

TRAINING

- Weekly team training
- Support for professional development
- Training & career path plan development
- Annual professionally facilitated soft skills training



COMMUNITY

- Hearts & Heroes monthly community giving
- Participation in community events
- Annual food drive
- Annual Company Picnic
- Adopt-a-family for the holidays
- Life Remodeled volunteer
- Individual outreach



MEET YUSEF ... Here at T&G we are always looking for amazing people to join our team but Yusef, one of our HVAC technicians, actually found us. When looking for a new position in the field Yusef met Matt, one of our owners, at a career fair. He did his own research on the company after that meeting, reading customer reviews and learning about our rapid company growth. Yusef started with us almost two years ago and has continued to show us all how motivated and determined he is to be successful. He says, "We're not perfect but when we make a mistake I see what we do to make it right. ... I'm here to build a career. I'm here to build a reputation and take the company forward. And, I plan on being here quite a while." ... That's just one reason Yusef has decided to hang his hat at T&G - and we are SO happy he did!



MEET MIKE ... Easygoing and open, Mike is an appreciated member of the Thornton & Grooms team. He started plumbing at the age of 14 at his father's company. At Thornton & Grooms he began as an apprentice plumber and has since moved up, into drain sales. "When I started I didn't have a license, I started off at the bottom and now I've moved up into sales, it never even crossed my mind. I never even thought about it as a possibility; but because I stayed here and worked hard and showed them what I can do by working hard, it has paid off for me." ... "You'll never tap out and that's the thing I like about this place."



WHO WE ARE

WE HAVE BEEN SETTING THE STANDARD FOR PROFESSIONAL SERVICE IN THE METRO DETROIT AREA **SINCE 1937**. WE HAVE BUILT OUR REPUTATION BY *Always Looking* TO DO THE RIGHT THING FOR OUR CUSTOMERS, OUR COMPANY, AND OUR COMMUNITY. OUR TEAM OF HEATING, COOLING, AND PLUMBING EXPERTS *CONTINUOUSLY TRAINS* TO ENSURE THAT WE SOLVE OUR CUSTOMERS' PROBLEMS IN A *TIMELY MANNER*, OFFERING *Great* OPTIONS—AND EXTENDING A *Real 100% SATISFACTION GUARANTEE*.

OUR CORE VALUES

- The Team, the team, the team
- Love people & love what you do
- Drive to win, win, win - today ...
- Exhibit professionalism with humility & confidence

At Thornton & Grooms we are defined by our people. That's why each employee must share our core values. That's why always working as a team to make our customers happy; loving our work and letting it show; having the drive to win the day, and win the customer at every opportunity is important. And, above all else, we meet these standards with professionalism, humility, and confidence.

BENEFITS

Letting employees know they are valued is more than a statement. Thornton & Grooms offers great benefits to their employees, some of them include:

- Competitive pay (Plus spiffs & other incentives)
- Health, dental & vision insurance
- Paid Time Off & holiday pay
- 401K with company matching
- Life insurance
- Tuition assistance
- Supplied uniforms for field personnel
- Company vehicle for field personnel
- Ipad for field personnel

JOIN OUR TEAM & REACH YOUR GOALS

SINCE 1937

Thornton & Grooms

HEATING • COOLING • PLUMBING AND MORE

We are your Home Service Professionals.



248-644-7810

ThorntonAndGrooms.com

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