



Anything, Just Let Me In!

We are **Fire & Ice HVAC Services**, and we're on a mission to make a lasting, positive impact on the lives of our employees, customers, and community.

Are you someone who's passionate about being part of something bigger? Do you love the idea of working for a company that **puts people first**, embraces **innovation**, and has fun along the way? At **Fire & Ice HVAC Services**, we are always looking for **great people** who align with our values, even if you're not exactly sure what role you want to fill yet.

If you're excited about joining a team that's on a mission to **redefine the HVAC industry** and you want to be part of a company that's focused on **continuous growth, solutions, and making a lasting impact** on the lives of our employees, customers, and community, we want to meet you!

What We Offer:

- **Top wages** – We believe in rewarding talent, no matter what role you're in.
- **Unlimited growth opportunities** – You don't have to know where you fit in now. If you're the right fit, we'll help you find your path.
- **Employee Stock Ownership Plan (ESOP)** – After 3 years, you may have an opportunity to become a part-owner of the company.
- **Comprehensive benefits package** – Your well-being is important to us.
- **6 weeks vacation** – We believe in work-life balance and giving you the time to enjoy life outside of work.
- **Ongoing personal and professional development** – We're committed to helping you succeed and grow with us, wherever your journey takes you.
- **A path to all your goals and dreams** – we have created a space that is big enough to hold the hopes and dreams of all our people. Here you will have the opportunity to realize your dreams.

- **The opportunity to make a difference** - we understand you want to make a difference in the world, and we provide you that opportunity.

Who We're Looking For:

We're looking for **good people** – plain and simple. You may not know exactly what job you want to do, but if you're excited about what our company stands for, we want to hear from you. Here are the qualities that matter most to us:

- **A positive attitude** – You bring enthusiasm and energy to everything you do.
- **A love for learning** – You're eager to grow, develop new skills, and be part of a team that's always improving.
- **Integrity and reliability** – You're someone who can be counted on, who does the right thing even when no one is watching.
- **A passion for teamwork** – You thrive when working with others and enjoy contributing to a common goal.
- **Alignment with our values** – You resonate with continuous growth, people-first thinking, solutions-focused innovation, and, of course, having fun while doing it!

Why Join Us?

At **Fire & Ice HVAC Services**, we believe that when **good people** come together with a shared purpose, amazing things happen. Whether you're passionate about HVAC, operations, customer service, or just love what we stand for, we will find the right place for you in our company.

This is more than a job—it's an opportunity to be part of a company where your ideas are valued, your growth is supported, and you get to be part of something truly special. You don't need to know exactly where you fit right now, but if you know you want to be part of a team that's making a difference, **apply today** and let's talk about where you could thrive with us!

Join our team and start a career that's full of possibilities, where your passion and values can shape your future.

