

WE'RE HIRING!

Due to continued growth, **Nailor Industries of Texas, Inc.** is seeking new employees interested in a career in the HVAC Manufacturing Industry. We are currently hiring in all manual labor roles at ANY level of skill or experience.

- **No Resume needed!**
- **We train!**
Prior work experience is NOT required
- **Second Chance Employer!**
Nailor accommodates Parole Requirements
- **Know more, earn more!**
Higher starting pay may be offered to candidates depending suitable experience, skills, trades, or certifications.



How to apply:

Option 1: Fill out an application in person. Our address is located below for your convenience.

Option 2: Register to Apply Online at: <https://nailor.com/corporate/careers>

Current Minimum Starting Pay Structure:

Day Shift

Days 1 – 90	\$11.50 per hour
Days 91 – 150	\$12.00 per hour
After 150 Days	\$12.50 per hour

Overtime is paid at 1.5 times regular pay:

Days 1 – 90	\$17.25 per hour
Days 91 – 150	\$18.00 per hour
After 150 Days	\$18.75 per hour

Night Shift

Days 1 – 90	\$12.50 per hour
Days 91 – 150	\$13.00 per hour
After 150 Days	\$13.50 per hour

Overtime is paid at 1.5 times regular pay:

Days 1 – 90	\$18.75 per hour
Days 91 – 150	\$19.50 per hour
After 150 Days	\$20.25 per hour

Additional benefits available to employees include Medical & Dental benefits, 401K Discretionary Contributions made by the Company, Holiday Pay and Vacation Pay based on eligibility criteria being met.

