

# Career Opportunities

"From the Red River to the Rio Grande"

## Where to Go, What to Do.

Get all of the information on becoming a part of the

**HOLT CAT TEAM**

### OPTION 1

Contact a HOLT CAT Recruiter:

#### North and Northeast Texas

Rodney Ray, Technical Recruiter  
(972) 721-2087

Julian Cipriano, Technical Recruiter  
(972) 721-2062

or

#### Central and South Texas

Ida Trevino, Technical Recruiter  
(210) 648-8858

### OPTION 2

Go to our Website

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

- > Click on Company
- > Click on Employment

Click the "HOLT CAT Application" link to print the employment application and submit by fax, e-mail or postal mail to the HR contact listed on the job posting.

### OPTION 3

Go to a specific store (see page 4) and ask for an application.

**HOLT** 

COVER STORY

## "PEOPLE WHO CAN DO THE JOB ARE IN HIGH DEMAND."



HOLT CAT, one of the largest Caterpillar equipment dealerships in the country, is currently looking for experienced people to fill Diesel Equipment Technician positions throughout Texas.

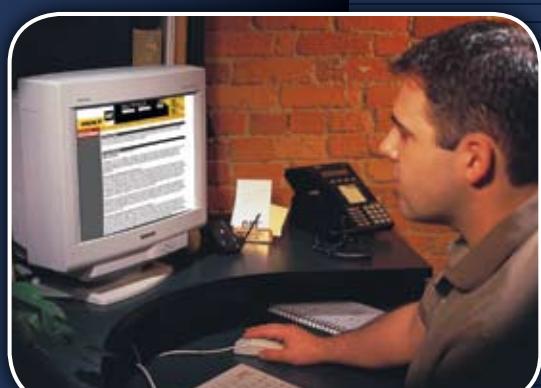


Be part of the HOLT CAT organization and you'll have an opportunity to service Caterpillar equipment using cutting-edge diagnostic and maintenance systems, advanced technologies and high-tech tools. Typical benefits include:

- Excellent Hourly Wages
- Paid Vacation
- Comprehensive 401k Retirement Plan
- On-the-Job Training
- Medical Coverage



If you have the customer service focus, work ethic and skills, it's time you think about your future. Contact a HOLT CAT Technical Recruiter for your next career opportunity.



For more information on HOLT CAT and to view a complete list of available positions, please go to [www.holtcat.com](http://www.holtcat.com).



We are an equal opportunity employer.



## EMPLOYEE Benefit Services

Our benefit program is competitive in the industry and an important facet of our commitment to preserve and improve the quality of life of our employees.

- Health Benefit
- Dental Benefit
- Term Life Benefit
- Long Term Benefit
- Flexible Spending Account
- Profit Sharing and 401(k) Plan
- Vacation
- Sick Time
- Holidays
- Personal Days
- Credit Union
- Direct Deposit
- Education Assistance
- Employee Assistance Program (EAP)

See page 3 for additional information on HOLT's benefits.

Produced by:  **BRUSH ART** CORPORATION

# A Heritage of Innovation

The Holt "Heritage of Innovation" began back in 1865, when 16-year-old Benjamin Holt, his father and some of his brothers began manufacturing wagon wheels in New England. In 1883, Ben Holt left New Hampshire and traveled to California on the Transcontinental Railroad to join his brother, Charles. Together, they established the Stockton Wheel Company and Ben took on the invention and production side of the business.

In addition to being a quiet and generous man, Benjamin Holt was a natural innovator. His mental concentration was intense, and he would spend hours at a time developing and perfecting new ideas in his personal shop. When he saw how unreliable mechanical harvesters were, Ben solved the problem by replacing gears with chains or "link belts," which could be repaired in the field, saving valuable time at harvest. In 1886, the first Holt "link belt combined harvester" was sold; over 14,000 more were sold by 1929, making Stockton the combine capital of the world.

In 1892, a division of the Stockton Wheel Company was incorporated as The Holt Manufacturing Company. By the late 1800s, steam tractors were replacing mules. Holt unveiled his version of the steam traction engine in 1890 with a new patented innovation – steering clutches. From 1889 through 1920, Ben Holt earned a total of 47 patents, but his greatest achievement was yet to come. The weight of steam-powered, wheel-type tractors limited their usefulness in the soft, boggy conditions of California's Central Valley. Always the innovator, Benjamin Holt began experimenting with the use of tracks instead of wheels. In the fall of 1904, he replaced the wheels on a 40-horsepower Holt steamer, number 77, with a set of wooden tracks bolted to chains. On Thanksgiving Day 1904, near Stockton, California, Ben tested this machine that moved on self-laying tracks, instead of wheels. The test was a resounding success.

that would change the course of history. Ben named his invention the "Caterpillar."

In 1908, Holt began converting his steam-powered tractors to gasoline power. By 1909, growth and prosperity in the Midwest farm equipment market led to the purchase of a factory site in Peoria, Illinois. The company was called the Holt Caterpillar Company, and in 1913 it was consolidated into The Holt Manufacturing Company.

On May 2, 1925, The Holt Manufacturing Company and long-time competitor C.L. Best Tractor Company merged to form Caterpillar Tractor Co. The new public company established its headquarters in Peoria and combined the Holt and Best dealerships to create the Caterpillar dealer network. In 1933, William K. "Bill" Holt, Benjamin Holt's second son, was authorized as the Caterpillar dealer for the southernmost 60 counties of Texas. The Wm. K. Holt Machinery Co. began with fewer than 10 employees in San Antonio. Over the years, Bill Holt opened regional stores in Austin, Corpus Christi and the Rio Grande Valley. Customer requirements for specialized products led to the development of the famous Holt Root Plow and Spray King® Water Wagon. He brought nephews B.D. Holt and Holt Atherton into the business in the mid-1950s to help operate the growing dealership.

In 1961, William K. Holt sold a 20-county portion of his dealership to B. D. Holt, who established the B. D. Holt Co. with headquarters in Corpus Christi. Holt Atherton acquired the northernmost 40 counties in 1963 and formed Holt Machinery Co. Peter M. Holt, eldest son of B.D., joined the B. D. Holt Co. in 1983 and became CEO in 1984.

In 1987, the B. D. Holt Co. merged with Holt Machinery Co. to form Holt Company of Texas, restoring the original 60-county William K. Holt territory.

In 2002, Holt Company of Texas incorporated 58 North and East Texas counties into the dealership, which is now known as HOLT CAT. Spanning from Brownsville to Texarkana, HOLT CAT serves a territory that encompasses 118 Texas counties with a population of over twelve and a half million people.

**HOLT**

**CAT**

- 1886: The first Holt "link belt" combined harvester was sold, replacing unreliable mechanical harvesters.
- 1890: Benjamin Holt unveiled his version of the steam traction engine with new, patented steering clutches.
- 1904: Benjamin Holt tested a steam powered machine that moved on self-laying tracks instead of wheels. He named this invention the "Caterpillar."
- 1925: The Holt Manufacturing Company merged with longtime competitor C.L. Best Tractor Co. to form the Caterpillar Tractor Co.
- 1933: Wm. K. Holt Machinery Co. was established in San Antonio by Benjamin Holt's second son, William K. Holt. The company eventually became the largest machinery dealer in South Texas. The Holt Root Plow (above) was developed for the famed King Ranch.
- 1961: B.D. Holt Co. was formed as a Caterpillar dealership with headquarters in Corpus Christi by B.D. "Pete" Holt, William K. Holt's nephew. In the 1960s, the Holt Spray King® Water Wagon was developed to help provide soil compaction during construction of the new interstate highway system.
- 1987: B.D. Holt Co. merged with San Antonio-based Holt Machinery Co. to form Holt Company of Texas.
- 2002: Holt Company of Texas acquired Darr Equipment and became HOLT CAT.
- 2004: HOLT CAT celebrates 100 Years of Innovation.



## A Company Overview

HOLT CAT® is one of only four Caterpillar dealers for the state of Texas and one of the largest dealers in the world. HOLT is responsible for sales, service and parts for Caterpillar equipment, engines and related products in the 118 Texas counties from Texarkana to Brownsville, an area of 105,000 square miles. HOLT is headquartered in San Antonio and has 14 other full-service stores in Austin, Corpus Christi, Irving, Fort Worth, Grand Prairie, Laredo, Lewisville, Longview, North Dallas, Texarkana, Tyler, Victoria, Waco and Weslaco. Parts stocks are located in Bridgeport, Sonora and Pflugerville. The company also has dedicated truck engine shops in Austin, Edinburg, Fort Worth, Irving, Longview, San Antonio and Waco; marine engine service in Corpus Christi, and HOLT Rental Services operations in Austin, Brownsville, Corpus Christi, Dallas, Fort Worth, Grand Prairie, Lewisville, Longview, San Antonio, Waco and Weslaco.

HOLT CAT has grown from 10 employees and one store in San Antonio (when the company was founded in 1933) to over 1,900 employees. The founder, William K. Holt, was the son of Benjamin Holt, who, in 1904, developed the world's first commercially successful track-type tractor which he named the "Caterpillar." His company merged with Best Tractor to form Caterpillar Tractor Company in 1925. Today, B.D. Holt is HOLT CAT's Chairman of the Board and Peter M. Holt is CEO of the company. They are third and fourth generation descendants of Benjamin Holt, respectively. Allyn L. Archer is President and Chief Operating Officer.

HOLT CAT's unique Values Based Leadership management practice helps the company define success in terms of managing by a set of ethical values. The company fully commits resources to implement the Values Based Leadership process and works on a

continuing basis to ensure that all employees understand these values and their impact on day-to-day business activities. The VBL process fosters a work place where employees, customers and the community are respected as vital stakeholders in our success.

HOLT provides over 200 models of Caterpillar heavy equipment for sale or rent to a variety of markets including construction, mining, industrial, petroleum, pipeline, agriculture and governmental agencies. Allied lines include NPK Construction Equipment and Load King Trailers. HOLT is also very active in the international used equipment market, buying and selling machines and generator sets worldwide.

HOLT is committed to after sale product support. Repair capabilities range from minor repairs to complete machine rebuild, and are supported by full-service hydraulic, radiator,

welding and machine shops.

HOLT's Power Systems Division serves the industrial power and truck engine businesses. In addition to standby power, switchgear and UPS, HOLT provides engines and generator sets for industrial, utility, construction, petroleum and marine applications in natural gas, diesel and some dual fuel arrangements. Cat® engines' horsepower range from 76 hp to 6,600 hp and generator sets range from 8kW to 5720kW.

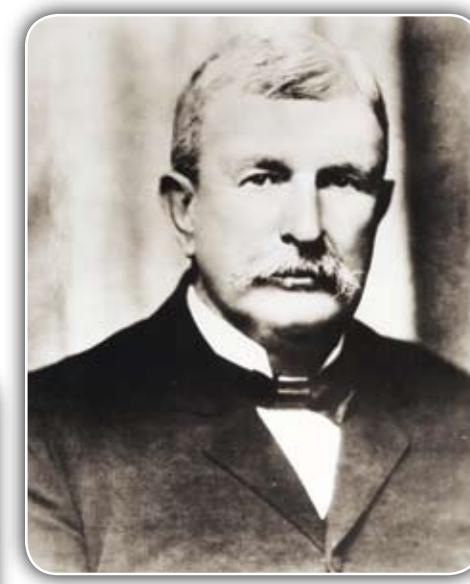
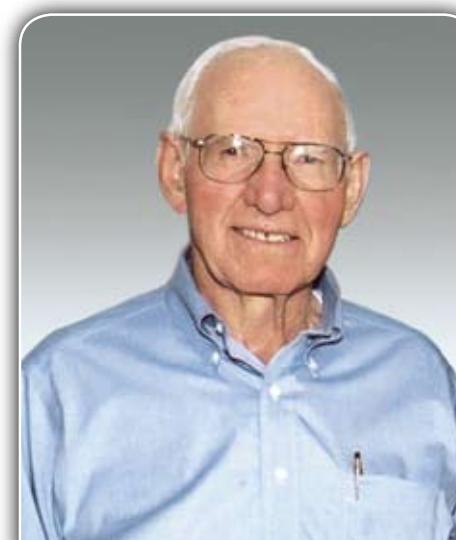
HOLT's Custom Engineered Products division fabricates several attachments for heavy equipment. HOLT land clearing

equipment such as root plows, root rakes, brush stackers and other attachments have been marketed worldwide since 1948. Other fabricated products include water tankers, water trucks and a wide variety of custom-fabricated items.

## Four Generations of Innovation

1933  
**WILLIAM K. HOLT**  
Wm. K. Holt Machinery Co. established in San Antonio, Texas

1961  
**B.D. "PETE" HOLT**  
B.D. Holt Co. established in Corpus Christi, Texas



1904  
**BENJAMIN HOLT**  
Developed first practical track-type tractor in Stockton, California

1925  
The Holt Manufacturing Company and C.L. Best Tractor Co. merged to form Caterpillar Tractor Co.

1987  
**PETER M. HOLT**  
Holt Company of Texas formed in San Antonio, Texas

2002  
HOLT CAT formed from HOLT Company of Texas and Darr Equipment Company

# Technical Training Scholarships Available

HOLT CAT Partners with Texas State Technical College

America's workplace is changing. Current technology and emerging technological advances constantly increase innovation, productivity and competitiveness in a truly global economy. To meet the new challenges of advancing technology in the workplace, HOLT CAT in partnership with Caterpillar and Texas State Technical College (TSTC) in Waco, Texas, has developed a training program to produce high performing technicians who are ready to fill productive roles in the diesel powered service industry.

The Caterpillar Dealer Prep program curriculum provides eight weeks of intensive TSTC classroom and laboratory training, followed by eight weeks (16-week term) of employment as an intern at a HOLT CAT facility. It is essential for the success of the program that the student's education at TSTC and HOLT CAT be closely aligned for maximum learning and retention.

The internship focuses on completing specific objectives related to the course of study from their previous classroom and laboratory training. The student receives an hourly wage while completing these objectives under the supervision of HOLT CAT employed mentors, who work closely with TSTC instructors to enhance all aspects of the student's training.

The internship phase of the program allows students to apply what they have learned during the previous classroom/laboratory sessions in a "real world" setting. Students

also become familiar with HOLT CAT's environment, its organizational structure and the competencies that are expected of a professional service technician

Graduates of the HOLT CAT program may have job responsibilities such as diagnosis and repair of diesel engines in construction machines, on-highway trucks, agricultural equipment and in industrial power generation applications. Graduates of the HOLT program hold the position of Service Technician.

Graduates can further develop their careers and learning potential by advancing to positions as Lead Technician, Field Technician and Service Managers.

Contact HOLT CAT's Human Resources department for complete program information.



"MY INTERNSHIP ALLOWED ME TO APPLY FIRSTHAND WHAT I HAD JUST BEEN TAUGHT IN CLASS."



RUBEN BANDA, CAT Dealer Prep Program Graduate - Current HOLT CAT Machine Shop Service Technician, San Antonio.

"I graduated from the Cat Dealer Prep Program several years ago. This program gave me the opportunity to earn a technical education at the same time as gaining practical, in shop experience. I have been working at HOLT CAT since I completed the program and encourage others interested in the heavy equipment service industry to look into Cat Dealer Prep."

The Cat Dealer Prep program was established through a partnership between Caterpillar Inc., HOLT CAT and Texas State Technical College in Waco, Texas. For more information go to [holtcat.com](http://holtcat.com) or contact HOLT CAT's Technical Recruiting department at (800) 275-4658.

## Technical Careers Include...



### Shop Service

HOLT CAT maintains a network of full service stores, located throughout our large Texas territory. To keep current on new Caterpillar repair technology, our technicians regularly attend training classes offered by our professional training staff as well as participate in Caterpillar regional and national training seminars. As a result, our highly experienced service staff is able to handle any repair situation that may occur.



### Hydraulic Repair Service

HOLT CAT Hydraulic Service has complete repair, rebuild and manufacturing capabilities for all brands of hydraulic cylinders, rods, pumps and components. Facilities in Irving and San Antonio are fully equipped to manage any size cylinder and can repair and test the largest hydraulic pumps and motors. Fully enclosed, air-conditioned "clean rooms" were created exclusively for rebuilding hydraulic pumps and motors.



### Engine Service

HOLT CAT has four dedicated repair facilities that are designed specifically for engines and related component repairs. We also perform precision rebuilding of engine components at individual component repair stations, which are equipped with special tooling and current specification data. Fuel injection systems and governors are checked and adjusted on special fuel injection test stands to provide accurate, adjustment-free performance. Specially designed facilities house 2,000 hp engine dynamometers used to assure complete break-in and guaranteed rated horsepower.



## Benefits of Joining the HOLT Team

HOLT CAT offers a benefits package that is comprehensive, affordable and flexible. Our benefits package includes health, dental, life, vision and long-term disability. HOLT pays for several benefits. Other benefits are subsidized by employee contributions in order to provide better coverage. Pre-tax options help stretch employees' benefit dollars and our 401(k) and profit sharing plan will help employees achieve their future financial goals.

### Employee Benefit Services

HOLT CAT's benefit program is competitive in the industry and is an important facet of our commitment to preserve and improve the quality of life of our employees.

- **Health Benefit** - Health insurance is offered to full-time employees.

- **Dental Benefit** - Dental insurance is offered to full-time employees.
- **Vision Benefit** - Vision insurance is offered to full-time employees.
- **Term Life and Accidental Death & Dismemberment (AD&D) Benefit**
  - Employees are eligible for term life and AD&D insurance coverage for themselves and eligible dependents. Coverage is offered to full-time employee at a minimal cost.
- **Long and Short Term Benefit** - Full-time employees are eligible for this insurance which is designed to supplement a portion of income if the employee is disabled due to an illness or accident that occurs away from work.
- **Critical Life Benefit** - Full-time employees are eligible for critical life insurance for themselves and their eligible spouse. This benefit will pay you in the event of a covered illness or condition or in the event of death.
- **Flexible Spending Account** - A flex plan is offered to full-time employees.
- **401(k) and Profit Sharing Plan** - HOLT contributes to a Profit Sharing Plan through annual contributions for qualified employees. In addition, employees are encouraged to participate in a 401(k) savings plan and can contribute up to 20% of their base wages tax-free. HOLT will match \$1.00 for each dollar up to 3% of contributions.
- **Employee Assistance Program (EAP)**

employees are eligible for critical life insurance for themselves and their eligible spouse. This benefit will pay you in the event of a covered illness or condition or in the event of death.

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- **Employee Assistance Program (EAP)**

• The EAP provides a confidential and professional counseling service to help individuals handle some of life's personal situations. Employees and their eligible dependents can use this resource at no cost to the employee.

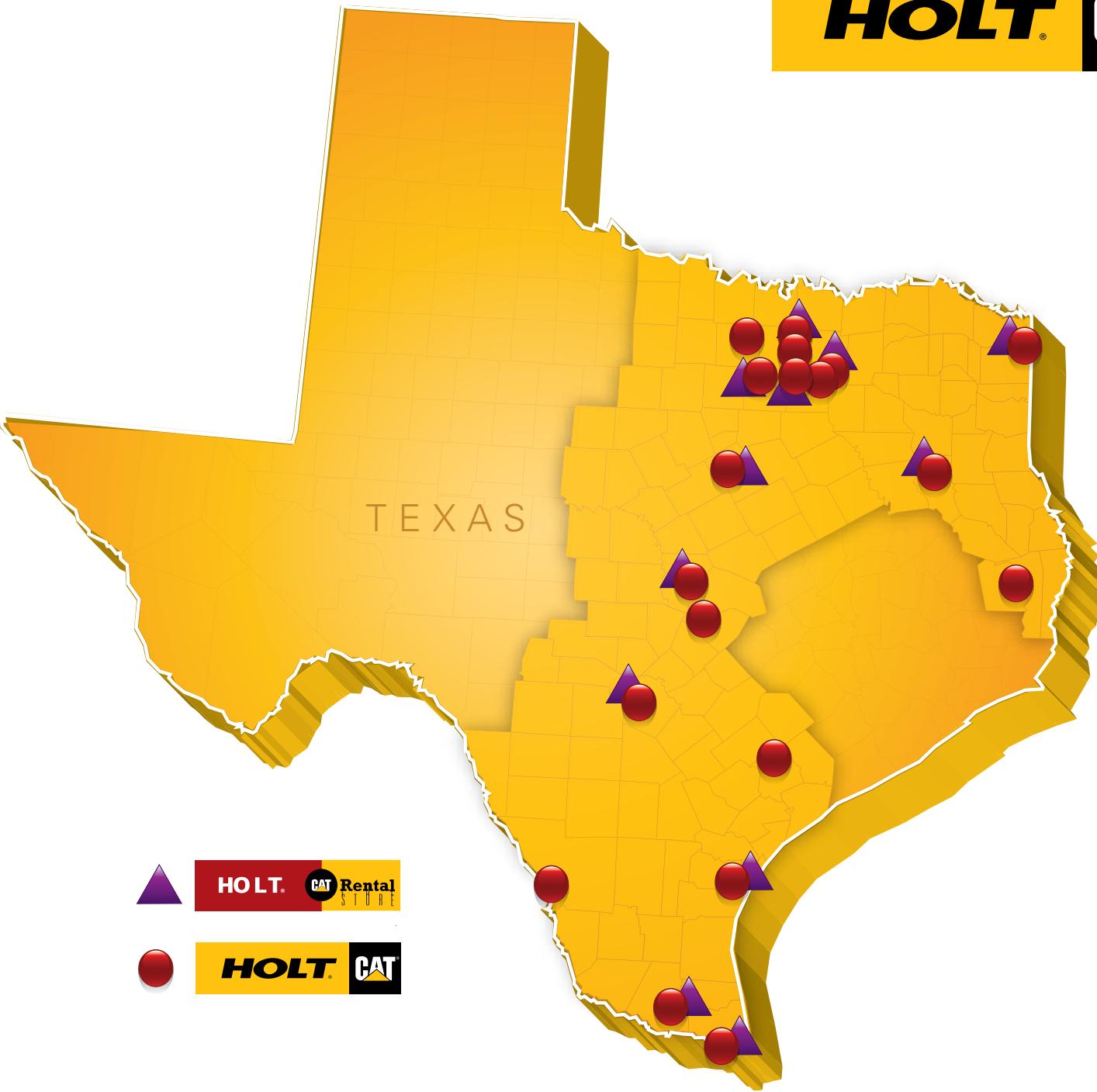
- **Education Assistance** - HOLT offers a tuition reimbursement program that full-time employees are eligible to participate in after 6 months of employment.
- **Vacation** - Full-time employees will receive paid vacation up to a maximum of 4 weeks based on years of service.
- **Sick Time** - All full-time employees accrue 4 hours of sick time per month up to a 6-month maximum limit.
- **Holidays** - Employees receive 6 paid

holidays plus a floating holiday.

- **Personal Days** - Employees receive 2 days per year of personal time with pay.
- **Credit Union** - Employees are eligible for membership in the Citizens Equity Federal Credit Union (CEFCU).
- **Direct Deposit** - Employees enjoy direct deposit into their checking and/or savings account(s).

HOLT CAT reserves the right to amend these programs without notice.

For more information, please contact us at the following:  
1-800-275-4658 Ext. 8999  
or fax us at 1-210-648-8885



## People who can do the job are in high demand.

HOLT CAT®, one of the largest Caterpillar® equipment dealerships in the world, is currently looking for experienced people to fill Equipment Service Technician positions throughout its territory in Texas.

Be part of the HOLT CAT organization and you'll have an opportunity to service Caterpillar equipment using cutting-edge diagnostic and maintenance systems, advanced technologies and high-tech tools. We are an equal opportunity employer.



Austin • Bridgeport • Brownsville • Corpus Christi • Edinburg • Fort Worth • Grand Prairie • Irving • Laredo • Lewisville • Longview • North Dallas • Pflugerville  
San Antonio • Texarkana • Tyler • Victoria • Waco • Weslaco

### TYPICAL BENEFITS INCLUDE:

- Excellent Hourly Wages
- Paid Vacation
- Comprehensive 401k and Profit Sharing Plan
- Extensive Technical Training Department
- Medical, Dental, Vision Coverage
- Long and Short Term Disability
- Tuition Reimbursement

**North and Northeast Texas**  
Technical Recruiters  
Rodney Ray  
(972) 721-2087

**Central and South Texas**  
Technical Recruiter  
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For more information on HOLT CAT, employment, and to view a complete list of available positions please go to [holtcat.com](http://holtcat.com).

If you have the customer service focus, work ethic, and technical skills, it's time you think about your future. Contact a HOLT CAT Technical Recruiter for your next career opportunity.

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Austin	9601 So. IH 35	512-282-2011	254-662-4911
Bridgeport	(Parts Sales)	940-683-6297	254-662-7373
	707 US Highway 380		
Brownsville	6738 N. Expressway	956-350-5228	956-968-2161
	HOLT Rental Services	956-350-5228	
Corpus Christi	1319 S. Padre Island Dr.	361-852-2200	
	HOLT Rental Services	361-698-5742	
Fort Worth	549 N. Jim Wright Freeway	817-246-6651	
	HOLT Rental Services	817-847-8880	
Grand Prairie	2619 N. Forum Dr.	972-522-7500	
	HOLT Rental Services	972-522-7595	
Irving	2000 E. Airport Freeway	972-721-2000	
	Laredo	956-722-0075	
	14300 FM 1472		
Lewisville	1800 East State Hwy 121	214-483-2500	
	HOLT Rental Services	214-483-2590	
Longview	1407 Farm Road 1845	903-758-6175	
	HOLT Rental Services	903-234-4747	
North Dallas	10950 Plano Rd.	214-342-6700	
	HOLT Rental Services	213-342-6710	
Pflugerville	(Parts Sales)	512-990-7743	
	1607 N. IH 35	512-252-9696	
	HOLT Rental Services		
San Antonio	3302 S. W.W. White Rd.	210-648-1111	
	HOLT Rental Services	210-333-8505	
Texarkana	145 East Bailey Drive	903-832-7535	
	HOLT Rental Services		
Tyler	12218 State Hwy 31 West	903-595-6424	
	Victoria	361-573-2438	
	203 Holt Road		

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# LEGENDARY Customer Service

HOLT CAT has come to be synonymous with quality, integrity and commitment to customer service and is dedicated to a tradition of legendary customer service and industry leadership. Our continuing focus is to enhance the value of the products, services

and support we provide to our customers. The HOLT CAT team of 1,900 men and women are committed to providing rock solid stability with superior products and services to heavy equipment and engine users from Brownsville to Texarkana, Texas.

