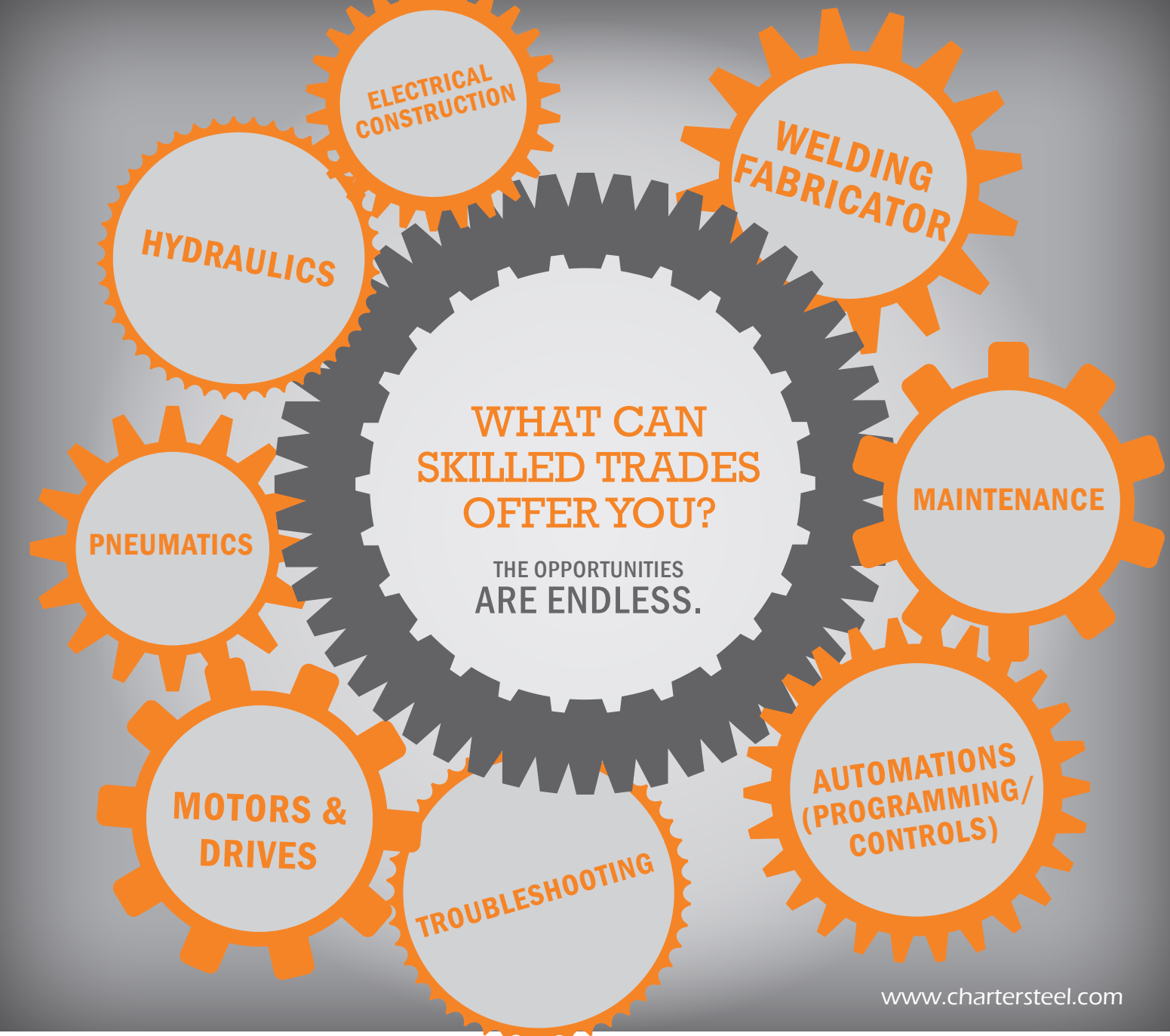




SKILLED TRADES



WHAT ARE SKILLED TRADES?

Skilled trades are jobs and careers that usually involve work in a setting where the company makes or manufactures a product. The skilled trades are far from a dying industry – in fact, it's just the opposite. Charter Steel, like many local manufacturers, is thriving and continuing to hire at an impressive pace.

SOME QUESTIONS TO ASK YOURSELF:

Do you like working with your hands?

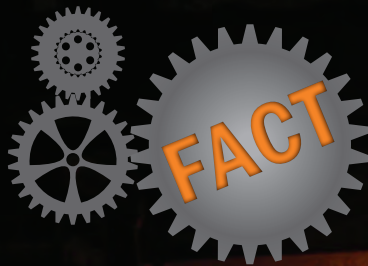
Do you like fixing things or taking them apart to see how they work?

Do you like thinking of ways to improve the way things work?

If you said “yes” to any of these, you may really enjoy a career path that involves a skilled trade.

“ If you enjoy getting really into whatever you're working on, learning every aspect of it, figuring out ways to improve, modify and maintain it, the skilled trades are a great career option for you. ”

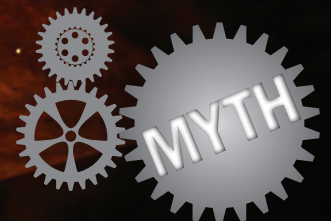
– **ANGELO LOPEZ,**
Charter Steel Electrician



FACT: 2016 marked the 5th consecutive year of skilled trades positions being classified as the hardest to fill globally.

MYTH: Skilled trades jobs are repetitive and monotonous.

REALITY: Today's skilled manufacturing careers involve work with computers and technology, problem-solving and process improvements.



WHY CHARTER STEEL?

Our parent company, Charter Manufacturing, was established in 1936 and remains a privately held, 4th generation family owned business. Our division, Charter Steel, is one of four divisions of Charter Manufacturing and was founded in 1978. We are comprised of just over 1,100 employees and have a long history of teamwork and continuous improvement.

If you think you may thrive in an environment founded on teamwork, mutual trust and investment in the futures of our employees, then we need you! Over the next 15 years, we will need to replace about **50%** of our skilled trades employees as they retire.

Here are just a few reasons you should keep Charter Steel in mind as you search for your first job:

CHARTER STEEL'S COMPETITIVE SALARY RANGE:

Trades: \$24.62–\$33.56/hour

Production: \$14.00–\$28.50/hour



Check out these videos to see what our employees have to say about our workplace!

CHARTER STEEL'S COMPETITIVE BENEFITS:

Medical, Dental, Vision, 401(k) with company match, Paid Vacation and Holidays, Gain Sharing, Profit Sharing, Tuition Reimbursement, Safety Incentives.

CHARTER STEEL'S UNIQUE WORK ENVIRONMENT:

We stress a team environment where employees are challenged to take initiative, encouraged to explore new ways to get their work done and ultimately given the opportunity to create their own future.

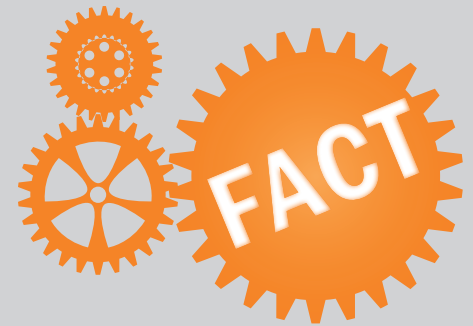
THE OPPORTUNITIES

THESE ARE JUST SOME EXAMPLES OF WHAT'S AVAILABLE FOR YOU AT CHARTER STEEL:

- **High School Youth Apprenticeship Program**
- **Technical School Intern**
- **Co-op Programs**
- **Summer Help**
- **Production**
- **Apprenticeship Programs (Maintenance & Electrical)**
- **Skilled Trades (Maintenance & Electrical)**

COMPARING THE PATHS OF FOUR-YEAR COLLEGE VS SKILLED TRADES

FOUR-YEAR COLLEGE	SKILLED TRADES
Pay for learning	Get paid to learn
Start career in 4-5 years	Start career now
Earn \$\$ later	Start earning \$\$ now
46% employed in chosen field	71% employed in chosen field



FACT: Over half (62%) of US employers indicated they were having trouble finding the skilled workers they needed.

FACT: There are presently 600,000 jobs for electricians in the country today, and about half of those will open up over the next decade as the Baby Boomers retire.

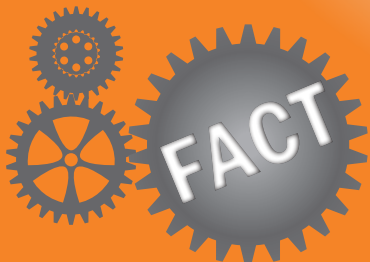
“ I used Charter Manufacturing’s tuition reimbursement program to attend MATC and other tech schools to gain mechanical and electrical knowledge as well as to obtain a business degree. ”

– **BILL WIESMUELLER**, Charter Steel Maintenance Supervisor

HOW DO I GET THERE FROM HERE?

With skilled trade careers, there's more than one pathway to success. Charter Steel's many successful employees are proof that a four-year college degree is not the only option.

Other paths include:



FACT: Trade school environments are hand-on, much like an actual workplace. Students are able to combine their classes with on-the-job training and are paid to work while learning new skills.

HIGH SCHOOL CLASSES

TALK TO YOUR TECH ED TEACHERS OR VISIT YOUR SCHOOL GUIDANCE COUNSELOR FOR A BREAKDOWN OF PRE-TRADE COURSES THAT ARE AVAILABLE AT YOUR SCHOOL. ASK ABOUT THE FOLLOWING:

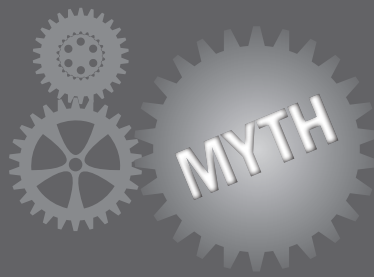
- **Building Trades** – *Sample courses:* Residential Wiring, Consumer Home Maintenance, Wood Manufacturing, Building Construction
- **Manufacturing** – *Sample courses:* Machining, Casting, Introduction to Metals, Welding and Fabrication, Computer-Aided Manufacturing, Manufacturing Enterprise
- **Engineering** – *Sample courses:* Introduction to Engineering and Design, Principles of Engineering, Digital Electronics, Computer-Aided Drafting, Architectural Drawing
- **Automotive** – *Sample courses:* Consumer Automotive, Engine Performance, Automotive Service

“ I was a freshman in high school when I realized I loved working with my hands. I was very mechanical and took many things apart just to see how they worked and if I could put them back together again. This passion led me to our high school tech department. ”

– **ANGELO LOPEZ,**
Charter Steel Electrician

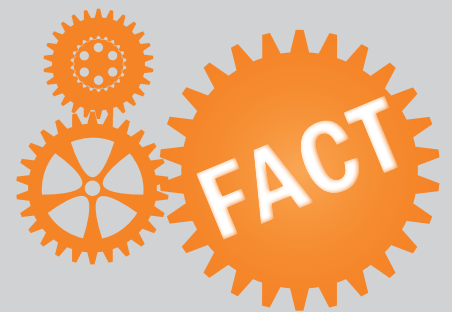
“ The Charter apprenticeship program is an amazing opportunity in this company. It allows you to get a great education and a lot of experience in the skilled trades. The people you work with will teach you more than you ever thought you would learn. The company is constantly growing and with that, the technology grows, constantly making it more challenging. This allows one to continually learn more in this line of work. ”

– **MATT KRUEGER,** Charter Steel Electrician



MYTH: Most skilled trades workers work in dark, dreary warehouses and labor over dangerous machinery.

REALITY: Manufacturing workplaces, like Charter Steel, are modernized and safe.



FACT: Average Annual Earnings – Metal Manufacturing: \$42,000

Skilled trades jobs are growing above the national average rate of 14% per year.

“ While working in production at Charter, I heard about the apprenticeship program and wanted to learn more. I already knew I liked working with my hands, but I wanted something more. I needed to do something that would also challenge me mentally. As a first year apprentice, I am always learning something new and that constantly keeps me interested in the task at hand. ”

– **MATT KRUEGER**, Charter Steel Electrician

Career opportunities. Competitive pay and benefits.

Interested?
We're looking for you!

If interested or want more information, contact us at:

Email resume to: skilledtrades@chartersteel.com

Apply now: www.chartersteel.com/about/careers



CHARTER STEEL

1658 Cold Springs Road
Saukville, Wisconsin 53080

4300 E 49th Street
Cleveland, Ohio 44125

6253 US-23
Risingsun, Ohio 43457

“ There have been many instances in my life where my technical knowledge allowed me to troubleshoot through a problem that arose. The skills I've acquired have become very valuable as I do not have to rely on others to solve problems when things break or need modification. This is perhaps the most valuable part in my opinion. I am much more self-sufficient in many aspects of life because of the knowledge I have gained in the skilled trades. ”

– **BILL WIESMUELLER**, Charter Steel Maintenance Supervisor