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Hurckman Mechanical announces President and COO named to Insight's 40 Under 40 list

Key Highlights:

- **Two top leaders at Hurckman Mechanical—President Jake Warden and COO Jake Liebers—were named to Insight's 40 Under 40 list** for their impact on business and community in Northeast Wisconsin.
- **Warden** is the first non-family president in the company's 70-year history and helped expand Hurckman into the region's first full-service MEP contractor.
- **Liebers** started in the trades at age 18 and rose to COO by 30, helping lead a major company expansion while keeping a strong focus on mentoring others.

Green Bay, WI – April 11, 2025—Hurckman Mechanical Industries, Inc. in Green Bay is pleased to announce that Jake Warden, President, and Jake Liebers, Chief Operating Officer, have been recognized as Insight's 40 Under 40 honorees for 2025. This prestigious list highlights the most innovative and influential young professionals under the age of 40 who are having an impact in their respective industries and communities within Northeast Wisconsin.

"Out of nearly 150 nominations, these 40 individuals were chosen by our selection committee for their impressive accomplishments and leadership," says Angela O'Kray, Insight's general manager. "It was a really competitive selection process, which just solidifies the fact that our region has an abundance of young talent."

Warden and Liebers join an esteemed group of individuals who have demonstrated exceptional leadership and innovation. The Insight 40 Under 40 recognition is a testament to Hurckman Mechanical's commitment to fostering talent and supporting the professional growth of its team members.

As President, Jake Warden has played a transformational role at HMI, becoming the first non-family member to lead the company in its 70-year history. Under his leadership, HMI has expanded its regional presence, increased its service offerings by acquiring Van Den Heuvel Electric, and established itself as the first full-service MEP contractor in Northeast Wisconsin.

Warden's leadership philosophy emphasizes personal connection, innovation, and long-term strategic growth—earning the respect of both veteran and new team members alike.

Jake Liebers, Chief Operating Officer, represents the next generation of trades-based leadership. Starting his career at HMI as a pre-apprentice sheet metal worker at just 18 years old, Liebers rose through the ranks to COO by age 30. He brings a unique combination of field knowledge, project management experience, and executive insight. His leadership helped guide the company's recent headquarters expansion and streamline operations following the Van Den Heuvel Electric acquisition—all while maintaining a people-first approach grounded in mentorship and collaboration.

"Insight's Portraits of Success: 40 Under 40" will feature profiles and portraits of each honoree in the June issue of *Insight on Business*. A public art exhibit of the portraits will also be displayed at **The Art Garage in Green Bay from May 30 to June 1**, free and open to all.

This year's 40 Under 40 Awards are presented by Insight Publications and made possible by sponsors, including The Art Garage, Image Studios, and Legacy Private Trust Company.

About Hurckman Mechanical Industries

Founded in 1953, Hurckman Mechanical Industries (HMI) has grown into one of Wisconsin's premier providers of industrial and commercial mechanical systems. As the first full-service MEP (Mechanical, Electrical, and Plumbing) contractor in Northeastern Wisconsin, HMI delivers complete mechanical solutions through a unified team. With specialties in HVAC, plumbing, design/build, fabrication, insulation, piping, refrigeration, and electrical, Hurckman simplifies complex projects with expert coordination and craftsmanship. The company continues to lead the industry through its commitment to quality, innovation, and customer satisfaction. For more information, visit www.hurckman.com.

About Insight

Insight Publications offers dynamic, creative platforms for sharing business news and information in Northeast Wisconsin — from magazines and events to digital messaging and marketing partnerships.

Insight Publications, a division of Woodward Communications, Inc., produces 12 issues of *Insight on Business* and six issues of *Insight on Manufacturing* annually. Events include Women of Influence in the New North Region, 40 Under 40 Awards, Manufacturing First Expo & Conference, among others.

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