receive recognition in our employee newsletter, as well as a cash award or other token of appreciation.

Recognition Service Program

All employees with at least 10 years of service are invited to the Annual Recognition Dinner. Employees enjoy an evening of food and entertainment. Also, as part of the program, employees are presented with special gifts on every 5-year milestone with the Company.

Anniversary Gifts

J. F. Ahern Co. celebrates each employee's annual anniversary by awarding him/her with a personalized gift and card.

Mission Statement

In striving for excellence, J. F. Ahern Co. must be a reliable, cost-effective and performance-oriented member of the construction team.

By working with and not just for our customers, and by utilizing our innovative, experienced management team of recognized industry leaders,

J. F. Ahern Co. provides constructive solutions to our customers' mechanical and fire protection needs.

This commitment to excellence – a vision shared by all the employees of the company – ensures the success of our customers' projects and the continued success of J. F. Ahern Co.

