

GROB SYSTEMS, INC.



APPRENTICESHIP AT GROB

OVERVIEW OF YOUR CAREER OPPORTUNITY

BUILD YOUR FUTURE WITH US



BECOME PART OF OUR GLOBAL FAMILY!

A NOTE FROM THE CEO



Michael Hutecker

CEO of GROB Systems, Inc.
Bluffton, Ohio, USA

Our apprenticeship program is a long-standing tradition dating back to the beginning of our family-owned company. From the first trainees at our original Munich plant, to the well-established apprenticeship programs at our worldwide manufacturing facilities, our apprentices have been a vital part of the global impact of our company.

Having been with the GROB group since 1984, I can attest to the impact these apprenticeship programs have had on our company. Here in Bluffton, I have been able to watch countless past apprentices come through our program, working hard to push our company towards greater success and advancing to become some of our current foremen, supervisors, and managers.

Why is training so important to us? We want to build our future with a workforce that is familiar with our company, understands our working culture, has a focus on high-quality workmanship and is trained in a way that matches the growing needs of our customers and products. What better way to achieve this than to train our own employees and have them grow with us. Investing in our apprentices from the very beginning means investing in our future, as these apprentices will someday become our leaders of tomorrow. Each member of our team contributes to the overall success of our company and apprentices certainly help build that foundation for success.

In Bluffton, our need for skilled and hard-working employees is reflected in the continued growth of our apprenticeship program.

We have invested greatly in our training department, including new hires and equipment, to ensure that our apprentices have the support they need to succeed at our company. We want apprentices who are dedicated to the future we are creating at GROB and are ready to build a career with us.

We focus on providing training opportunities that are unmatched. The hands-on learning, on-the-job training, and college education that all of our apprentices earn in our program are just a few features that make them valuable assets to our company. This is why we are willing to invest so much in each individual, both for their futures and ours.

All of us at GROB, here in Bluffton and around the world, hope that you will consider our apprenticeship program as a pathway to a rewarding career within our company and become part of our global family.

Best Regards,

A handwritten signature in blue ink, appearing to read 'Michael Hutecker'.

Michael Hutecker

APPRENTICESHIP AT GROB SYSTEMS, INC.



COMPANY-PAID ASSOCIATE'S DEGREE

GROB apprentices are enrolled at Rhodes State College in Lima, Ohio. As a student at Rhodes, they earn their company-paid associate's degree while working and earning an income. Apprentices will have the opportunity to earn their degree in either **Electronic Engineering Technology** or **Manufacturing Engineering Technology**. These programs are designed to prepare students for technician level careers in the world of robotics, computerized numerical controlled (CNC) machines, computer-aided drafting and design (CAD), and the total flexible manufacturing network.

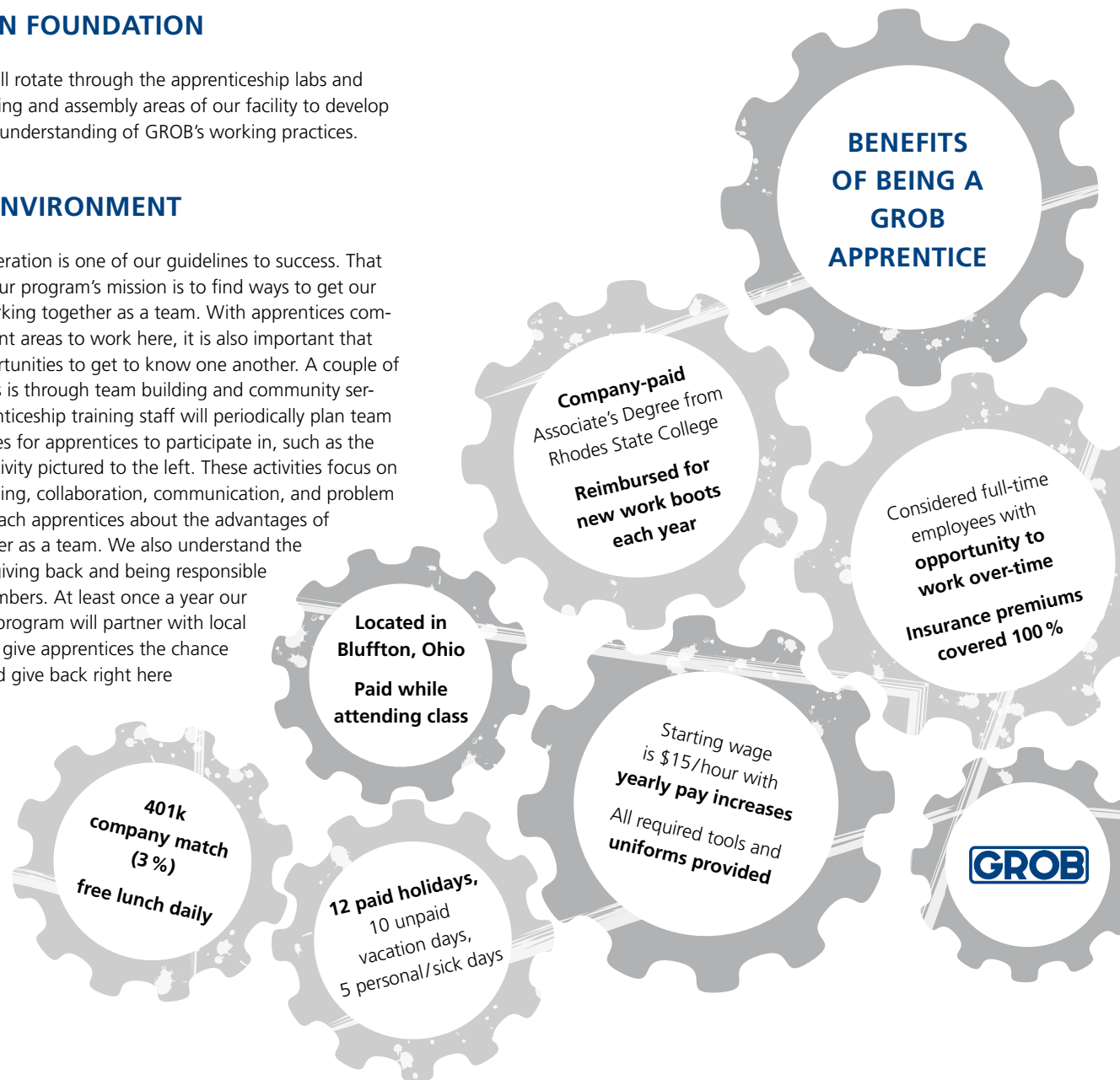
HANDS-ON FOUNDATION

Each student will rotate through the apprenticeship labs and the manufacturing and assembly areas of our facility to develop a well-rounded understanding of GROB's working practices.

A TEAM ENVIRONMENT

At GROB, cooperation is one of our guidelines to success. That is why part of our program's mission is to find ways to get our apprentices working together as a team. With apprentices coming from different areas to work here, it is also important that they have opportunities to get to know one another. A couple of ways we do this is through team building and community service. The apprenticeship training staff will periodically plan team building activities for apprentices to participate in, such as the raft building activity pictured to the left. These activities focus on innovative thinking, collaboration, communication, and problem solving. They teach apprentices about the advantages of working together as a team. We also understand the importance of giving back and being responsible community members. At least once a year our apprenticeship program will partner with local communities to give apprentices the chance to volunteer and give back right here at home.

START YOUR CAREER AT GROB!



EARN YOUR ASSOCIATE'S DEGREE FROM RHODES STATE COLLEGE



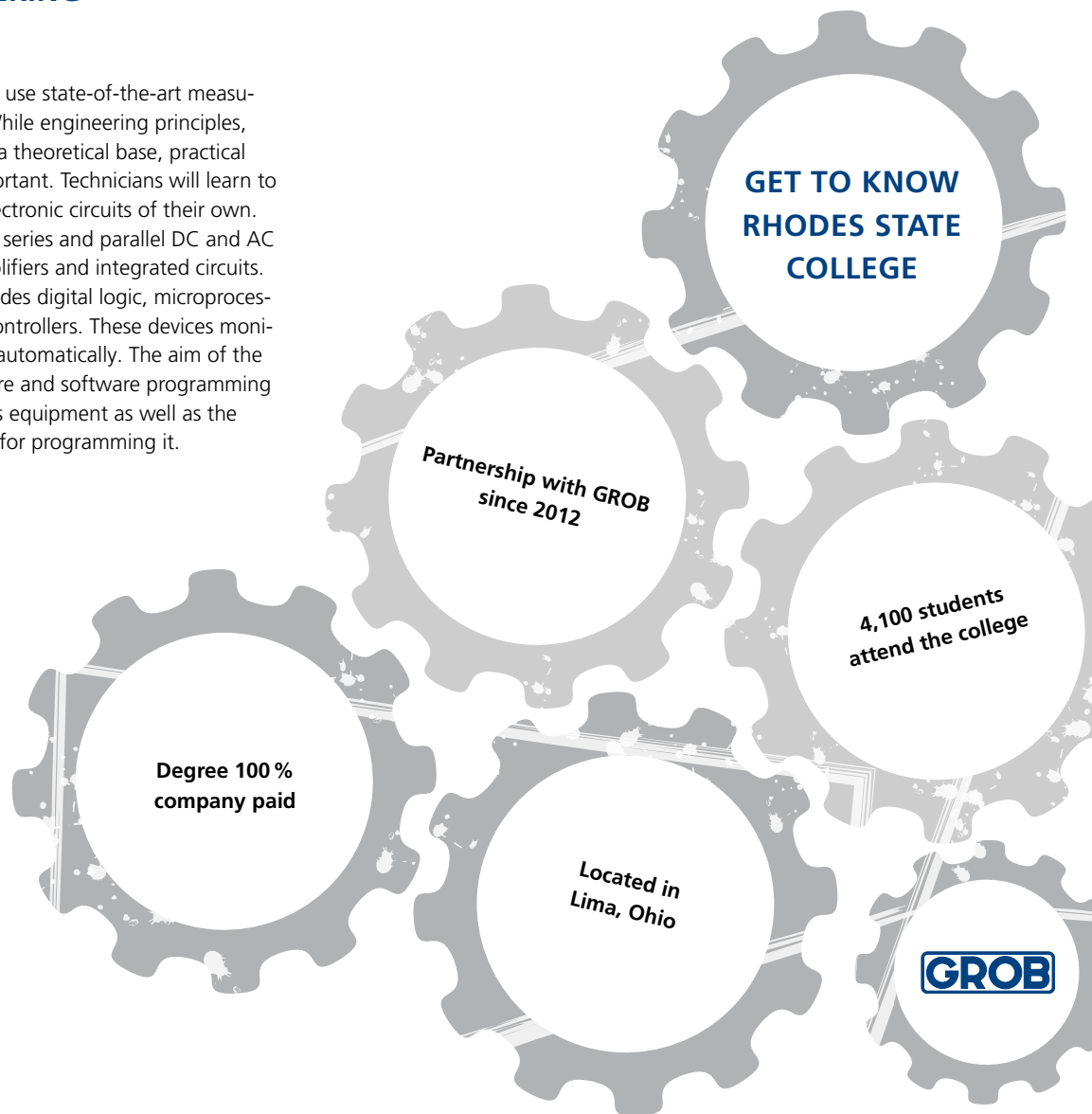
MANUFACTURING ENGINEERING TECHNOLOGY

The Manufacturing Engineering Technology degree, offered under the Mechanical Engineering Technology program, is designed specifically to prepare students for technician-level careers in robotics, automated systems, machining, and other associated areas under flexible manufacturing systems (FMS). The curriculum combines course offerings from the Electronic and Mechanical Engineering Technology programs with FMS technical components.

ELECTRONIC ENGINEERING TECHNOLOGY

Electronic engineering technicians use state-of-the-art measuring and diagnostic equipment. While engineering principles, mathematics and physics provide a theoretical base, practical (hands-on) experience is also important. Technicians will learn to design, build and troubleshoot electronic circuits of their own. Students begin by analyzing basic series and parallel DC and AC circuits and progress through amplifiers and integrated circuits. The electronics program also includes digital logic, microprocessor studies, and Programmable Controllers. These devices monitor and control various processes automatically. The aim of the curriculum is to teach the hardware and software programming design and implementation of this equipment as well as the development of software needed for programming it.

A PERFECT
BALANCE
OF WORK
AND SCHOOL!



GET TO KNOW OUR APPRENTICE TRAINING STAFF

**HANDS-ON TRAINING FROM OUR
HIGHLY SKILLED TRAINING STAFF!**



MARK REED

COMPETENCE

Apprenticeship Training Supervisor

CONTACT INFO

mreed@grobsystems.com
419-369-2944

Mark started at GROB Bluffton in 1992 as part of the third apprenticeship class. Upon completing his apprenticeship, Mark worked in the Fabrication department for a short time before heading to Final Assembly. Over the years, Mark has worked on installing machines at customer sites, been a project supervisor, and has spent an entire year at GROB-WERKE GmbH & Co. KG in Germany engaging in specialized training. In 2007, Mark was promoted to Final Assembly Supervisor with a focus on assembly machines. Mark joined the Training department in 2019 as the Training Supervisor. He is excited to have a role in teaching apprentices to be a productive and independently accountable part of our future here at GROB.

MIKE HAWK

COMPETENCE

Apprenticeship Training Instructor

CONTACT INFO

mhawk@grobsystems.com
419-369-1217

Mike joined GROB Systems, Inc. in 1996 as a machinist. Later in his career, Mike was promoted to a supervisor in the machine shop and earned valuable floor experience that paved the path to becoming the Mechanical Training Supervisor in 2003. In his current role, Mike splits his time between the classroom and the shop teaching new mechanical apprentices about machining fundamentals, safe work habits, and the proper way to operate machine tools. Mike's favorite aspect of his job is the opportunity to work one-on-one with apprentices every day.

EVAN STEINER

COMPETENCE

Apprenticeship Training Instructor

CONTACT INFO

esteiner@grobsystems.com
419-369-6931

Evan started at GROB in 2013 in the electrical apprenticeship program. During his time at GROB he has been involved in the start-up and commissioning of our machining centers, as well as servo-motor setup on assembly lines. Evan aims to help students take what they've learned through their training and apply it to what they can expect to be challenged with during their career at GROB. He hopes to inspire students to take initiative and be passionate about their job.

DEAN KALES

COMPETENCE

Apprenticeship Coordinator

CONTACT INFO

dkales@grobsystems.com
419-369-1248

Dean has over 30 years of manufacturing experience working as a Controls Engineer at Ford Motor Company coordinating the design and installation of complex engine assembly lines. After retiring from Ford, Dean spent nearly three years as an Industry Liaison for the College of Engineering at Ohio Northern University. He was responsible for developing and maintaining relationships with key personnel in relevant industries and corporations to help place students in internships and full-time positions. He was also the coordinator of 24 senior engineering design capstone projects. Joining GROB Systems, Inc. in 2018, Dean is the liaison with Rhodes State College and contributes to curriculum development for the apprenticeship program.



TRAINERS FROM GROB-WERKE

Our apprentices further benefit from working with trainers from our headquarters in Mindelheim, Germany. On a two-year rotation, trainers from Mindelheim share their expertise in their various specialties with our apprentices.

MCKENZIE SHAW

COMPETENCE

Apprenticeship Assistant

CONTACT INFO

mshaw@grobsystems.com
419-369-1202

McKenzie joined our team in 2018 as a recent graduate of BGSU where she majored in Education and minored in English. She handles administrative tasks for the program and assists with marketing and social media efforts. McKenzie also coordinates the recruitment efforts for the program, which includes visiting area high schools and presenting information about the program, its opportunities, and the application process.

INFORMATION ABOUT THE APPLICATION PROCESS



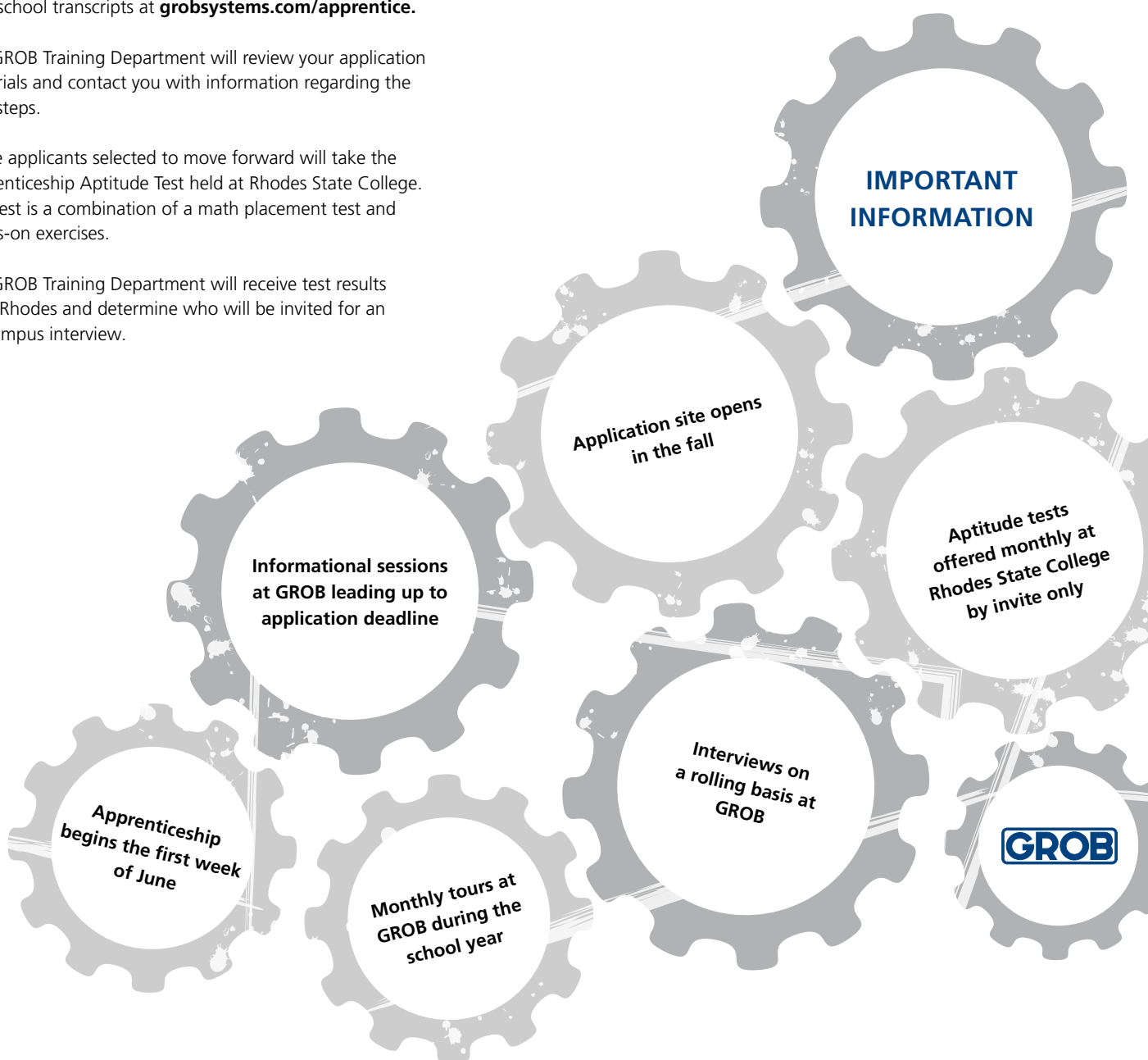
APPLICATION REQUIREMENTS

To apply, you must be a high school graduate or high school senior who will graduate in the spring. We are looking for highly motivated candidates who have a strong work ethic, excellent attendance and grades, enjoy math and problem solving, and are willing to learn and travel.

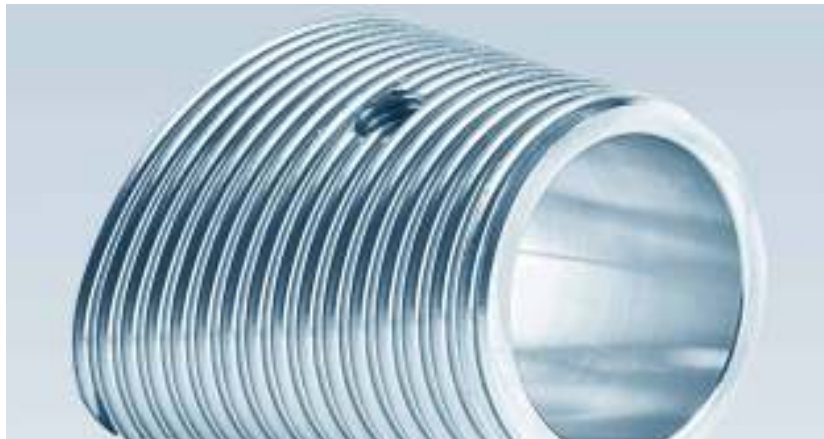
APPLICATION PROCESS

1. Submit an online application including your resume and high school transcripts at grobsystems.com/apprentice.
2. The GROB Training Department will review your application materials and contact you with information regarding the next steps.
3. Those applicants selected to move forward will take the Apprenticeship Aptitude Test held at Rhodes State College. This test is a combination of a math placement test and hands-on exercises.
4. The GROB Training Department will receive test results from Rhodes and determine who will be invited for an on-campus interview.

READY
TO
APPLY?



THE COMPANY AT A GLANCE



THE COMPANY

As a global, family-owned company that develops and manufactures systems and machine tools, the heart of GROB-WERKE has been beating in Mindelheim (Germany) since 1968.

Our customers include the world's leading automotive manufacturers, their component suppliers and other renowned companies from diverse sectors.

In the 2017/2018 fiscal year, the GROB Group generated an annual revenue of over 1.5 billion euro with its 6,900 employees.

OUR PRODUCTS

FLEXIBLE MANUFACTURING SYSTEMS

consisting of machining centers, automation solutions and modular special-purpose machines

- **Scope of application:**

- ▶ Automotive
(e.g. machining of cylinder heads and cylinder blocks)

UNIVERSAL MACHINING CENTERS

- **Scope of application:**

- ▶ Aerospace
- ▶ Automotive
- ▶ Mechanical engineering
- ▶ Medical technology
- ▶ Die and mold industries

ASSEMBLY LINES

for motor and gearbox assembly as well as for assembly processes required in machining systems

- **Scope of application:**

- ▶ Automotive

SYSTEMS FOR ELECTROMOBILITY

Systems for stator, rotor and electric motor assembly and for battery and fuel cell assembly

SOFTWARE

Networking and digitalization of production processes by means of our modularly developed GROB-NET⁴Industry web applications

FIGURES, DATA AND FACTS!



THE HISTORY OF GROB SYSTEMS, INC.



THE PAST

In **1983**, GROB Systems, Inc. was incorporated and stationed in Bluffton, Ohio, on 130+ acres of land. With a prime location on the I-75 corridor, we are able to provide fast, quality service to our customers. Initially starting as an aircraft division to link US customers to the aircraft division in Germany, GROB's campus consisted of an office building and airplane hangar.

In **1990**, with a labor force of only 18 people, a 45,000 square-foot manufacturing plant was built where GROB Systems, Inc. would begin production of gantries and automation systems for the automotive industry in late 1991.

In **1995**, GROB expanded the manufacturing facility including a new engineering building.

In **1999**, GROB expanded the engineering and manufacturing facilities by an additional 115,000 square feet.

In **2000**, the 5-story administrative building that houses all executive and administrative offices was built.

In **2012**, GROB expanded the manufacturing facility by an additional 90,000 square feet.

In **2014**, GROB expanded the manufacturing facility by an additional 90,000 square feet.

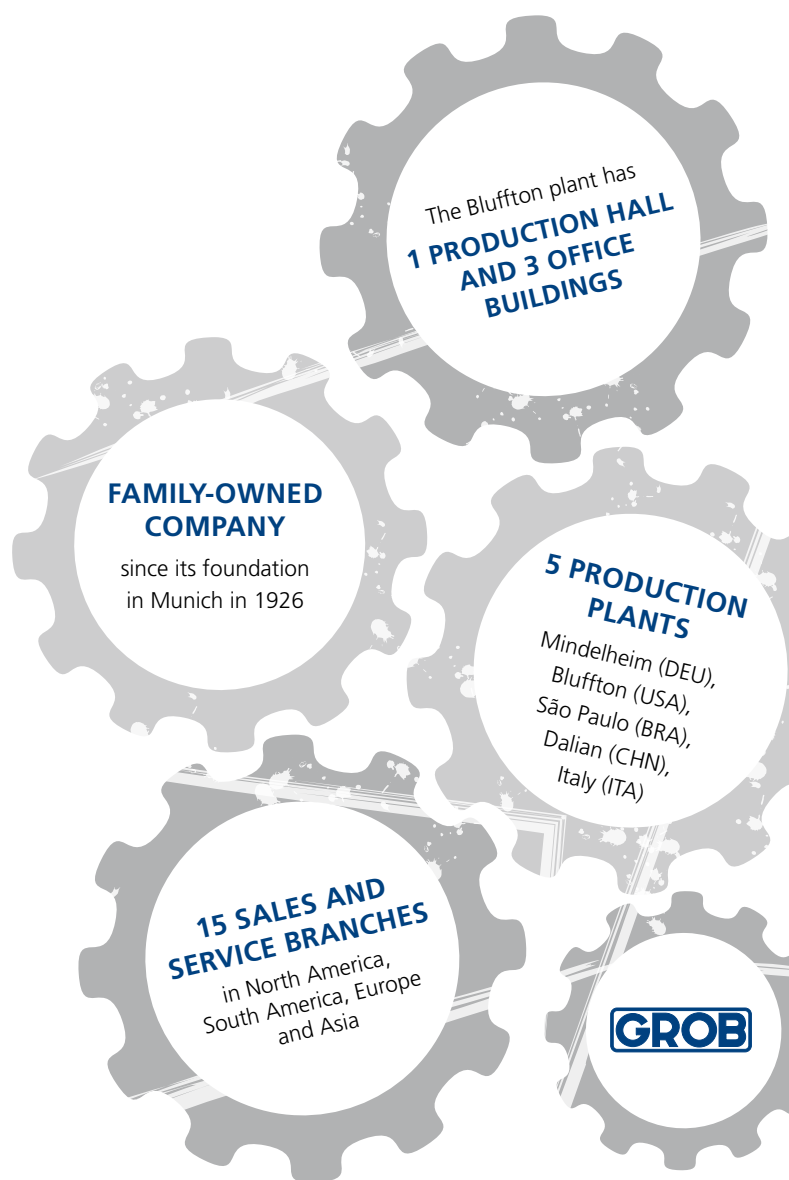
THE PRESENT

As a key facility of the GROB Group, GROB Systems, Inc. generates \$200+ million in sales each year and currently staffs 560 employees.

THE FUTURE

In 2018, ground was broken on a new 46,000 square-foot, three-story facility. This new building will feature additional conference rooms and an open floor plan with flexible workspaces to help foster greater collaboration, innovation and creativity.

A LONG-
ESTABLISHED
FAMILY-OWNED
COMPANY!



COMPETENCE IN ADVANCED TECHNOLOGY WORLDWIDE



APPLY NOW AND BECOME PART OF THE GROB GROUP...

GROB SYSTEMS, Inc.

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Bluffton, Ohio 45817, USA

www.grobsystems.com/apprentice