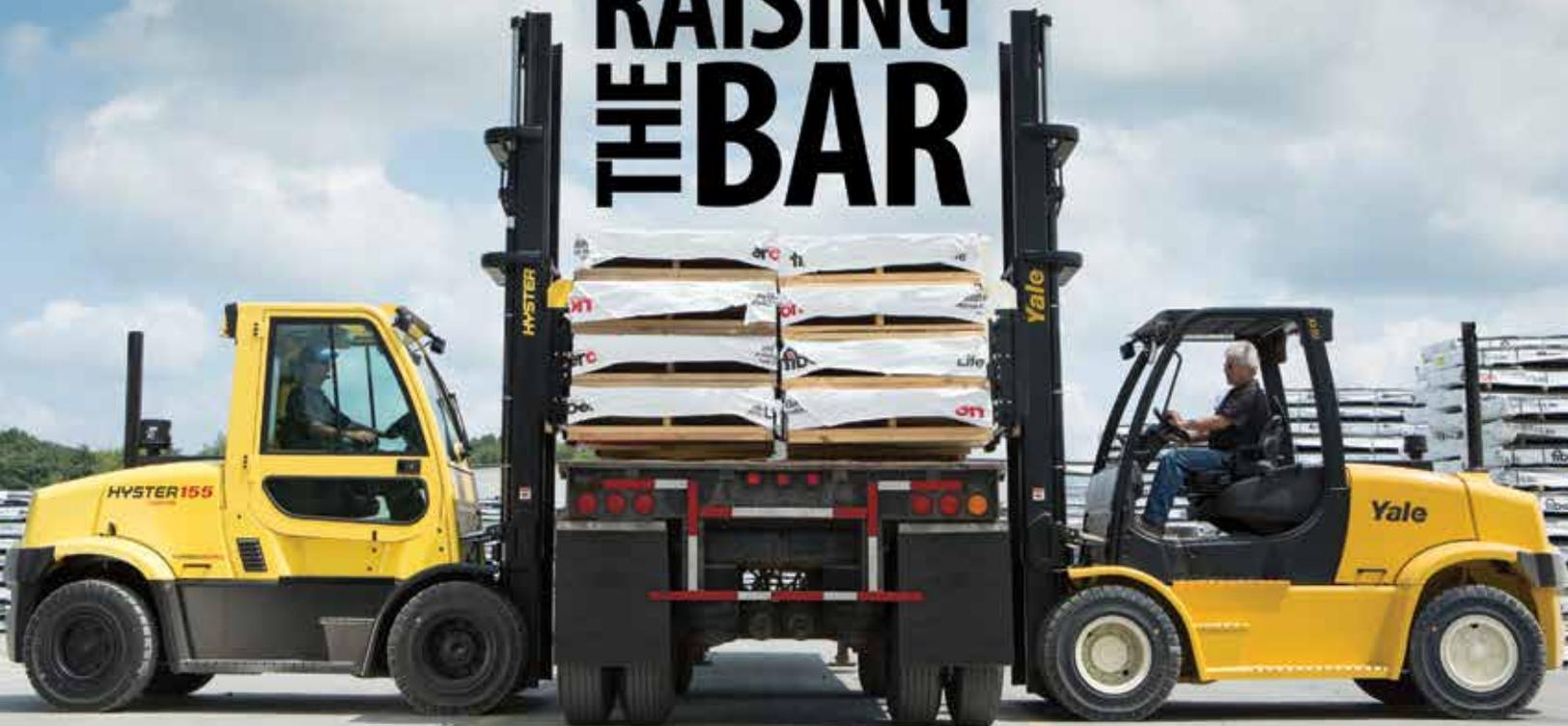


Reach Your Potential at  
**HYSTER-YALE GROUP**



**MANUFACTURER OF HYSTER® AND YALE® FORKLIFTS**

**RAISING  
THE  
BAR**



**HY HYSTER-YALE**

GROUP

# WHO WE ARE

**HYSTER-YALE GROUP** is the operating company of Hyster-Yale Materials Handling Inc. (NYSE: HY) and is one of the world's largest manufacturers of materials handling equipment. We design, engineer, manufacture, sell and service a comprehensive line of lift trucks and aftermarket parts marketed globally under the Hyster®, Yale®, Nuvera® and UTILEV® brand names. The foundations of our organization have been building relationships and partnering with our customers, suppliers, dealers and employees for over 80 years. We strive for innovation in our products and services, quality and efficiency, sales and service excellence, global coverage with local tailoring of products and services, and organizational excellence.

**COMPREHENSIVE PRODUCT LINE:** We manufacture high quality products for virtually every market niche, including warehouse lift trucks, counterbalanced lift trucks, and large capacity cargo and container handling lift trucks.

**GLOBAL COVERAGE:** Our three operating divisions - Americas; Europe, Middle East and Africa; and Asia-Pacific link 26 facilities in 13 countries and employ over 5000 people.

## HISTORY

### YALE®

The company's roots reflect a tradition of industrial leadership that predates the American Civil War. The Yale organization, built on the success of the famous Yale lock designs first sketched in 1844, began producing materials handling equipment as early as 1875. By the turn of the century, Yale & Towne Manufacturing had become the leading producer of hand-powered and electric-drive hoists in the US. In 1920, the company expanded into production of battery powered lift trucks, and in subsequent years it made many pioneering advances in electric truck design. By the 1950s, when the company added gas-powered trucks to its product lines, it was also manufacturing in Europe and building the foundation for a joint venture in Japan.

### HYSTER®

Hyster Company emerged from the logging industry of America's Pacific Northwest. Founded in Portland, Oregon in 1929 as Willamette-Ersted Company, the firm's first products were winches and lifting machines capable of handling the rugged conditions of timber country. Loggers using the equipment would cry out 'Hoist'er' as they prepared to lift a load and the slang expression gradually came to apply to the machinery as well. In 1944, the company adopted Hyster as its name, continuing to build on its reputation for durable and often massive lifting machines. World War II established the company's products throughout the world in support of the war effort, and helped secure a basis for a network of international manufacturing plants and dealer organizations.

### HYSTER-YALE GROUP

NACCO Industries, Inc., our former parent company, acquired Yale Materials Handling Corporation in 1985 and Hyster Company in 1989. Also in 1989, NACCO Industries created NACCO Materials Handling Group, Inc. (NMHG) to integrate and manage the Hyster® and Yale® brands. Later in 2012, NMHG was spun off from NACCO Industries, and became an independent public company and wholly owned subsidiary of Hyster-Yale Materials Handling, Inc. (NYSE: HY).

Subsequent to the 2012 spin-off, in 2016 NMHG changed its name to Hyster-Yale Group, Inc., reinforcing Hyster-Yale Group's position as the operating company under Hyster-Yale Materials Handling, and bringing greater focus to our rich history and brands including Hyster®, Yale®, UTILEV® and NUVERA®.

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# CULTURE

Our goal is to create a caring, communicative and participative culture where everyone understands they are here to serve a common purpose. We endorse the concept that all employees have the interest to make valuable contributions to the company, and we are committed to empowering employees so that we collectively perform in the most efficient and effective manner.

We encourage employees to become directly involved on teams that enable them to participate in problem solving and decision-making activities that affect their jobs. These teams are dedicated to the continuous improvement of our processes and products.

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## VISION & VALUES

### **OUR VISION**

To continue to be a leading globally integrated designer, manufacturer and marketer of a complete range of high-quality, application-tailored lift trucks, offering the lowest cost of ownership, outstanding parts and service support and the best overall value.

### **OUR VALUES**

Our values are enduring beliefs that guide individual and company behaviors critical to our success.

#### ***Integrity***

Our integrity depends on all our employees. We are committed to the highest ethical standards in all our relationships.

#### ***Customer Driven***

We are dedicated to delighting end users of our products.

#### ***Success Through People***

We provide a positive and motivational environment where employees are given the opportunity to learn, develop, participate, and be recognized and rewarded for their contributions.

#### ***Quality***

It is our policy to deliver products and services that meet or exceed the expectations of our customers.

#### ***Results Oriented***

All efforts are focused on accomplishing our strategic objectives while being guided by our values.

#### ***Constructive Change***

We relentlessly pursue improved performance in all aspects of our business.

#### ***Corporate Citizenship***

We are a responsible corporate citizen and sensitive to our environments.



# WHY WORK FOR HYSTER-YALE GROUP?

## **DEVELOP AND GROW**

We recognize that employees often wish to advance to more challenging positions. Our basic philosophy is to promote from within whenever the skills and experience required to perform a job are available within the organization. We are committed to promoting competent and trustworthy individuals. To do so, we have established standards for promoting the most qualified individuals, emphasizing their educational background, prior work experience, past accomplishments and evidence of integrity and ethical behavior.

### ***Learning and Development***

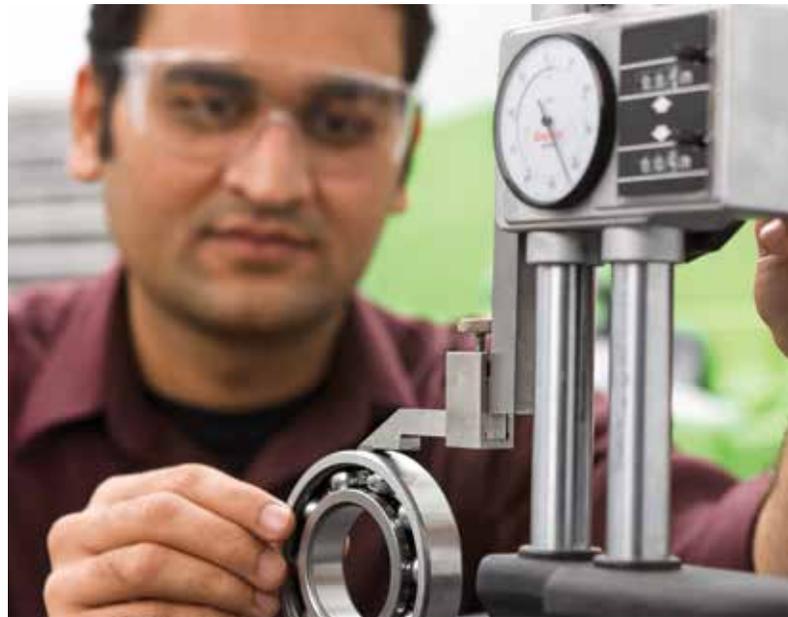
We are committed to a learning and development strategy that integrates various elements such as: training, education, individual and organizational development, career planning, and performance management.

Our vision is to develop a learning organization that has staying power, maximizes the abilities and opportunities of everyone to contribute to their own and the organization's success, learns from successes and failures, encourages the sharing of knowledge, and makes learning an everyday part of work.

### ***Educational Assistance Program***

To help employees reach their full potential in terms of career development, we seek to provide effective growth opportunities for all employees. While the majority of learning and development occurs on the job and through discussions about job performance, we recognize the value of formal training activities.

After twelve months of employment, financial assistance may be offered to full-time employees who wish to increase their job effectiveness and personal competence through voluntary participation in outside educational courses that are relevant to the company's business and to the career development of the employee. The annual educational assistance is \$5,000 per employee per calendar year for all eligible classes in pursuit of a two or four year degree when approved by Hyster-Yale Group.



## **COMMUNITY INVOLVEMENT**

We are a concerned corporate citizen and encourage our employees to take an active interest in their community. We believe that by being an active member of our community, we can help improve the quality of life in our community for the benefit of our employees, their families, and all the citizens. We support certain community action programs and encourage you to become an active member of those organizations and programs dedicated to serving all the residents of the community. Through gifts, donations and employee volunteer efforts, we demonstrate our commitment to actively support the communities in which we live and work.

*The following are among the many organizations that we support:*

- United Way
- March of Dimes
- Oregon Humane Society
- The Nature Conservancy
- Habitat for Humanity
- Girl Scouts
- Boys & Girls Clubs of America
- Big Brothers Big Sisters Foundation
- National Multiple Sclerosis – Oregon Chapter
- Special Olympics – North Carolina Pitt County
- Epilepsy Foundation Northwest
- Relay For Life
- Children's Miracle Network

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## **CITIZENSHIP/CORPORATE RESPONSIBILITY**

At Hyster-Yale Group, we hold ourselves accountable at every level. From our headquarters to individual Hyster-Yale Group facilities, our corporate ethics help define who we are. We recognize a responsibility not only to our customers, dealers and employees, but to the environment and the communities in which we live. We meet our corporate responsibility head-on with some of the industry's most proactive programs, addressing everything from the health and safety of our employees and customers to environmental sustainability.

### ***Environmental Responsibility***

First, we continually strive to improve efficiency and reduce waste in our own operations. Secondly, we are developing and producing lift trucks that help improve efficiency and reduce energy consumption for our customers' operations. We have been a leading producer of zero emission lift trucks for years, and in 2010 we successfully introduced electric trucks featuring motors that recover potential energy. We are collaborating on next generation alternative energy technology to enable a broader group of customers to more easily make the transition from internal combustion engine trucks to zero emission electric trucks. We have developed tools to aid our customers in choosing among alternative power options for their applications, based on cost and emissions impacts. These initiatives aren't just good for the world—they deliver more value to our customers.

In 2014, the company acquired Nuvera Fuel Cells, LLC. Nuvera Fuel Cells, a subsidiary of Hyster-Yale Group, Inc., is an alternative-power technology company focused on fuel cell stacks and related systems, on-site hydrogen production and dispensing systems. The acquisition positioned the company to become the first OEM manufacturer to integrate and factory-fit fuel cell technology directly into its products.

We are committed to our journey toward environmental sustainability. We will continually challenge ourselves toward greater progress and higher goals. We consider this commitment an investment in our future and in the future of this planet we all call home.



# BENEFITS & REWARDS

In addition to offering competitive salaries, we also offer an enticing benefits package to all full-time employees. Listed below is an overview of some of the benefits our employees may enjoy:

- Medical, Dental, and Vision Insurance and, at some locations, an on-site medical clinic for employees enrolled in an Hyster-Yale Group medical plan
- 401(k) Retirement Plan including Profit Sharing
- Paid Vacations
- Paid Holidays
- Paid Time Off Days
- Paid Leaves of Absence
- Company Paid Life Insurance – One times your annual salary
- Flexible Spending Accounts – Medical and Dependent Care
- Employee Assistance Program – Local & National Coverage available
- Education Assistance – \$5,000 annually
- Company Sponsored Recreational Activities
- Wellness Program
- Group Universal Life Insurance – Up to five times your annual salary available
- MetLaw – Legal Assistance
- MetLife – Critical Illness
- MetLife – Auto & Home



# STUDENTS & RECENT GRADS

## ROTATIONAL PROGRAMS

Hyster-Yale Group provides various rotational program opportunities.

The Supply Chain Rotational Program is looking for emerging professionals who want to develop a firm foundation in Supply Chain. Successful applicants will be given an opportunity to work in two of three key operations located within the US: Demand Planning, Procurement and Order Management.

The Sales Rotational Program includes a series of onboarding activities followed by rotations in three major functional areas of the business: Product Knowledge, Aftermarket/Service Management/Fleet and Prospecting/Account Identification.

Participants in both programs are involved in key projects linked to strategic business plans and will work closely with individuals, teams and departments across the business.

## INTERNSHIPS

Hyster-Yale Group provides various internships and co-op opportunities.

- Based on your academic background and acceptance into the program, you will be assigned to work on real tasks to help enhance your learning and skills.
- To help develop your potential, you will have a mentor from the management team to support your work, build your strength and plan your career opportunities.

We are looking for highly qualified students who fit with our core values & culture and have strong academic records, problem-solving skills and leadership capability.

## CAREER FAIRS

We recruit for top talent in many different ways including attending career fairs and networking events. We look forward to meeting you!



## APPLICATION PROCESS

Hyster-Yale Group accepts applications through an online process. Career fair attendees **NEED TO COMPLETE AN ONLINE APPLICATION** as part of the application process.

***You may be just a few clicks away from your ideal job!***

Visit: [www.hyster-yalecareers.com](http://www.hyster-yalecareers.com) to view our job listings and for additional information on Rotational and Internship opportunities.

Hyster-Yale Group is committed to a policy of Equal Employment Opportunity. We do not discriminate on the basis of race, color, religion, creed, ethnicity, national origin, alienage or citizenship, gender, age, disability, sexual orientation, marital status, military status or any other legally recognized protected basis under federal, state, or local laws, regulations or ordinances.

Applicants with disabilities may be entitled to reasonable accommodations under the terms of the Americans with Disabilities Act and certain state or local laws. A reasonable accommodation is a change in the way things are normally done which will ensure an equal employment opportunity without imposing undue hardship on Hyster-Yale Group.



 **HYSTER-YALE**  
GROUP

HYSTER, YALE, UTILEV, NUVERA, STRONG PARTNERS. TOUGH TRUCKS., PEOPLE. PRODUCTS.  
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