

make it

FROM THE EDITORS OF *BIZ417*

How to **LAND A MANUFACTURING JOB, SUCCEED AT WORK and WIN AT LIFE**



One local man's
nontraditional career path
p. 14



Küat's entrepreneurial
beginnings
p. 16



GO CAPS solidifies
student careers
p. 18



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A CHANGING CULTURE

In many ways, Missouri's economy is strong.

Incomes are up, taxes are down and new markets are opening up for trade. Unemployment remains at near-historic lows, and jobs are on the rise. According to the Missouri Department of Economic Development, jobs have grown by more than 38,000 over the past year. A critical component to this economic success is the manufacturing industry. Missouri has strong roots in manufacturing and continues to be a state in which modern manufacturers can create and innovate.

In 2018, more than 270,000 workers were employed in manufacturing careers in Missouri. Our manufacturing exports total over \$7.3 billion, with Missouri-built products reaching more than 210 countries each year. The manufacturing industry is especially strong right here in southwest Missouri. The Springfield region was home to nearly 500 distinguished manufacturing establishments in 2018, employing an average of more than 16,000 individuals.

I recently had the opportunity to visit several of Springfield's manufacturing companies including John Deere Reman, Ozarks Coca-Cola/Dr Pepper Bottling Company and Central States Industrial, to name a few. For those entering the workforce, the appeals of manufacturing can sometimes be overlooked, but it is thanks to our Missouri manufacturers that this industry continues to flourish within our state.

Nearly every product bought and sold is the result of the hard-working men and women in the manufacturing industry, and it is important to highlight the many opportunities it has to offer those entering the workforce. On average, those working in the manufacturing industry are earning more than \$47,000 annually, an increase of nearly \$10,000 since 2008, and that number will only continue to grow.

In today's changing culture, our workplace and economy look much different than in the past, and businesses across the state are struggling to find qualified workers. The demands of the 21st century workplace require our students to be ready and equipped with the skills to succeed. We at the state level are doing all that we can to ensure our students are prepared for jobs in high-demand fields like manufacturing.

Our students need to be aware of all the great opportunities out there, especially those right here in your own region, in fields like manufacturing. There is a tremendous amount of work happening in Missouri right now to help students make that connection. This is happening both in our schools and through programs like Fast Track, a new state financial aid program that addresses workforce needs by encouraging adults to pursue



degrees in high-demand industries such as manufacturing. Fast Track increases financial access for an entire segment of the population, preparing workers to enter the industry and advance their careers.

Through investing in education and providing students with workforce training opportunities, we hope our youth will be better equipped than ever before for the jobs of the future.

As Governor, my administration is committed to helping our future generation become productive members of Missouri's workforce by increasing access to training and education and connecting our students with all the job opportunities our state has to offer. The need for talent in areas like manufacturing is growing rapidly, and we're working hard every day to convince bright, talented young people to stay right here in the great state of Missouri when they move into their careers.

MIKE PARSON

Governor of Missouri

WELCOME TO MAKE IT

FROM THE EDITORS OF
BIZ
417

THE TEAM

Picturing what you want to be when you grow up often presents options that you have seen modeled like a doctor, police officer or teacher. But there are careers that can be hard to visualize like an engineer. A career in manufacturing can make a big impact, too. We benefit every day from the products made by people in these careers. What if that person could be you? Use *Make It* as your guide to explore a career path, learn about a product you would like to make or find a company you'd like to work for. Jump in and get ready to make it!

LOGAN AGUIRRE
President/Associate Publisher

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\$57,727–\$68,275

The median starting salary for civil, electrical and mechanical engineering grads

Source: NACE Summer 2019 Salary Survey



New job growth for engineers is projected to continue through 2026.



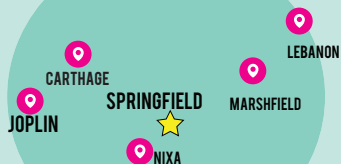
Most engineering jobs are related to the manufacturing industry, producing computer and electronic products, transportation equipment and machinery.

Source: U.S. Bureau of Labor Statistics

EO/AA/M/F/Veterans/Disability/Sexual Orientation/Gender Identity MAC 07-18-2019

MADE LOCALLY, USED GLOBALLY

Cashew chicken isn't the only notable thing made in 417-land. Check out this small sampling of local plants and headquarters, plus the products they produce.
by jenna dejong



TRACKER BOATS

Made by: White River Marine Group

White River Marine Group is a member of Bass Pro Group.

ALUMINUM WINDOWS

Made by: EFCO Corporation

The company has worked on a major university in almost all 50 states.

SPACE CONNECTORS

Made by: Positronic

Used for spacecraft or a satellite. Must be approved by NASA or the European Space Agency.

BARCODE LABELS

Made by: Ample Industries

Some of the company's locally owned customers include Askinosie Chocolate and Andy's Frozen Custard.

AUTOMATION SYSTEMS

Made by: DT Engineering

Some of its Fortune 500 customers include Whirlpool, 3M, John Deere and Goodman.

FROSTED FLAKES POWDER

Made by: Glanbia Nutritionals

Did you know the powder that goes on Frosted Flakes is made in Springfield?

CORRUGATED BOXES

Made by: SMC Packaging

Otherwise known as cardboard, this is used for Amazon Prime and StitchFix shipping boxes.

DASANI WATER BOTTLES

Made by: Ozarks Coca-Cola/Dr Pepper Bottling Co.

Products are distributed throughout southwest Missouri and into Kansas, Oklahoma and Arkansas.





EXERCISE BIKES

Made by: Stamina Products

The company has partnered with Gold's Gym, Joyus, Danskin and more.

PLASTICS FOR DASHBOARDS

Made by: Diversified Plastics Corp.

Makes plastics for auto manufacturers for products like dashboards.

FRANK'S REDHOT

Made by: McCormick & Co.

Products are sold in 150 countries and territories around the world.

NATURAL FOOD COLORS

Made by: Food Ingredient Solutions LLC

Used in sports drinks and baked goods.

ORGANIC SPICES AND SEASONINGS

Made by: Red Monkey Foods

Used in organic recipe mixes.

KÜAT BIKE RACKS

Made by: Küat Innovations LLC

The company ships its products all over the country and to Canada. *Read more on p. 16.*

STAINLESS TANKS

Made by: Paul Mueller Co.

The local steel industry says that if a product goes in or on your body, it most likely went through a local company's tanks.

RUSSELL STOVER CANDIES BOXES

Made by: Westrock

Other clients include Kraft Foods and Amazon.

EGGS

Made by: Vital Farms

The company processes over 2 million eggs per day and the Springfield plant is only 2 years old.

KRAFT MACARONI AND CHEESE DINNER

Made by: The Kraft Heinz Company

This company has been a major employer in the region for nearly 65 years.

DIESEL ENGINES

Made by: Springfield Remanufacturing Corp.

Remanufacturing, also called the "ultimate form of recycling," is SRC's specialty.

WHISKEY BARRELS

Made by: Missouri Cooperage

Owned by Independent Stave Company, which was first founded in 1912.

OZ WATER

Made by: Deer Lake Springs

Sourced from a trapped glacier sitting 2,000 feet below the Ozarks.



THE PRODUCT HUB

by lucie amberg



THE COMPANY: NATIONAL AUDIO COMPANY

THE PRODUCT: CASSETTE TAPES



Steve Stepp, President of National Audio Company, says making one cassette is fast—as in 10 seconds. That's how long it takes to duplicate, imprint, load and package one cassette, which National Audio then ships to big names like Disney, Sony and Universal Music Group. The company also fulfills smaller orders for local bands and huge orders for acts like Metallica. The legendary rockers, Stepp says, "have sold up to 20,000 [cassettes] off the stage at a concert before."

THE IMPACT:

When CDs arrived on the scene, many believed cassettes would be lost in the digital media tsunami. Despite such predictions, Stepp says: "We knew we had a good business. We weren't in debt, and we had a very highly trained staff." Plus, their knowledge of their product and industry ran deep. So National Audio hung on. Eventually, public desire for analog audio formats returned, and National Audio was ready. The company even began manufacturing audio tape itself, and now, "not only does our finished product have a demand around the world, all of our competitors are wanting to buy tape from us, and we're quite happy to supply them," Stepp says.

THE COMPANY: ISOAGE TECHNOLOGIES

THE PRODUCT: CONSUMER-FRIENDLY FOOD INGREDIENTS



Robert Brooks, Senior Vice President-Technical and Regulatory of IsoAge Technologies, says the food ingredients IsoAge produces are developed using kitchen chemistry. "It's an understanding of how to create specific functionality by combining foods most people have in their homes," Brooks says. Although IsoAge doesn't name its clients, Brooks says IsoAge products are found in many national brands. "If you find vinegar in the ingredient statement of meat and poultry products, there's a fair chance this product was produced utilizing our ingredients," he says.

THE IMPACT:

Based in Georgia, IsoAge recently expanded its Springfield operations, a decision Brooks says just made sense. What tipped the balance in Springfield's favor? Its location made it a good fit for suppliers and customers. Plus, Brooks says, "the area provides labor resources that are reliable and highly skilled." In addition, the Springfield Area Chamber of Commerce worked to secure tax abatements and incentives through the City of Springfield, which made Springfield competitive with other locations under consideration. The icing on the cake? An ideal building and expert assistance from commercial realtor R.B. Murray. "They worked diligently to structure a deal that satisfied the needs of the previous owner and met our requirements," Brooks says.



Photos courtesy National Audio Company, by Brandon Alms



THE COMPANY: EAGLEPICHER TECHNOLOGIES

THE PRODUCT: SPECIALTY BATTERIES



Ron Nowlin, Vice President and General Manager of Aerospace Systems at EaglePicher Technologies, says that because the company manufactures batteries for a huge range of needs, the production time varies. The company is a worldwide supplier of batteries to some of the biggest industries in the world. If someone in aerospace needs a battery, they'll likely get it from EaglePicher. The same is the case for the military. Depending on the application, an EaglePicher battery might take anywhere from a few weeks to a couple of years to complete, and maintaining quality is critical. As Nowlin says, "We support markets where the product simply can't fail."

THE IMPACT:

EaglePicher's roots extend back to the 1840s, when it was founded as the White Lead Company in Cincinnati, Ohio. It's been an Ozarks fixture since 1906, thanks to a merger with the Picher Lead Company in Joplin. For Nowlin, EaglePicher's regional presence and storied history are huge draws. "From helping put man on the moon, to providing power to save Apollo 13 astronauts, to powering rovers on the surface of Mars, to providing key power systems that protect American soldiers and powering medical devices that save lives, it's easy to be proud of what we do," Nowlin says.

THE COMPANY: TANK COMPONENTS INDUSTRIES

THE PRODUCT: PARTS FOR PROCESS VESSELS

According to Jason Floyd, President of Tank Components Industries (TCI), his company's name says it all. TCI manufactures parts for containers, known as process vessels. These vessels are used in industries as varied as pharmaceuticals, food and beverage products and crime preservation. Process vessels are containers that are designed to handle a lot of pressure and can be used in a lot of applications, like storing evidence from a crime scene or brewing beer. To avoid competing with TCI's customers, the team committed to making parts—never the vessels themselves. This allows TCI to position itself as a true partner to its customers. TCI now makes parts for companies all over the world. Although 417-landers can't purchase TCI products directly, they may encounter them in industries throughout North America, Europe and Australia.

THE IMPACT:

TCI also puts relationship-building at the core of employee management. "We've moved three times and [always] chosen to stay in Springfield," Floyd says. He emphasizes values like transparency, education—and comfort. TCI offers 100,000 square feet of air-conditioned manufacturing space. "I don't know if there's even another fabrication facility that does the work we do and provides an air-conditioned environment," says Jeff Russo, TCI's Vice President and Sales Manager.

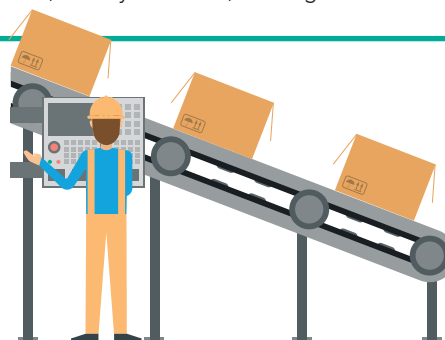
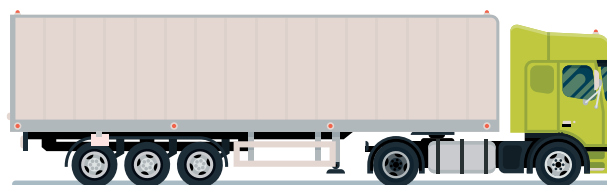


UP AND COMING

OCCUPATIONS TO KEEP AN EYE ON



The Ozarks already boasts a low unemployment rate of 3 percent. Compare that to Missouri's overall unemployment rate of 3.5 percent, and it's clear that the job market in 417-land is thriving. Whether you have a college degree or a high school diploma, there's a job nearby that fits your skills. But before diving into online job sites like Monster, give yourself a head start by checking out some of the fastest growing industries in the Ozarks between 2016 and 2026 according to the Missouri Department of Economic Development. **by ettie berneking**

**LABORERS AND FREIGHT, STOCK AND MATERIAL MOVERS****Median Annual Wage:** \$27,621**Projected Openings:** 6,303**Qualifications:** Typically requires a high school diploma**Companies:** Prime Inc., Heartland Trucking, Bass Pro Shops, Paul Mueller Co., Nestle Purina, O'Reilly Auto Parts, SRC Logistics**PRODUCTION OCCUPATIONS****Median Annual Wage:** \$32,376**Projected Openings:** 13,657**Qualifications:** Typically requires a high school diploma**Companies:** Paul Mueller Co., Vital Farms, Glanbia Nutritionals, The Kraft Heinz Company, McCormick & Co., North Star Battery, Ozarks Coca-Cola/Dr Pepper Bottling Co.**SALES REPRESENTATIVES****Median Annual Wage:** \$41,170**Projected Openings:** 3,635**Qualifications:** Typically requires a high school diploma but can sometimes require a bachelor's degree**Companies:** Bass Pro Shops, Paul Mueller Co., Nestle Purina, O'Reilly Auto Parts, Jack Henry & Associates, Mercy Hospital Springfield, CoxHealth**HEAVY AND TRACTOR-TRAILER TRUCK DRIVERS****Median Annual Wage:** \$41,671**Projected Openings:** 9,838**Qualifications:** Typically requires a high school diploma and CDL training for drivers**Companies:** Prime Inc., Heartland Trucking, SGC Foodservice, Wil Fischer Distributing, Heart of America Beverage Co., TransLand, The Kraft Heinz Company**GENERAL AND OPERATIONS MANAGERS****Median Annual Wage:** \$93,432**Projected Openings:** 3,635**Qualifications:** Typically requires a high school diploma**Companies:** Paul Mueller Co., Pinnacle Signs Group, Pioneer Outdoor, Expedia, Mercy Hospital Springfieldsource: merc.mo.gov/regional-profiles/ozark

GET STARTED

BUILDING A BRIGHTER FUTURE

Need guidance on choosing a career path? GO CAPS Coordinator Karen Kunkel and Paden Wilcox, business development director for Computer Recycling Center LLC, share four tricks to exploring new career options. **by haley phillips**

DIG A LITTLE DEEPER

Having an aptitude for math or science doesn't always mean that you should choose a career in that field. Instead, Karen Kunkel suggests finding out more about what skills you have and determining what your strengths and interests are through personality tests. Many will offer you potential career options based on your answers.

A DAY IN THE LIFE

From the outside, some careers might seem exciting, but spending time on the job can give you a much more realistic snapshot of what a profession entails for its workers. That's why Paden Wilcox encourages job shadowing, internships and externships to help you learn more about the day-to-day routine of any job and see if it's the right fit for you.

LEND A HELPING HAND

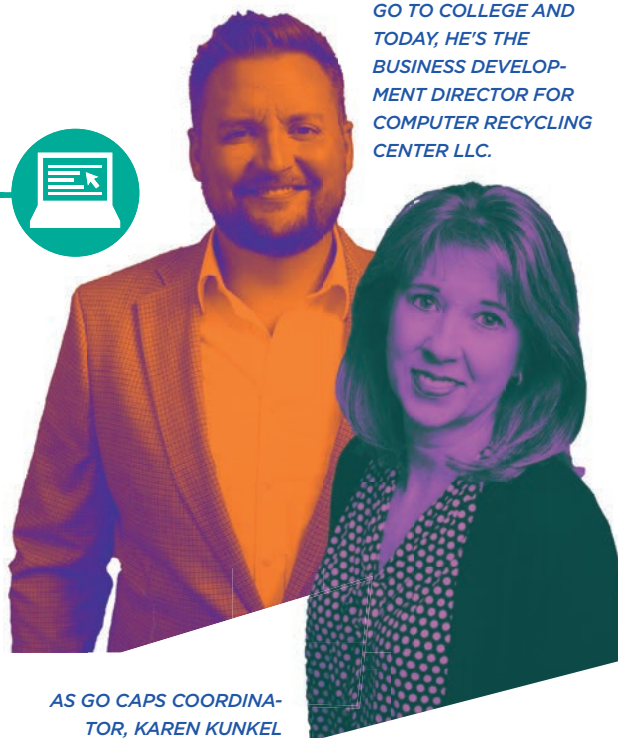
Volunteering is a great way to explore many professions and see which one best fits your personal interests. Kunkel suggests reaching out through school, church or a family member for opportunities to volunteer with diverse organizations and businesses in the community.

KNOW YOUR OPTIONS

Ultimately, there is not one path that is right for everyone. "The workforce is changing so much, so we need to get out of the traditional paths that parents sometimes think kids need to go on," Kunkel says. Whether it be a two-year trade school or a bachelor's program, talk to your school or career counselor about what fits your future. "There are lots of other career opportunities and career paths that can be just as lucrative and just as fulfilling in services that we need in the community," Wilcox says.



PADEN WILCOX DIDN'T GO TO COLLEGE AND TODAY, HE'S THE BUSINESS DEVELOPMENT DIRECTOR FOR COMPUTER RECYCLING CENTER LLC.



AS GO CAPS COORDINATOR, KAREN KUNKEL HAS THE INSIDE SCOOP ABOUT NONTRADITIONAL CAREER PATHS.

GET SCHOOLED

ATTENTION, PLEASE



Missouri is home to some of the best colleges and universities, and almost all of them offer two or four-year programs in engineering or manufacturing. Check out these universities, then flip to p. 20 to learn about local options right here in the Ozarks. **by jenna dejong**

UNIVERSITY OF MISSOURI-COLUMBIA

230 Jesse Hall, Columbia

Academic programs: biomedical engineering, chemical engineering, civil engineering, computer engineering, electrical engineering, industrial engineering, mechanical engineering, physics and more.

Total Average Tuition Cost: \$12,094

MISSOURI STATE UNIVERSITY

901 S. National Ave., Springfield

Academic programs: engineering program (a cooperative program with Missouri University of Science and Technology), mechanical engineering technology, physics, supply chain, logistics and operations management. Minor options lie in industrial management, management, physics, supply chain, logistics and operations management and more.

Total Average Tuition Cost: \$7,588

MISSOURI SOUTHERN STATE UNIVERSITY

3950 Newman Rd., Joplin

Students can earn a two-year associate degree in manufacturing engineering technology, or earn a four-year bachelor's degree in one of the following: management, industrial engineering technology, logistics, physics, engineering, and more.

Total Average Tuition Cost: varies

UNIVERSITY OF MISSOURI-KANSAS CITY

5000 Homes St., Kansas City

Academic programs: civil engineering, electrical engineering, electrical and computer engineering, engineering, engineering and construction project management, mechanical engineering, physics.

Total Average Tuition Cost: varies

MISSOURI UNIVERSITY OF SCIENCE AND TECHNOLOGY

Parker Hall, 106, 300 W. 13th St., Rolla

Academic programs: aerospace engineering, applied mathematics, architectural engineering, ceramic engineering, chemical engineering, civil engineering, computer engineering, electrical engineering, engineering management, environmental engineering, geological engineering, metallurgical engineering, mining engineering, nuclear engineering, petroleum engineering and more.

Total Average Tuition Cost: varies

Turn to p. 20 to learn about local options including Crowder College, Ozarks Technical Community College, Missouri Southern University and more.



Q&A

GETTING A HEAD START



Hanna Perez with mentors Joseph Meissert and Dave Garner during her internship with Paul Mueller Co.



Joshua Bruce (right) and his friends designed and built a go-kart during their internship at SRC.

Real-world experience is the best way to learn if a career is right for you. High school graduates Hanna Perez and Joshua Bruce did just this when they participated in manufacturing and engineering internships offered through the Greater Ozarks Centers for Advanced Professional Studies (GO CAPS). Now the two continue to work in the field. **by jamie thomas**

MAKE IT: YOU STARTED OUT AS AN INTERN FOR PAUL MUELLER, AND NOW YOU'VE BEEN THERE FOR OVER A YEAR. WHAT SKILLS DID YOU DEVELOP AS A RESULT OF YOUR EXPERIENCE?

Hanna Perez: Excel. I've learned that it's a magic tool. Being in a business atmosphere, GO CAPS does give you a basic understanding of what to expect, but it's hard to wrap your head around it until you're actually in the atmosphere. Learning how to talk to adults besides your parents, learning how to talk to people in upper management, being able to actually casually talk to them but still sound

respectful, being able to carry yourself around the office, making sure you're able to [follow a] proper dress code.

MAKE IT: DO YOU THINK IT'S BENEFICIAL TO HAVE SOMETHING LIKE GO CAPS AS A WAY TO PREPARE FOR BEING IN A WORK-PLACE?

HP: Yes. I am beyond happy that I did it. My little brother, he wants to go into the medical field, and I told him: "Do GO CAPS! It will give you a whole better understanding of what to expect and how to get a head start." GO CAPS changed my life. I would not have the internship I have today; I would not have this experience.

MAKE IT: JOSHUA, YOU PARTICIPATED IN A CO-OP AT SRC HEAVY DUTY. WHAT DID YOU LEARN WHILE ON THE JOB?

Joshua Bruce: Presentation skills and professionalism. I've always been a quiet person. Once I hit GO CAPS, it helped me branch out.

MAKE IT: HOW HAS YOUR EXPERIENCE WITH GO CAPS CHANGED THE DIRECTION OF YOUR CAREER OR WORK IN THE FUTURE?

JB: It's actually made me stop and look around. I had these specific dreams of wanting to work at Space X or NASA or Boeing, and sometimes they're all you hear about. GO CAPS really helped open up how many different local manufacturers and engineering firms we have here just in Springfield.

GO CAPS is managed by the Springfield Area Chamber of Commerce and offers internship opportunities for students. To learn more, turn to p. 21.





A technician assembles a high pressure common rail fuel injector.

ENVIRONMENTAL IMPACT

GOING GREEN

Did you know Springfield is known as the remanufacturing capital of the world? Called the “ultimate form of recycling,” it just might be the ticket to making money and saving the planet. **by claire porter**



“WE CANNOT BE THE THROWAWAY, CONSUMABLE SOCIETY THAT WE HAVE BEEN FOR THE PAST 50 OR 75 YEARS.”
—JAMIE SULLIVAN

We’ve all been there: The camera gives out on your iPhone or something fails in your car’s engine, and the cost of repairing or replacing what’s broken exceeds the price of buying a new product. But what if there were a cheaper way that didn’t require the time, labor and resources that go into creating something anew? There is, and it’s called remanufacturing.

Jobs in remanufacturing are often tech-heavy and precision-focused on the factory floor, although, as in any business, jobs are varied and widespread. The industry is most commonly known for its applications in agriculture, automotive and construction. “Our customers are the builders and growers of the world,” says Jamie Sullivan, marketing manager at CNH Industrial Reman, a Springfield-based joint venture between CNH Industrial and Springfield Remanufacturing Corp., which is the first southwest Missouri company to get started in remanufacturing.

Remanufacturing is the process of reclaiming products from customers and dealers; disassembling, cleaning and testing each component to the original equipment manufacturer’s specifications or better; machining or replacing inadequate components; re-testing the whole product; and returning it to the customer at a new or better-than-new quality. The process lessens the environmental toll of sourcing raw materials, which is a global focus during our climate crisis. “We cannot be the throwaway, consumable society that we have been for the past 50 or 75 years,” Sullivan says. “We can’t do that anymore. Our resources are limited. [With remanufacturing], our resources, our raw materials, already exist.”

If the environmental benefits of remanufacturing aren’t appealing enough, the cost savings surely are. “For us to be able to reclaim [components] and machine them, it allows us to save money, and it allows us to pass those savings on to our customers, who

can pass it on to their customers,” Sullivan says, meaning demand is ramping up as customers discover the value in using remanufactured goods.

So what does this mean for those of us who are non-farmers—mere iPhone users and car drivers? It means that there is an eco-conscious global industry looking for skilled employees. “It’s a pretty compelling proposition,” Sullivan says. She notes that there is a shortage of qualified workers in remanufacturing, and companies are looking for students with mechanical aptitude. Sullivan points out that reman’s growth means companies also need support staff: sales people, HR professionals, sales and marketing experts, product managers, supply chain supervisors, engineers and so on. If a new career is in the books, remanufacturing might be your ticket to keeping trash out of our landfills and carbon dioxide out of our atmosphere, so you can go green while making some green of your own.

REMANUFACTURING AT A GLANCE

Statistics Courtesy Remanufacturing Industries Council, IBISWorld Market Research and CNH Industrial

85%

less energy needed (on average) to remanufacture a part than to make new.

\$6 billion

total U.S. revenue for the auto part remanufacturing industry in 2018.

\$9 billion

total U.S. revenue for the engine remanufacturing industry in 2018.

over 275

employees at CNH Industrial Reman in 2019. The company had just 9 employees in 2009.



ASK THE EXPERT

BENEFIT BASICS



If it's your first time looking at an employee benefit package, it's not unusual to be confused—especially when it comes to health insurance. "Having health insurance is important because of the unknown risks of accidents and unexpected illness," says Ken Stephens of Employee Benefit Design. "With the cost of medical bills, this could cause devastating debt for young people to overcome if they don't have coverage." We got Stephens' advice and put it in a simple flowchart. **by jamie thomas**

EMPLOYEE HEALTH BENEFITS: CHOOSING A PLAN

OPTION 1: PPO
 (Preferred Provider Organization)

Lower deductible to meet, but a higher monthly cost

Better for young families who are more likely to be visiting a doctor regularly since they're more likely to meet a lower deductible and activate their coverage sooner.

OPTION 2: HSA
 (Health Savings Account)

Higher deductible, but lower monthly cost

Better for single young professionals who want more money in their pocket and are less likely to frequently visit the doctor or to have ongoing medical issues.

IT'S UP TO YOU

Before you make your decision, think carefully about your life now, and what your plans for the future are to help decide which benefits package you choose.



WHAT IS A DEDUCTIBLE?

Your deductible is how much you need to pay before your insurance begins covering the cost. If you have a \$3,000 deductible, you'll have to pay \$3,000 in medical expenses before the insurance kicks in.

STILL CONFUSED?

Talk to the HR department where you work or, if it's an offer of employment, speak to the insurance provider. Both should have the information and guidance available to help you make a choice.

COMPARE & CONTRAST

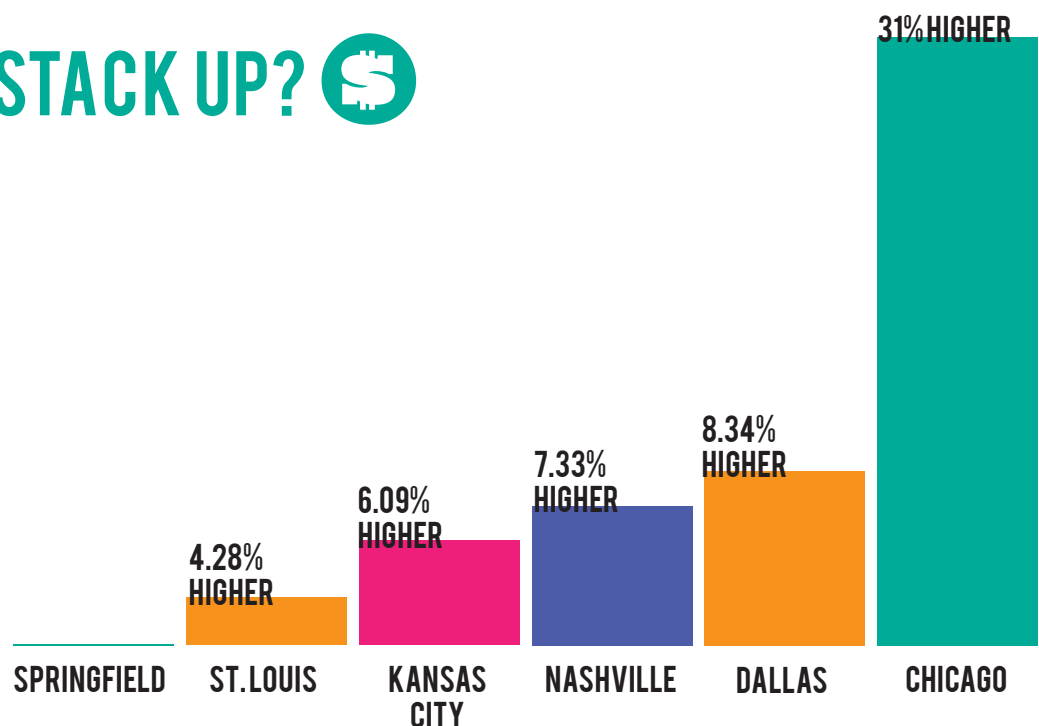
HOW DOES SGF STACK UP?



One of the benefits of working and building a life in Springfield is the cost of living—here, people spend less money on necessities like groceries, homes and utilities than those in other cities. This chart shows just how dramatic that difference can be. Nearby cities including St. Louis, Kansas City, Nashville, Dallas and Chicago all cost quite a bit more to live in than Springfield—from 4.28% more expensive in St. Louis to a whopping 31% more in Chicago. Overall, Springfield is the place to be.

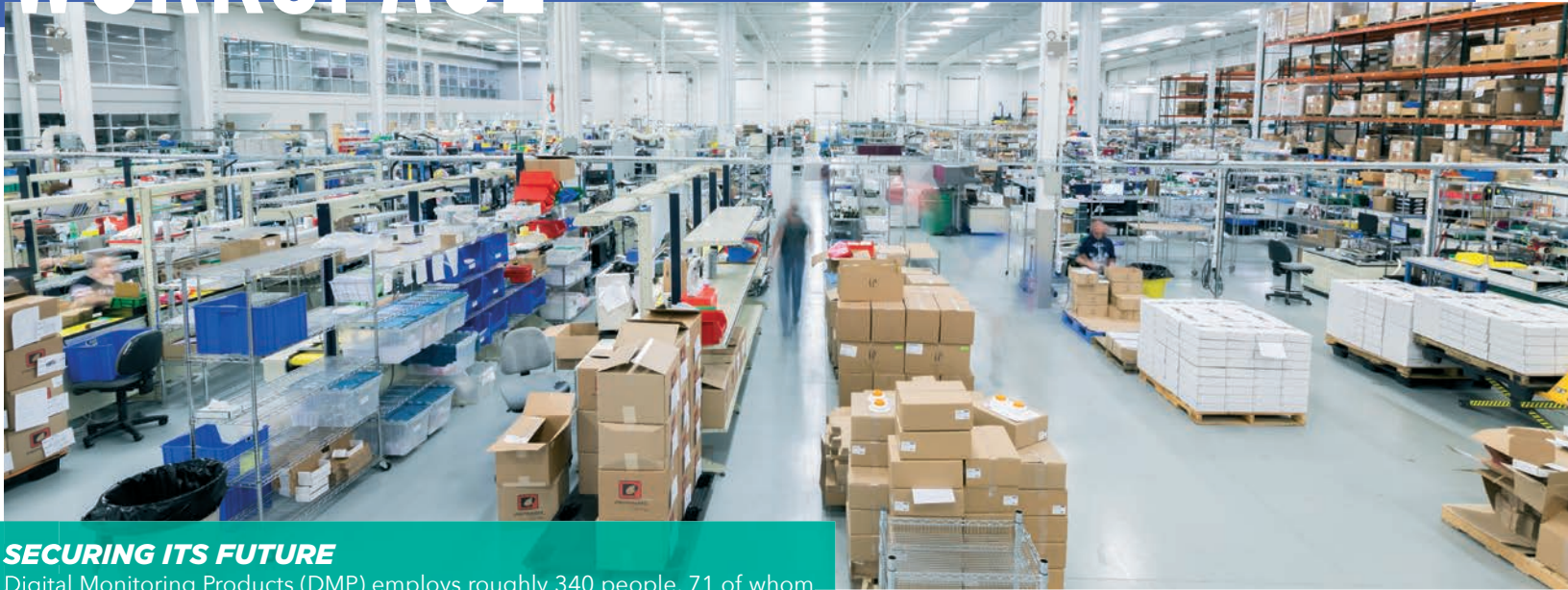
by katie pollock estes

Source: bankrate.com (from ACCRA Cost of Living Index)



WORKSPACE

Drop the dark and dingy stereotype. In the 21st century, manufacturing floors are brighter, cleaner and much more organized. Add in Digital Monitoring Products' culture on developing employees, and the industry suddenly looks a lot more appealing. **by jenna dejong**



SECURING ITS FUTURE

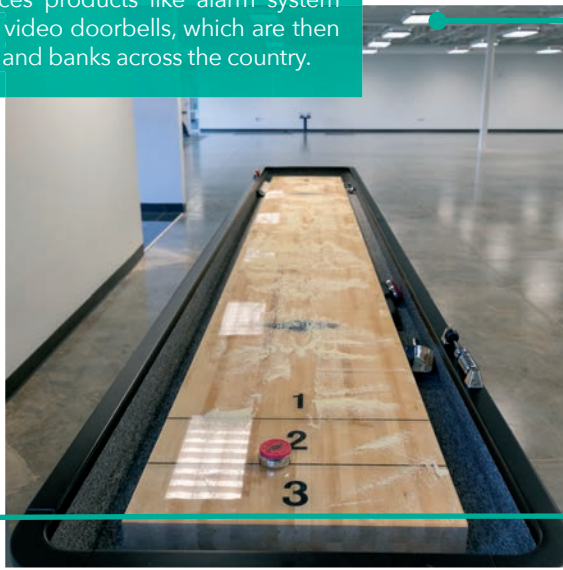
Digital Monitoring Products (DMP) employs roughly 340 people, 71 of whom focus on manufacturing. The company produces products like alarm system control panels, keypads, wireless detectors and video doorbells, which are then used in businesses, homes, government entities and banks across the country.

WORK HARD, PLAY HARD

David Peebles, Vice President of Training and Development, says DMP places a high value on fun, which is one of the company's corporate values. Throughout the year, he says DMP hosts semi-annual events, quarterly meetings, impromptu celebrations and has a shuffleboard table and a ping-pong table.

TAKE A LOAD OFF

The break room is a central location housing anything an employee needs throughout the day, Peebles says. This wide, open space houses eight microwaves, dozens of lockers, a Bisto-to-Go offering lunch and snacks and cubicles with computers where staff can take advantage of the company's internal program for developing employee careers.

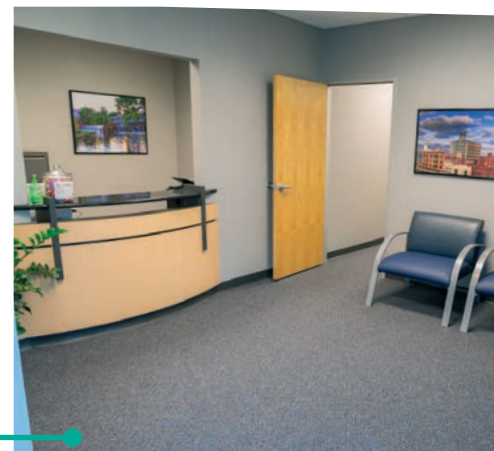


BURN OFF SOME STEAM

Because executives of DMP value the health and well-being of their staff, the company bought a row of cardio machines available to employees before and after their shifts and while on break. The floor also has a quarter-mile track available to staff during the day.

PUTTING HEALTH FIRST

DMP offers its staff access to an on-site full-service family practice, available three days a week, saving staff from having to take off work for a simple prescription or exam. The clinic is also available to spouses and children younger than age of 18 residing at home.



the road less traveled

After high school, Sutton Berry skipped the traditional track in favor of forging his own career path. It's paid off big time.
by lillian stone



Sutton Berry graduated from high school in 1996. Soon after, he joined the workforce and landed a job at SRC Holdings Corp.

a different path

High school, college, office job, retirement: For many professionals, the path to the American Dream is pretty clear-cut. For those on a nontraditional path, the journey can be daunting—but it can also be rewarding. The latter is certainly true for Sutton Berry, product program manager for John Deere Reman. After graduating high school in 1996, Berry opted out of college in favor of a manufacturing job with SRC Holdings Corp. Now, 23 years later, Berry has gone back to school several times, started a family and worked his way up to the John Deere Reman leadership team. He chalks that success up to the leadership skills he gained while exploring a nontraditional career path.

"You have to invest in yourself."

The son of two high school administrators, Berry graduated high school in 1996 and immediately enrolled in Ozarks Technical Community College. However, he soon realized academia didn't suit his immediate needs. He landed at SRC, where he enjoyed his manufacturing job, but knew he wanted something more. "I immediately started reaching out to get more training and experience to better myself, and SRC provided those opportunities," he says. "That meant getting involved with the office wellness teams, the employee engagement teams—anything I could do to create an opportunity for advancement."

"You have to invest in yourself."

- Sutton Berry

In 1998, Berry accepted a position with Regen Technologies, a joint venture between SRC and John Deere. He made his way to the sales team in 2003, a move that prompted him to try for a college degree. "Still, having a family and traveling so often, school wasn't working out," he says. A few years later, he made up his mind to wrap up his degree and enrolled in Evangel University's degree completion

program. Today, he has a bachelor's degree in communications, which he achieved while juggling family life—he and his wife, Keri, have two daughters, Jalyn and Jorja. "Going back to school with a family was a delicate balancing act," he says. "It meant reading on my breaks at work, doing homework after the kids went to bed; there were a lot of early mornings and late nights. Your work still has to get done, even if your employer is encouraging you to go back to school."

While he's grateful for his diploma, Berry explains that the lessons learned on his nontraditional career path were the greatest factor in his success. "As someone on a nontraditional path, you've got to be willing to step outside your comfort zone and continue to learn," he says. For him, that meant taking leadership classes and reaching out to his employer for more responsibility. "You have to invest in yourself in order to move forward," he says.

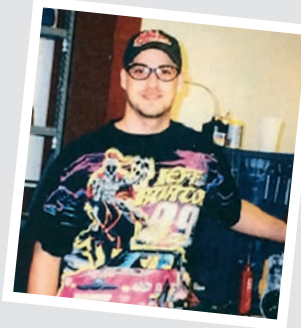
A UNIQUE PERSPECTIVE

Berry has worked on virtually every level of the manufacturing field, from working the third shift to spearheading sales. Now, he's grateful for that diverse experience. "I'm responsible for setting up the entire schedule to release a product," Berry says. "That means I have to work with all of the functional groups in our factory—everybody from production and supply management to safety and accounting." Berry explains that his intimate understanding of product manufacturing helps him coach employees during product release periods. "I'm always proud to bring a different perspective to the table," he says. "Especially where some of my colleagues who took more traditional leadership paths may have a blind spot."

Ultimately, Berry sees his path as a lesson for young people unsure of their next step. "People need to realize that there are a lot of opportunities out there," he says. "Just because you go to school doesn't mean you'll get the job you want. Still, you need to be able to look beyond today and commit yourself to tomorrow."

1996

Sutton Berry joins the SRC manufacturing team.



In the early 2000s, Sutton Berry worked in the fuel injection department at John Deere Reman.

2003

Berry is hired into John Deere Reman's sales and marketing division.



Sutton Berry hugs his daughters, Jalyn and Jorja, at a John Deere employee picnic.

2009

Berry is promoted to product specialist.

1998

Berry accepts a position with Regen Technologies, a joint venture between SRC and John Deere.



Sutton Berry, with his wife Keri, at a John Deere employee picnic.

2005

Berry is promoted to sales and marketing supervisor.



Attending a John Deere Ag and Turf Dealer Expo.

2011

Berry is promoted to his current position as a product program manager on John Deere Reman's leadership team.

▶▶▶ RACKING UP SUCCESS



One of the reasons Küat President Luke Kuschmeader likes doing business in Springfield is because of its central location and lower cost of living.

A STEP-BY-STEP PROCESS OF HOW KÜAT MADE IT BIG

STEP 1

Vet the Idea

Luke Kuschmeader and his fellow co-founder first got the idea to design and sell aluminum bike racks when they saw a friend welding aluminum four-wheeler racks that attached to receivers. They couldn't find anyone else in the market making this type of bike rack, so they decided to give it a shot and created Küat.

STEP 2

Find the Capital

Küat got part of its funding through the Small Business Administration, but the partners had to come up with 20 percent of the capital, or \$200,000. They developed near-perfect prototypes of their first car rack and pitched the idea to investors until they found an ideal financial partner who was willing to take a risk on the company.

Photo by Brandon Alms



When Küat launched in 2008, the Springfield company had one product to its name: an aluminum bike rack that could be hooked up to a receiver. It was a great idea—making a lightweight car rack that wouldn't rust—but it still took five years for Küat to turn a profit. We talked with Küat co-founder and president Luke Kuschmeader to learn how this small gear company managed to stand out from the competition and finally make a name for itself.

by **ettie berneking**

CATCHING THE ENTREPRENEUR BUG

Make It: Have you always wanted to work for yourself?

Luke Kuschmeader: I've been a lifelong entrepreneur. I was 16 when I launched my first business. It was a lawn mowing service. I sold it when I was 19 or 20 because I had a construction and remodeling business at the time, and I felt I could build it to be a bigger company. I did that for six or seven years and sold that in 2007 and started Küat.

Make It: How do you define entrepreneur?

L.K.: It's a broad word. It can mean mowing lawns or launching rockets into space...so you have to think about what kind of business you're trying to build. There's the "I want to work for myself" part and the part where you want to build something.

STRIKING GOLD

Make It: How do you vet unattainable goals when you're looking at starting your own business?

L.K.: I love helping people develop product ideas. I encourage them to talk to people who will give honest feedback and do the market research and talk with dealers. It's too easy to surround yourself

with people who will only give you the good news, so find people who will give honest feedback.

Make It: What role did Springfield play in your national launch?

L.K.: I really underestimated how important Springfield would be to our success. It fully embraced Küat from day one. We got in every local shop the day we launched. The community support was super-strong, and it spread from there.

NOTES FROM THE FIELD

Make It: One of your first investors/founding partners, Guy Mace, is still the co-owner of Küat. How important is it to find a good financial partner?

L.K.: You're looking for investors, but you're interviewing for partners at the same time. You need to make sure they're a good fit and their vision matches yours. At the time, I didn't have this perspective. I was just looking for an investor. Guy was

one of the people we presented to, and we felt that he brought the most to the table being an engineer, and it ended up being a great fit.

Make It: What would you caution against?

L.K.: Being overly confident. If you're projecting you need \$30,000 to start, you probably need \$100,000. If you're starting a company like Küat, you have to find a financial partner. We had to find angel investors or a venture capitalist who had money to invest in the business.

EDITOR'S NOTE: Angel investors are investors who give significant financial support to a start up, often in exchange for some level of ownership.

Make It: Was there a moment when you knew Küat would be a hit?

L.K.: In 2011 we won *Men's Journal* Gear of the Year. It profiled the best products, and on one page was a Ducati motorcycle and on the other page was us. That was a big deal for our little brand.

STEP 3

Build an Audience

With so much national competition, Küat focused on launching locally in Springfield. It built relationships with local bike shops and retailers, so when it officially launched, it was represented in almost every local shop.

STEP 4

Be Persistent

It took five years for Küat to turn a profit. Growth was slow, and sometimes the company would land one new retailer at a time in a new market, but that patience eventually paid off when the company was featured in *Men's Journal*.

STEP 5

Develop Customer Service

While Küat hit the market with a high-end product, Kuschmeader credits a lot of the company's success to its focus on customer service. He says the team knows each individual customer interaction is important.

HANDS-ON

EDUCATION

GO CAPS gives students the chance to test-run their career plans before committing to a full-time job or college degree program.

by tessa cooper

By the time Westin Easley and Tanner Hartman graduated high school, their resumes stood out from their peers. While their friends were sitting in class, Easley and Hartman were both gaining on-the-job experience and skills learning about the mechanics of engineering and manufacturing.

Both 417-land students participated in Greater Ozarks Centers for Advanced Professional Studies (GO CAPS) programs, and their career paths are forever changed.

GO CAPS is a profession-based learning program where students learn from local businesses and test out their future career plans while earning high school credit.

Local school districts cover the program's tuition. Students can choose from medicine and health-care, business and entrepreneurship, IT and software solutions, teacher education, or engineering and manufacturing courses. For both Easley and Hartman, the choice was easy. They knew they wanted to learn more about engineering and manufacturing. For 2.5 hours, five days a week, the two reported to SRC's logistics center and discovered more and more about this fascinating career field. During the program, Easley and Hartman got the chance to job shadow professionals and tour local engineering and manufacturing facilities.

Hartman, a 2018 Nixa graduate, had his eyes set on his future when enrolling in the program. Now a sophomore studying mechanical engineering at the University of Arkansas, he hopes to work in the engineering field upon graduation. He credits his GO CAPS experience with affirming his degree choice.

"I've always had the idea of engineering in my mind as a career goal," Hartman says. Thanks to encouragement from his high school counselor, he applied and got accepted into the program. During his second semester in GO CAPS, he got the chance to job shadow professionals at John Deere Reman and ESC Engineering.

"One thing that really came to my mind in the GO CAPS program is that from high school on in your career, you're going to get out of it what you put into it," Hartman says. "If you put more effort into learning about something and being better at something, the results will show."

Hartman spent last summer completing an internship at Miller Engineering, a structural and forensic engineering firm in Springfield. He landed the internships thanks to the Bridge the Gap scholarship, an opportunity that he learned about through GO CAPS. "GO CAPS also taught me how many opportunities there are around Springfield," he says. "This area is phenomenal for business and select career paths right now. It's definitely a hot spot for engineering."

The experience through GO CAPS doesn't always solidify a student's predetermined plans. Easley is a 2017 Parkview High School graduate. He completed his job shadowing program at SRC Heavy Duty, where he organized shop tools and parts. His GO CAPS experience resulted in a unique outcome and realization. After getting connected to SRC Reman through his job shadowing GO CAPS experience, Westin got a full-time job at the remanufacturing facility.

It was quite a bit of change going from working your typical high schooler job to then stepping into a bigger role at a manufacturing plant like that.

—WESTIN EASLEY, 20

Westin Easley landed a job at SRC after his GO CAPS experience. He graduated in 2017.



If you put more effort into learning about something and being better at something, the results will show.

—TANNER HARTMAN, 20



succeed in the remanufacturing field. He still works at SRC Heavy Duty today, but has since realized that his passions lie more in photography. Luckily, SRC Reman fully supports Easley's new career goal and has even invested in camera equipment so he can create content for marketing purposes.

Whatever the outcome for GO CAPS students, the program stands as a way for students to dip their toes in their future career interests. After all, trial and error are two of the hallmarks of high school.

Tanner Hartman (center, in the light blue shirt and red hat) and his GO CAPS group at the Springfield Power Plant.

For more information about GO CAPS, flip to p. 21.

DIRECTORY

DIVE RIGHT IN

Get a jumpstart on your career and take advantage of these local organizations and their programs. **by jenna dejong**

IF YOU WANT TO START A BUSINESS:

**MISSOURI STATE UNIVERSITY SMALL BUSINESS DEVELOPMENT CENTER (SBDC)**

Learn how to start or grow your business with the Missouri Small Business Development Center at Missouri State University. The center has locations in Springfield and West Plains, and it offers coaching, training and technical assistance. Ongoing training topics include business planning, financial management, human resources, marketing, accounting and more.

Visit sbdc.missouristate.edu for more information.

**ONGOING EVENTS AT THE EFACTORY**

Since it opened in 2013, the efactory has branded itself as a resource for entrepreneurs and business owners throughout southwest Missouri. Attend one of their frequent events or workshops to learn about topics ranging from mergers to networking to business ownership.

Visit efactory.missouristate.edu for more information.

IF YOU WANT TO GET AN EDUCATION:

**MISSOURI STATE MANAGEMENT DEVELOPMENT INSTITUTE (MDI)**

Get a leg up in business with an array of certificate and training programs offered by the Missouri State Management Development Institute. Training participants can complete a variety of certificate programs accredited through Missouri State University. Housed in the efactory, the MDI's training programs include leadership, management, supervision, human resources, purchasing, supply chain management, administrative professional courses and custom programming.

Visit sbdc.missouristate.edu for more information.

**OTC'S CENTER OF EXCELLENCE FOR ADVANCED MANUFACTURING**

Opening 2022, this new center offers short and long-term training opportunities in a breadth of industry specializations.

Visit cam.otc.edu for updates.

**MISSOURI STATE'S CERTIFICATE PROGRAMS**

Gain education in the career of your choice with Missouri State University's certificate programs. Small town planning, web programming, geographic information studies, environmental geoscience and computational science are just some of the options offered.

Visit missouristate.edu/registrar for more information.

**CROWDER COLLEGE**

With locations in Neosho, Webb City, McDonald County, Nevada, Joplin and Cassville, Crowder College aims to educate its students with over 80 degree and certificate options. Certificate options include advanced construction technology, advanced manufacturing technology, diesel technology, alternative energy and more. Even better, the college offers a dual credit program for those students still in high school and it has its own advanced training center based in Joplin.

For more information, visit crowder.edu.

**OTC'S DEGREE AND CERTIFICATE PROGRAMS**

OTC has plenty of degree and certificate options. Choose from construction technology, manufacturing technology, precision machining technology, remanufacturing technology and welding technology and more.

Visit catalog.otc.edu for more information.

**COLLEGE & CAREER ACADEMIES**

Available through Springfield Public Schools at Glendale and Hillcrest high schools, this model gives students the option to investigate potential career paths through college credit opportunities and more.

Visit sps.org for more information.

**MISSOURI SOUTHERN STATE UNIVERSITY**

Options lie in management, industrial engineering technology, logistics, physics, engineering, and more.

Visit mssu.edu for more information.

WHERE TO START



NETWORKING
EVENTS



INTERNSHIPS



WORKSHOPS/
TRAININGS

IF YOU WANT TO HEAD INTO THE WORKFORCE:



PRE-GRADUATION: GREATER OZARKS CENTERS FOR ADVANCED PROFESSIONAL STUDIES (GO CAPS)

Managed by the Springfield Area Chamber of Commerce, junior and senior high school students within the southwest Missouri region dip their toes into a career path when they take advantage of one of five career fields offered through GO CAPS. With over 200 business partners connecting 19 school districts, students get immersed in a variety of business settings by touring and shadowing, while gaining real-world experience.

Visit gocaps.org for more information.



POST-GRADUATION: ABEC INTERNSHIPS

Jump right into the manufacturing field through ABEC's year-round internships. Interns assist with projects, work with different departments and all levels of employees.

Visit abec.com/join-our-team for more information.



JOHN DEERE PART-TIME STUDENT JOBS AND INTERNSHIPS

Opportunities at John Deere lie in accounting and finance, analytics, engineering, information technology, marketing and product support, supply management and more.

Visit deere.com for more information.



SRC APPRENTICESHIP PROGRAM IN PARTNER- SHIP WITH OTC

The leader in remanufacturing, SRC, is now offering apprenticeships in industrial technology and maintenance, with diesel technology and automotive technology coming soon. Enrollment opens every spring but OTC students can apply any time. The program can be completed in three years, and students gain

hands-on, skilled experience. The apprenticeship is paid, and students obtain tuition-free education at OTC. Individuals must be 16 years or older to apply. To learn more, talk with a high school counselor or OTC's Career Center.

To apply, visit srcautomotive.com or srcreman.com.



MODINE MANUFACTURING COMPANY CO-OPS AND INTERNSHIPS

This thermal management company offers opportunities to students year-round through its co-op and internship programs. Internship opportunities lie in procurement, engineering and materials planning and logistics, among others. Co-op opportunities are available to students studying engineering.

Visit modine.com for more information.



MISSOURI JOB CENTER'S WORKSHOPS & TRAINING

Get involved and jumpstart your career with workshops and trainings held throughout the year. Topics include budgeting, career exploration and even learning how to navigate the career process. The Missouri Job Center also provides paid training programs and tuition assistance for eligible individuals and offers partly paid on-the-job trainings for employers.

Visit springfieldmo.gov/workforce or follow the center on Facebook for more information.



MISSOURI JOB CENTER'S HIRING EVENTS

Sign up for the Missouri Job Center-Ozark Region's press releases to receive updates about hiring events. Organizations including Bass Pro Shops, Expedia, Jack Henry & Associates and more have taken advantage of these events.

Visit springfieldmo.gov/workforce or follow the center on Facebook for more information.



FAST TRACK WORKFORCE INCENTIVE GRANT

This new financial aid program encourages adults ages 25 and over to earn a certificate, degree or industry-recognized credential in an area designated as high need by the state of Missouri. Individuals who have not been enrolled in any school within the last two years can participate.

Visit dhewd.mo.gov for a full list of eligibility requirements and approved programs.



MISSOURI REENTRY PROCESS

Formerly incarcerated people get a second chance when they take advantage of the Missouri Reentry Process through the Missouri Department of Corrections. The program teaches incarcerated people valuable skills so they are ready to join the workforce upon reentry into society.

Visit doc.mo.gov for more information.

WANTING TO LAND A JOB RIGHT AWAY?

REACH OUT TO A LOCAL
COMPANY AND ASK FOR
THE HUMAN RESOURCES
MANAGER TO SET
UP A TOUR TO SEE THE
FACILITY. ONCE YOU'RE
FINISHED, APPLY FOR
THE JOB.

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36 Paul Mueller

WHO'S MAKING IT.

Big stuff comes from right here in 417-land.

Who makes it, and how can you be a part of it? We've got the scoop on local companies, their stories, why employees love working there and how you can plug in.



AMPLE INDUSTRIES

BENEFITS

- Dental Insurance
- Group Health Insurance
- Life Insurance
- 401k
- Paid Vacation
- Sick Leave

INFO

- 1101 Eaglecrest St., Nixa
- 417-725-2657
- amplelabels.com
- Ample Industries
- @amplelabels
- Ample Industries Inc.
- Employees: 65
- Year Founded: 1968
- President:
Natalie Menzies-Spradlin



WHO WE ARE

Ample Industries is a manufacturer of custom pressure-sensitive labels. We have more than 50 years of experience serving industries such as food, beverage, health and beauty, household products, automotive and many more. Our full-service graphic design team can assist in the design of new concepts or in preparing art files supplied by our customers for printing.



COMPANY CULTURE

Because we spend more waking hours with coworkers than with family, we believe it's important to celebrate special occasions, small victories and major milestones. As a group we are highly food motivated, and most gatherings involve either homemade or catered-in feasts. We've stood as a group in the parking lot to glimpse an eclipse and sat around the conference

room table to gamble for lottery tickets playing "Left, Right, Center."

STUFF WE MAKE

- Prime labels
- Barcode labels
- Consecutive number labels
- QR code labels
- Direct thermal labels
- Sheeted labels
- Thermal transfer labels
- Removable labels
- Cover-up labels
- Scratch-off labels
- Blister board
- Non-pressure-sensitive tags

COOL CUSTOMERS

You might recognize some of our locally owned, cool customers like Askinosie Chocolate, Andy's Frozen Custard, St. James Winery, Goodman's Vanilla and Churchill Coffee.

CAREER OPPORTUNITIES

We currently have career opportunities for experienced press operators. Few colleges offer the kind of print technology courses that would be necessary to learn how to operate a flexographic press. In our industry, people usually learn to print by first being a pressman's assistant while observing and learning on the job. Almost everyone begins as a novice, and over time, they learn all of the intricacies of our kind of label manufacturing.

WORK WITH US



Rodney Pippin

Outside Sales

AGE: 47

YEARS AT

AMPLE INDUSTRIES: 20

JOB DUTIES

I build relationships. A lot of people like to do that via email or phone these days, but I prefer to meet with people face-to-face and at their facilities so that I can better understand their needs. I also like to deliver as many orders as I can myself. My job is to earn trust and then guide people through ordering the right label.

WHAT DOES THE JOB MEAN TO YOU?

I was 20 years old when I started working at Ample. At that point it was a j-o-b. After a few years, I left to start my own company. I started a lawn care business during one of the driest summers on record and soon realized I didn't want to have to depend on the weather for an income. When I walked back in the door at Ample, I knew that I was here to stay. I worked in shipping or the warehouse or ran a press. Then, when a long-time outside salesman for the company was looking toward retirement, I started thinking about sales, and that's when I turned another page.

THE JOB

REQUIREMENTS

- Bachelor's degree preferred, but not required
- Three years of sales or business development experience OR three or more years label production experience
- Ability to travel 50%+

SKILLS

- Technical knowledge of label manufacturing
- Regulatory requirements of FDA, TTB, etc.
- Sandler Sales Method Training

WHAT YOU'LL DO

In this position, you will work to identify prospects for label sales, investigate customers' needs and understand their process, cultivate relationships with prospects and customers as well as anticipate the future needs of customers.

CAREER PATH

With previous sales experience, your career path will include labels and packaging experience. Next your trajectory will be in inside sales with previous automatic label application experience.

CLIMB THE LADDER

Estimator
\$25–30/hr

Pressman
\$20–\$30/hr

Pressman's Assistant
\$15–\$20/hr

Label Finishing
and Shipping
\$13–\$20/hr



MAMIE WERNICK | HUMAN RESOURCES
417-725-2657 | info@amplelabels.com



DT ENGINEERING



BENEFITS

- Dental Insurance
- Medical Insurance
- Life Insurance
- Vision Insurance
- 401k
- Profit Sharing

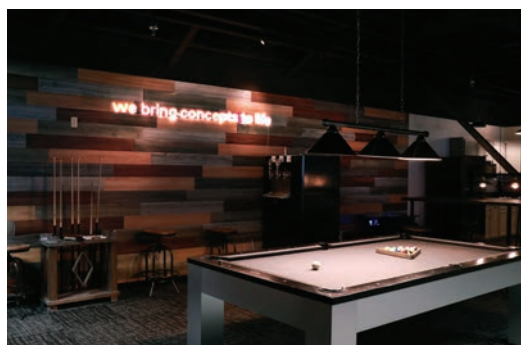
INFO

- 1107 Springfield Road, Lebanon
- 417-532-2141
- dtengineering.com
- DT Engineering
- @dt.engineering
- dtengineering
- Employees: 125
- Year Reestablished: 2016
- President: Jim Sheldon

WHO WE ARE

DT Engineering provides solutions for product assembly to its Fortune 500 customers by designing and building automation assembly lines. These lines assemble products using robots and other leading-edge technologies.

serving our community and families, innovating and employing technology, and embracing an ownership mentality. We collaborate and problem solve using somewhat unique tools, such as billiards, ping-pong, arcade games and shuffleboard.



STUFF WE MAKE

- Automated assembly and tooling systems
- Robotics solutions
- Independent cart technology
- Forming and joining systems

COOL CUSTOMERS

Our customers include progressive Fortune 500 companies in white goods, pharmaceutical, agriculture, transportation and other general industries.

COMPANY CULTURE

DT Engineering has an open, flexible working environment. We align our culture around seven guiding principles: following the golden rule, having pride in our company, harmonizing commitments and plans, behaving ethically,

CAREER OPPORTUNITIES

We are currently seeking out engineers specializing in concept, manufacturing, mechanical and controls. We are also hiring technicians for automation, mechanical and electrical.

WORK WITH US



Damir Kolasinac

Engineering Lead

Mechanical Engineering FAS Group

AGE: 30

YEARS AT DT ENGINEERING: 3

JOB DUTIES

My job duties include mechanical design and analysis, fluidics, technical support functions, development and directing functions of my assigned group.

WHAT DOES THE JOB MEAN TO YOU?

Variety and innovation. At DT Engineering we work with many industries and unique customers to provide engineering design and integrated solutions for complex automated systems that ensure you will never be bored on the job. We are on a path to revolutionize the way an automation company behaves and performs by changing the way we do business. This desire for self improvement and enhancing the employee culture is very inspiring and motivates me to live this ethos.

THE JOB

REQUIREMENTS

- Training: computer aided drafting, finite element analysis, data management, leadership
- Personal Education: Master of Science in Mechanical and Aerospace Engineering
- Analytical mindset, strong problem-solving abilities, strong communication abilities, organized, ability to multitask and prioritize

SKILLS

- Computer aided design
- Computer aided drafting
- Finite element analysis
- Spreadsheets and data analytics
- Technical writing

WHAT YOU'LL DO

As a medium-sized company, we work as a team, which often means stepping into a variety of roles in order to bring a concept to life. At DT Engineering you will work with the customer and engineering team to bring a value-added solution by defining the scope of the project, providing a concept, design, drafting, machining and fabricating, assembly, controls programming and systems testing.

CAREER PATH

Senior Engineering Leadership

CLIMB THE LADDER

Staff
Engineer

Leadership

Senior
Engineer

Engineer



STEPHANIE WILSON | HR MANAGER

417-588-8002 | swilson@dtengineering.com



EFCO CORPORATION

BENEFITS

- Dental Insurance
- Health Insurance
- Life Insurance
- Vision Insurance
- 401k
- Profit Sharing
- Paid Vacation
- Tuition Assistance

INFO

- 1000 County Road, Monett
- 417-235-3193
- efcocorp.com
- @EfcoCorporation
- EFCO Corporation
- Employees: 1,300
- Founded in: 1951
- President: John Klein

WHO WE ARE

EFCO Corporation is a leading manufacturer of architectural aluminum window, curtain wall, storefront and entrance systems for commercial architectural applications. Headquartered in Monett, Missouri, our mission is to be the most trusted supplier in commercial architecture. We seek to provide customers with the highest level of quality, innovation, value and service.



COMPANY CULTURE

With nearly 1,300 employees company-wide, EFCO strives to have a people-focused culture where all individuals are treated with respect. We pride ourselves on the opportunities available for internal promotions and team member development.

EFCO has been honored to participate in community related events in Monett and the surrounding areas. We put an emphasis on outreach for student organizations, striving to educate and support the next generation through programs such as GO CAPS, robotics and industry tours. It is exciting to see students learning and growing their knowledge in partnerships with industry experts.

Every five years EFCO hosts a Family Fair, allowing friends and family of team members to come into the facility and enjoy tours, food and fun activities for all ages. We encourage retirees to attend as well. This is just one instance of an EFCO event that promotes team member engagement.

At EFCO, we appreciate the community for providing a place to develop, grow and find success. EFCO will continue to be committed to providing team members with quality employment and customers with quality product.

STUFF WE MAKE

Products:

- Aluminum windows
- Curtain wall
- Storefront
- Entrance systems

Services: EFCO is unique from others within the industry due to vertical integration. We assist architects through the design process to ensure a true partnership from pre-construction to project completion.



COMMUNITY RELATIONS

Our customers include progressive Fortune 500 companies in white goods, pharmaceutical, agriculture, transportation and other general industries.

WORK WITH US



Tammy Packwood

Production Coordinator

YEARS AT EFCO CORP: 26

JOB DUTIES

I work with a group that assembles quality samples for potential customers. I help in writing the order and then gathering the materials needed to complete the order. EFCO ships the samples out per request. I make sure our team has the proper tools and PPE each day to complete their jobs in a safe and effective manner.

WHAT DOES THE JOB MEAN TO YOU?

EFCO is a great company to work for! They offer each employee the opportunity to move within the company and find their path for development. I started on the line and have worked in five different areas of the business throughout my career. I have been able to participate in many groups at EFCO, which has allowed me to grow personally and professionally.

THE JOB

REQUIREMENTS

- Manufacturing experience required
- Ability to work with a team and influence improvements
- Ability to communicate in a concise, polite and respectful manner

SKILLS

- Strong leadership
- Accuracy and attention to detail
- Problem solving
- Adaptability
- Analytical

WHAT YOU'LL DO

The Production Coordinator works as part of a team to coordinate the daily activities of workers, production and processes. You'll ensure compliance with safety, quality and productivity requirements. This position participates in EFCO's continuous improvement efforts by actively implementing and supporting process improvements and assists with coaching, documentation and development of team members.

CAREER PATH

Team members take various approaches to obtain positions within EFCO, and we pride ourselves on the cross functional opportunities given. Many opportunities are available, and we can help you find the career path that best suits your skills and future goals!

CLIMB THE LADDER

Production
Supervisor

Production
Coordinator

Process
Technician

Manufacturing
Operator



EFCO HUMAN RESOURCES

417-235-3193 | eharrington@efcocorp.com



100% Employee-Owned

SRC HOLDINGS

BENEFITS

- Dental Insurance
- Health Insurance
- Vision Insurance
- Life Insurance
- Disability Insurance
- Flexible Spending Accounts
- 401k*
- Paid Vacation
- Employee Stock Ownership Program
- And more

INFO

- srcholdings.com
- SRC Holdings
- SRC Holdings Corporation
- @srcholdingscorp
- Employees: 2,000
- Founded in: 1983
- President: Jack Stack

WHO WE ARE

SRC Holdings Corporation is the oldest employee-owned remanufacturer to original equipment manufacturers (OEMs) in North America. We have spent the past 36 years helping OEMs sell parts and whole goods through custom remanufacturing programs for the agricultural, industrial, construction, truck, marine and automotive markets. Our expertise has grown to include warehousing, logistics, core management, kitting and packaging, material salvaging and more.

We are known world-wide for our open-book culture, The Great Game of Business®, which focuses on transparency, integrity and business literacy. Our 2,000 associates take pride in their roles as businesspeople, which has become our legacy in the industry.



COMPANY CULTURE

Our culture is characterized by three principles — open-book management, employee ownership and team-oriented competition — and they're all rooted in one mentality: business gamification. Our management system, The Great Game of Business, is our way of teaching our associates how they impact our bottom line so they may have a voice in how our businesses operate and, in return, have a stake in the outcome of company performance. Our employee owners know how to celebrate the wins. From fish fries and Taco Tuesday, to golf and bowling, plus wellness programs and on-site workout facilities, we strive to create a fun atmosphere for both our associates and their family members.

STUFF WE MAKE

- Rotating electrical
- Electronics
- Natural gas engines
- Cylinder heads
- Earth moving machinery
- Axle components
- Diesel engines ranging from 0.7L to 72.0L
- Natural gas and propane generators
- Whole goods
- Fuel pump and injectors
- Turbochargers
- Kitting and packaging
- Motorcycle engines
- Racing engines
- Marine engines and components

COOL CUSTOMERS

When it comes to cool customers, we've got them! Some of our big names include Harley Davidson, Navistar, Bobcat, Paccar, Case New Holland and John Deere. Heard of them?



CAREER OPPORTUNITIES

At SRC, we pride ourselves on developing talent from the bottom up. We build leaders and business people through specialized training and education at all experience levels. In fact, a number of our senior leadership executives got their start on the shop floor. We are always looking for great talent in production and operations, engineering, warehousing, maintenance and more.

SRC FAMILY OF COMPANIES



*5% match

WORK WITH US



Aaron Doucette
Safety Coordinator
Springfield Remanufacturing Corp

AGE: 29
YEARS AT SRC: 6

JOB DUTIES

I assist in the maintaining of a solid safety culture through training and building relationships with our employees. I am responsible for making sure all of our safety training is up to date and that it will be

retained. I also build relationships with employees so that they understand not only the “what” of safety, but the “why” as well. This is key to driving a successful safety culture.

WHAT DOES THE JOB MEAN TO YOU?

Working at SRC means job security, long-term financial gains and a good work environment. I know how our company is doing because I can not only see the financial numbers, but I’ve been taught them as well. We are an ESOP company, which means the better we work together, the better our company does, which means our stocks grow. Our culture at SRC is the best I have ever worked with.

THE JOB

REQUIREMENTS

- Bachelors degree or equivalent experience
- Attention to detail in writing
- 1-2 years of experience in safety preferred

SKILLS

- Strong interpersonal skills
- Ability to communicate effectively and professionally
- Proficient computer skills (Microsoft Word, Excel)

WHAT YOU’LL DO

On this team, you’ll support the Safety Manager in providing OSHA compliance guidance on processes, equipment, supplies and environment matters and recommend measures to protect workers. You’ll also maintain safety records, analyze and communicate key performance indicators relative to safety. This position conducts environmental health and safety evaluations and inspections, monitors progress of environmental improvement initiatives, plus educates and leads fellow associates in making positive changes within the organization. Finally, you will also assist on research and special projects as needed.

CAREER PATH

From here, the next obvious step is taking on the role of EHS Manager, but the opportunities are endless. You may be just starting out, but SRC can give you the opportunity to do whatever you want. You have to stick with it. Work safe and work hard each day, and accept every opportunity you are given. I did, and it’s been a great six years. I’m looking forward to many more.

CLIMB THE LADDER



Hourly associates can earn up to 13% of their pay in annual bonuses.

The figures above reflect starting pay averages of base wage, healthcare benefit and retirement benefits. Pay ranges are subject to change based on department, facility, experience and more.



To learn more about each of our companies and their career opportunities, visit srcholdings.com and find the right fit for you!



WESTROCK

BENEFITS

- Dental Insurance
- Medical Insurance
- Vision Insurance
- And more

INFO

- 2705 W. Battlefield Road, Springfield
- 417-881-3525
- westrock.com
- @westrock
- WestRock
- WestRock Company
- Springfield Employees: 180
- Founded in: 1950s
- CEO: Steve Vorhees



WHO WE ARE

Westrock is a leader in the paper and packaging industry. We are number one in consumer paperboard and number two in container board production in the world. Our Springfield facility was built in the mid 1950s as a corrugated box facility, and that's still what we produce here today. Many names have been on the side of the building since it began—from Hoerner Waldorf in the mid 1950s to Champion Container, Stone Container, Smurfit-Stone, RockTenn and now Westrock. The facility has a long history, and we are proud to continue the legacy of locally producing corrugated containers there.

COMPANY CULTURE

Westrock's vision is to be the premier partner and unrivaled provider of winning solutions for our customers. Our culture revolves around our core principles of integrity, respect, accountability and excellence. Some of our company highlights include the fact that we operate 320 facilities around the world, consume 5.1 million tons of recycled fiber, and have 31 paper mills with the capacity of 16.4 million tons of containerboard!

COOL CUSTOMERS

Some of our customers with names you might recognize include Kraft Foods, Russell Stover Candies and Amazon.

STUFF WE MAKE

Corrugated containers for:

- Industrial
- FoodService
- Food (Candy/Dairy)
- Protein
- Ecommerce



CAREER OPPORTUNITIES

Westrock Springfield has many opportunities for employment in a manufacturing environment, from machine operators to material handlers and shipping/warehouse personnel. Westrock Springfield also has positions in Safety, Quality, Sales, Shipping/Warehouse Management and Operations Management.

WORK WITH US



Ceejae Coberley Maintenance Mechanic

AGE: 35

MONTHS AT WESTROCK: 3

JOB DUTIES

General maintenance on equipment and our building facilities.

WHAT DOES THE JOB MEAN TO YOU?

I love working with tools; gives me a sense of accomplishment. When something malfunctions or breaks in the facility and knowing you had

a part in getting it back up and running – I can walk away feeling that I had an impact on fixing that. I love the Westrock way, and how it promotes safety above anything else. Everyone looks out for one another. This Westrock job gives me some security and freedom with my family; gives my family happiness, and my kids show how proud they are of me.

THE JOB

REQUIREMENTS

- Follow all established processes and procedures and follow specific instructions
- Ability to work safely and follow all safety regulations and practices
- High school diploma or equivalent
- Prior manufacturing experience preferred
- Successfully pass a math test, background check and pre-employment physical and drug screen

SKILLS

- Able to read a tape measure and perform basic math used in the manufacturing process
- Pick up parts, paper, objects and residue off the floor and around work stations
- Able to operate power hand tools
- Ability to lift 50-75 pounds consistently

WHAT YOU'LL DO

As a Machine Operator, you'll be required to operate various manufacturing equipment to produce corrugated containers in a fast-paced environment. You'll need to be available to work any shift in a three-shift environment, plus mandatory overtime both daily and weekend work as required.

CAREER PATH

When a person joins the Westrock team, they start as a probationary employee. Every 30 days, they earn an increase in wages, and at 90 days, they reach non-probationary status. At that point, they can continue to grow and take on more responsibility. Their career path can lead to Operator pay, Lead People and even into Supervisory ranks if they excel and are interested in moving up in the organization. Westrock also has opportunities for growth across the country in its numerous facilities.

CLIMB THE LADDER

Maintenance
Mechanic
\$24.50/hr

Non-
Probationary
Employee
\$18.50/hr

Probationary
Employee
\$14.50/hr



DEAN FREY | GENERAL MANAGER OZARKS BUSINESS UNIT
417-823-2443 | dean.frey@westrock.com



WHITE RIVER MARINE GROUP

BENEFITS

- Dental Insurance
- Health Insurance
- Vision Insurance
- 401k
- Flexible Spending Accounts
- Life Insurance
- Disability Insurance
- Paid Vacation
- Employee Discount
- And more

INFO

- 2500 E. Kearney, Springfield
- 417-873-4555
- whiterivermg.com
- Ranger Boats
- Tracker Boats
- White River Marine Group
- Employees: 5,000
- Founded in: 1978
- President: Terry Shook



WHO WE ARE

Drawing our name from the magnificent river flowing through the Ozarks, White River Marine Group™ (WRMG) is the world's largest builder of fishing and recreational boats by volume. WRMG is also a member of Springfield, Missouri-based Bass Pro Group, a multifaceted organization that includes Bass Pro Shops®. Founded by Johnny Morris, Bass Pro Shops is North America's premier destination retailer, with a legacy of providing boaters, anglers, hunters and other outdoor enthusiasts innovative, quality gear to experience and enjoy the great outdoors. Together, WRMG and Bass Pro Group have a rich heritage in Missouri and Arkansas with origins dating back to the 1960s and '70s.

COMPANY CULTURE

At White River Marine Group, our associates are more than employees—they are our extended family. When disaster or personal hardship strikes, we are there to provide a hand up through the Bass Pro Cares Fund. Associates help contribute to the fund and support our Bass Pro family in devastating times of need.

COOL ACCOMPLISHMENTS

We've accomplished some noteworthy things, like producing the first ready-to-fish boat, motor and trailer package. We also created the modern bass boat and are pioneering sportfishing boats that are more accessible to anglers. We're proud to

have earned multiple CSI Awards for Excellence in Customer Satisfaction from the National Marine Manufacturers Association.



STUFF WE MAKE

- TRACKER® Boats
- Ranger® Boats
- NITRO® Boats
- Triton® Boats
- SUN TRACKER® Boats
- REGENCY® Boats
- TAHOE® Boats
- MAKO® Boats
- ASCEND® Kayaks
- TRACKER OFF ROAD™ ATVs and side-by-sides



CAREER OPPORTUNITIES

White River Marine Group offers a wide range of career opportunities in all aspects of boat and trailer production. In addition to production, WRMG also has opportunities in fields such as maintenance, engineering and facilities management.

WORK WITH US



Jordan Hicks
Final Inspector

AGE: 30
YEARS AT WHITE RIVER: 7

JOB DUTIES
My job is to make sure that a quality product goes out the door. As a Final Inspector, I make sure that the finished product meets our quality standards and is customer-ready.

WHAT DOES THE JOB MEAN TO YOU?
I enjoy working for White River Marine Group and Bass Pro because it is a great company that provides good benefits and a family-like environment. As an outdoorsman, it is important to me to supply the best product I can, because the customer deserves the best product they can get.

THE JOB

REQUIREMENTS

- Manufacturing experience recommended
- Basic computer skills
- Able to read a tape measure
- Able to read prints and dimensional schematics
- Able to use pneumatic tools

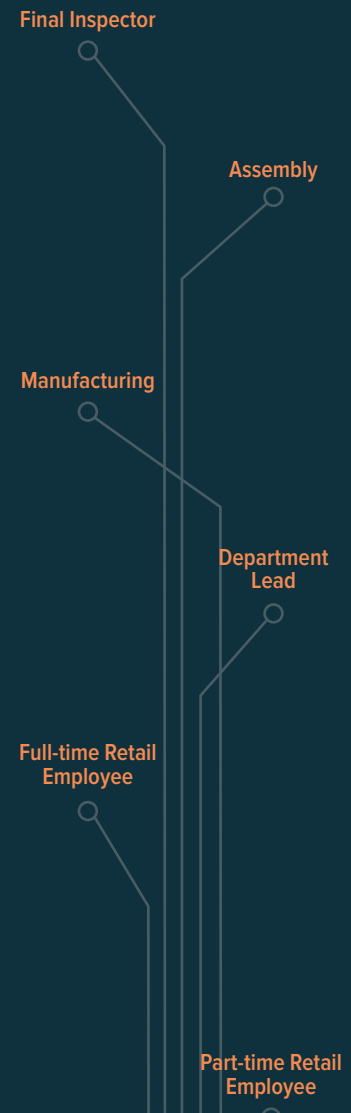
SKILLS

- Basic math skills
- The ability to work in a team environment
- Communication skills
- Detail oriented

WHAT YOU'LL DO
As a Final Inspector, you will be responsible for inspecting parts, sub-assemblies and products within the department, and ensuring that they meet quality standards.

CAREER PATH
Jordan started working for the company seven and a half years ago as a part time employee in the gun department at Bass Pro. He progressed to full time and was promoted to Team Lead over the hunting department. Jordan remained a Team Lead until he decided to transfer to the manufacturing side of the business. Under White River Marine Group, Jordan worked in assembly where he was cross trained in all areas of the line until he was promoted to Final Inspector.

CLIMB THE LADDER



JASON BROWN | DIVISIONAL HR MANAGER
417-873-5346 | JasonBrown@whiterivermg.com










MUELLER

PAUL MUELLER COMPANY

BENEFITS

-  Dental Insurance
-  Health Insurance
-  Vision Insurance
-  Life Insurance
-  Disability Insurance
-  Accident Insurance
-  Flexible Spending Accounts
-  401k
-  Paid Vacation
-  Education Assistance

INFO

-  1600 W. Phelps St.
Springfield
-  417-575-9000
-  paulmueller.com
-  @PaulMuellerCo
-  Paul Mueller Company
-  Paul Mueller Company
-  Springfield Employees:
700
-  Founded in: 1940
-  President: David Moore

WHO WE ARE

Paul Mueller Company started in 1940 as a small sheet metal shop and has grown to be a global supplier of heating, cooling and storage solutions that allow farmers, brewers and engineers to positively impact the world. Headquartered in Springfield, Missouri, we also have manufacturing facilities in Iowa, the Netherlands and Vietnam, as well as an engineering firm in Germany.



COMPANY CULTURE

Our global culture is rooted in five key attributes, the spirit of which began with Paul himself. We strive to be **Proud but Modest**, with a quiet confidence in our rich heritage and tradition of quality. We use **Practical Creativity** to solve problems through steadfast, down-to-earth attention to customer needs. Our **Entrepreneurial Energy** always brings no-frills, quick thinking and a focused effort. We are **Bonded Together** across business units and geographies by a passion for what we do and who we do it for. And our **Honest Dedication** means we have the utmost integrity to do what's right and the relentless determination to do what's best.

STUFF WE MAKE

We build stainless steel processing equipment that cools, heats and stores products you use every day, like milk, beer, water and medicine. We serve dozens of industries with our solutions including, dairy farming, brewing, beverage, food, chemical, pharmaceutical, heat transfer, industrial construction and tank components.

COOL CUSTOMERS

We work with some amazing customers across all our industries! Some you might know include: 4 x 4 Brewing, Anheuser-Busch, Lely, Braukon, Miller-Coors, Merck Pharmaceutical, Fluor Engineering, Black & Veatch, Daisy Brands, Noosa, Founders Brewing, Novo Nordisk, Caymus Vineyards, Kendall-Jackson, BASF and Procter & Gamble.



CAREER OPPORTUNITIES

We apply the latest technologies in the design, engineering, and fabrication of our products. We welcome job applications for welders, grinders, engineers, drivers, sales, production, designers, quality inspectors and more. See our current openings at paulmueller.com/careers.

CHRIS DICKERSON | HR ADMINISTRATOR
(417) 575-9000 | paulmueller.com/careers

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Health Care



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With a technical degree from OTC, you could make **\$40,000-\$70,000** per year. Plus, you can complete most of our gold collar programs in just two years — all while paying the lowest tuition in the area. **Ready to feel the earn?**

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