



# WORK THAT MATTERS







## WELCOME TO MECO

### OVERVIEW

As a world leader in the design and construction of water purification equipment, MECO's systems are used to produce life-saving drugs, therapeutics, and vaccines, power the planet through green hydrogen and beyond. MECO offers more than just a job – it's an elite calling. Join a dynamic team at the forefront of innovation, impacting people's everyday lives. At MECO, we prioritize excellence not only in our products but in our people. As part of our organization, you'll be instrumental in shaping the future and leaving a lasting impact on the world. If you're seeking a fulfilling career where your skills align with a greater mission, MECO is the place for you. Explore our opportunities and have a vital impact on the world through engineering and manufacturing cutting-edge water technology.

### HISTORY

In 1928 MECO was founded. In 1939, MECO patented the world's most efficient method for desalination of seawater, vapor compression. Now, nearly 100 years later, MECO is a world leader in the engineering and manufacturing of water purification solutions for a variety of industries, using a broad array of technologies.

In November 2021, MECO was acquired by Grundfos. Grundfos pioneers solutions to the world's water and climate challenges, and improves quality of life for people. As a global pump and water solution company, Grundfos provides expertise in energy- and water-efficient solutions and systems for a wide range of applications, including water treatment for water utilities, industries and buildings.

Together with Grundfos, MECO is building the next generation of water purification equipment and systems. We remain committed to providing our customers with efficient, effective solutions with sustainability at their core. Together, we're protecting the planet and changing the way the world interacts with water.

## MECO IN A NUTSHELL

**1928**  
FOUNDING  
YEAR

**5**  
OFFICES

**4**  
COUNTRIES

**35**  
VETERANS

**+300**  
EMPLOYEES  
GLOBALLY

**27**  
PATENTS AND  
COUNTING

**+25M**  
GALLONS  
PER HOUR OF  
PURE WATER  
PRODUCED  
DAILY

**+40%**  
ADDED  
CAPACITY FOR  
MEMBRANE  
ASSEMBLY

**+100K**  
SQ. FT. OFFICE,  
FABRICATION,  
PRODUCTION,  
TESTING AND  
ASSEMBLY

**Certs**  
ISO 90001, ASME  
NB, U, UM, R

## MECO'S LEGACY



**1941:** First of hundreds of MECO vapor compression machines delivered to make freshwater for soldiers fighting in WWII.



**1955:** MECO opened new manufacturing facility on the Industrial Canal in eastern New Orleans, LA.



**1975:** Began production of machines using new membrane-driven process (reverse osmosis for seawater desalination).



**2005:** Hurricane Katrina destroyed production facility; operation began from two new facilities in Houston, TX and Covington, LA.



**2011:** Celebrated issuance of 25th patent in the field of water purification.



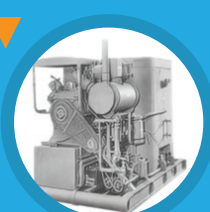
**2016 :** MECO enhances GII Centurbo Compressor technology to reach higher capacities for industry needs by introducing the GII-E.



**2021:** MECO is Acquired by Grundfos.



**2022:** MECO Acquires Water Works



**1939:** Patented the vapor compression process. The world's most efficient method for desalinating seawater.



**1960:** Prolific use of MECO plants seen throughout the offshore oil & gas.



**1984:** Large land-based projects using thermal and membrane technologies installed around the world.



**2009:** MECO opened an office in Singapore, expanding to Asia Pacific region.



**2014:** Opened new state-of-the-art facility in Mandeville, LA. The 100,000 square foot building combines the most advanced technology with environmentally friendly practices.



**2015:** MECO Opens Sales & Service Office in Limerick.



**2018:** MECO celebrated its 90th anniversary of innovation and expertise.





# VALUES

MECO IS DRIVEN BY OUR PURPOSE AND SIX VALUES



## Sustainable

Meco runs its business in a responsible and ever more sustainable way. We make products and solutions that help our customers save natural resources and reduce climate impact. We take an active role in the society around us. Meco is a socially responsible company. We take care of our people - also those with special needs.



## Partnership

Meco creates value through close relations with customers, suppliers and other stakeholders. We are a global company building on local entrepreneurship. We believe that diversity drives innovation and growth.



## Focused on People

Focused on people: Meco is our people. We develop the individual. Everyone in Meco has passion and potential. Everyone has the power to influence. Everyone must feel respected and valued.



## Relentlessly Ambitious

In Meco we never stop challenging ourselves to create better solutions faster. We take pride in delivering premium quality in everything we do. We show leadership and innovate the future.



## Open and trustworthy

In Meco we do what we say, and we say what we do. Our communication is open and honest among ourselves and with the world around us. We put the facts on the table — also when it is not pleasant.



## Independent

The main shareholder of Meco - now and in the future - is the Poul Due Jensen Foundation. Profit is a means to growth - not a goal in itself. We ensure a healthy financial foundation at all times.



# BENEFITS & PERKS



## HEALTH INSURANCE:

MECO provides the option to enroll in quality health care for every member of your family. Our Medical, Dental and Vision plans are offered at a low employee cost with excellent coverage by a variety of physicians. An option of enrollment in a pre-tax flexible medical account or flexible dependent care account are available through payroll deduction.



## CONTINUING EDUCATION:

MECO provides tuition assistance to continue their education, whether college or technical schools and professional development programs.



## RETIREMENT PLANS:

The MECO 401(k) Plan can assist employees to save for retirement pretax dollars or after-tax Roth options. MECO matches a portion of your contribution into the retirement plan contribution.



## PAID TIME OFF:

We feel employees need time to relax, recharge, and pursue special interests. MECO provides paid time off as one of many ways to show appreciation for hard work, and loyalty. We also provide nine paid holidays each year.



## WELLNESS PROGRAMS:

Being active is part of a healthy lifestyle and we will reimburse certain "Get Active" programs.



## LIFE & DISABILITY INSURANCE:

Illness can arise at any time, and we ensure our employees have coverage during their time of disability. MECO provides company paid Short-Term and Long-Term Disability and group term life insurance.



## REFERRAL PROGRAMS:

Our referral bonus program rewards employees who refer candidates that are hired into open positions.



## PROFIT-SHARING:

Our parent company offers the option to own a share of the company through the Grundfos Share Program.



## EMPLOYEE EVENTS:

We love to celebrate our people and success with regular social events throughout the year and community outreach activities.





## ROLES



MECO PEOPLE PROFILES—**MIGUEL E. ANTUNEZ**

## SHEET METAL FABRICATION LEAD

### Job Overview

As Sheet Metal Fabricator Lead, I ensure the job-specific materials, such as plates, piping, and structural metals, are cut and available for the work orders within the scheduled queue. Additionally, the coordination and updating of the plasma programs utilized for the jobs. As Lead, the maintenance of assigned tasks and completion of assignments by the fabricators in my department fall within my supervision.



What do you think are the best things about working at MECO?

The diversity of the staff is phenomenal. The range in ages, experiences, and ethnicities brings a layer of knowledge and cultural experiences that are priceless.







MECO PEOPLE PROFILES—**CALINDA CANTU**  
.....

**ACCOUNTANT**



**What keeps you motivated and engaged for your future at MECO?**

We have a wonderful business with remarkable employees. That is not something that occurs frequently. MECO encourages employee engagement and provides opportunities for professional and career advancement. Several of our employees have been with us for many years, which is an excellent indicator of an exceptional workplace.



**Job Overview**

Through reconciliation and examination, I work closely with other departments as an accountant to maintain accurate financial reporting. Other responsibilities include updating financial data and reporting it to management.

In addition, I collaborate closely with my immediate supervisor and other members of my department to receive continuous training in various aspects of our accounting procedures.



MECO PEOPLE PROFILES—**THOMAS WILLIAMS**  
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**PROJECT ENGINEER**



**How did you come to join MECO?**

I started my journey at MECO with a summer internship after hearing about a hidden gem of a Biopharmaceutical engineering firm in my backyard. During my internship, I enjoyed the multitude of opportunities to grow technically and professionally, including many hands-on engineering projects, career development, and practical training that MECO provided. I returned for a second summer internship following my junior year, and by graduation I knew I had a home in MECO's engineering team and couldn't wait to get back to the great people and amazing work that I experienced with MECO.



**Job Overview**

MECO Project Engineers are responsible for design, performance, and execution of water treatment projects from turnover to onsite startup. Project Engineers work closely and coordinate through all phases of projects with all departments to ensure the success, quality, and excellence of a project.





## FAQs

### WHERE CAN I SEE OUR LATEST MECO JOB OPENINGS?

Visit [www.MECO.com/careers](http://www.MECO.com/careers) for our latest openings.

### HOW DO I APPLY?

Please apply through our website. If you can't see the role you're looking for, email [hr@meco.com](mailto:hr@meco.com).

### WHAT HAPPENS AFTER I APPLY?

Once you apply, your resume will be shared with a member of our HR team. If your application is successful, a member of our team will contact you to progress your application.

### WHERE ARE YOUR OFFICES?

MECO has five office locations worldwide. Our corporate headquarters and manufacturing facility are located in Mandeville, Louisiana, USA. Additionally, we have a manufacturing facility, service, and sales office in San Diego, California, and a sales and engineering office in Houston, Texas. Our European headquarters are based in Limerick, Ireland, while our Asia-Pacific headquarters are located in Singapore.

### I CAN'T MAKE MY INTERVIEW, WHAT SHOULD I DO?

Please make every effort to make your interview. However, if you can't make it, please let us know as soon as you can by calling us at +1-985-249-5500 and asking to speak with your MECO contact or by sending an email to your MECO contact.

### WHAT ARE THE COMPANY WORKING HOURS?

Our working hours are based upon the position; however, employees work a base of 40 hours per week. Our office is open daily from 7:30 am to 4:30 pm. Our production facility operates two different shifts - first shift is from 5:00 am to 1:00 pm, while our second shift is from 1:00 pm to 9:00 pm.

### WHAT IS YOUR COMPANY DRESS CODE?

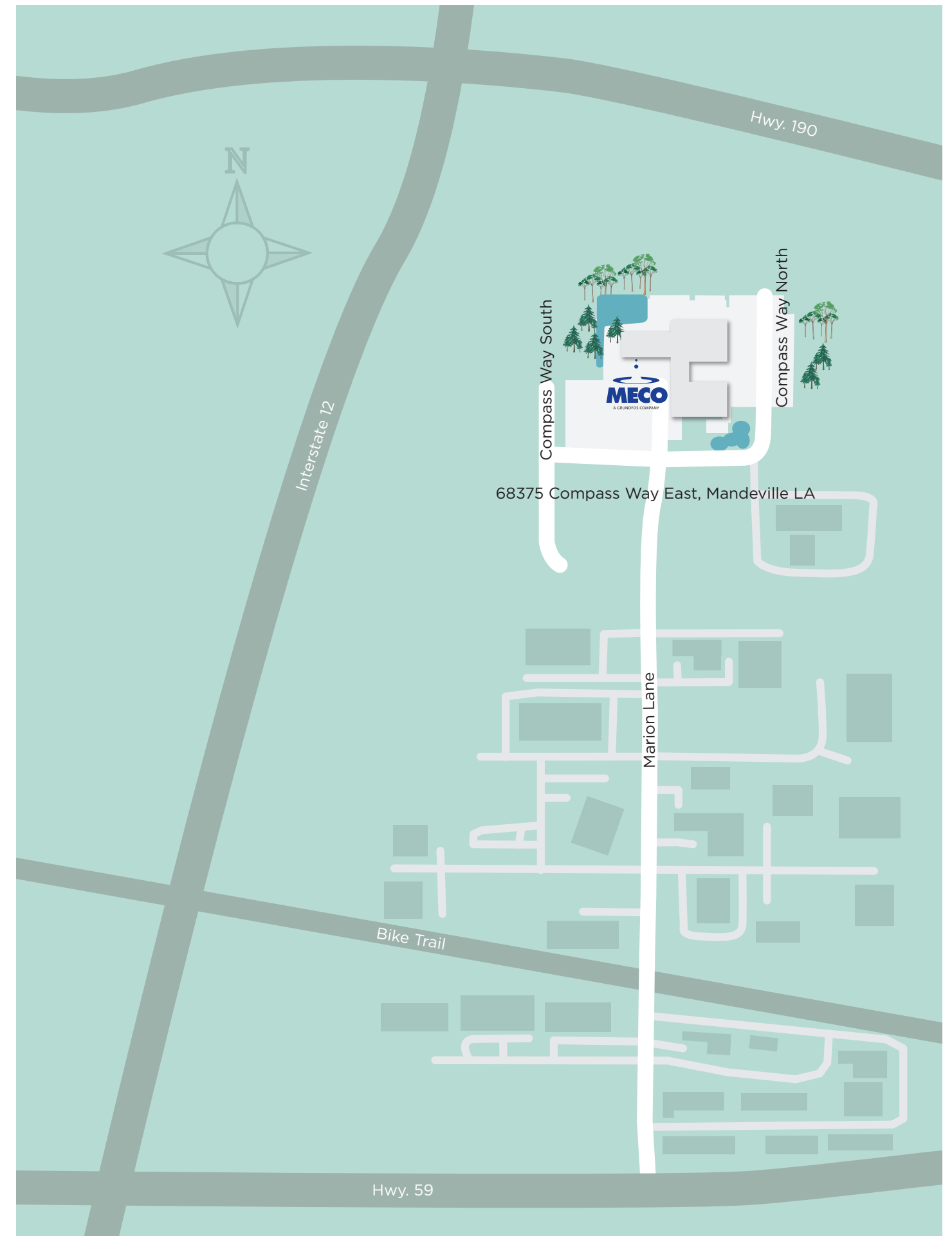
Business casual in the office or MECO uniform provided to shop employees. Smart attire for client meetings.

### WHAT HOLIDAYS DO YOU OFFER?

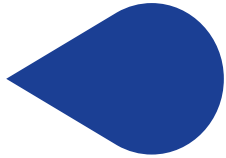
MECO recognizes 9 holidays per year.

### WHERE CAN I LEARN MORE ABOUT MECO?

[www.MECO.com](http://www.MECO.com)







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