

A photograph of a group of volunteers at a warehouse. A man in a blue cap and jacket stands on the left. A woman in a pink hooded jacket stands next to him. In the center, a woman in a blue hooded jacket is smiling. To her right, a woman in a dark jacket and a woman in a brown jacket with a patterned scarf are also smiling. On the far right, another woman in a dark jacket is partially visible. In the background, a man in a dark jacket and cap stands on a raised platform, holding two large clear plastic bags filled with supplies. The background is filled with stacks of cardboard boxes. The entire scene is overlaid with a semi-transparent red filter.

**2023**  
ANNUAL REPORT

At Behler-Young, we recognize that a vital part of our purpose is to create positive interactions with our team members and customers, and to improve the lives of those we come in contact with in the communities in which we do business. Additionally, our actions and decision-making are driven by the **B-Y Core Values**.

**1. WE CARE ABOUT OTHERS**

**2. WE DO THE RIGHT THING**

**3. WE PERSUE GREAT RATHER THAN GOOD**

**4. WE DO WHATEVER IT TAKES**

## **OUR TEAM**

B-Y Cares for Our Team includes benefits like parental leave pay, the opportunity to visit another location as a paid B-Y Field Trip, and the B-Y Cares for Our Team Fund, which can help cover emergencies on a confidential, application-only basis.



## **OUR COMMUNITIES**

Made up on three main components: Financial and Equipment Gifts to community non-profits and people in need, a Paid Day of Service for B-Y team members, and HVAC Scholarships to local students.



# FINANCIAL AND EQUIPMENT GIFTS

As the industry leader, we seek to demonstrate that we lead in all areas, including how we respond to needs with our customer partners and the communities in which we do business. Our branch teams are in the best position to make these recommendations, and thus were empowered to choose a worthy non-profit in their community to receive a \$1,000 donation. Each recipient was vetted by the B-Y Cares Committee, and was required to align with the B-Y Core Values and Diversity Statement. This program also includes equipment donations for specific, critical needs that arise in our communities.

## IN 2023, BEHLER-YOUNG BRANCH LOCATIONS SUPPORTED:



*I went to my son's school for the day to assist with the run for charity day that they were doing. It's really fulfilling to be able to help things go smoothly and watch all the little ones running for their health and a good cause all at the same time.*

**-Derrick Neely**  
Paid Day of Service

*I was involved in the Watch Dog Program, where men volunteer at a school to work with children, many of whom might not have any male figures in their life. I helped kids work on math skills, telling-of-time skills and I even oversaw them at recess and lunch. It was a rewarding experience for me, and hopefully beneficial for the children as well.*

**-Bob Compton**  
Paid Day of Service

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*Thank you for all the ways Behler-Young Company has supported Community Action House! We cannot do this work without amazing partners like you!*

**-Community Action House**

*Michigan Humane has served as a trusted leader in animal welfare for over 140 years. Your support is a lifeline for so many animals in our community, thank you again for sharing your compassion. Your help makes a difference!*

**-Michigan Humane**



Part of the reason I love the HVAC trade is having the opportunity to problem solve and troubleshoot. I enjoy working with my hands and using all sorts of tools. I want to make communities safer by ensuring the equipment is up to code and installed properly.

**- Garrett Cross**



This year I've taken 4 HVAC classes so far and am really enjoying the atmosphere of learning new skills trade-wise and also earning college credit. I'm a problem solver at heart and learning HVAC only expands on what I have learned thus far as to what it takes to run a facility such as a hospital.

**- Steven (Matt) Gravelyn**



I started doing HVAC right out of high school and I really appreciate the opportunities it has brought me so far and am excited to see what the future holds. A scholarship doesn't just mean financial support, it also means recognition in my field and motivation to further pursue my career in HVAC.

**- Elijah Beattie**

# THE LARRY MULLINS MEMORIAL HVAC SCHOLARSHIP

In an effort to invest in the HVAC industry and to remove financial barriers for those who wish to pursue HVAC as a career, we offer the opportunity to apply for the Larry Mullins Memorial HVAC Scholarship to local Michigan-area students. Two cohorts of students were selected, and 14 total \$1,000 scholarships were awarded.

## RECIPIENTS OF THE SPRING 2023 SCHOLARSHIP INCLUDED:

**Jackie Stasa**  
Ferris State University

**Steven (Matt) Gravelyn**  
Grand Rapids Community College

**Garrett Cross**  
Macomb Community College

**Elijah Beattie**  
Mott Community College

**Brent Scott**  
Ferris State University

**Theron Allen**  
Mott Community College

**Frederick Ortiz**  
Mott Community College

## RECIPIENTS OF THE FALL 2023 SCHOLARSHIP INCLUDED:

**Ethan Lacroix**  
Macomb Community College

**Isaias Amado**  
Ferris State University

**Alex Karas**  
Ferris State University

**Matthew Ingram**  
Ferris State University

**Caleb Kaiser**  
Ferris State University

**Christian Xhaj**  
Northwestern Technological Institute

**Ethan Hengesbach**  
Ferris State University

# B-Y CARES COMMITTEE

The committee met regularly to discuss the branch team submissions and select the scholarship recipients. Each member serves for one year on the committee, and we thank them for their leadership in continuing the B-Y Cares program.

## 2023 COMMITTEE MEMBERS:

**Kyle Lisecki**  
*Counter Sales*

**Jason MacDougall**  
*Credit Manager*

**Patrick Wall**  
*Warehouse/Counter Sales*

**Cameron Young**  
*Director of Marketing  
& Customer Experience*

**Jeremy Clous**  
*Product Manager*

**Eric King**  
*Counter Sales*

**Laura Huberts**  
*Accounts Receivable Specialist*

Behler-Young's Core Values are simple:  
**Care About Others. Do The Right Thing.  
Pursue Great Rather than Good. Do  
Whatever It Takes.**

These four tenets drive our everyday interactions and inform who we want to be and the impact we strive to make. B-Y had the opportunity to support numerous other organizations in 2023, including the Heart of West Michigan United Way, Disability Advocates of Kent County, ICCF Community Homes, Operation Good Cheer, among others.

**It's a privilege to be in a position to give back to the communities that give us so much, and we look forward to continuing to do so in 2024 and beyond!**

## #BYCares4U

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