



A Job Resource for the Cullman Area.

Linking People to Careers

May 31, 2007

An Advertising Supplement to The Cullman Times

Ads in the CAWS section also appear on The Cullman Times' website at
www.cullmantimes.com



SUMMA Technology, Inc., headquartered in Huntsville, is a leading manufacturing services provider, offering our customers the highest quality products and services in the aerospace, defense and commercial markets.

This year we are proud to celebrate our 20th year in business, and the 10th Anniversary of our Cullman Operations. Due to a recent contract award, our Cullman Operations is expanding to three shifts. We have immediate openings and are always looking for **Welders, Painters and Assemblers** for all shifts.

Please apply at the State Employment Service, 1204 Katherine St. NE, Cullman, AL 35055.



visit www.summa.com to learn more about our company

SUMMA Technology, Inc.

140 Sparkman Dr. • Huntsville, AL 35805 • AA/EEO • ISO9001 Certified • M/F/Vet/Disabled

Topre America Corporation

Topre America Corporation, located in Cullman, AL, serves the automotive industry in the southeastern United States. In addition to our business concerns, we strive to be first-rate corporate citizens by active participation in advancing economic and social progress through ethical leadership, stewardship and community-building activities to improve the quality of life for Cullman County residents.

The following is a partial listing of the employee benefits available at Topre America, effective May 1, 2007.

Below is a listing of some of the jobs available at Topre America.

Medical Insurance
Dental Insurance
Vision Insurance
Short Term Disability Insurance
401(k) Savings/Retirement Plan
Life Insurance
Holidays:
Paid Vacation

Press Department
Assembly Department
Engineering Department
Quality Department
Maintenance Department
Gorika Department
Material Department
Administration Department
Human Resources Department
Sales Department

Skills / Education Required for Employment at Topre America
All job applicants must have a High School Diploma or GED. Minimum requirement of a High School Diploma or GED for all positions

Application Process for Employment at Topre America

Topre America posts job listings with Alabama Career Center located on Katherine Street in Cullman, Alabama. The Career Center will take applications when we inform them of anticipated job vacancies. We also place advertisements for positions in local and regional newspapers.

Applications for employment may be obtained at the Career Center. Resumes may be emailed to Topre America at toprehr@topreamerica.com.

Topre America Corporation
1580 County Road 222 Cullman, AL 35057



**CUSTOMIZED TRAINING AND
ENGINEERING SERVICES
FOR YOUR COMPANY**

Make things better in your business!

Hanceville Center
(256) 352-8324
www.atn.org
Located on the campus of
Wallace State
Community College



**Alabama
Technology
Network**



OPENINGS/OPPORTUNITIES

Transportation Company

Diesel Mechanics

CDL Drivers

Administration

Tire Company

Commercial Servicess

Tire Technicians

Administration

Sales

Treading Company

Production

Industries

Accounting

Administration

Locations/Opportunities also outside of Cullman

How to apply: www.mcgriffindustries.com

How to contact:

1-800-950-0780 or 256-739-0710

By email: info@mcgriffindustries.com

EOE

Just CAWS: Cullman-Area Workforce Solutions seeks to strengthen local labor

One sure benchmark used to gauge a community's prosperity and success is a low unemployment rate. Citizens are gainfully employed, buying and selling goods and bolstering the local economy. The community is strengthened by the success of its businesses, and families are sustained by wages earned. Things are as they should be.

In this regard - and many others - Cullman County, Alabama, is prosperous and successful. With an unemployment rate of 2.2 percent in April 2007 according to Alabama Development Office statistics, the Cullman area is better than it has ever been. The city's economic development efforts are widely regarded as the best in the state and rank among the best in the southeast and the entire United States.

Cullman is No. 1 in Alabama for new and expanding industry with many millions of dollars being invested each year by existing corporate neighbors and by recent transplants. Representatives of nationally known companies and multinational corporate giants scout the Cullman area on an almost daily basis, seeking to open new facilities.

When new companies move in, their presidents and managers praise Cullman County for its sense of community and cite its people and their strong work ethic as a major reason behind the decision to locate here. In almost all of these cases, once production has begun and these new facilities are fully operational, the Cullman County plants invariably begin to rise to the top of the corporate food chain, not only competing with but often surpassing their sister operations in other states and across the globe. The reason usually given for these successes? The people of Cullman County. It is therefore no surprise that Cullman County's workforce is our main selling point and the jewel in our industrial recruitment crown.

So why is there a new group in Cullman County dedicating itself to workforce development? Our workforce would seem to be fully developed already.

The answer is that while our workforce is indeed strong, the member organizations of Cullman Area Workforce Solutions, or CAWS, believe it can be stronger. The organization's goals are to help build a better workforce for today

and for the future and to foster an environment of cooperation that will better meet the needs of both employers and those seeking employment.

CAWS is, above all, an industry-driven organization. It began as a collaborative effort between seven participants who were chosen as a delegation to the Strategic Partnerships for a Competitive Workforce Workshop in Minneapolis, Minn., last fall. The workshop, a joint project between the U.S. Departments of Labor and Education, dealt with the problems facing the industrial sector due to decreased interest in industrial fields and the onset of retirement within the Baby Boomer generation. The seven corporate delegates returned to Cullman County with the desire to expand upon the ideas presented at the workshop and put them to use for the betterment of our community.

The group that has become known as Cullman Area Workforce Solutions has now grown to 28 members representing 17 companies and organizations including American Proteins, Axsys Technologies, Louisiana Pacific Corporation, North Alabama Fabricating, McGriff Industries, REHAU North America, SUMMA Technology, Topre America Corporation, Wal-Mart Distribution Center, Webb Wheel Products, Alabama Career Center System - Cullman, the Cullman-Area Chamber of Commerce, Cullman County Economic Development, Cullman City Schools, Cullman County Schools, Cullman Economic Development Agency, and Wallace State College - Hanceville.

The group has set its sights on a number of problems facing Cullman County's industries. One major issue is the lack of skilled labor available for the increasing number of new jobs in the area. Facilities are opening and expanding constantly, with only a small pool of applicants from which to choose.

"What we hope to do is work with students, parents and educators to help them realize the tremendous potential for careers in the industrial field," said CAWS Steering Committee Chair Judy Bradford, Human Resources Director for Axsys technologies. "We also plan on an extensive marketing cam-

paign to let the residents of Cullman County and the surrounding areas know what jobs are available in the area, what skills are needed to get those jobs and where to get those skills."

"Students don't have to go to another city for education or training. We have programs here that will train them for high-paying jobs with local companies. We want to keep our talent here."

An obstacle closely tied to the labor shortage is the fact that historically, many area students immigrate to larger cities such as Birmingham and Huntsville to attend four-year colleges and do not return.

"There's nothing wrong with pursuing a four-year degree," said committee Vice-Chair Dan Plank of REHAU North America. "But for years, parents have been telling kids they have to get a four-year degree to make money and be successful. That's not necessarily the case. Recent college grads in today's world can tell you that a degree does not guarantee a big paycheck or even a job."

"Working in manufacturing or other industrial fields today just isn't grunt work or mindless labor on some dirty, poorly-lit factory floor like it may have been 50 years ago. Robotics and computerized machinery have transformed our industries. Manufacturing jobs are high technology jobs now. There are exciting and rewarding careers to be had at facilities in Cullman County."

Reaching out to local students and parents to increase awareness of these jobs and training opportunities is key to the group's plan. The group's pilot project, the 2007 Educator Exchange Awards Program, seeks to do this by helping educators gain an understanding of the workplace so that they may pass on the knowledge to their students. CAWS is currently in the process of screening applicants - teachers, counselors and administrators from local schools - who will work at local industries for two weeks during the summer months. The educators will go through orientation and work alongside employees of the participating companies, returning to their respective institutions with lesson plans and real-world experiences to share with their classes.

"Many teachers go straight from college into a graduate education program and from there into the world of teaching. They've never left the academic world and may never have seen the inside of a manufacturing facility," Bradford said. "We want them to know firsthand what skills are needed in the Cullman County workplace and how rewarding a career with a local company can be."

This project is funded in part by a grant awarded under the President's Community-Based Job Training Grants, as implemented by the U.S. Department of Labor's Employment & Training Administration. Additional funding for the 2007 Educator Exchange Awards has been provided by Cullman Employment Center and the participating industries.

Although the educator exchange program will affect students indirectly, a more direct route is in the works as well. CAWS is developing a student program that will work within area schools. It is aimed at reducing dropout rates, imparting real-life experience and job hunting skills, reinforcing the need for skilled labor, and sharing the opportunities and rewards available through local companies.

"Our student program is modeled after an award-winning program run by the Chattanooga Chamber of Commerce," said Caroline Thompson of Topre America, head of the group's Student Focus Group. "It is a fully-realized and truly phenomenal program that reaches students at many different grade levels. We have the full cooperation of the Chattanooga Chamber in implementing it, and we hope ours can be equally as successful."

Additional student, teacher and parent programs are also in development as well as programs that will directly target the unemployed and underemployed. Plans are in the works to participate in local career fairs, provide speakers for presentations to civic and student groups and the possibility of coordinating an annual Cullman Area Career Expo.

Part of the CAWS marketing plan to reach these various groups includes a comprehensive website, currently under development, that will include job listings, company profiles and links to local education

and training resources.

"We believe that one of the major problems faced by today's youth is that they don't really know where to begin looking for a career or how to go about it," said Rich Partain, the group's Webmaster and head of CAWS' Marketing Focus Group. "We want the CAWS website to be a jumping-off point for local students, parents, and counselors to investigate local opportunities."

"The Internet is a wonderful tool for obtaining information, but sometimes a topic can be too broad and researching it through search engines can be time consuming. We want to make finding training and job placement in Cullman County easier by being a portal for not only our group's programs, but also all of the great training facilities and programs offered by local institutions. It will also be a place for people to learn more about local corporations, their employment needs and what skills are needed to land a successful career with those companies ... a sort of one-stop shop for careers in Cullman County."

Although initially geared toward manufacturing, as stipulated by grant funding and reinforced by the needs of the manufacturing sector as outlined in the Strategic Partnerships for a Competitive Workforce Workshop that gave impetus to the group, CAWS hopes to broaden its scope to include healthcare, retail and other local fields as the organization matures and grows.

"We are all very excited about the partnership and the potential of Cullman Area Workforce Solutions," Bradford said. "We feel it will improve the quality of life of those living in our community by assuring well-paid jobs and a highly skilled workforce. At the same time, it guarantees our ability to meet the employment demands of an ever-increasing industrial base."

"We hope this group will become a strong and vital part of our community development efforts."

For more information on Cullman Area Workforce Solutions or to find out how your company can become a part of CAWS, contact Kirk Mancer, President of the Cullman Area Chamber of Commerce, at 256-734-0454.

CAWS Student Action Plan addresses problems facing local youth

One of the most important aspects of developing the workforce of tomorrow is finding a way to reach the workers of tomorrow. The Student Action Plan currently being developed by Cullman Area Workforce Solutions (CAWS) aims to reach school children of many different grade levels and help prepare them to not only seek and secure gainful employment but also to find financial security for the future.

According to Student Focus Group head Caroline Thompson of Topre America, there are a number of problems facing students in today's schools that the program will address.

"One problem is that students are led to believe they have to have a four-year degree to be successful," Thompson said. "That their expectations are different than that of the workforce market is another issue. Student retention and the high school dropout rate is yet another. Finally, they are not being taught basic financial skills to become successful and they are not hearing from local employers what jobs are available in their area."

To address these problems, Thompson and her group have chosen to model their Student Action Plan after an award-winning program implemented by the Chattanooga (Tenn.) Chamber of Commerce, who have offered their full support to CAWS in tailoring the program toward Cullman County's needs.

"What we're seeking to do is to reinforce basic finance skills, help set realistic goals for employment, teach students how to obtain good paying jobs in their area, and teach them what skilled labor means," Thompson said. "The Chattanooga Chamber has a wonderful program that has been very successful and we hope to duplicate their successes here in Cullman County."

The program would begin with eighth grade students, who would undergo a "Career Crunch." This would entail students talking with professionals in career fields in which they are interested, learning about the education and training required for each and what high school courses would benefit them in the coming years.

Ninth grade students, high school freshmen, would be involved in a program called "Keeping It Real," in which they gain real-world experience by making financial decisions for a mock family. Each student would be assigned a career, a family situation and a month's salary and would have to visit booths representing expenses such as car payments, insurance bills, grocery and clothes shopping, daycare, higher education and second jobs. The program is designed to foster a sense of fiscal responsibility and reinforce the need to stay in school.

"Keeping It Real" is the first part of the Student Action Plan to be implemented, as the Cullman Area Chamber of Commerce Adult Leadership Class of 2006 – of which Thompson is a member – adopted it as their class project. The pilot session of the program was held at Vinemont High School this spring and received very positive feedback from volunteers, students, teachers and observers from local civic groups, Thompson said.

Tenth grade students will learn how to "Get A Job" by participating in this aptly named program that focuses on career readiness and employment. Volunteers from local businesses will go into the classroom and offer students information about interview skills, resume and application tips and appropriate dress/behavior for job interviews.

Eleventh graders will find out "Who Wants to be a Millionaire," which is a program that encourages students

to plan for a secure financial future by focusing on credit card management, savings and financial budgeting and planning.

The final part of the Student Action Program includes both juniors and seniors, who will participate in a college and career fair with local members of the business community and college representatives. Vendors will set up booths and share their career expertise with students, and business and education representatives will discuss job and training opportunities as well as co-op programs and internships.

"Not only will the information

we present in these programs be helpful, but by recruiting volunteers from local businesses, industries, schools and career training centers, we will give them an increased presence in the schools and create a better environment of cooperation that will hopefully benefit both the students and local places of employment," Thompson said.

In addition to the structured five-grade programs, the Student Action Plan will reinforce the industry and business presence by placing career-specific posters in schools that showcase local companies and fields of study.

Cullman Area Workforce Solutions is a not-for-profit coalition comprised of local business and industry leaders, government representatives and educators whose goal is to build a stronger workforce and foster an environment of cooperation between industry and education that will better meet the needs of both employers and those seeking employment

For more information on Cullman Area Workforce Solutions or to find out how your company can become a part of CAWS, contact Kirk Mancer, President of the Cullman Area Chamber of Commerce, at 256-734-0454.

Alabama State Employment Service: a full-service agency for job seekers, employers

The Alabama State Employment Service, also known as The Cullman Employment Security Office, is located in The Alabama Career Center Cullman located at 1401 Katherine St NW. They are a division of the Department of Industrial Relations whose primary role is to operate and provide for the public labor exchange function.

According to ASES officials, this is a mechanism to assist employers in obtaining qualified workers and to assist the general public job seeker in obtaining gainful employment. This is accomplished electronically via the Internet through their website at www.Joblink.alabama.gov.

The site affords individuals the capability of registering and building their resume(s) online. Users can then perform job searches and obtain the necessary contact information required to apply for jobs. The site also affords employers the capability to establish an account online and search the system for qualified individuals via their resumes. They may

input job orders directly onto the system, or they may choose to receive staff assisted job order input with the amount of employer contact information and method of referral both determined by the employer.

The Alabama State Employment Service provides several other services such as labor market information, hiring trends, a Local Veteran Employment Representative, employer assistance with OFCCP mandatory listing requirements, and TRA/TAA trade adjustment assistance for qualified workers.

Other employer services provided include selection, call-in and referral of qualified individuals who are registered in their data system on all jobs listed with their office. Office space complete with phone, fax, copier and Internet access is available to employers who may need or desire to utilize their facilities for the interview and selection process. Alabama State Employment Service will schedule appointments dates/times if the employer chooses to interview at their location.

The agency is a partner with local employer groups, public agencies and Wallace Community College in workforce development. There is a concerted effort by all partners to try and meet the challenges and needs of our community in light of continued economic growth coupled with record low unemployment numbers. The most recent unemployment rate for Cullman County was 2.2%.

The Alabama State Employment Service provides a host of other services to the public and employer community. Some are available directly on their web site, while other services are provided on a as-needed basis to employers and job seekers alike. Information on these services may be obtained in handout form at the Katherine Street office, where there are many other resource materials available. The agency also provides Internet access and has staff available to assist with registration into the Alabama JobLink data system (AJL) to anyone needing or desiring such assistance.

AUT

AUTOMOTIVE MANUFACTURING TECHNOLOGY



associate degree

The Automotive Manufacturing Technology degree at Wallace State Community College is designed to prepare students for employment and advancement in the fast-growing field of automotive manufacturing. Positions exist both in the automobile manufacturing plants and in the many supplier organizations statewide.

multi-craft technician

The Multi-Craft Technician is responsible for setup, installation, troubleshooting, repair, and testing of complex mechanical, electrical, and robotic equipment. The average full-time annual wage for a Multi-Craft Technician is \$27,000-\$51,500.*

scholarships available

For more information on Automotive Manufacturing Technology at Wallace State, contact Joe Hendrix at 256/352-8154 or joe.hendrix@wallacestate.edu.

program requirements

Students must have a high school diploma or GED to enter the AUT program.

degree requirements

Students completing the AUT degree will complete 75 semester hours.

courses

Students are required to complete courses in: Safety and Lean Manufacturing, Electronics, Programmable Logic Controllers (PLCs), Industrial Sensors, Blue Print Reading, Hydraulic and Pneumatics, Industrial Controls, Machining, Robotics, Welding and other technical courses.

career opportunities

Students completing the AUT degree may seek employment with companies such as Honda, Hyundai, International Diesel, Mercedes, Toyota, or the more than 350 automotive suppliers located in the state of Alabama.



www.carcam.org

WALLACE STATE HANCEVILLE



"This material is based upon work supported by the National Science Foundation under Grant No. DUE-0501328."
*Data received from the Bureau of Labor Statistics, U.S. Department of Labor, Occupational Outlook Handbook, 2006-2007 edition and In Demand, Careers in Advanced Manufacturing, Issue 3.

AXSYS TECHNOLOGIES

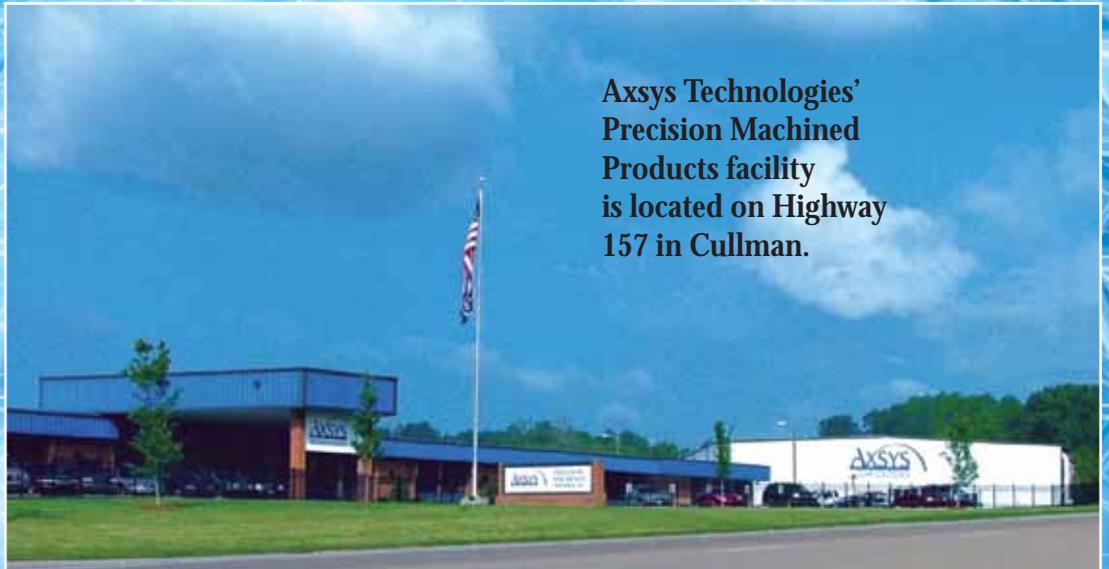
Axsys Technologies, Inc., Precision Machined Products, also known as Speedring, LLC, has been producing hardware for the space and defense markets since the beginning of space flight. The company, originally located in Detroit, MI., was founded in 1947 by James R. Schiller. In 1967 Mr. Schiller moved his Corporate Offices, along with a sizeable manufacturing operation to Cullman, Alabama. Since that time Axsys has been involved in some of the most visible, high national priority space and defense programs of the last 50 years. These include programs such as Polaris, Peacekeeper, Trident, Minuteman, Apollo, Defense Support Program, Galileo, Space Shuttle and (more recently) LANTIRN, F/A-22, IFTS, M1A2, Bradley, Mars Explorer, Exo-atmospheric Kill Vehicle (EKV) and several National Missile Defense programs.

We were recently chosen to provide hardware to three very high profile programs – NPOESS, JWST and Global Hawk. NPOESS (National Polar-Orbiting Environmental Satellite System) is the next generation of civil and military weather satellites. JWST (James Webb Space Telescope) is the follow-on mission to the Hubble Space Telescope.

Our newest project, Global Hawk Unmanned Aerial Vehicle (UAV), will have us manufacturing the housings and mirrors for the electro-optical reconnaissance system.

In addition to the products mentioned above, Axsys also manufactures the following products: guidance components for the navigation systems for ICBM upgrades; structural components for commercial and defense satellites; gimbals and housings for targeting and reconnaissance pods (both fixed wing

and rotary aircraft); exotic material components for nuclear reactors; heatsinks for thermal stability on critical fighter/attack aircraft avionics and flat metal mirrors for target acquisition on main battle tanks and light armored vehicles.



Axsys Technologies' Precision Machined Products facility is located on Highway 157 in Cullman.

Axsys PMP has a history of promoting from within the existing workforce whenever possible. This promotes a sense of continuity and enables the company to take advantage of the tremendous talent existing in our workforce.

Axsys PMP employees are intimately involved in the operations of our company. Our entire Employee Continuous Improvement Program (ECIP) is centered on employee involvement in the day-to-day operation of their job.

Perhaps our most significant community involvement project is our company and employee participation in the American Cancer Society's Relay for Life Campaign.

Alabama Technology Network and the Business Council of Alabama named Axsys Technologies PMP the Alabama Medium-Sized Manufacturer of the Year in 2004.

Axsys PMP currently employees over 220 full-time employees in a variety of positions aimed at supporting our customer commitments.

Typical Axsys hourly manufacturing employee total compensation package is:

Base Wages for a typical hourly manufacturing employee	<u>\$ 42,220.00</u>
Benefits Package (including Health Insurance, Life and Disability Insurance, Vacations, Holidays, Retirement, etc.)	<u>\$ 19,170.00</u>
Total Compensation Package	<u>\$ 61,390.00</u>

Remember, this is a typical base compensation amount for the Axsys manufacturing workforce. It does not include any overtime pay that an employee may work nor does it include mandated benefits (social security taxes, worker's compensation, state/federal unemployment compensation taxes, etc.) that all employers are required by law to provide. APPLICATION PROCESS FOR EMPLOYMENT AT AXSYS PMP

Axsys Technologies PMP lists virtually all job openings with the Alabama Career Center located on Katherine Street in Cullman, Alabama. We also place advertisements for positions in local and regional newspapers. Applications for employment may be obtained at the Career Center or resumes may be emailed to Axsys at hr-cullman@axsys.com or sent via regular mail to Axsys Technologies, Inc. – Human Resources Department – PO Box 1588 – Cullman, AL 35056.

SKILLS / EDUCATION REQUIRED FOR EMPLOYMENT AT AXSYS PMP

Listed below are the minimal requirements for most Axsys PMP positions.

Education and/or Experience Requirements:

- Associate's degree (A.A.) or equivalent from two-year college or technical school; or one to two years related work experience and/or training; or equivalent of education and experience.

Language Skills:

- Ability to read and interpret documents such as safety rules, operating and maintenance instructions and procedure manuals. Ability to write routine reports and correspondence. Ability to speak effectively before groups of customers or employees of organization.

Mathematical Skills:

- Ability to work with mathematical concepts such as probability and statistical inference and fundamentals of plane and solid geometry and trigonometry. Ability to apply concepts such as fractions, percentages, ratios and proportions to practical situations.

Reasoning Ability:

- Ability to define problems, collect data, establish facts and draw valid conclusions. Ability to interpret an extensive variety of technical instructions in mathematical or diagram form and deal with several abstract and concrete variables.

Other Skills and Abilities:

- Mechanical – Knowledge of machines and tools, including their designs, uses, repair and maintenance. (Required for manufacturing positions).
- Analytical Thinking – Analyzing information and using logic to address work-related issues and problems.
- Dependability – Being reliable, responsible and dependable, and fulfilling obligations.
- Initiative – A willingness to take on responsibilities and challenges.
- Innovation – Creativity and alternative thinking to develop new ideas for and answers to work-related problems.

Some jobs at Axsys require more skills/education than those listed above and a few require less. However, most jobs do require a minimum of the above.

Manufacturing and Manufacturing Support Positions:

- Machinist, Machine Operator, Toolmaker
- Quality Assurance Specialist, Quality Assurance Technician, Sr. Quality Assurance Technician, Calibration Lab Technician, Quality Auditor, Quality Assistant, Quality Engineer, Quality Supervisor, Director of Quality Assurance
- General Chemical Technician, Clean Room Technician, Plasma Spray Technician, Chemical Finishing Technician, Sr. Chemical/Special Process Technician, Chemist
- Precision Lap Hand, Sr. Precision Lap Hand, Deburr Hand, Sr. Deburr Hand, Assembler, Precision Assembly Technician
- Optical Technician, Sr. Optical Technician, Optics Manager
- Shipping & Receiving Administrator, Tool Crib Attendant, Production Control Coordinator, Production Control Expeditor, Bill of Material Administrator, Material Control Coordinator, Production Planner, Director of Production Control
- General Maintenance Technician, Preventative Maintenance Technician, Electronic Technician, Maintenance Electrician, Equipment Maintenance Technician, Mechanical Machine Technician, Maintenance Manager
- Manufacturing Engineer, Manufacturing Engineering Manager, NC Programmer, Sr. NC Programmer, NC Programming Manager, Engineering Assistant, Job Estimator, Estimating Manager
- Program Manager, Project Engineer, ECIP Technician, Director of Advanced Manufacturing
- Manufacturing Supervisor, Director of General Machining, Director of Specialty Products and Engineering

Administrative and Clerical Support Positions:

- Accounting Clerk, Accounting Manager, Purchasing Manager, Subcontract Administrator, Information Systems Manager, PC Network Support Technician, Controller
- Sales Coordinator, Customer Support Administrator, Sr. Customer Support Administrator, Marketing Applications Manager, Regional Sales Manager, Customer Support Manager
- Safety & Environmental Technician, Safety & Environmental Coordinator, Human Resources Administrator, Director of Human Resources General Manager



Quality Assurance Technician (1 position available)

- Hourly Position
- Wage Band - \$10.64 - \$20.69 (based on experience)
- Wallace Machine Shop Graduates preferred (but not required)

Education and/or Experience

Associate's degree or equivalent from two-year college or technical school; or six months to one year related experience and/or training' or equivalent combination or education and experience.

Chemical Finishing Technician (1 position available)

- Hourly Position
- Wage Band - \$10.64 - \$20.69 (based on experience)
- High School Diploma or GED

Education and/or Experience

High School Diploma or GED; or six months to one year related experience and/or training; or equivalent combination of education and experience.

Staff Accountant (1 position available)

- Salaried Position
- Starting Salary - \$28,000 - \$35,000 Annually (based on experience)
- Bachelor's degree from four-year college or university

Education and/or Experience

Bachelor's degree from four-year college or university; or one to two years related experience and/or training; or equivalent combination of education and experience.

Machinists (10 to 15 positions available)

- Hourly Position
- Wage Band - \$11.29 - \$21.85 (based on experience)
- Wallace Machine Shop Graduates preferred (but not required)

Education and/or Experience

Associate's degree or equivalent from two-year college or technical school; or six months to one year related experience and/or training; or equivalent combination of education and experience.

Duties and Responsibilities of Job:

- Studies blueprints, sketches, drawings, manuals, specifications or sample part to determine dimensions and tolerances of finished work piece, sequence of operations and setup requirements.
- Measures, makes and scribes dimensions and reference points on material or work piece as guides for subsequent machining.
- Selects, aligns and secures holding fixtures, cutting tools, attachments, accessories and materials on machines such as mills, lathes, jig borers, grinders and shapers.
- Calculates and sets controls to regulate machining factors such as speed, feed, coolant flow, and depth and angle of cut, or enters commands to retrieve, input

or edit computerized machine control media.

- Starts and observes machine operation to detect malfunctions or out-of-tolerance machining and adjusts machine controls or control media as required.
- Verifies, by initials, conformance of finished work piece to specifications.
- Sets up and operates machine on trial run to verify accuracy of machine settings or programmed control data.
- Fits and assembles parts into complete assembly.
- Verifies dimensions and alignment of assembly.
- Draws sketches of tooling for part to be fabricated.
- Confers with engineers, production personnel, programmers or others to resolve machining or assembly problems.



In 1893, a young engineer named A.W. Cash was given the toughest challenge of his career: designing valves for U.S. Navy submarines. With the unforgiving ocean as his testing "Ground", his new valves would require unprecedented levels of performance, reliability and dependability. He later founded the Cash Valve Manufacturing Company, where those same standards became its foundation. And they remain at the heart of Cash Acme 90 years later.

Cash Acme is a leading manufacturer in the plumbing industry. First started in Decatur, Illinois, Cash Acme relocated to Cullman, Alabama in 1996. Now, with the backing and focus of the Reliance Worldwide Corporation, Cash Acme is poised to take an even more prominent role in the North American market. The resources of Reliance have made Cash Acme a stronger player in the North American market while leveraging the efficiencies that now make Reliance the largest T&P and Thermostatic Valve manufacturer in the world. The expertise on all ranges of safety valves continues on four continents and all over 12 different countries. Cash Acme is a leading supplier to wholesale distribution with production of several series of regulation valves. Cash Acme also services the general plumbing and heating industry with a solid and well regarded product range including pressure regulators, relief valves, backflow prevention devices and general plumbing, SharkBite® Push-Fittings™ and heating controls.

FUTURE POSITIONS MAY INCLUDE:

General Assembly: *No advanced skills or degrees*

Maintenance (Mechanical and Electronics): *Degree or minimum 3 years experience*

Machine Operators/Lead Positions: *Some maintenance experience, supervisory skills, minimum 3 years experience*

Material Handler/Fork Lift Drivers: *Certified and Licensed*

Shipping/Receiving/Packaging: *No advanced skills or degrees*

HOW TO APPLY

Resume or Application at Cash Acme
www.cashacme.com

2400 7th Ave SW • Cullman, AL 35055
Phone: (256) 775-8200 • Fax: (256) 775-8124

NAFCO is steel.

NAFCO is a world-class fabricator of structural steel for:

- aggregates and materials handling systems
- energy industry equipment
- forest products handling equipment
- general building construction
- unique, client-specific steel projects

From the Carolinas to Texas, from Ohio to Florida, or from Australia to South America, NAFCO has met the challenge project after project.

With a 200,000 square foot, state-of-the-art shop in Cullman, Alabama, NAFCO has the capacity and the expertise to handle your most challenging steel projects.

Although NAFCO is blessed to have the foremost facilities and equipment within our industry, our greatest asset is still the quality and integrity of our craftsmen.

We continue to maintain diversity between long-term experienced employees with an average tenure of over 15 years and the eagerness of young hires desiring to learn a true apprenticeship in manufacturing.

NAFCO maintains an open-shop workforce environment offering excellent healthcare benefits and competitive wages with opportunities to excel in the various disciplines and trades common in its engineering and manufacturing operations.

We are looking for persons with EXPERIENCE in the following positions:

**Welders
Tackers
Grinders**

**Structural Steel Fitters
Material Handlers
Structural Steel Detailers**

We offer competitive pay and excellent benefits:
BCBS/Dental/Life Ins/STD/Vacation/Holidays/Personal Days/401(K)/Bonus Plan/Credit Union

For application, apply in person at Alabama Career Center, 1201 Katherine St NW Cullman, AL 35055

OUR PEOPLE
MAKE THE
DIFFERENCE

WAL-MART DISTRIBUTION
2200 7th St SW
Cullman, AL 35055
256-739-0763

WAL-MART LOGISTICS

Career Opportunities

Wal-Mart Distribution
2200 Seventh Ave. SW
Cullman, AL 35055

Wal-Mart Distribution in Cullman, AL offers careers in many different fields and on various working schedules to meet the needs of today's busy lives;

Order Selectors
Loader / Unloader
Processors
Forklift Drivers

Full time and Part time schedules are available.

Flexible schedules can be considered and customized for applicants and students.

Competitive starting wages with automatic, progression pay raises
Quarterly incentive bonus payments

Comprehensive benefit package includes;

BCBS Health care insurance; Personal choice options
Health Saving's Accounts with Company contributions
Value Plan
Short-term & Long Term Disability Insurance
Company provided life insurance
Optional life insurance and dependent life insurance
Associate discounts
Profit Sharing and 401k Plans
Vacation / Holiday / Personal Time off
Illness Protection Benefits

Career advancement and transfer opportunity available

WE ARE AN EQUAL OPPORTUNITY EMPLOYER

Applications can be done on-line at www.wal-mart.com or at our hiring center at our distribution center at the address listed above.



REHAU®

Unlimited Polymer Solutions

Rehau is a tier I Automotive supplier producing polymer exterior trim through the process of injection molding and paint finishing.

We are interested in filling the following position:

Maintenance Technician

The following experience is necessary:

- Programmable Logic Controllers • Variable Frequency and DC Drives
- Robotic Electrical Troubleshooting
- Troubleshooting skills in Electrical and Automation systems
- Welding and mechanical skills a plus
- Two-year Maintenance Technology, Electrical or Electronics Degree or equivalent experience
- Boiler, chiller, and building maintenance experience preferred • Must be available for all shifts

If you are interested and have these qualifications, forward your resume to:

REHAU Inc. P.O. Box 550 Cullman, AL 35056-0550

EOE/M/F/D/V.

LP®

BUILDING PRODUCTS

BUILD WITH US.™

How do you get the best building products?

FROM THE BEST PEOPLE

Working everyday

to be a respected, profitable and growing manufacturer of building products.

As an employer LP offers:

- open-door policy
- competitive compensation
- benefits
- passionate commitment to safety

BUILD WITH US AND EXPERIENCE THE LP CULTURE

Explore job opportunities on the web.
Visit us at www.lpcorp.com

ACYT

Working Together

...to build our future

Yutaka is a subsidiary of Honda Motors LTD in Japan with locations worldwide. With 2 locations in North America: Ohio providing torque converters for automatic transmissions and exhaust systems and South Carolina producing ATV and motorcycle parts. Yutaka is the exclusive provider of catalytic and torque converters for Honda.

Our 3rd North American location in ***CULLMAN, ALABAMA*** is accepting resumes for the following positions:

Accounting
Purchasing
Quality Assurance
Maintenance
Engineering
Supervisors in production and material handling

Hiring for production positions will begin later this summer. Skills in stamping, brazing, welding, machining, assembly and robotics are helpful.

- In house training
- Prefer to advance associates from within.

Starting productions in Jan. 2008

Send Resume to:

Yutaka Tech
P.O. Box 2340

Cullman, AL 35056

Learn more at:
www.yutakatech.com

WSC Fast Track on the right track

HANCEVILLE, Ala.— A new dual enrollment program at Wallace State Community College in Hanceville is off to a running start.

Wallace State's Fast Track to College Academy was initiated this year with 42 participants representing each of the Cullman County schools and Cullman High School. The Academy provides an opportunity for high school juniors and seniors to complete their high school education while earning postsecondary credit toward certifications and degrees. It operates from a centralized location on the third floor of the James C. Bailey Center.

"This has been an exceptional year," said Dr. Dale Palmer, who directs the new program at Wallace State.

Funded by a five-year, \$800,000 grant from the U.S. Department of Education Office of Vocational and Adult Education, the Wallace State program is one of only eight community colleges and four charter schools nationwide to be granted funding for this model.

The Fast Track program is similar to dual enrollment in that it offers simultaneous high school and college credit. Because it is funded by a grant, however, this program is offered free of charge—books are paid for by the grant and students are given college scholarships to cover tuition.

It differs from traditional dual enrollment in two other important ways—it is targeted to specific career or degree tracks, and students take all their classes on campus, though their home school still gets credit for their attendance.

Fast Track Academy options include nursing, pharmacy technology, criminal justice, industrial maintenance and automotive manufacturing technology.

"Through this program we are building on our existing Early College Enrollment program and meeting the demands of local workforce development," said WSC President Dr. Vicki Hawsey.

Kyle Rice, a 16-year-old junior at Cold Springs High School, is one of the participating students. He was at Wallace State taking part in the Summer Honors program when he learned about Fast Track.

"It took a little while to get used to the idea of being at Wallace State all day instead of school, but I like it," he said.

Rice is attending the criminal justice academy and is currently enrolled in Criminal Justice 100, Biology 103, Speech 106 and Math 098 in addition to high school history and English.

"What I like about Fast Track is that it will help me get a job easier and get my degree finished faster," Rice said.

Depending on their track, some Fast Track students will begin taking classes in their chosen field right away—like Rice is doing in criminal justice.

Industrial maintenance and automotive manufacturing courses also start this year. Students in the pharmacy tech track will have their first track courses next semester. Those in nursing won't actually take nursing classes till after completion of high school but they'll be ready to enter the program then.

Upon high school graduation, most Fast Track students will have two semesters left, which means they will have completed the equivalent of one full year of college in the two years they spent finishing high school. The RN nursing students will have completed their prerequisites in that time with five semesters of nursing classes remaining.

The group is currently enrolled in most of the same basic non-track classes including biology, U.S. History, English, and a math equal to their placement level.

"They take classes in cohorts," said Palmer. Groups of at least five or six are together in traditional college classes on campus. Other classes are made up solely of Fast Track students and offered at our home base on the

third floor."

Palmer coordinates their WSC schedules with their respective high schools to ensure they get credit toward the Alabama High School Diploma as well as toward their chosen career program.

In addition to completing high school graduation requirements and earning a high school diploma, students will be encouraged

to complete the associate degree requirements of their selected track. They will also be offered career development activities leading to job placement or transfer to a four-year college or university.

For more information about the Fast Track to College Academy, contact Dr. Dale Palmer at 256-352-8050 or via email at dale.palmer@wallacestate.edu.

Cullman's Career Link provides job training for local youth, adults

Career Link, a provider of job training services, is located in the Alabama Career Center in Cullman. Their mission is to help people who are permanently laid off from their jobs due to closures or downsizing and/or adults and youth who qualify based on income and family size.

Training through Career Link can be provided either through enrollment into Classroom Training with approved training providers such as Wallace State College or on the job with area businesses through OJT (On-the-Job-Training).

If you are interested in Classroom Training, visit www.northalabamaskills.org to see what is available. Currently, Career Link has clients in programs such as Associate Degree Nursing, Welding, Drafting, Machinist, Truck Driving, Diagnostic Imaging and more.

Career Link representatives are also available to help those who may be looking for a job and need assistance upgrading their resumes. Career Link hosts have bi-weekly workshops as well that cover areas such as interview techniques, study skills, and networking.

Orientation regarding all available services is held each week on Thursday at 1:00 PM at the Alabama Career Center in

Cullman. For more information, contact Career Link at 734-2004, extension 207.

STEM Camps Offered at Wallace State

Thirty high school students in grades 10-12 will be participating in Science, Technology, Engineering and Math (STEM) camps this summer at Wallace State in Hanceville.

STEM Camp is 10 days of action packed, hands-on, FUN learning. Industry representatives will speak about their positions in the high tech world of automotive manufacturing. Participants will learn about career opportunities at nearby suppliers as well as manufacturers such as Honda, Mercedes, Toyota, Hyundai, and International Diesel.

Tours of Topre, Rehau, and one of Alabama's four assembly plants will be a part of the experience. Students will see manufacturing robots, a 25,000-ton press, and other high tech equipment in action as it is used to create an automobile.

The instructors at Wallace State Community College will guide participants through the creation of their own robot. This robot will artificially hear, see, feel, and obey student's commands. At the end of the camp, each will participate in a competition against their classmates to see which robot is best. Participants who complete the camp will receive a \$100 stipend and daily mileage reimbursement from home to the camp.

For more information contact Joe Hendrix at 256-352-8154 or by email at joe.hendrix@wallacestate.edu.



American Proteins, Inc.

For expert processing of poultry by-products, you can't find a more experienced or technologically innovative leader than American Proteins. From our start in 1949 as a small family business, we have grown to become the international resource for processing allied poultry products.

Today, American Proteins operates the largest poultry protein and lipids conversion operation in the world, annually producing more than 750,000 tons of pet food and feed grade poultry protein meal, pet food and feed grade poultry fat and feather meal at three locations.

As our company stands at the brink of an exciting new era of growth and global reach, we hold fast to the principles that have shaped our history of success – a combination of foresight, unmatched quality and commitment to customer service.

The API Hanceville Division team members perform and accomplish the following responsibilities:

- Process operators
- Maintenance technicians
- Welders
- Electricians
- Water Treatment plant operators
- Boiler operators
- Tractor Trailer mechanics

- Drivers
- Scalehouse operators\
- Warehouse attendants
- Laboratory technicians (Feed and Water)
- Office
- Management and Supervisor trainees

American Proteins acquired the Hanceville Division in 1979 and have positions where members are approaching retirement.

American Proteins, Inc.

1170 CO RD 508
 Hanceville, Alabama 35077
 (256) 352-9821



REGISTRATION FOR FALL SEMESTER AT WALLACE STATE COMMUNITY COLLEGE STARTS JULY 16TH



WALLACE STATE PREPARES YOU FOR TOMORROW'S WORKFORCE TODAY

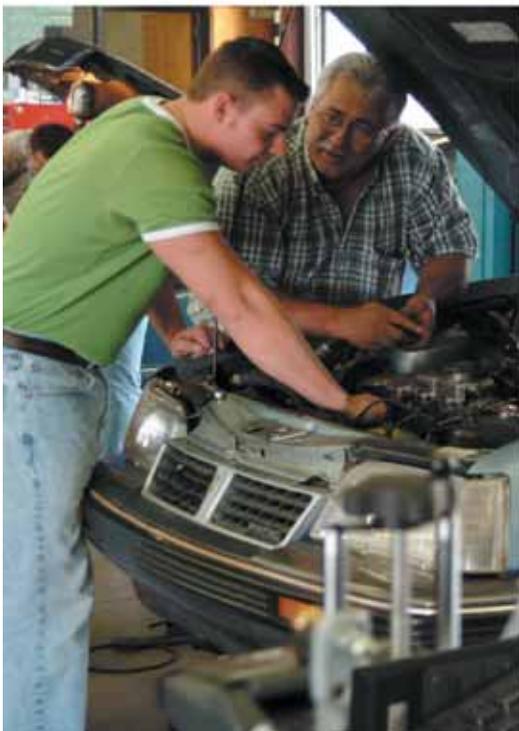
CAREER/TECHNICAL PROGRAMS OF STUDY:

- Auto Body Repair
- Auto Mechanics
- Diesel Mechanics
- Automotive Manufacturing
- Aviation Flight Technology
 - Airplane and Helicopter
- Drafting & Design Technology
- Heating & Air Conditioning
- Electronic Technology
 - Biomedical Equipment
 - Computer Repair
 - Industrial Electronics
 - Industrial Maintenance
 - Telecommunications
- Precision Machining/CNC/ Tool & Die/Plastics

ADDITIONAL RESOURCES AT WALLACE STATE:

- Fast Track Academy for career-motivated high school students
- North Alabama Center for Advanced Manufacturing, providing incumbent worker training and scholarships
- Alabama Technology Network (ATN) Center, offering customized training for business and industry
- Workforce development, short-term skills training, continuing and adult education

WALLACE STATE IS A CARCAM PARTNER INSTITUTION



WALLACE STATE HANCEVILLE

256/352-8000 • 866-350-WSCC
www.wallacestate.edu