

Charlton & Hill Home Services

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<https://charltonandhill.com/about-us/careers/>

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Dear Friend in the Trades,

I know that look. The one you get at 3 p.m. on a Tuesday, staring at your toolbox or your service van dashboard, wondering if this is *it*—the grind that's supposed to feel like purpose but lately just feels like... heavy. You're good at what you do. Damn good. Whether it's wrangling a finicky furnace in the dead of a Lethbridge winter, unclogging a drain in Medicine Hat that's seen better days, or wiring up a home to handle the latest EV charger without breaking a sweat. You've got the skills, the grit, and the quiet pride that comes from fixing what others can't. But lately, the "why" behind it all has been whispering doubts: *Is there a place where the team feels like family, not just coworkers? Where the laughs are as real as the hard work, and where you can actually build something lasting?*

If that's you—and I have a hunch it is—then pull up a chair. My name is Dave Amos, and as the lead recruiter for Charlton & Hill Home Services in Lethbridge and Medicine Hat, I've made it my mission to find folks just like you. Not the job-hoppers chasing the next shiny paycheck, but the steady hands who've been secretly dreaming of a team that *sees* you. The kind of place where your 40-hour week doesn't drain your soul, but fills it up.

Let me tell you about us. Charlton & Hill isn't just a company; we're a Southern Alberta legacy, keeping homes humming since 1941. Over 80 years of tackling HVAC installs that beat the prairie heat, plumbing fixes that turn emergencies into "no big deal," and electrical upgrades that light up lives safely and smartly. But here's the real story—the one you won't find in a job posting: our culture. It's the heartbeat of everything we do, built on unshakeable trust, relentless support, and a whole lot of genuine fun.

Picture this: Friday afternoons wrapping up a big furnace swap, not with exhausted sighs, but with high-fives and a quick detour to our favorite local spot for wings and war stories. We celebrate the wins—big or small—with barbecues in the shop, where the grill's always hot and the playlist's always bumping (pro tip: our plumbers dominate the aux cord). It's not forced "team-building". It's organic, because when you *care* about the people beside you, showing up to work feels like showing up for friends. And we do care. Authentically. Deeply. We check in during the tough jobs, cover shifts when life throws curveballs, and invest in your growth because your success isn't just good for the company, it's good for *you*. Continuing ed courses? On us. Tools that actually work without the constant jury-rigging? Standard issue. Never run a call after 9pm? Never (yes, I said never). Family first? That's not a slogan; it's how we roll.

Don't just take my word for it. Take Rob's. Our resident HVAC expert just blew out the candles on his 40th anniversary cake with us last month—40 years of showing up, innovating, and

mentoring the next generation. Rob is our shop Dad. And Rob's not an outlier; he's the rule. In an industry where folks bounce around like ping-pong balls, almost no one leaves Charlton & Hill. Why? Because once you taste stability wrapped in camaraderie, the grass isn't greener anywhere else. We're diverse, inclusive, and committed to lifting each other up—celebrating every background, every skill set, every story that makes our team unbreakable.

I get it—switching jobs feels like a leap, especially when you're solid where you are. But what if I told you Lethbridge's best-kept secret for trades pros is right here, waiting for *you* to claim your spot? Head over to charltonandhill.com—our socials are all linked there (Instagram for the behind-the-scenes laughs, Facebook for customer wins and team shoutouts, Google for the client reviews). Scroll through, and you'll see it: real faces, real moments, real joy in the daily hustle.

And what about pay? Benefits? I mean, you'll be getting an upgrade. That's pretty much guaranteed. Loads of great perks, generous profit sharing, and top of the industry hourly wages.

If this letter hit a nerve, let's talk. No pressure, no sales pitch. Just a 100% confidential chat about what *you* want from your next chapter. Reply to this email, shoot me a text or give me a ring at 403-818-4490, or drop your resume to davea@charltonandhill.com. We're always hiring the right fit, even if the position isn't listed. Because at Charlton & Hill, we're not just in the business of improving Southern Alberta homes. We're building lives. Yours included.

Here's to the change you're ready to make—and the family ready to welcome you home.

Warmly,



Dave Amos
408-818-4490
Lead Recruiter
Charlton & Hill Home Services

P.S. Share this letter with your spouse, or with a buddy in the same boat. Then let's chat!