



# John Henry Foster

An Introduction to a Truly  
One-of-a-Kind Company



Hydraulics

Pneumatics

Compressed Air

Material Handling

Industrial Automation

Industrial/Assembly Tools

Custom Assemblies

Electronic Controls

Industrial Hose

Power Units

# Our Story

Who is **John Henry Foster**? Our founder and namesake was an innovative, business pioneer who got his start as a manufacturer's rep in 1928. He was known for driving his Airstream trailer around, full of manufacturing products his customers needed because, "You can't sell from an empty wagon". Traveling from one location to the next, John Henry got to know each of his customers and their business; supplying what they needed before they knew they needed it. He lived by and often spoke the words, "Take care of the business and the business will take care of you."

Today, although we have established a permanent home in St. Louis, MO, we continue to carry-on John Henry Foster's name, his values and his business philosophies. Growing from one man to an employee-owned company of over 160 dedicated sales, service and support experts, John Henry Foster is now the leading fluid power and industrial automation provider in the Midwest. We specialize in

good business, done better. Solving problems better than anyone else in the industry; we offer an easier way of doing business, more expertise and a personalized experience for every customer. That's the John Henry Foster way.

Solving problems **BETTER** than anyone else, Making it **EASIER** to do business and Providing **MORE** expertise with a personalized touch.



1928 *"You can't sell from an empty wagon"* was more than just his favorite saying, it was John Henry Foster's way of taking care of business as a traveling manufacturer's representative.

1940 The first JHF distributorship opened in Minneapolis when changing times called for a permanent address.

1944 *"If you take care of the business, the business will take care of you."* Growing rapidly, JHF opened the second distributorship in St. Louis, Missouri.





# What we do

## Solving problems better than anyone else in the industry

At John Henry Foster, we don't believe in one-size-fits-all solutions or the "that's the way we've always done it" philosophy. Understanding that every application and business is different, we work with you to get to know YOUR goals and find a better way to tackle YOUR industrial challenges. Whether it's repairing a broken component, improving an inefficient process or developing an integrated system that completes a task in your operation, we want to accomplish your goals...better than anyone else.

## Making it easier to do business with us

With high-quality products, complete services tailored to your needs and internal processes that work for you, we make doing business with John Henry Foster simple. In today's business world, even the simplest of transactions are made difficult... talking to computers instead of people or simply

finding a company with people who truly want to HELP you, can be exhausting. With over 160 (and growing) employee owners, we are empowered to work for YOU, our customer. Combining traditional business values with innovative thinking and capabilities, getting the job done has never been easier.

## Providing more expertise and a personal touch

We don't want to tell you how great we are... our goal is to show you how important your business is to us. Getting to know you and your business allows us to offer actual, meaningful expertise. By hiring only people who fit with our unique company culture, training them with on-going, relevant courses and making sure we have actual PEOPLE available to help when you need it, we offer unmatched



expertise and a personalized experience, every time. At John Henry Foster, we believe your business should be more than a transaction... and we'll prove it..



1955

With the help of his now 40 employees, JHF grew to represent the number one manufacturers in pneumatic equipment. JHF made its reputation on the absolute dedication of its employees—to both customers and vendors.



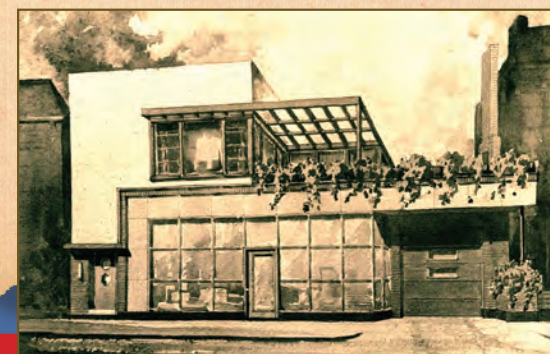
1972

Expanding into hydraulics, John Henry Foster used the unique approach we still believe in today. "All of our people, sell all of our products, all of the time."



1984

After buying the business from John Henry Foster in 1983, Bob and Kathy Gau instituted an Employee Stock Ownership Plan (ESOP). "As we considered our future and how to ensure our new company would succeed, we knew two things: That we could not do it alone—our employees would have to help us make it happen—and this would be a family business with family principles, morals, & values."



1991

A new, 65,000 square foot facility to house over four million dollars worth of inventory and 83 full time employee-owners.



# How we do it

## Unmatched Expertise

- Over 165 dedicated employee-owners
- More than a century of combined design, electrical and hydraulic engineering expertise
- 23 local, knowledgeable field sales experts
- 16 Factory-trained field-service technicians with stocked vans and local warehouses
- Focused Industrial Product Managers and Specialists
- Shared commitment to excellence – ESOP

## Customized Products & Integrated Solutions

- Pneumatic Solutions
- Hydraulic Components and systems
- Industrial Automation
- Electric Drives & Controls
- Compressed Air Solutions
- Customized Hydraulic Power Units

## Cutting Edge Facility & Technology

- 100,000 square foot facility
- On-site Retail Store
- 7-stall shipping & receiving dock
- Tuxco Hydraulic cylinder repair machine
- Custom Hydraulic Test Stands
- (2) 5-ton Cranes
- 2,000 square foot paint booth
- Latest AutoCAD software
- On-site ASME certified welder

- Industrial Hose
- Custom Assemblies (big or small, one or many)
- Aluminum Structural Framing
- Material Handling
- Industrial/Assembly Tools

## Superior Service & Reliability

- Compressed Air Service (All Brands)
- Compressed Air Assessments/System Audits
- In-Field Hydraulic Service
- In-Shop Hydraulic Repair
- Value Added Services
- Vendor Managed Inventory
- Tool & Hoist Repair (All Brands)
- Preventative Maintenance Programs
- Rental & Lease Programs
- 24/7 Emergency Service & Support

## Dependable & Available High Quality Products

- Industry-respected Manufacturers
- Over \$8 million of critical parts, stocked
- (Including up to 200 hp compressors and up to 1000cfm dryers)
- On-site retail store for convenience
- 24/7 Emergency Support



- We build relationships, investing in one another.
- We go one step further, embracing the chance to serve.
- We empower people, giving them resources to thrive.
- We solve the unsolvable, making the impossible possible.
- We treat others with respect, seeking to understand.



1997



To maintain market dominance in Missouri and Illinois, John Henry Foster grew it's capabilities in the direction of technical assembly. New departments such as value added, electrical engineering and hydraulic engineering allowed JHF to better respond to customers' needs.

2000

Reinvesting in the business and its people remains a key priority for JHF. With over \$35 Million in sales and nearly 40% employee-owned, John Henry Foster became ISO 9001 certified, began an e-commerce initiative & added a 401K program.

2006

Expanding for the future with a 35,000 square foot addition that would house a retail store, an assembly area for hydraulic power units, warehousing larger inventory and a specific area for value-added projects.

2017

John Henry Foster has over 160 dedicated employee owners who now own 60% of the company. At John Henry Foster, we want to leave a lasting impression on our customers, as well as to provide for our employee owners. To accomplish this, we simply follow our founder and honor his motto,

***"If you take care of the business, the business will take care of you!"***



# Why we do it

To FOSTER passion and create opportunity for people to achieve the incredible. From our dedicated employees and their families to our amazing community and of course, our deserving customers; everything we do is for the people our organization impacts.

- Solving our customers' problems; no matter how complex
- Helping our employee-owners realize their potential and their goals
- Supporting our loyal suppliers
- Serving our local community thru volunteer efforts



JHF Sales and Service Territory



## Core Values

John Henry Foster Company employees hold the following values as most important. All employees demonstrate and model these values by their actions in their personal work behaviors, decision making, and interpersonal interaction:

- Loyalty
- Service
- Trust
- Cooperation and Teamwork
- Respect
- Security
- Excellence
- Accountability
- Integrity and Honesty

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