

Program Overview:

Kick-Off Event at Corporate Support Center (Mack)

Week 1 – Daily Procedures/Building Relationships

Week 2 – Plant and Driver Safety

Week 3 – Production/Plant Maintenance

Week 4 – Customer Service/Office Procedures

Week 5 – Routing /Time Management

Week 6 – Box Maintenance/Critical Thinking

Week 7 – Recruiting/Culture

Program Benefits:

- ▶ Lodging accommodations arranged and paid for
- ▶ Travel reimbursement (mileage, airfare, tolls)
- ▶ \$350 grocery stipend
- ▶ HCI Manager Polo shirts provided
- ▶ MIT Manual and materials provided

Established in 1924, Home City Ice operates 60+ Plants, 75+ Terminals, and are in 18 states....and counting!

Recent Growth:

2018 – Home City Ice enters Florida with the addition of a production plant in Orlando, FL

2021 – With the purchase of Superior and Manistique Ice, Home City Ice enters the upper peninsula of Michigan

2021 – \$250,000,000 in sales

2021 – With the purchase of Lang Ice in Chicago, Home City Ice continues to grow in the Windy City

2022 – Further strengthening new markets, Home City Ice opens new facilities in Birmingham, Memphis, and Greer, SC

2022 – Home City Ice enters the Green Bay and Wisconsin Dells area with the purchase of River City and American Ice



MIT Program

Manager-in-Training

Coaching Emerging Leaders



www.HCIMIT.com

Your Career starts here!
Visit <https://www.homecityice.com/hcimit/>
to begin the journey.



MIT Program

Manager-in-Training Coaching Emerging Leaders

The Home City Ice MIT Program is an extension of Home City Ice University. It is an immersive training experience that allows candidates to discover the inner-workings of an HCI Plant.

Training consists of:

- ▶ Hands on, practical application
- ▶ Real-time critical thinking and technical training
- ▶ Weekly Performance Reviews

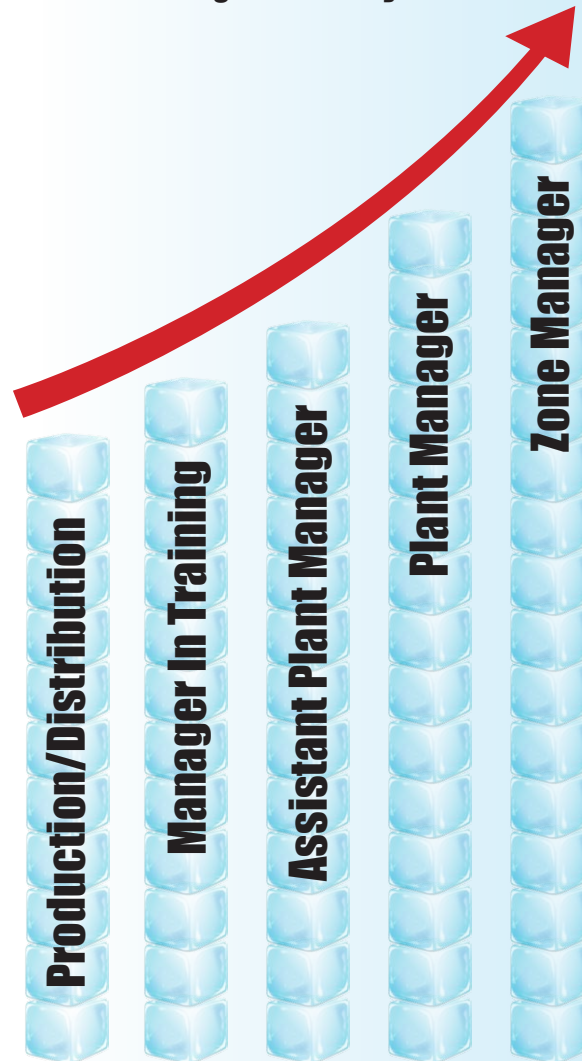
Internal Development:

- ▶ 98% of plant management has been promoted from within the organization
- ▶ Many members of our leadership team started their career's at Home City Ice as Production employees and Drivers
- ▶ We never forget from where we came... we are all "floor sweepers!"

HCI

**"Fast Track to
Zone Manager"**

**We invest in you and in your future,
with opportunities for relocation
and the ability to become a Zone
Manager within 5 years!!**



Testimonials:



Cesar Salgado, Training Manager – "It is joyous to experience the growth everyone has and seeing the development that is accomplished not only through the training program, but also as they excel in their positions. For anyone who is considering having a career at Home City Ice, know that the challenges at this company make us a better person and a more skilled individual."

Gabe Riegle, Assistant Plant Manager – "I cannot express enough the potential of this program. It is a major step towards management stability and success moving forward."



Jason Noall, Training Manager – "Personally, I am able to contribute significantly to candidates as they begin their manager journey. I know my MIT's will conduct themselves with respect and humility, and I am confident they (MIT's) will be strong leaders who take pride in their job."



Aaron Rincones, Assistant Plant Manager –

"The training gave me a greater perspective of how we operate around the country. It was great to see how responsibilities can be differently delegated, different management styles, as well as meet more of the Home City Ice team."

