

HURST



THE BOILER COMPANY FOUNDED ON A VISION

ONE MAN'S DREAM TO BUILD THE BEST BOILER

CELEBRATING
40 YEARS
1967 - 2007

From A Small Town Boiler
Service Company...
To A Global
Manufacturing Corporation.

// Our anniversary serves
as a testament to
All People,
past and present, who have
helped to fulfill our dream. //

Clifton E. Hurst, Founder & CEO



First Hurst Boiler & Welding Company shop, 1970

LAYING THE FOUNDATION

It was a rather simple beginning, born out of the need to support their family. Times were hard and with four young children, Clifton Eugene “Gene” and

Edna G. Hurst pioneered into the boiler repair and refurbishing business with a vision, their faith, and limited capital.

Always mechanically inclined, Mr. Hurst worked in a variety of mechanical and maintenance positions, road and gas-line building, and boiler repair and welding. During his tenure at Industrial Boiler Company in Thomasville, Georgia he is credited with engineering and building their first vertical boiler.

It was in Thomasville on Fletcher Street that Gene and Edna Hurst first set up shop behind their home in 1967. “Gene worked from six in the morning until three in the afternoon as the maintenance director at a nursing home and moonlighted repairing boilers for our first Hurst Boiler customers,” Mrs. Hurst explains. At the time, the Hursts were entering a crowd-

ed field with strong and established competition, a fact they either ignored or chose to challenge.

Word of the Hursts’ strong work ethic, industry knowledge, and commitment to quality quickly spread throughout the boiler repair industry, and Hurst Boiler & Welding Company was truly born. In 1970 Gene and Edna bought a 17-acre wooded tract just south of Coolidge, Georgia. There they built first a shop and then a home, facing Highway 319 amidst the stands of long leaf pines. From that point forward, the business began to thrive, as the Hursts brought into their business the best talent they could find.

In addition to running a busy household with four growing children, Mrs. Hurst manned the telephones and maintained

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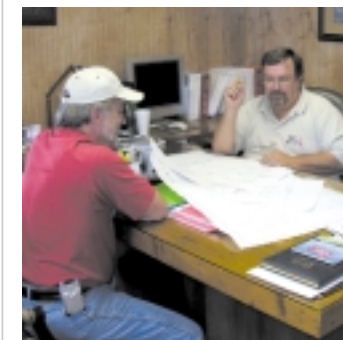
the books. “It was my wife who told me what we could and couldn’t spend as we grew the business,” Mr. Hurst declares. “She’s still at it too,” he chuckles with a twinkle in his blue eyes. Yet, it is their unique blend of talents that made the business flourish.

While Mrs. Hurst is the structured, patient, and organized backbone of the family and business, Mr. Hurst is the mechanical, sensible, skilled engineer and teacher. They share the grit to endure hard work and long hours, the dedication and loyalty to family and employees, and the courage to seize an opportunity, even against all odds. Even though Mr. and Mrs. Hurst would never proclaim themselves as entrepreneurs, they possess the very elements that constitute the definition.

As the children grew old enough to help in the family business, each child was given a job with the expectation that it would be done correctly and timely. “Daddy laid the foundation,” says Teri White, the Hursts’ only daughter. “We learned early on, even sweeping the parking lot was a job to be done with pride and perfection”. All four kids learned to push a broom as soon as they were big enough to push one. The American work ethic seems to be genetically and environmentally tamped into all Hurst offspring.

Sons Tommy and Hayward showed early signs of interest in the boiler business, learning at the knees of their father as he patiently taught them the mechanics of boilers.

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Tommy Hurst, Vice President

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Today, Tommy is the Vice President of the company and a pioneer in his own right of the design and development of safer, more efficient boilers. His parents credit him with the vision and mechanical skill to seize the opportunity to expand from being merely a repair and refurbishing compa-

ny, to becoming a boiler manufacturing company that today serves a global market. A Hurst trademark thoroughly entrenched in Tommy’s thinking is that innovation happens not only when a company drives to the next curve, but also, in fact, invents the next curve.

Teri Hurst White learned thrift and hard work equates to success at the desk of her mother. A natural with numbers just like Mrs. Hurst, Teri began work in the family business in her after-school hours. She initially intended to attend cos-



Teri Hurst White, Corporate Secretary

metology school, but quickly realized that her talent and passion rested in the financial strength and growth of her family’s hard-earned business. She possesses the eye for detail and practical financial sense that has strengthened and secured the company’s viability. Like her brothers, Teri is a perfectionist who applies her efficiencies and demands it of others. Today she serves as the Corporate Secretary.



Hayward Hurst, Director, Field Installations

with the fortitude and determination it takes to withstand tough field conditions. Mrs. Hurst will tell you, “Hayward is at work at 6 o’clock every morning, and he expects his men to be on-site, on time, and ready to work as hard as he does”. He learned from his

Hayward serves as the Director of Field Installations with more than twenty years experience. He is known as the ‘Get It Done Person’. His father and many of the older employees taught him at an early age and found him to be a quick study in ‘boiler-ese’, matched



Gene Hurst, left, instructs son, Hayward, 1981

father never to expect others to perform greater than himself, and so he sets the example and pace at each installation. Each boiler, after all, has his family's name stamped on it.

Hayward is also responsible for the construction of the new state-of-the-art manufacturing facility and corporate office building. Its grand opening was in April 2007.



Jeff Hurst, Director of Marketing

Youngest of the clan is Jeff, Director of Marketing, who has made it his mission to make the Hurst name recognizable and preminent in quality in the global market. As a child, Jeff yearned to become a photographer, yet attended college to study drafting and design. He began work in the family business in a two-year apprenticeship in solid-waste boiler installations. Upon completion, Jeff spent the next five years inspecting boilers for quality and later progressed to become a Level 2 Radiographer x-raying welds in the fabricated boiler vessels. From inspections, he moved to outside sales, eventually establishing international sales around the world. It was through his world travels that Jeff concluded that his best contribution to the Hurst family was to market the family business.

The Hurst family is unique. Their philosophy is to always be a person worthy of self-respect. Gene and Edna Hurst firmly believe that a humble spirit will obtain honor in all circumstances. They are a religious group with deep core beliefs that motivate them in business, in family, and within their personal lives. The elder Hursts are loath to behave in a self-serving manner and open their hearts to those who serve with them.

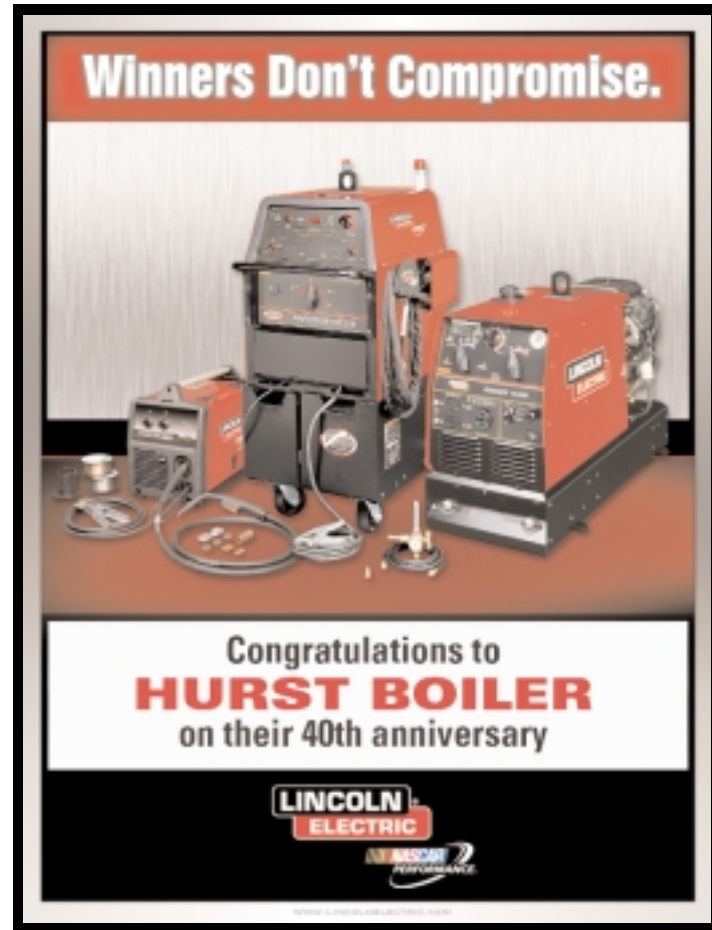


Gene Hurst, in the early years

Teri Hurst White illustrates her parents best. "Daddy used to loan people money back when they were just starting out. Men used to come to our back door and ask Daddy for money, and he would give it without question. One day I asked Daddy how we would know who owed him, if any-

thing happened to him and he replied, 'You won't, but they will, and they will have to live with that'. Daddy had some of his men build a fence when business was slow even though we didn't need one, because he knew his men would rather earn a fair day's wage than have it handed to them."

And, thus is the spirit and culture that Gene and Edna Hurst built. It is their true legacy to their family, their employees, their company, and their community.



Celebrations & Recognitions

The Hursts' love to celebrate, not only the traditional holidays, but they also choose to honor accomplishments on the job. Everyone is recognized for reaching milestones of longevity on the job, and benchmarks of accident-free work. As a matter of fact, employee good health is such an awareness that every Thursday afternoon, Dr. Fred Fritzsche opens an on-site clinic for no-cost medical consultations for any medical condition. Darlene Hobbs, Human Resources Manager, oversees the appointments and the insurance paperwork.

Each month the Hursts hold a drawing whereby names of twenty employees who have accomplished an accident-free month are drawn to receive a \$50 bonus. Other prizes provided by Hurst vendors and suppliers are also presented.



Teri White announces winners

Annually, the Hursts also host an Awards Ceremony recognizing accident-free employees with prizes, awards, and in some cases, extra paid vacation time. At the time of this writing, Hurst Boiler & Welding Company has surpassed 1,000 consecutive accident-free days.



Teri White receives 30 Year Award, 2006, from left, Edna Hurst, Teri, Gene Hurst and Jeff Hurst

The Hursts throw an annual Christmas party that is synonymous with their religious beliefs and exemplary of their appreciation of their employees. It is at this event that longevity on the job plaques are awarded for service in increments of every five years.



Mr. & Mrs. Hurst listen to award announcements, Christmas 2006 company dinner

Long-time family friend and first Hurst Boiler customer, Noah Posey owns a seafood restaurant in Panacea, Florida. Every year, Posey drives his catering wagons to Coolidge and delivers a seafood buffet of truly epic proportions. Hurst vendors and suppliers from all over the United States fly in for the seafood extravaganza and entertainment. They participate in the festivities, and honor the employees who make Hurst Boiler the seamlessly functioning company that it is.



Noah Posey serves seafood feast during the Hurst annual Christmas dinner, 2006