



Bridging the Skills Gap with Youth and Registered Apprenticeship Programs

- Two strategically located facilities:
 - Manitowoc, WI
 - Murfreesboro, TN





Established in 1946 in Manitowoc, WI as a family-owned business.

Currently in the third generation of senior leadership, with 4th generation at the ready.

2014 Wisconsin SBA Award

To be recognized by internal and external business associates as ***Just the Best*** in our industry and community.

We will strive to be ***Just the Best*** through:

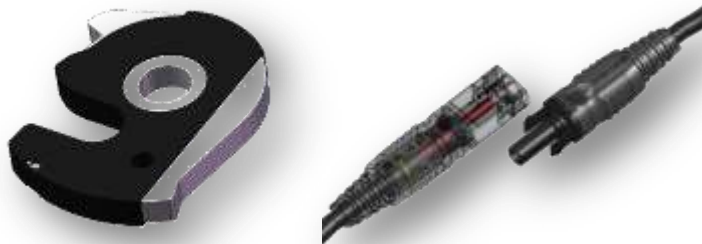
People

Customer Satisfaction

Technology

Precision deep-draw, progressive, and fineblank metal stampings for the automotive industry used primarily in fluid handling, valve, and solenoid applications, as well as consumer goods, and industrial markets.

Plastic and metal components to produce high-precision composite components and assemblies that are used in the automotive and solar industries



76 presses ranging in size from 15 to 330 tons
Transfer, Progressive, and Fineblank Technology



Metal Stampings

- Deep Draw Engineering 65 years experience.
- Fineblank Engineering 25 years experience.
- All Tool Design conducted in-house.
- All Tool Build and Development conducted in-house
- Tool and Part Dimensions held to ± 0.0001

Plastic/Metal Components

- 50 years of Insert-/over-molding experience
- 30 years of reel to reel molding experience

A/C Ferrules



Injector Cups



Inlet Tubes



Adapters/Brackets



Inserts



End Caps



Fuel Line Quick Connects



Tubes



Fuel Filler/Fuel Pumps



Housings





Cylindrical Cans
Vented & Non-Vented



Prismatic Cans



Candle Industry



Waste Disposers



Door Hardware





Seat Hardware



Door Locking Hardware



Door Locking Hardware



Flat Washer



Flange



Retractor Link

Military
Applications



Electrical
Contacts



Brake Pistons





4.6 x 30 mm



.40 S & W



.45 AUTO



.357 Sig



9 mm

So... How do we develop the skills necessary to produce these precision components?

- Supporting RA's since the 1980's
- Approximately 50% of our 43 member Toolroom are Journeyman Machinists and Tool & Die Makers, developed through Jagemann/State sponsored RA Contracts.
- Journey Level positions also have been developed within our Maintenance Team.
- 6 Toolroom Team Members currently under contract, developing their skills in the RA process.

- Supporting YA's since the mid 1990's
- Initially Toolroom focused at Jagemann.
- Now expanded to also include Maintenance, Design Engineering, Sales and Finance.
- Initially supporting just one or two high school students per year, 8 High School students are working at Jagemann through the YA programs this year.
 - Toolroom = 4
 - Engineering = 1
 - Maintenance =1
 - Sales =1
 - Finance = 1
- Approximately 80% of all YA's become full-time Jagemann employees after completing the YA program.
- Approximately 10% of our 270 current employees began their career at Jagemann as a Youth Apprentice.

- Consistent Skills Training and Development
- Career Path Development (Recruiting and Retention)
- Feeding the talent pool (If not us...?)
- YA's receive High School Credits, “real world” experience and pay as they “explore” a career path.
- Creates opportunities for talent to stay local, with advanced salary opportunities that support the families of our community.
- Fosters Collaborative Partnerships: Work / School / State / Families

Please welcome Mr. Dustin Behnke

- ❖ Youth Apprentice – July 2008 – June 2010
- ❖ Registered Apprentice – Journeyman Machinist
June 2010 - October 2013
- ❖ Currently in a Team Leader role in our Toolroom.