

LINCOLN MANUFACTURING COUNCIL

WHAT WILL YOU MAKE?

► LincolnManufacturingCouncil.org





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Dear Students:

On behalf of the Lincoln Manufacturing Council and the Lincoln Partnership for Economic Development, let me say how excited we are for you to **explore this incredible world of diverse career opportunities.**

By enrolling in this course, you've taken a big step forward into an industry bursting with potential. Time and time again, we have seen people enter our classrooms knowing little about manufacturing but leaving on the fast track to a satisfying job with prospects for a bright career.

Before you graduate with your certificate—recognized by top manufacturing employers across Lincoln—you will have learned a great deal that will set you apart from other applicants for manufacturing jobs.

For example, you will have seen firsthand what it's really like to work in manufacturing. Far from doing the same thing on an assembly line every day, manufacturing employees tackle new and exciting challenges that make their jobs rewarding and fulfilling.

You'll learn that **the industry offers stability, wages and ladders for career advancement that can help support a fulfilling lifestyle.** And that its employers are committed to helping their team members succeed and thrive, offering perks like tuition reimbursement so you can learn new skills and advance to more demanding, higher-paying roles within the company.

You'll meet and network with some of Lincoln's many manufacturing companies, which employ nearly 15% of the local workforce. You'll see how, far from meaningless, boring or repetitive, the jobs at these facilities require teamwork, intelligence and experience to create incredible products that help society function—from subway cars to scientific instruments to sporting equipment.

You'll even have the chance to meet leaders from these companies firsthand through our company tour opportunity and job fair.

But most of all, you'll leave our classroom with the **confidence and qualifications to help you start down the path to a great job.** Our goal at the Lincoln Manufacturing Council is not just to teach—but to help you **succeed in an industry with limitless horizons.** We look forward to taking this journey with you, which starts with just one question: **What will you make?**

Sincerely,

The Lincoln Manufacturing Council

The Lincoln Manufacturing Council (LMC) is a group of local businesses and organizations working together to support the industry and create jobs.

We started in 2019 with a mission to meet the workforce needs of Lincoln's manufacturers and help job seekers. Since then, over 170 people have graduated from our programs, ready for a rewarding manufacturing career.



CERTIFICATE PATHWAYS

LEVEL 1

Basics Certificate

A six-week course for beginners in manufacturing, preparing them for entry-level jobs and careers offering excellent pay and benefits.

LEVEL 2

Skills Certificate

A four-month program that is for individuals with some manufacturing experience interested in growing their skills to find career growth and stability.

LEVEL 3

Upskilling Scholarship

Scholarships for underemployed or unemployed individuals who have experience in manufacturing who need economic assistance to advance their careers.

Snapshot of Participant Benefits

Get Paid to Learn • Career Opportunities • Transportation • ESL Support • Childcare • Meals at Each Class

ON-THE-JOB TRAINING

Youth On-the-Job Training

This program connects young people ages 16-24 with on-the-job training internships at local manufacturers, supplemented by an adapted version of the Manufacturing Basics Certificate.

Partially-Subsidized On-the-Job Training

LMC member companies hiring our graduates can receive a partial subsidy for up to eight weeks of on-the-job training and the cost of PPE for new hires through 2024.

WATCH VIDEO





OUR MISSION

LMC aims to grow the number of people in Lincoln with the skills for the manufacturing industry. We focus on improving workforce recruitment and retention, promoting manufacturing careers and supporting business growth and teamwork among organizations. Our partners include Lincoln Public Schools, higher education institutions and nonprofits, including immigrant and refugee-serving agencies.

Do you have question or want to learn more? Contact:

Lincoln Manufacturing Council

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(402) 436-2350 / talent@selectlincoln.org

LincolnManufacturingCouncil.org



Aerotek | Cornhusker State Industries

FORVIS | First Interstate | Olsson

Remboldt-Ludtke | Resenhouse | RSM

Southeast Community College | US Bank

QUICK FACTS



WORK SCHEDULE
ONE SHIFT



LEADERSHIP LOCATION
LOCAL



COMPANY SIZE
SMALL

ORGANIZATIONAL STRENGTHS

- ▶ DETAIL-ORIENTED
- ▶ DEPENDABILITY
- ▶ INTEGRITY
- ▶ RESPONSIBILITY
- ▶ COMMUNICATION

TMCO

“ We’re always at the forefront of technology. It’s an exciting time to get on board with a manufacturing company in general, but specifically TMCO. If someone starts here at the ground level, they can work their way up quickly. Most of our managers started at entry-level positions and worked their way up. ”



A Total Manufacturing Company



It’s hard to drive through Lincoln without seeing something beautiful and recognizable that TMCO manufactured. You may not even realize it.

For example, the giant steel gazebo under which people tie the knot at the famous Sunken Gardens. Or the sign for the Lincoln Children’s Zoo, with its larger-than-life letters that spell Z-O-O to drivers on Capital Parkway during rush hour. Even the nice-looking metal park benches you can rest on downtown—just to name a few.

But eye-catching things aren’t all TMCO builds. When you have a **200,000+ square foot manufacturing facility** in the heart of Nebraska, **filled with cutting-edge equipment and technology** like lasers, there’s not much you can’t build. Like grain bins

for combines. Rims for cars. Entire building facades. The sky’s the limit.

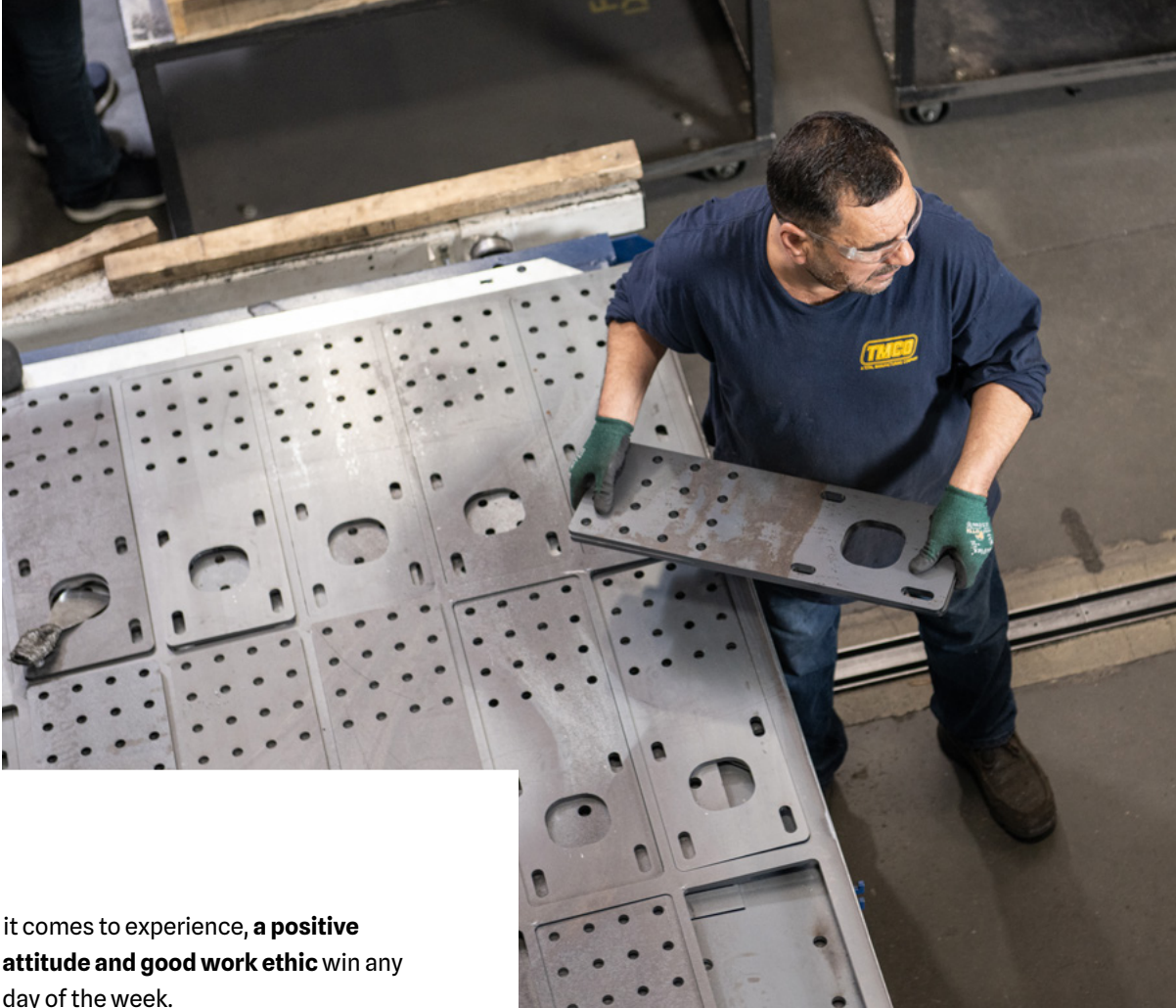
Lincoln’s **2015 Manufacturer of the Year**, TMCO was founded almost 50 years ago and has since grown to **employ more than 200 people**. The shop doesn’t call itself a Jack of all trades for nothing: **With the ability to assemble, machine, fabricate, powder coat, prototype, laser cut, waterjet and more, it only takes metal and imagination to create anything you can draw on a blueprint.**

That **diversity echoes in how TMCO approaches hiring**—and the opportunity it provides its employees.

TMCO’s HR manager/recruiter said the company takes pride in its diverse hiring practices and **helping people succeed**. For example, English is not a requirement to work at TMCO. When

WATCH VIDEO ▶





it comes to experience, a **positive attitude and good work ethic** win any day of the week.

“We take our culture very seriously,” said the HR manager. “This is a family-owned company, which means it’s very family-oriented. You’ll notice that folks working here take pride in what they do. People in upper management walk around and know everyone by name. We treat people more like humans and less like a number.”

When it comes to working for TMCO, the HR manager said now is a great time to apply, with manufacturing employees in high demand. For those who do, there are many opportunities waiting in the wings.

**WHAT WILL
YOU MAKE?**

Almost anything!



QUICK FACTS



WORK SCHEDULE
ONE SHIFT



LEADERSHIP LOCATION
LOCAL



COMPANY SIZE
SMALL

ORGANIZATIONAL STRENGTHS

▶ FLEXIBILITY

▶ COOPERATION

▶ INTEGRITY

▶ LEADERSHIP

▶ RESPONSIBILITY

BISON, INC.

“It’s a friendly environment that’s challenging and supportive. You also get to do different jobs. I’m always learning new things and having something different to do.”

QUINTON DAVIS
WELDER



Are you a sports fan? If so, you might love scoring a career at Bison, Inc.



Bison, Inc. **manufactures equipment for over a dozen sports**—which explains its motto, “A goal for every game.” One of its **biggest markets is basketball**, meaning it makes rims, backboards, wall padding and more.

Locally owned and operated since 1985, the company **employs around 100 people** in Lincoln. That includes Quinton Davis, a welder and lifelong NBA fan who’s been there for over five years.

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“A friend of mine told me about Bison and how they make hoops and other basketball equipment,” Davis said. “I love the NBA, so with

my welding experience, I felt like I needed to work here.”

He said working for Bison, Inc. **feels like you’re part of a team.**

Chief Operating Officer JC Stiles says **no experience is necessary** for most entry-level positions—**just good attendance and a solid work ethic.** New employees might start in the packaging, powder-coating or wall-padding departments. In the meantime, they enjoy **perks like job security, cash bonuses and plenty of opportunities for advancement.**

“Our plant manager has been here over 25 years and worked his way up,” Stiles said. “We’ll gladly take people



with little to no experience and **take the time and effort to train them and move them up through the company.**”

As a welder, Davis said working there means **seeing his work come to life in the real world.**

“My son is 15 years old and goes to Lincoln High. One day, he went to the gym and saw the Bison logo. When he came home, he asked me, ‘Did you make those rims?’ And I said, ‘Absolutely.’ He was very excited to know his dad worked at Bison.”

Left : Kristi Mohr Top right: Jose Rodriguez and Crystal Dvorak Bottom right: Vance Dolberg

**WHAT WILL
YOU MAKE?**

Sporting equipment.



QUICK FACTS



WORK SCHEDULE
THREE SHIFTS



LEADERSHIP LOCATION
INTERNATIONAL



COMPANY SIZE
LARGE

ORGANIZATIONAL STRENGTHS

- ▶ DETAIL-ORIENTED
- ▶ PROBLEM-SOLVING
- ▶ FLEXIBILITY
- ▶ DEPENDABILITY
- ▶ INITIATIVE

KAWASAKI MOTORS MANUFACTURING CORPORATION

“ I love what I do.
My days fly by. I
would encourage
anyone to take the
manufacturing
course and see
where it leads.
Anyone could
do this. ”

JACOB HOCK



When Jacob Hock went to college to become an insurance actuary, he thought he had his whole career figured out. But then he had a change of heart.

Luckily, it would lead him to his true calling in manufacturing.

“I got my diploma, passed some exams, but decided **sitting behind a desk at an insurance company wasn't for me,**” he said.

All Jacob *did* know was that he enjoyed building things. And with that in mind, he decided to test the waters by **enrolling in the Lincoln Partnership**

for Economic Development's Manufacturing Basics Certification Program.

Just two years later, Jacob had become a team leader in Kawasaki's Rail Car Division, helping to build the future of transportation.

Located in Lincoln, Kawasaki is famous for its **jet skis, ATVs and high-performance recreational vehicles.** But since the 1980s, it's also been making something that benefits millions of people every day: **the railcars that power the New York City subway system.**

WATCH VIDEO ▶



“The thing that sets Kawasaki apart is we produce really cool products,” Jacob said. “There are plenty of jobs where you can sit behind a desk and create spreadsheets. Working on trains, **I can see what our team has accomplished at the end of the day**, and I play a part in providing safe, reliable transportation. It feels like I’m contributing to something bigger than myself.”

LPED’s manufacturing course, he says, is what **set him up for success**, leading him to find Kawasaki in the first place.

“**The course gives you a strong foundation and exposes you to different employers.** You develop a sense of what piques your interest and where you might want to work.”

Once he was hired, Kawasaki’s hands-on training took care of the rest.

“I was working side-by-side with someone who had been there for years. First, it was just watching. Then it was, ‘Ok, let’s get your hands dirty.’ That’s how you need to learn this stuff,” he said.

In just two short years, **Jacob rose through the ranks to become a team leader.** Now he’s managing a team and monitoring quality control to ensure every rail car component meets rigorous standards. **Kawasaki is giving Jacob the opportunity to take classes through KawaTech,** Kawasaki’s in-house educational program. When he graduates, he’ll be eligible for a raise, with the potential to rise even further in management.

WHAT WILL YOU MAKE?

Vehicles and transportation equipment.



QUICK FACTS



WORK SCHEDULE
THREE SHIFTS



LEADERSHIP LOCATION
NATIONAL



COMPANY SIZE
LARGE

ORGANIZATIONAL STRENGTHS

- ▶ DETAIL-ORIENTED
- ▶ DEPENDABILITY
- ▶ INTEGRITY
- ▶ RESPONSIBILITY
- ▶ COMMUNICATION

HEXAGON AGILITY

“ The benefits are awesome. If a person wants a career and starts using the 401k early in their time with us here, it doesn't take long for that retirement to really build up. ”

BRYAN MEWHORT
VICE PRESIDENT OF
OPERATIONS-LINCOLN



Want your career to make a difference? Then check out the opportunities at Hexagon Agility.

With **over 700 employees and 12 locations worldwide** (including a manufacturing facility in Lincoln), the company is helping to **lead the fight against climate change**. How? By producing **storage and transportation solutions for renewable fuels**, like compressed natural gas (CNG).

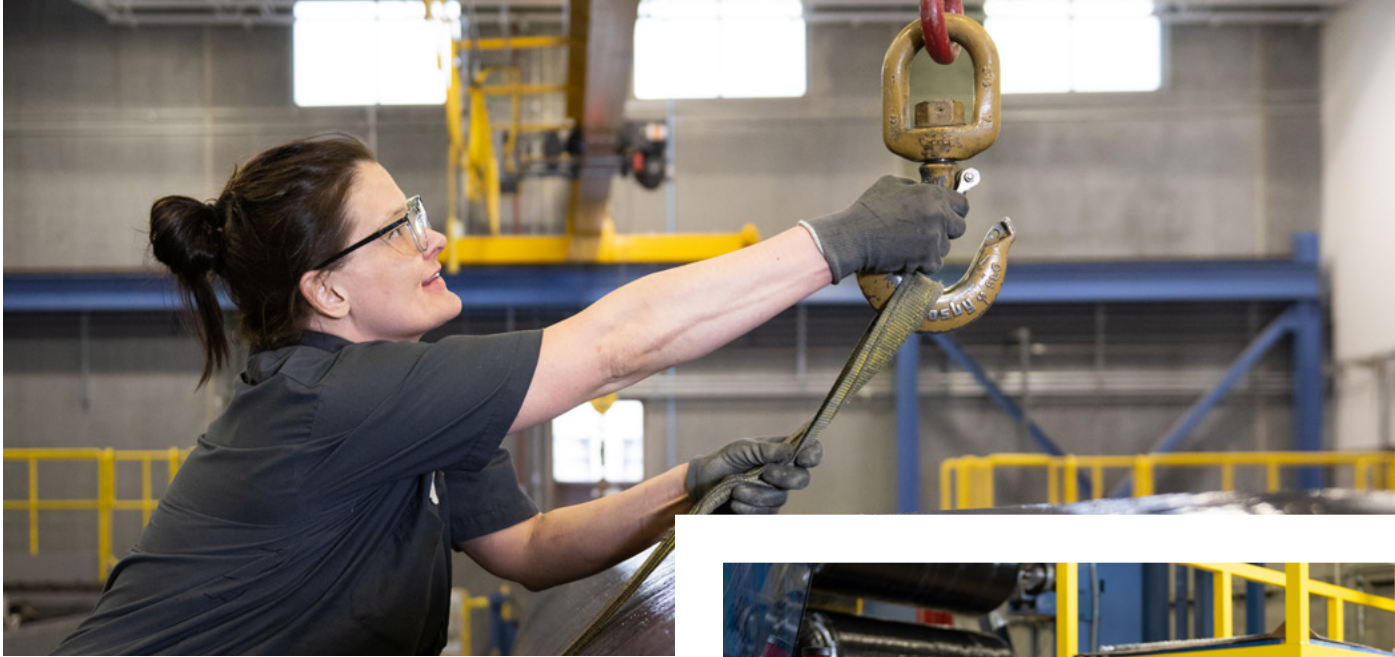
For example, in Santa Monica, California, the Big Blue Bus municipal transit agency—which transports over 13 million passengers a year—was one of the first in the world to convert its entire fleet of vehicles to run on renewable natural gas captured from landfills. What was powering those vehicles? CNG fuel systems built by Hexagon Agility.

As a result, Big Blue Bus reduced its greenhouse gas emissions by 125% while reducing other emissions by 90% compared to diesel fuel. Other satisfied customers? Try UPS, LA Metro and more.

So far, Hexagon Agility has **deployed its equipment in more than 70,000 vehicles around the globe**, explaining its motto of “Clean Air Everywhere.” Much of that magic happens at the Lincoln facility, where the company makes one of its primary products, Type 4 composite cylinders for fuel storage and transportation.

Bryan Mewhort, Vice President of Operations at the Lincoln campus, explained that Hexagon Agility is on a mission to help replace the diesel fuel used in commercial vehicles with cleaner vaporous fuels, like CNG and





hydrogen, and to **safely transport those fuels without using pipelines.**

“If you really want a career, not just a job, **this is a great place to be,**” said Mewhort, who encourages potential new hires to apply regardless of experience. “I would say put your application in. You’re going to be well-trained and kept safe.”

Those who do will become part of a company that treats its employees to **benefits like tuition reimbursement and a significant 401k match.**

But benefits can hardly compare to the feeling of having a job that will impact future generations.

“We’re cleaning up emissions, and we keep good track of how much greenhouse gas we’re reducing due to our product being out in the field. And **we’re very proud of that.**”



WHAT WILL YOU MAKE?

Storage and transportation solutions for renewable fuels.

QUICK FACTS



WORK SCHEDULE
THREE SHIFTS



LEADERSHIP LOCATION
LOCAL



COMPANY SIZE
LARGE

ORGANIZATIONAL STRENGTHS

▶ DETAIL-ORIENTED

▶ DEPENDABILITY

▶ INNOVATION

▶ RESPONSIBILITY

▶ COMMUNICATION

LINCOLN INDUSTRIES

“If you’re interested, I would say apply. We’ve got tons of positions open, and they will spend the time to train you, invest in you and get where you need to be successful.”

ANNA BANKS
CUSTOMER QUALITY
ENGINEER

You don’t *need* to be a fan of Harley Davidson motorcycles or flashy big rigs to enjoy a career at Lincoln Industries. But if you are, it can’t hurt.

With **1,400 employees at locations in Nebraska, Wisconsin, Minnesota and Mexico**—including a primary plant in Lincoln—Lincoln Industries is one of the **world’s preeminent leaders in metal finishing**. That shiny chrome exhaust on the hog that just flew by? Or that sparkling grille that caught your eye on the highway? There’s a good chance they were produced right here in Nebraska.

There’s also a good chance Anna Banks helped get those parts out the door.

As a customer quality engineer for Lincoln Industries, Anna ensures **everything that leaves the factory**

is up to snuff and built for customer satisfaction—whether engine parts or chrome accents.

“My future at Lincoln Industries could be anything,” she said, explaining that she attended college at the Colorado School of Mines before moving back to Nebraska and coming to work for the company. “I think that’s the cool thing. There is no ceiling.”

Putting the finishing touches on parts for motorcycles and trucks, she explained, is just a slice of her employer’s many areas of specialization. The company **has gained the respect and customer loyalty of big-name firms all over the globe**—from Harley Davidson to Peterbilt—by being an expert in anything related to steel and metal





finishing, parts fabrication and even supply chain management.

That **success and continued growth equals plenty of job opportunities for individuals** seeking a successful career.

For those who do land a job at Lincoln Industries, there are plenty of perks to enjoy, from **tuition reimbursement and retirement support to a healthy work-life balance.**

For example, employees and their families can **access an on-site health clinic** staffed by a nurse and physician—no appointment necessary. There is also an **on-site gym**, plus annual biometric screenings to improve health and wellness. Most unique of all? Every year, the company **sends its employees on a trip to Colorado to climb a fourteener with their teammates.**

For Anna, it all adds up to a company where she sees herself having a **bright future.**

“I love Lincoln Industries. It’s the **best company I’ve ever worked for**, hands down.”

WHAT WILL YOU MAKE?

Metal finishing and nickel chrome plating for machines and parts.



QUICK FACTS



WORK SCHEDULE
THREE SHIFTS



LEADERSHIP LOCATION
NATIONAL



COMPANY SIZE
MEDIUM

ORGANIZATIONAL STRENGTHS

▶ FLEXIBILITY

▶ DEPENDABILITY

▶ INTEGRITY

▶ RESPONSIBILITY

▶ COMMUNICATION

INSTINCT PET FOODS

“It’s not easy work, but it is rewarding. And this company definitely will take care of you.”

JOHN MCKEOWN
FREEZE-DRIED
MANAGER

Crazy about our furry, four-legged friends? You might wag your tail about working at Instinct Pet Food—a Lincoln-based manufacturer **changing the industry with high-quality products for pet health.**

You may have seen this manufacturer’s products for sale at retailers like Long Dog Fat Cat and Canine Consultants & Pet Supply. But one thing is for sure: This is far from your typical kibble. These pet foods are **made of all-natural ingredients**, packed with protein, minimally processed and never cooked. This keeps more nutrients intact than regular pet foods and promises benefits like increased energy and better digestion. The company uses a unique freeze-drying process to make it all happen.



But what sets Instinct Pet Food apart as an employer? According to John McKeown, freeze-dried manager at the Lincoln plant, part of it is the company’s **diverse hiring practices and willingness to train first-time manufacturing employees.**

“We are proud to have a very diverse workforce, including a large immigrant population with people from all over the world,” said McKeown. “You don’t have to show up with experience; we’ll train you. But we can’t teach the **initiative to learn and improve.** If

someone brings that to the table, it will be very valuable.”

What can you expect from a typical day at the Lincoln plant? Maybe typical isn’t the right word.

“Every day is something different,” said McKeown. “I don’t come to work to fill out spreadsheets and stare at numbers all day. **It is always something new.**”

Of course, every job has its challenges. For example, the plant’s production floor operates at 40 to 45 degrees Fahrenheit, and there’s a minus-10-degree freezer. Then you step into the tray washroom and experience a balmy 80 degrees.

“You will experience both extremes within the same day,” said McKeown.

But the rewards of working at a company passionate about pets are worth the challenges.

If you’re looking for **a job that offers more than just a paycheck**, Instinct Pet Food could be the perfect fit.

**WHAT WILL
YOU MAKE?**

**Pet foods and pet
health products.**

WATCH VIDEO ▶





QUICK FACTS



WORK SCHEDULE
TWO SHIFTS



LEADERSHIP LOCATION
NATIONAL



COMPANY SIZE
MEDIUM

ORGANIZATIONAL STRENGTHS

▶ PROBLEM-SOLVING

▶ ANALYTICAL THINKING

▶ DEPENDABILITY

▶ PERSISTENCE

▶ RESPONSIBILITY

CLEAVER-BROOKS

“It’s a rewarding environment to be part of. It’s incredible to witness something evolve from nothing into a life-saving solution.”



One of the coolest things about a career in manufacturing? It’s got to be seeing your hard work **make a difference in the real world**. And that’s just what happens when you work for Cleaver-Brooks.

With **locations worldwide**, including a factory in Lincoln, Cleaver-Brooks is known for **producing industrial boilers that power facilities like hospitals, universities and more**. In fact, during 9/11, Cleaver-Brooks’ units were put to work at Ground Zero to support rescue and recovery efforts.

What sets the company apart is its **commitment to its employees**. At the Lincoln location, individuals have worked their way up from various backgrounds and skill levels using

their talents and problem-solving skills. One employee highlighted the **encouragement and support** they received from mentors they trained alongside.

“Everyone has different strengths. One of mine is trying to figure out something that seems impossible and finding a way to solve it. Being able to fix something and help the entire organization is a plus for me. I enjoy that challenge.”

The employee said Cleaver-Brooks **constantly provides opportunities to learn new things**. Whether it’s working on the production floor, mastering welding techniques or taking on roles in planning, scheduling or purchasing, there are plenty of opportunities for

WATCH VIDEO ▶



personal and career development.

For new applicants, previous experience is not required. The company has training programs to teach new employees certain skill sets, like welding. People open to learning and exploring will find a way to fit in and grow.

“Anyone curious about joining our team can take a tour to gauge their interest. There’s a role here for just about anyone.”

**WHAT WILL
YOU MAKE?**

Industrial boilers.



QUICK FACTS



WORK SCHEDULE
THREE SHIFTS



LEADERSHIP LOCATION
LOCAL



COMPANY SIZE
MEDIUM

ORGANIZATIONAL STRENGTHS

▶ DETAIL-ORIENTED

▶ DEPENDABILITY

▶ INTEGRITY

▶ RESPONSIBILITY

▶ COMMUNICATION

GARNER INDUSTRIES

“If somebody was thinking of taking a job here, one of the things I would say is look at the full benefits package. Hourly wages are nice. But when you’ve got a company willing to work with you, to be flexible and help any way they can if you have needs that come up in your life? I think that’s worth more than you could possibly earn.”

LEWIS LITTLE JOHN



When people think of manufacturing, they often envision an assembly line of workers beside a conveyor belt, watching parts go by.

Clearly, those people have never visited Garner Industries.

Lewis Little John has been with the company for over six years. He programs and operates high-tech machines that can **transform plastic and metal into virtually anything you can imagine**. That includes parts for the space shuttle and components for THAAD missile systems.

Garner Industries produces machinery, equipment, molds and parts for a wide range of clients with unique needs.

“Our company works with various parts, **even exotic materials other places don’t handle**. It’s awesome. It’s cool,” Lewis said.

Lewis is a Computer Numerical Control (CNC) machine expert responsible for **writing and editing computer programs** that guide the machines in cutting, molding, bending or producing materials to precise specifications. He embarked on this career path at age 18, when he moved to Milford to study manufacturing at Southeast Community College. After securing an internship at Garner Industries, he soon earned his full-time position.



WATCH VIDEO





“Manufacturing pays very well and you’re using more of your brain than your brawn,” Lewis said. “If you are a person who is detail-oriented, likes to make things with your hands, likes to troubleshoot—this could be the place for you.”

In addition to a competitive salary, Lewis highlighted other benefits of working at Garner Industries, like a 401(k) retirement plan with profit-sharing, flexible scheduling and a healthy work-life balance. These perks are just part of what it is like to **work for a company that treats employees like family.**

WHAT WILL YOU MAKE?

Parts produced with metal finishing machines and plastic injection molding equipment.



QUICK FACTS



WORK SCHEDULE
THREE SHIFTS



LEADERSHIP LOCATION
NATIONAL



COMPANY SIZE
LARGE

ORGANIZATIONAL STRENGTHS

- ▶ INITIATIVE
- ▶ FLEXIBILITY
- ▶ DEPENDABILITY
- ▶ DETAIL-ORIENTATION
- ▶ PROBLEM-SOLVING

GENERAL DYNAMICS ORDNANCE AND TACTICAL SYSTEMS

“ Looking to join a company that values its workers, encourages growth, and plays a pivotal role in supporting America’s military and our allies? At General Dynamics OTS, you’re not just getting a job: you’re joining a mission. ”



GENERAL DYNAMICS

Ordnance and Tactical Systems

Step into the world of General Dynamics Ordnance and Tactical Systems (General Dynamics OTS), where you can support America’s military without ever lacing up combat boots.

With over 500 dedicated employees at its Lincoln base and a presence in eight global locations, General Dynamics OTS is a significant player in the aerospace and defense industry. It’s known for crafting cutting-edge products that provide our military and allies with an edge.

At the Lincoln hub, the team constructs high-performing structures like aerospace containers, missile and space structures, and drive shafts. Using advanced, highly durable materials, these structures ensure every piece of equipment—from helicopters and ground vehicles to satellites and advanced aircraft—is ready for any challenge.

General Dynamics OTS is consistently seeking new talent, offering a variety of jobs that are either hourly or salaried.

WATCH VIDEO ▶



Even if you're new to manufacturing, there's a place for you, with on-the-job training provided for many roles.

For those who love solving problems, opportunities abound in engineering, quality control, design, tooling/CAD, project management, and more. But it's not all about production—there are also roles in areas like accounting, administration, and purchasing.

Working for General Dynamics OTS means competitive pay and benefits like health insurance, tuition assistance, wellness resources, life insurance, and retirement plans. But the best part goes beyond the benefits—it's about the team, the exciting work they do, and the people they support. Starting a career in manufacturing at General Dynamics OTS allows you to see a product go from a mere idea to a finished, tested product, ready for delivery to support our nation's men and women in uniform.

WHAT WILL YOU MAKE?

Composite structures for the military.



QUICK FACTS



WORK SCHEDULE
THREE SHIFTS



LEADERSHIP LOCATION
INTERNATIONAL



COMPANY SIZE
LARGE

ORGANIZATIONAL STRENGTHS

▶ PROBLEM-SOLVING

▶ COOPERATION

▶ STRESS TOLERANCE

▶ PERSISTENCE

▶ COMMUNICATION

CONTINENTAL CONTITECH

“Our production manager started 30 years ago on the production floor. Now he’s managing the operation here. We are always looking for people who want to grow.”

MARK NELSON
HEAD OF PLANT
MANAGEMENT



Looking for a stable job that you can turn into a rewarding career? Check out Continental ContiTech in Lincoln, Nebraska. That’s where Head of Plant Management Mark Nelson and his team of 300+ employees work around the clock to **turn raw materials into parts sold worldwide.**

A \$40 billion company with 200,000 employees around the globe, Continental ContiTech provides its employees in Lincoln with **solid wages, benefits and a stable work-life balance.**

“We understand people work to live, and we want to provide good wages and a good living environment with stability,” said Nelson. “We treat people well and pay them well for what they do here.”

But salary and benefits are just the beginning: When you work for a more

than 150-year-old company with a global demand for its products—like tires and engine components—**the name of the game is stability.** It’s no surprise that many employees in Lincoln have celebrated their 30- or 50-year anniversaries.

“You have stability because the company is not going anywhere,” said Nelson. “And many people have made good money in the process.”

With that job security, he said, comes plenty of **growth opportunities.**

And the work itself? Nelson explained that working at Continental ContiTech is anything but the same thing from day to day.

“**We are in a manufacturing environment that is unlike an assembly line.** It’s not just putting the same screw in every time. Rubber is an



WATCH VIDEO





imperfect product. It's more of an art than a skill."

In terms of getting hired as a new employee, Nelson said there is plenty of **demand for hardworking, safety-minded individuals** interested in manufacturing or the skilled trades.

"We want people who are safe and make good decisions from a safety standpoint. If you're willing to work hard and put in the hours, there are a lot of opportunities."

For those interested in applying, he said it's tough to beat a career in one of Lincoln's best industries.

"**Manufacturing is still the core of the community.** People understand that manufacturing is still a great job. It's a **great place to earn a living** and be capable of raising a family."

WHAT WILL YOU MAKE?

Products and systems made of rubber and other materials.



QUICK FACTS



WORK SCHEDULE
ONE SHIFT



LEADERSHIP LOCATION
LOCAL



COMPANY SIZE
SMALL

ORGANIZATIONAL STRENGTHS

- ▶ PROBLEM-SOLVING
- ▶ DEPENDABILITY
- ▶ INTEGRITY
- ▶ PERSISTENCE
- ▶ RESPONSIBILITY

COMMUNICATION SYSTEMS SOLUTIONS (CSS)

“*The things CSS creates touch almost every industry, from industrial to medical, scientific, automotive, agricultural and more. That means you’ll be part of a multidisciplinary team whose work impacts the lives of millions of people every single day.*”



Did you ever dream of being part of a team that brings “the next big thing” in technology to life? Your journey could begin today at Communication Systems Solutions (CSS).

Located in Lincoln, Nebraska, CSS has been a launchpad for innovative ideas since 2004. **As a designer and manufacturer of custom electronics, they help inventors and creators bring their ideas to life.** Say you just came up with the next billion-dollar idea: You might approach CSS to design the hardware and software for your product before manufacturing, testing and delivering it to buyers.

The things CSS creates touch almost every industry, from industrial to medical, scientific, automotive, agricultural and more. That means you’ll be part of a multidisciplinary team whose work impacts the lives of millions of people every single day.

But that doesn’t mean you’ll need years of experience to join as a new employee. In fact, you don’t need experience at all for some roles. **Determination, the right mindset and an eagerness to learn are all it takes to join the CSS team.** The company’s hands-on training program will take care of the rest, and make you feel at home while getting you up to speed.



If you do come on board, **the benefits are as exciting as the fun you'll have working around cutting-edge tech.**

Paid holidays, health, dental and vision insurance and a 401k program are standard benefits for full-time employees. You'll also accrue up to three weeks of paid vacation in your first year. And as an added perk, the company hosts multiple free, catered lunches on-site.

Just as exciting? The hours you'll work at CSS make it unique among employers of its class. CSS operates on just one shift, running Monday through Friday from 8 a.m. to 4:30 or 5 p.m. **That equals a healthy work-life balance for all employees—and free evenings and weekends for you, of course.**

So, are you ready to take a look and see what CSS has to offer? They're always looking for new people to join the team. Today, they have open jobs like SMT Operator, Manufacturing Technician, Electronic Technician and Quality Assurance Specialist. But they're always on the lookout for talented people in a range of positions.

If you're ready to boost your future with a rewarding career in technology, don't wait to explore what an exciting and rewarding career at CSS has to offer.

WHAT WILL YOU MAKE?

Custom electronics and technology.



QUICK FACTS



WORK SCHEDULE
ONE SHIFT



LEADERSHIP LOCATION
LOCAL



COMPANY SIZE
MEDIUM

ORGANIZATIONAL STRENGTHS

- ▶ DETAIL-ORIENTED
- ▶ PROBLEM-SOLVING
- ▶ ANALYTICAL THINKING
- ▶ INNOVATION
- ▶ RESPONSIBILITY

LI-COR

“The fact that LI-COR is willing to assist me financially for my education is a big deal. It means they’re willing to support something. They’re willing to support my dreams, and that means a lot.”

EDWIN MENDEZ

Let’s see: A **great-paying job** building scientific instruments that **fight climate change, grow food and cure disease.**

Must require an engineering degree, right?

Nope! Just ask Edwin Mendez, who drove a bus in Los Angeles for 12 years before moving to Lincoln and getting hired at LI-COR. Today, he’s **assembling machines that sequence DNA and measure carbon gas**—while attending the occasional **company barbeque**, of course.

“When I came to Nebraska, all I knew was that I didn’t want to be a bus driver anymore,” Edwin said. “I set

my sights on LI-COR because they seemed to have a lot going for them, and I wanted to be a part of it.”

Like many LI-COR employees, Edwin had little of what you’d call experience building things—unless “experience” means watching YouTube videos about fixing stuff.

“I didn’t have any training, just putting things together at home.”

Yet he managed to pass the quiz that LI-COR gives to every applicant. It involved following instructions to assemble a small machine. Then, after acing his official interview, the rest was history.

LI-COR®



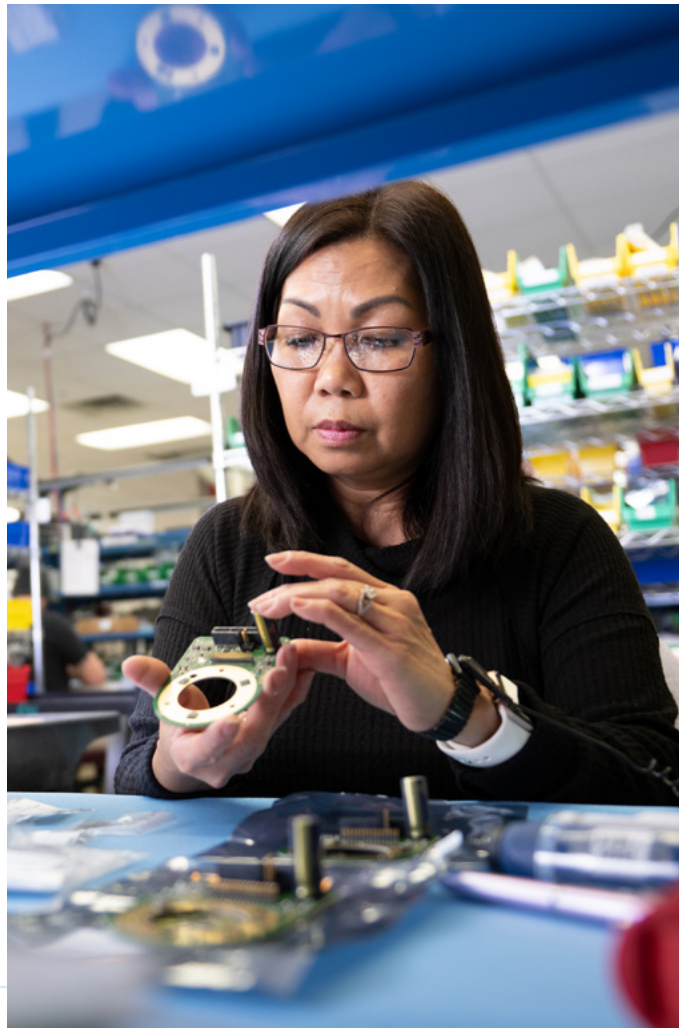


When Edwin started his new job, LI-COR taught him everything he needed to know. One of the first new skills he learned was using a torque wrench. Another was soldering. Now, when Edwin goes to work each day, he receives instructions to gather all the parts he needs to build a piece of equipment. **A tablet provides step-by-step instructions for producing the finished product.** What he works on may change day to day.

Part of the advantage of working for LI-COR is the **tuition reimbursement program**. If employees want to learn new skills to earn a different position in the company, LI-COR will foot the bill. Though he's only been with the company for about a year, Edwin already has plans to become a technician, which would earn him a higher wage.

WHAT WILL YOU MAKE?

Scientific instruments.



QUICK FACTS



WORK SCHEDULE
TWO SHIFTS



LEADERSHIP LOCATION
LOCAL



COMPANY SIZE
SMALL

ORGANIZATIONAL STRENGTHS

▶ DETAIL-ORIENTED ▶ PROBLEM-SOLVING ▶ DEPENDABILITY ▶ RESPONSIBILITY ▶ COMMUNICATION

SPEEDWAY MOTORS

“We’re continually growing and expanding, so it is an exciting time to come on board.”

KELSEY BUGJO
PUBLIC RELATIONS
AND CONTENT
MARKETING MANAGER

Are you a car enthusiast looking for an exciting career? Floor it over to Speedway Motors. Founded in 1952 by “Speedy” Bill and Joyce Smith, **Speedway Motors started as a tiny parts shop in Lincoln, Nebraska. Today, the company offers over 250,000 products** for racing, street, muscle and rod.

“For over 70 years, we have offered a broad selection of high-quality, affordable automotive parts delivered quickly, efficiently and without any hassles,” said Kelsey Bugjo, Speedway Motors Public Relations and Content Marketing Manager.

Speedway Motors is not just a retailer and distributor but a manufacturer of high-quality parts and racing products.



“The manufacturing roles we offer are unique because we are making automotive parts,” Bugjo said. “That’s really exciting because it’s something different, and there is a lot of variety.”

She explained that **Speedway Motors offers an entire range of career opportunities**—from entry-level positions in the warehouse to roles at the call center, retail store, in manufacturing or as professional office staff. The company is even **doubling its manufacturing space to 77,000 square feet** with a new state-



of-the-art facility in Lincoln. Jobs that could be available include general laborers and machinists to run CNC programming equipment to name a few.

“Our machine shop runs on a **four-day work week with 10-hour days**, which provides a great work-life balance for our employees.”

But that’s not all. A number of employee appreciation programs also make Speedway Motors the perfect place to work for any car fanatic. Employees and their families get into Speedway Motors Museum

WATCH VIDEO ▶





of American Speed free. There is also an employee sponsorship program for racers and rodders, plus Cars and Coffee events during the summer, where everyone brings their cars and gets together for coffee and doughnuts.

“There is definitely a car culture within the company,” Bugjo said. “As fellow enthusiasts, racers and gearheads, we are more than a speed shop or parts supplier. We have **experts throughout the company** that offer expert advice in our customer experience team through The Toolbox Blog and our social media channels.”

In other words, if you are looking for a unique and exciting job with plenty of **opportunities for growth and advancement**, consider joining the team at Speedway Motors.

**WHAT WILL
YOU MAKE?**

Automotive parts and products.



QUICK FACTS



WORK SCHEDULE
TWO SHIFTS



LEADERSHIP LOCATION
LOCAL



COMPANY SIZE
SMALL

ORGANIZATIONAL STRENGTHS

▶ INTEGRITY

▶ LEADERSHIP

▶ RESPONSIBILITY

▶ COMMUNICATION

▶ FLEXIBILITY

FIRESPRING

“ I stumbled into this field. But I liked what I was doing, so I kept exploring. As new roles came up, I had the opportunity to try them. When I succeeded, I gained even more responsibility. So the continual growth opportunity has been great. ”

TRAVIS GUERET
VICE PRESIDENT OF
PRINT PRODUCTION



You might not hear “print shop” and think of manufacturing. That is until you take a tour of the **custom print facility** at Firespring.

Walking into a brightly lit warehouse, you’ll see machines ranging in size from a small Volkswagen to a stretch limousine. There’s the Komori printer, made in Japan and perfect for massive print jobs, sometimes tens of thousands of pieces. Or the five-foot-tall digital Nikon, ideal for smaller runs requiring the sharpest colors and pixel-point precision.

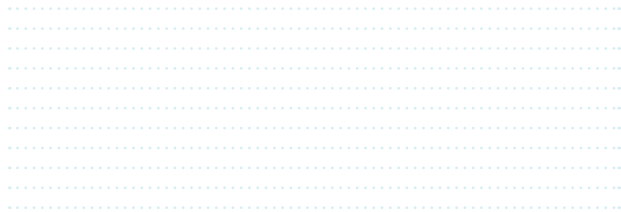
Almost every machine connects to a station chock full of high-tech gadgetry: A monitor that shows the flow of ink in real time or a touch screen

for programming job specs. Here and there is a workbench full of tools in case something needs maintenance.

Firespring’s Travis Gueret has called this place home for over 25 years. Today, he’s the production manager in charge of **getting up to half a million pieces a week out the door**—from direct mail ads to magazines, business cards, foam fingers for sporting events and everything in between.

“Firespring has always rewarded me with the opportunity to advance and use my talents,” Travis said, explaining that **the company began as a small, locally-owned print shop and now has clients worldwide.** Aside





from print, it offers web development and marketing as part of its services to small-to-medium businesses and nonprofits.

The chance to learn new skills and build a successful career—even with little to no experience in printing or manufacturing—appealed to Travis when he first started. Today, he’s a respected expert in his industry and is training the next generation of printing professionals.

He says he appreciates working for a company that values employee satisfaction—whether that means **good benefits and opportunities to advance or perks like a company pool table, shuffleboard and soda.**

“We have a great culture, and that’s part of what has kept me around for 25 years. Firespring employees operate by **three core values: we have each other’s backs, give a shit and bring it every day.** If you don’t care about what you are doing, it won’t work out. You have to take pride in what you do, and we do that here at Firespring.”

WHAT WILL YOU MAKE?

Printed materials, marketing and websites.



QUICK FACTS



WORK SCHEDULE
ONE SHIFT



LEADERSHIP LOCATION
INTERNATIONAL



COMPANY SIZE
SMALL

ORGANIZATIONAL STRENGTHS

▶ DETAIL-ORIENTED

▶ COOPERATION

▶ DEPENDABILITY

▶ RESPONSIBILITY

▶ COMMUNICATION

MORIO USA

“The work environment is chill and comfortable. I can truly be myself and express my personality. I would recommend it to anyone seeking employment.”

LISA



Morio

Fresh out of high school, Lisa Hernandez felt **stuck at a fast food job** that she didn't find rewarding.

“It just wasn't my thing. I don't like greasy and dirty environments,” she said. She also wasn't earning enough to save money, and her shift had her working late into the evening.

That explains why, when her mom recommended a job at Morio USA Corporation—the same place she worked—Lisa was ready to try anything, even though she knew almost nothing about manufacturing. Fast forward to today, and Lisa is working the day shift and **earning enough to save for her first car, not to mention benefits like health insurance and paid vacation.**

A subsidiary of the Japanese company Morio Denki, Morio USA Corporation **builds high-tech electronic parts for subways and trains.** As an assembler, Lisa assembles wiring harnesses that power anything from windshield wipers to electronic signs.

And she learned it all with **no previous experience.**

“The company will teach you everything,” she said. For example, Lisa had to learn to make precise measurements and use tools to bend lug nuts, among other hands-on skills she quickly picked up. **“I think of my job as solving a puzzle or building with Legos.** Once you get the hang of it, it becomes second nature.”

WATCH VIDEO ▶





Now, instead of taking customer orders and getting off work at midnight, Lisa comes in at 7 a.m. to a workstation she calls her own, **wearing whatever clothes she wants** and even **listening to her headphones**. When she gets off at 3:30 p.m., she has the rest of the day free. She also gets to see her mom just about every day.

Oh—and no more coming home smelling like french fries.

And even though Lisa doesn't plan to stay in manufacturing forever—she dreams of being a school teacher someday—**Morio USA Corporation is opening doors and allowing her to get a great start on her future.**

**WHAT WILL
YOU MAKE?**

Transportation equipment.



QUICK FACTS



WORK SCHEDULE
ONE SHIFT



LEADERSHIP LOCATION
INTERNATIONAL



COMPANY SIZE
LARGE

ORGANIZATIONAL STRENGTHS

▶ COOPERATION

▶ INTEGRITY

▶ PERSISTENCE

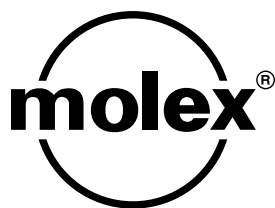
▶ INITIATIVE

▶ RESPONSIBILITY

MOLEX

“There’s ample opportunity to grow here. I love it. The atmosphere is awesome. The coworkers are great. And I feel like it’s a family.”

YASMINE BLANTON



What’s it like to work for a manufacturing company that produces over 100,000 different products and has more than 45,000 employees worldwide?

According to Yasmine Blanton, it feels like you could **achieve just about anything**.

“Maybe it could be me who flies out to have meetings in China or other countries,” said Yasmine, who works at Molex’s Lincoln plant as an administrative assistant responsible for quality control and customer service. **“With a company this international, you can go places with your career.”**

But working for Molex—which is famous for producing **electrical parts**

that help power computers, vehicles, appliances and more—doesn’t make you feel small.

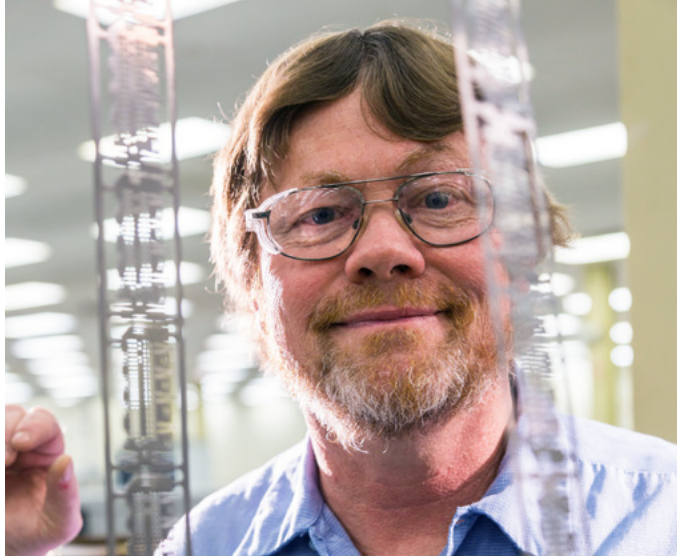
“Once I came here, I knew this was where I was supposed to be. **The company took a chance on me and allowed me to grow.**”

Yasmine started working at Molex—named for a plastic the company patented in the mid-20th century—through a temp agency in 2010. She was eight months pregnant at the time. Shortly after giving birth, her stepdad passed away. Then she took a break from the workforce to raise a family.

In 2022, Molex hired her back, and she began working part-time on the assembly line. She helped produce

WATCH VIDEO ▶





parts like the Molex Connector, commonly used in personal computers. Then, only two weeks later, she was offered a promotion to a full-time job as an administrative assistant.

Today, Yasmine conducts checks and audits to make sure parts shipped by the company meet quality control standards. That means pulling samples before a product is shipped and checking them for defects. Knowing that her work means **important parts will function properly in the real world** reminds Yasmine of her stepdad. He worked in construction, and would always point out things he had built when they drove by.

“Knowing the products I keep track of are going into machines that help people is rewarding. **If you can make someone else’s life better, it makes yours better.** It goes hand-in-hand.”

And it feels life-changing to work for a company large enough to **provide stability, great benefits and the chance to build a career**—while still feeling like home.



WHAT WILL YOU MAKE?

Electronic components.

QUICK FACTS



WORK SCHEDULE
THREE SHIFTS



LEADERSHIP LOCATION
LOCAL



COMPANY SIZE
SMALL

ORGANIZATIONAL STRENGTHS

- ▶ DETAIL-ORIENTED
- ▶ PROBLEM-SOLVING
- ▶ INTEGRITY
- ▶ RESPONSIBILITY
- ▶ COMMUNICATION

THUNDERSTONE MANUFACTURING, LLC

“ There’s a huge amount of advancement opportunities here. ”
TEAM MEMBER



Thunderstone is a subsidiary of
TIMPTE, INC

How would you feel about a four-day workweek? Throw in great pay and monthly bonuses, a family-like culture and plenty of opportunities to grow. Sound appealing? You might love working at Thunderstone Manufacturing, LLC.

Located in Lincoln, Nebraska, **Thunderstone makes parts and systems for heavy-duty trailers** used in the agricultural industry—the kind you might find on the highway hauling corn or soybeans. For example, one of their notable products, the ThunderArmor tarp, protects payloads such as grain from freezing, rough or wet weather.

At Thunderstone, the pathway to a great career is waiting. Many employees have started their journey on the assembly line, only to advance to positions like Computer Numerical Control (CNC) operator, welder or team lead. **The company believes in nurturing talent, and offering ample opportunities and training for employees who want to grow.**

The work atmosphere at Thunderstone is anything but ordinary. The company operates on a 48-hour turnaround time for orders, sparking a thrilling race against the clock from the second orders roll in until the completion deadline. **This fast-paced environment**

WATCH VIDEO ▶





creates a strong sense of teamwork among employees.

Working at Thunderstone, you'll enjoy **competitive pay, excellent benefits and even monthly and end-of-the-year bonuses.** But one of the standout perks is the four-day workweek, where employees work from Monday to Thursday and then enjoy a three-day weekend. As one employee said, **"It's like a miniature vacation."**

People say working at Thunderstone feels like being part of a family. Regular employee and family outings like bowling nights, holiday meals and trips to Henry Doorly Zoo foster a sense of belonging and make you feel like part of a team.

As the company continues to grow, with **plans to triple or even quadruple in size,** there will be even more opportunities for new employees.

If you're looking for a career path in an industry that keeps America moving, check out the opportunities waiting for you at Thunderstone.



WHAT WILL YOU MAKE?
Parts for the transportation industry.

