



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

4
OFFICES

3
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.



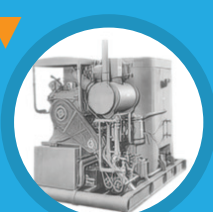
2016 : MECO enhances GII Centurbo Compressor technology to reach higher capacities for industry needs by introducing the GII-E.



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—**KRISTINA JONES**



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

My time at MECO has always been enriched knowing the impact our machines have on the world. Being even a small part of pharmaceutical advancements, such as the COVID vaccine, brings me not only pride but also the motivation to continuously improve and innovate.



**PROJECT MANAGER
LEVEL IV**

Job Overview

As a Project Manager, it is my job to ensure projects are designed, manufactured, and delivered with the utmost quality, on-time, and on-budget. We are the primary point of contact for our clients throughout the duration of the project lifecycle.

As such, it is our job to not only meet, but exceed our clients' requirements and expectations whenever possible.



MECO PEOPLE PROFILES—**THOMAS WILLIAMS**



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.



PROJECT ENGINEER

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 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.

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?

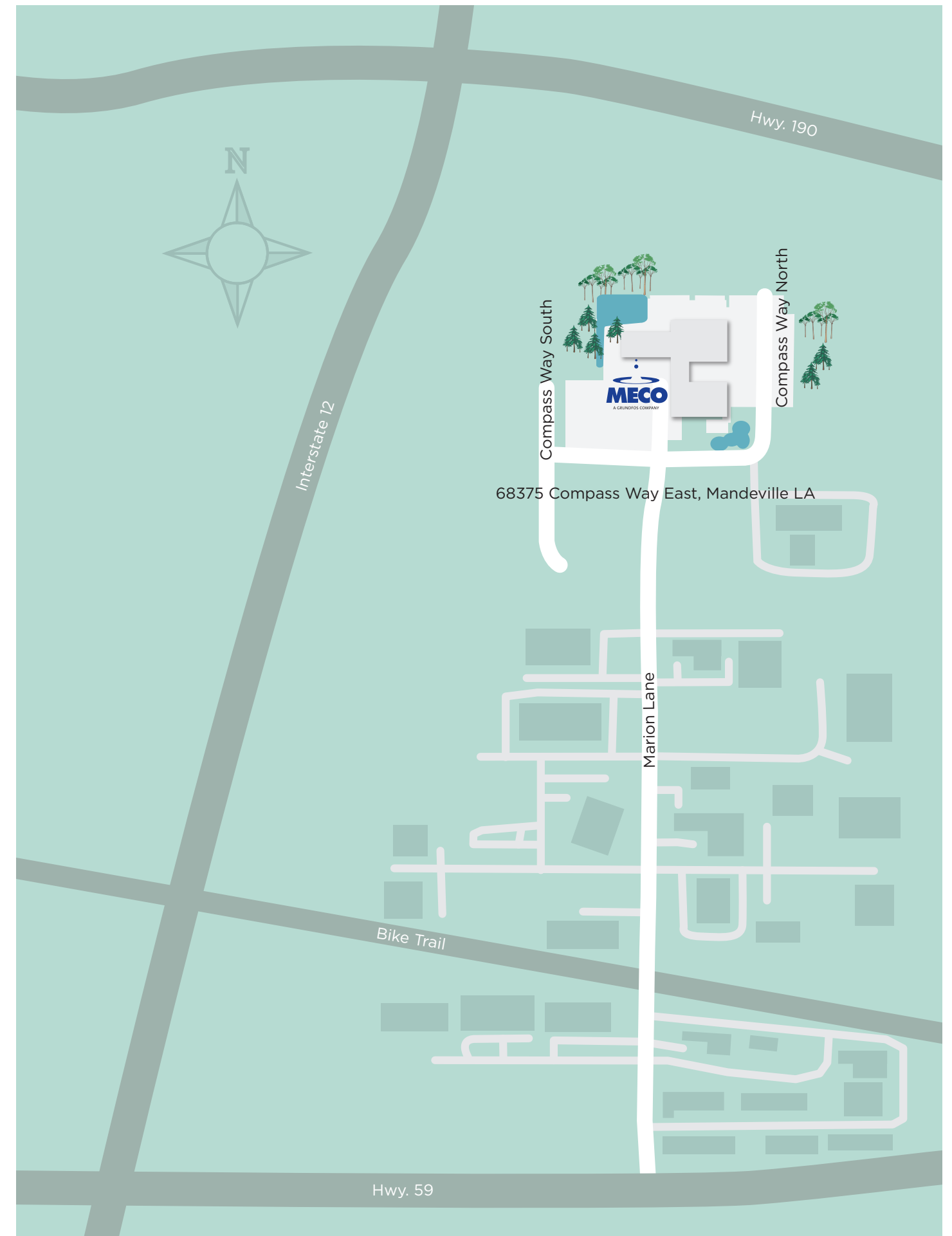
Business casual in the office or MECO uniform provided to shop employees. Smart attire for client meetings.

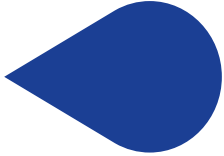
WHAT HOLIDAYS DO YOU OFFER?

MECO recognizes 9 holidays per year.

WHERE CAN I LEARN MORE ABOUT MECO?

www.MECO.com





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