

Alto-Shaam the Company

In the 1950s, Alto-Shaam founder Jerry Maahs was trying to run a profitable business just like everyone else. As a chicken delivery franchisee, Jerry needed a way to keep food hot when it was en route to homes during cold Wisconsin winters. Jerry discussed his challenges with a pair of engineers and together they developed a stainless steel box heated with thermal cable. The invention was so successful, he began selling them to other franchisees to help build their profits.

Soon, Jerry's invention was retooled to both cook and hold meat at a safe temperature that would prevent the meat from being over cooked or dried out. Halo Heat® was born. Not only was the product turned out by this oven superior in flavor and tenderness, the reduced shrinkage meant more portions could be served from each cut of meat, providing higher profits for restaurant owners. With a great oven and a lot of hard work, Jerry promoted his cooking philosophy and technology to restaurants across the country.

In the mid-1960s, Jerry sold his franchised restaurants so he could concentrate his efforts on promoting low-temperature cooking philosophy and Halo Heat® products through the newly formed Alto-Shaam, Inc.

Along the way, Alto-Shaam discovered their warming technology was applicable to other markets and uses. Healthcare facilities require blankets, irrigation fluids and injection fluids to be warmed to specific temperatures. This need launched the inception of Entermics Medical Systems in 1980. Entermics manufactures medical warming equipment for use in pre- and post-operative environments. These warming systems allow medical personnel to warm blankets and fluids to specific temperatures providing their patients with the comfort and care they deserve.



Chicken Delight preparation and delivery vehicle



Jerry Maahs reviewing factory production



Alto-Shaam's new trade show booth, first presented at the 2011 NAFEM & NRA shows



Entermics' new trade show booth, first presented at the 2012 AORN show

ALTO-SHAAM®



2011 FES Best in Class overall winner in Combi, Cook & Hold, and Heated Holding categories!

www.alto-shaam.com

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Follow Alto-Shaam on:



MAXIMIZE YOUR POTENTIAL AT ALTO-SHAAM



WORK, REWARDS & RECOGNITION

We support an environment that encourages your suggestions and opinions be shared.

Cross-Functional Teams and Data-Based Problem-Solving best describe how work is accomplished at Alto-Shaam.

Role Model Awards Presented twice a year. Employees are selected through a nomination process by their peers recognizing and awarding the best of the best.

Quarterly Meetings are held to recognize departments that meet and/or exceed performance goals.

Service Recognition Awards honor employees for their years of dedicated service.

Quarterly Focus Lunch scheduled with the owners proves an opportunity for employees to have a more personal one-on-one with the ownership to ask questions and discuss topics pertaining to the business.



5-Star Recognition
(1st Quarter 2012)
North Fabrication
Department



5-Star Recognition
(1st Quarter 2012)
Enthermics Department

TALENT ACQUISITION AND DEVELOPMENT

Alto-Shaam utilizes many talent acquisition methods that foster direct relationships with various colleges and local high schools:

- **Community Technical College** (Partnership with Waukesha County Technical College – General Machinery and Welding Certificate)
- **Second Chance Students Program** (Partnership with local high schools to promote graduation)
- **Direct Hire** of recent graduates from state colleges for entry level positions (sales, finance and marketing)
- **Internships & Engineering Co-Ops**

We are committed to recruiting and grooming the best talent in the manufacturing industry, from entry level positions to strategic, executive careers. We provide avenues and opportunities to enhance your career and income through honest work and high performance. Tuition reimbursement, training, and internal monitoring and coaching are just a few examples of those ways we provide assistance with your career development at Alto-Shaam.



A group at
a Focus Lunch



Role Model (3rd Quarter 2011)
Pat Krull with Steve Maahs

REWARDS

Base Compensation

- Base compensation is reviewed biannually against market-competitive salaries.
- Merit increases are based on performance and compensation to the market.

Gain Share Bonus

- Annual gain share bonus plan for all qualified full-time employees.
- Results are based on openly shared corporate performance for profits and cash.

401(k)

- Eligibility on the 1st of the month following 30 days of service.
- Includes a company match.

Benefits

We offer competitive benefits including medical, vision, dental, life insurance, short term disability, long term disability, career development assistance and 11 paid holidays.

EXPECTATIONS OF OUR TEAM MEMBERS

Safety – The safety and welfare of our employees is our #1 priority. We provide a safe working environment and expect our employees to work in a safe manner at all times.

Rules of Communication – We expect our employees to communicate with respect, using facts and data, and make decisions based on the good of the company.

Lean Environment – We continue to look at ways to improve efficiency and eliminate waste by supporting an environment of innovative thinking.

Team Environment – We work in a cross-functional, team-based environment.