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2015

BEHLEN WORLD

The Behlen World Is Published Annually For Our Customers And Behlen Partners In Progress

Coach's Corner

By TR Raimondo



Tony Raimondo - "TR"
Chairman & Coach

In this article, I will share highlights of our 30 year experience with China businesses and their wonderful family-focused people. At the end, I

will share our reasons to depart (exit) the building manufacturing business in China, and continue to pursue opportunities with our ag products.

Many of you know we have shipped our building business machinery and equipment (M&E) from China to the United States and stopped all efforts to form a new joint venture in the building business in China.

As some of us "senior" people remember, in 1984, when we returned Behlen to local ownership, U.S. agriculture (and particularly grain bins) was very depressed. So, we took our grain bin products overseas to test various international markets. Surprisingly, China business and people were the most interested in working with Behlen. In the late 80's, we had some excess material handling equipment we provided to a potential Chinese partner;

Continued on page 2...Coach's Corner



Phil Raimondo
CEO & President



Tony Raimondo, Jr.
Vice Chairman of the Board



Lyle Burbach
Board Member

Welcome to our annual edition of the Behlen World. We like to use this publication to update you, our customers, on what we are doing to improve our company in order to take care of your needs

better and faster than last year. We especially want to THANK YOU for your business and the opportunity to help you take care of your customers. We have a saying that "Our customers sign our paychecks," because without you we wouldn't be here – thanks again.

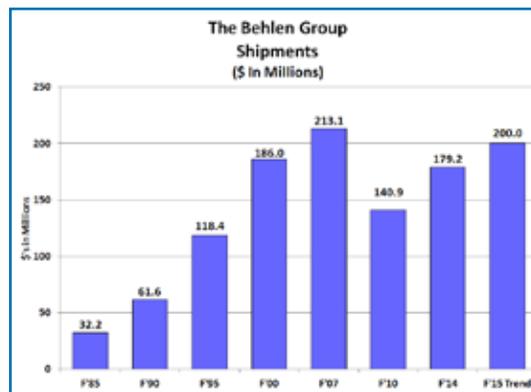
Building Our Future Together

By Phil Raimondo

At the beginning of this year, we put a shipping plan together to get close to the good old days ('07 & '08). We are targeting \$200 million and we are pleased to share we are on our plan. With your help, we are trending 10% above last year. We still have six months to go and we have to keep improving to earn your next orders. As you read through this issue, you will see we are very optimistic about the markets we serve.

This summer, we will increase our employment of Partners in Progress (employees) to levels not reached since September 2008. As we plan for the next five years, we have a focus on continuously improving productivity so we will be able to increase shipments by 25% with the same number of Partners in Progress. We will be using automation and the best manufacturing techniques to help us reach new levels of productivity. We have been fortunate to find new Partners in Progress mainly through referrals and providing the skills training we need.

We have strengthened our Leadership Team this past winter by promoting from within. In November, Jen Miller accepted the challenging



Continued on page 3...Building Our Future

Coach's Corner

Continued from page 1

however, it failed because China wasn't ready to make changes in agriculture at that time.

In the '90s, we exported several buildings and a few grain bins to China. Our best customer for buildings was Mr. Cho, owner of Fuzhou Glass, the largest automotive glass company in China. He purchased four impressive 250,000 sq. ft. factories from our talented Buildings team.

In 2002, we initiated our Chinese Joint Venture with terrific partners we had met in the mid-1990s. By this time, several American public companies in the metal building business had set up operations inside China, so exporting from Nebraska was no longer competitive.

The new Behlen China joint venture purchased a building from Behlen Columbus and purchased all of the M&E to produce approximately \$50 million in annual sales of metal buildings for the China market (similar capacity to Columbus). Behlen provided management and technology.

In 2009, the building business in China was challenging with many domestic Chinese manufacturing competitors as well as the American competitors. Behlen China grew to the \$18-\$20 million range – not large enough to sustain good profits, so the joint venture was dissolved and the assets divided up between the shareholders. Behlen ended up with the M&E and building.

In the 1st quarter of 2015, after several months of searching and negotiating to set up a possible new joint venture with a strong construction company and our private sector CEO partner, Mr. Xu, we decided the present economic conditions in China may not be a market where a building business can achieve the profit levels we expect. We view the China building



Behlen China machinery moving to USA. Photo taken 12/19/14 in the Behlen China Plant Beijing, China. Front row left to right: Jay Wetsch, Jenny Wu, TR, Tom Wrigley, DSV Air & Sea Machinery Movers

manufacturing and construction business in China as potentially over capacity. The China GDP has been down considerably from the 10-12% range achieved for more than three decades.

So, this winter we decided to exit the China market. We sent a terrific Behlen team to China to select, prepare and ship desired M&E to the United States. We also sold the structural steel in the building for \$400,000+ which paid for most of the shipping and upgrading costs for the 17 machines sent to the United States which will bolster our Behlen Building business capacity in Columbus.

We remain interested in the China market, but our focus is now on ag opportunities as China is currently starting to address upgrading their agriculture capability. Further, we will continue to work with Mr. Xu in China as he has been, and remains, a long time successful business leader and partner.



Behlen team (Dick Casey, Tony Raimondo, Jr., TR, Lyle Burbach, Phil Raimondo, Liang Hong) hosting our long term business partner Mr. Xu his wife Amy, and their delegation in Columbus in May 2015.

Also, we will continue to find ways to help Mr. Xu and our friends in the construction business; possible products and/or technology could be flat storage buildings, business hangars, and/or S-Span products.

In the last three decades, China's accomplishments have impressed the world. We sincerely enjoy working with the talented Chinese business leaders – with their can-do attitudes and strong family values.

In closing, I would say we are fortunate to have many Chinese friends and the potential for business opportunities remains positive, although with a different focus. We anticipate China will remain an important part of our global distribution network.

Best wishes to all!
TR – Chairman & Coach

TR

Building Our Future Together

Continued from page 1

role of Country General Manager (our largest Business Unit). Her focus on building teamwork and setting shared goals has led Behlen Country to better on-time/complete deliveries and improvements in almost every business measure. With Jen's promotion, her previous position of Custom Fab General Manager was accepted by Heather Macholan. Heather's experience as our Quality Leader has helped her adapt quickly to her Business Unit leadership role. Both Jen and Heather have years of experience at Behlen and both have received the STEP Award sponsored by NAM (National Association of Manufacturers) recognizing Women in Manufacturing.

You will find information about all of our Business Units in the rest of this publication, including **Behlen Country** ramping up the McGregor, TX plant; **Behlen Building Systems** automating information storage and

retrieval; **Ag** developing new products; **Presses** having a solid year; **Custom Fab** adjusting to changing markets; **DTM** focusing on improving performance and adding manufacturing expertise; and **Hilton** winning new orders.

We have exited metal building manufacturing in China. This strategic decision is explained by T.R. in his article on page one.

We are excited about the progress we have made since the "great recession" and we are looking forward to adding new technologies to help take care of your future needs. Thank you for your business. At Behlen, we have a "**Great Heritage and a Bright Future**" because of our relationships with you, our customers.

Behlen Building of the Year Contest

The Building of the Year contest included some interesting and diversified buildings this year. With winners in ten categories, there were certainly many award-winning contenders. However, the judges needed to select only one winner and it was the **McCall Landing Retail Center erected by the Behlen Builder, BHS Construction, Inc.** of Manhattan, Kansas.

The McCall Landing Retail Center is located in Manhattan, Kansas. The architect was Matt Werner, Batis Development, from Topeka, Kansas. The 16,800 square foot retail

space was a cost effective metal structure which showcased a Behlen ZL-24 roof.

Other projects considered for Building of the Year included:

- **David Lawrence in Idaho Falls, Idaho** by Steel Vision Construction Inc.
- **Gehring Construction & Ready Mix Co., Inc.** in Columbus, Nebraska, by B-D Construction
- **Southwest Family Farms in Kismet, Kansas**, by GBS Enterprises.



McCall Landing Retail Center



David Lawrence



Gehring Construction & Ready Mix Co., Inc.



Southwest Family Farms

Go to www.behlenbuildingsystems.com to view our updated site!

Behlen Country

Behlen Country Starts Year Strong

By Matt Schumann & Jen Miller



Jen Miller
General Manager
Behlen Country

The first half of our fiscal year is in the books, and Behlen Country has a lot to be excited about. To start, we have a few new faces in our leadership team. In late November, Jen Miller joined Behlen Country as our new General Manager. Jen has been with Behlen Mfg. Co. for 18 years. She will lead the operations of Behlen Country, and will be focusing efforts to add value for our customers by strengthening our capabilities and by shipping on-time and complete. In addition, we have a new Plant Manager in our McGregor, Texas plant. Gary Lewis comes to us with a background both in manufacturing and Farm & Ranch retail. He understands what you, our customers, manage on a day-to-day basis and is committed to responding to your needs.



Matt Schumann
National Sales Manager
Behlen Country

As always, our biggest priority this year has been delivering your orders on time and complete. Adding the McGregor, Texas plant and increasing their capabilities and capacity to ship customer orders has been an important strategic direction for us to accomplish this. We have been pleased to see McGregor increase their shipments and become more consistent in their output. Each month they are stretching to hit



Gary Lewis
Plant Manager, McGregor
Behlen Country

new levels of shipments. With a product line as freight intensive as ours, building more product closer to our customer markets continues to be an important direction.

Our second area of focus this year was increasing our seasonal inventory builds. We made a commitment going into this year to invest in inventory of our most popular items during our slower winter months. This gave us the ability to respond to your orders (which were at record levels most months) better than we have in the past. There will always be some categories which surprise us. Drought in the West has caused stock tanks to outsell what we would have expected, and heavy rains in the Southwest look to soon drive demand for rotary cutters higher than anticipated. We can't always outguess Mother Nature, but by getting ahead on the basics, we leave ourselves the flexibility to react to the unexpected.

While some of our business units tied to the traditional ag markets are seeing some softness in orders, we continue to be blessed with very strong order activity. By and large you, our retail customers, are seeing great business levels driven by stronger consumer sentiment, increasing home values in most parts of the country, and increases in disposable income. We are planning on finishing the year strong in orders and shipments, shooting for our highest shipments in almost a decade.

As we look into the next few years, we are preparing for strong business activity. Being even more responsive to your orders, and delivering them on time and complete will always be our number one goal. In addition, we are looking for other ways to grow, through improvements to existing products and introductions of new products. For almost 80 years, the name Behlen has been synonymous with innovation and quality. **In Behlen Country, our commitment is to always represent that Tradition.**



3-Point Mower Assembly



Stock Tank Line

BMC Transportation



2014 Driver of the Year Roger Barker's truck with a Behlen Country Load



Shandy Hand
General Manager
BMC Transportation

Heading Down the Road of Change

By Shandy Hand

If you look at the transportation industry right now, there is a lot of uncertainty and volatility on the horizon. Most economists say we will have a driver shortage in the near future, mostly due to government regulations. All eyes are currently on the government to see what laws will be passed and

what impact those laws will have on transportation. Hours of service (HOS), emissions, and driver fitness are just a few issues being discussed on Capitol Hill. Emissions laws have already had a big impact on our business. Currently in the state of California, you must operate a truck that has a 2007 or newer engine or has expensive aftermarket emissions controls. There are multiple lawsuits to get that law repealed, but there are also neighboring states (OR, WA, AZ) who would like to have similar emissions laws passed; dependent on the final outcome of the current lawsuits. This law has reduced our driver pool that is able to pull into the state of California, which has increased our operating costs going into that state. Other potential changes in hours of service could result in additional constraints to driver capacity. As customers, one thing you can do to help reduce the potential impacts of these regulations is increasing the amount of product per order. Having fewer stops per load greatly reduces delay time and damage and increases driver efficiency.

With the potential for a driver shortage in the near future, we understand we have to find new ways to do our business as we are still a few years away from driverless

trucks. We are in the process of standardizing our trailer pool to higher capacity trailers; allowing for more product loaded in a more effective manner...reducing both costs and damage. Our #1 priority is to ensure all customer's orders are delivered on time. Although we are primarily an Owner-operator based fleet and our goal is to recruit more owners, we have to be realistic that we can't rely on that alone. We have seen success in our gooseneck trailer operation in McGregor, Texas as well as some company-owned trucks based in Baker City, Oregon and Columbus, Nebraska. Customers love the ease of delivery our gooseneck trailers offer and we have to duplicate that wherever possible. This year, we have also established a driver training program. Our first graduate of the program has recently purchased his own truck and is out on the road.

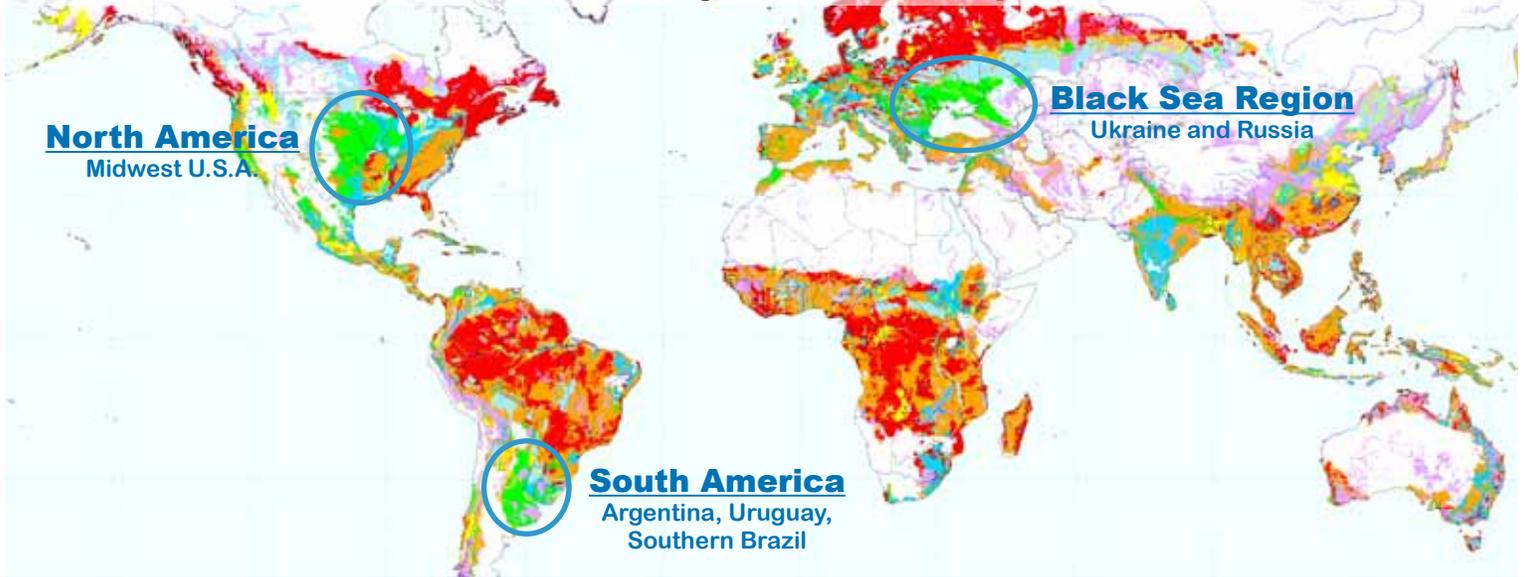
In closing, I would like to thank all the customers who assist our drivers at the stores and job sites. The positive interactions our drivers experience out on the road is greatly appreciated.



Gooseneck trailer in McGregor, Texas loaded for delivery.

International & Diversified Products

Land Quality Assessment Map



Grain Systems – What’s on the Horizon?

By Kirk Nelson



Kirk Nelson
Marketing/Sales Mgr.
Grain Systems

The world population is projected to approach 10 billion people by 2050, a nearly 30% increase from today's population. In addition, the per capita meat and milk consumption is climbing, particularly in high population areas like India and China. By some estimates the world will need to account for a nearly 70% increase in the number of calories consumed by 2050. A number of changes to

current practices will be needed to meet the increased demand for more calories.

Boosting yields per acres can be a significant part of the solution. While yields continue to increase in North America with the development of new hybrids, some of the biggest opportunities for increased production are in Sub-Saharan Africa. This region currently has some of the world's lowest yields of cereal crops on arable lands. Changes in farming practices and the expansion of mechanized farming should lead to substantial improvements in overall production.

Other parts of the globe have the potential to expand the number of acres used for farming. Places like Indonesia, Papua New Guinea, and certain regions in South America have a strong potential to offer additional land suitable for farming. More acres farmed would have a direct effect on the quantity of grain produced worldwide.

While the above solutions will be a big part of the solution, one of the easiest ways to close the gap between the amount of commodities available and the amount required to feed our ever increasing demand, is the reduction in loss and waste. In the range of 25% of all the crops grown for food are lost or wasted between the field and the table. Cutting this rate will go a long way toward feeding a larger and better fed population.

How do these changes relate to Behlen? A world with increasing yields, expanding farmable acres, increases in consumption in new regions of the world, and the need to reduce crop loss, and spoilage will require additional crop storage systems. We are seeing countries like Uganda send representatives from their Department of Agriculture to investigate ways to partner with companies like Behlen to provide improved grain storage solutions for their locally produced crops. We are seeing countries like Egypt and Saudi Arabia looking to expand grain storage within their borders to improving food security. Countries like Ukraine and Russia, are improving their infrastructure to improve efficiencies in moving grain and reducing storage losses. And here in the United States, we see additional storage to house larger volumes of harvested grains replace ground piles, and improve efficiencies in handling grain.

While the highs and lows of agriculture will continue to exist, all indicators are positive for the long term demand for grain storage products.

-See New Omega Bin Sweep on Page 10-

Strip Joining Presses - Market Outlook and Innovation

By Russ Bartling



Russ Bartling
Engineering Product Manager
Strip Joining Presses

Behlen has manufactured the strip joining press for more than 50 years, which has earned a reputation as a top press manufacturer in the world. In that time we have sent over 850 presses to 54 countries. To stay on top, we must first continue to build quality joiners and provide top customer service. We must then anticipate your needs and evolve our joiners to meet them.

The strip joining press joins two metal coils together in a coil processing line.

For example, due to the automotive industry's need to meet higher fuel efficiency standards, demand for aluminum and higher strength steels has dramatically increased, as has the need to reduce cycle times in the process. We have seen

this increased demand reflected in our current order and quote activity.

This presents us, and you, our customers, with several opportunities. Aluminum is difficult to join, but with our experience we already understand the process. New, thicker materials may require larger, more powerful machines, which we are capable of manufacturing. Our strip joining press can replace the welding process, create faster cycle times, thus reducing your capital cost.

Cycle times are becoming a major factor in all coil processing lines. As line speeds increase, the speed of the joiner can become the limiting factor. This puts us at the forefront of an opportunity to provide new, high speed joiners or retrofit for existing joiners to create major productivity improvements.

Our greatest opportunity is innovation. We build ancillary equipment for the Behlen Strip Joiner and have created items such as strip clamps, entry guides and exit tables. We are developing centering guides and strip tensioners to meet your needs. Making existing presses more efficient helps you improve productivity which is vital, especially with a changing world economy. We believe this is key to sustaining our relationships with you, our valued customers.



Strip Joining Press

Custom Fab Growing Together

By Heather Macholan



Heather Macholan
General Manager Custom Fab

Our tradition of building strong relationships with you, our current Custom Fab customers, has helped us double our business over the past 15 years. We are expanding by growing with you, and building new relationships in key markets.

Behlen Custom Fab has invested in capital improvements to help reduce lead time and improve on-time and complete deliveries, all while adding value for you, our customers. In 2012, we purchased a new LT8 tube laser. In 2013, we purchased a two head Alltra plasma machine and in 2014, a new Twister plasma cutting machine was installed. In 2016, we have plans to invest in a new robotic welding machine to help automate some welding needs.



Custom Fab Office Team (L to R) Dave Slusarski, Dan Determan, Brian Jelinek, Jim Recek, Ed Hanzel, Joann Bair, Amy Chamberlain, Heather Macholan

We are also growing our staff. When Jen Miller moved to lead the Behlen Country business unit in November, I embraced this new, challenging role as General Manager. With more than 21 years at Behlen, I have worked in a variety of areas, most recently as Director of Quality. In March, Amy Chamberlain joined our team as Master Scheduler. Amy has more than 18 years at Behlen, most recently as the Behlen Buildings division's Master Scheduler. Her relationships and knowledge have already proven valuable.

While we shouldn't rely on the past, we do know that it has helped shape us for a strong future! We look forward to our continued business with you and our new relationships that will form as we grow together.

Behlen Building Systems

Investing In Technology and Manufacturing

By Steve Becker



Steve Becker
General Manager
Behlen Building Systems

Many thanks to you, our customers, for making last year and the beginning of 2015 the best in many years. We appreciate your business and know the future is bright. This summer, significant investments are being made in new hardware, software, and production equipment. Built on a solid foundation of Behlen pride, these investments will increase

productivity, speed, and accuracy adding value to every customer.

Businesses wanting to grow and succeed in today's environment must utilize technology to be productive and competitive. Productivity gains reduce cost and contribute to maintaining a competitive price position in the market. The second, and sometimes more important, aspect of technology is speed. We are updating computers and software across the board at Behlen Buildings, bringing much greater results than just adding another person. "Work smarter, not harder" is what it takes to provide the products and services needed to meet and exceed your expectations.

Behlen Building Systems has implemented Autodesk PLM-360; sometimes referred to internally as "Project Central." PLM-360 streamlines our design and fabrication process and keeps all project information in one



Customer Service Representative Josh Gintz, Technical Services Engineering Technician Gwen Reinke and Director of Engineering Roland Augspurger (standing) review a current building order using PLM-360.

location utilizing cloud-based technology. While we have much work to do employing system features, we currently operate with a paperless file accessible with an internet connection. This is just the first step in a

new way of doing business; the exciting part is where we go from here. This software is continually upgraded and we will see such advancements as the capability to automate e-mail notices, sophisticated document filing, and mobile access. Today, and in the future, this is

a more efficient system, increasing productivity, speed and accuracy of information for you, our customers.

In addition to technology, we have excitement in manufacturing. The changes in China (see TR's article on page one) have brought significant advantages for Behlen Buildings and our customers. Behlen is moving forward with a substantial investment to utilize this machinery delivered home to the United States. We are upgrading this equipment, as well as collaborating needs with the original equipment manufacturers. Once complete, these machines will be moved to Behlen production lines as early as August. Benefits include productivity gains and increased capacity to deliver steel when you need it.

Non-residential construction still has a long way to go before we see 2007 levels, yet we remain very optimistic about the future. Behlen Partners in Progress remain dedicated to providing you the *Good Iron and Great Experience* with every project. We thank you for your continued support and business.

Behlen Building Project Highlight



The Henry Doorly Zoo in Omaha, Nebraska is converting 28 acres into an African grassland exhibit to create a realistic look into this exciting part of the world. Several Behlen buildings are being constructed for this addition. The largest building will house elephants and the second largest will provide a facility for giraffes. Much of the area is under construction, but areas will open to the public as they are completed. We encourage everyone to visit the #1 zoo in the U.S. and enjoy the new addition.

Good Iron. GREAT Experience!

Distefano Technology & Manufacturing



Case IH Combine



One of the Robotic Welders at DTM



Exmark Zero Turn Mower

The Difference a Year Makes

By Brian Turner



Brian Turner
General Manager
Distefano Technology
& Manufacturing

Distefano manufactures parts and assemblies used in a variety of ways in different industries. Which means we touch many sectors of the economy during the year. Everything from agriculture and turf care, all the way to wind energy.

This gives us a different perspective when it comes to understanding where the market is going. As we look back twelve months, we see

a completely different economy compared to today, in regards to the agricultural market. Commodity prices had been at an all-time high and most equipment manufacturers had at one time six months to a year long backlog. Commodity prices started to take a tumble, and it wasn't too long before ag equipment providers began feeling the overall slowdown of equipment buys leading to adjustments in production schedules.

On the other end of that spectrum, we see the turf care industry is robust and growing. Rain and snow across the country, along with a good stock market performance, has created a stable market for these products at a consumer level.

The wind energy sector is also picking up as there is renewed interest in this kind of power generation to support our growing energy needs.

Each market has its ups and downs, but the basic needs are still the same. You, our customers, want your products made right, and delivered on time. No matter the business cycle, these are the blocking and tackling concepts of manufacturing.

To meet the changing market conditions and to better meet your expectations we are always adding manufacturing expertise. This allows us to share innovative manufacturing ideas with you, our customer. There are a variety of ways we accomplish this. For starters, we use robotic automation. By adding welding robots to our manufacturing process we are able to meet your delivery needs with a consistently welded product ensuring on time delivery, quality, and managed costs.

In addition, we are implementing many lean concepts allowing us to reduce excessive motion and wasted time along with the basics of 5S, a process of making sure the workplace is safe, organized and clean. We are also implementing more complex programs, like GEMBA walks, where we look at the data every day to determine the best course of action to meet or exceed your expectations.

One area we strive to excel in is working with you, and all of your customers, in what we call the design for manufacturability. We are encouraging you to include us in new product design and development. Manufacturing parts and assemblies is the very core of what we do. We know we can truly add value in how you are considering making single parts or complex assemblies. Value comes in the form of avoided costs so it is produced at the best value possible from the beginning.

Taking all of this into consideration, the mission here at DTM is the same in all market conditions – **deliver on time, every time a quality product and work with each of you to bring value-added solutions.**

Hilton International Industries, Co.

Automating for the Future

By Gregory Scharfstein



Gregory Scharfstein
General Manager
Hilton International Industries

Hilton winding machines are no secret; they can be found all over the world. Since 1958, Hilton has worked with capacitor manufacturers in every corner of the globe to design and build the most reliable winding and testing equipment on the market. We specialize in production machines which run 24/7/365 along with development machines built for

research institutes. We also provide tabs for windings which is a growing part of our business. In recent years, we have expanded our machine offerings by developing automatic soldering machines; this is another key area that is ripe for automated solutions.

Since February 2014, Hilton has been part of the Behlen

Mfg. Co. family of companies. Hilton also has new leadership with Gregg Scharfstein as General Manager. The team is committed to focusing heavily on growing relationships with you, our customers, to expand our automation footprint. With our expertise in web handling and automation, we are excited to address the myriad of manufacturing challenges that exist beyond the winding machine. Many of you have numerous manual operations in your workflows which are costly in both time and money. We encourage you to look to Hilton for innovative solutions that assist humans with automated systems. Another key area for growth is to bring our 50+ years of machine-building heritage to analogous energy storage industries, such as batteries, super capacitors and transformers. These are growing industries with an abundance of opportunities for automated solutions.

Behlen Grain Systems Introduces New Omega Grain Sweep

Behlen introduced the new **Omega Bin Sweep** at GEAPS (Grain Elevator And Processing Society) in February of this Year. The new sweep is designed to meet customer demand for a well-constructed, affordable, and reliable sweep that can be operated without the need for personnel to enter the grain bin (Zero Entry Sweep). The Behlen Omega sweep incorporates engineering features to increase strength, and reduce manufacturing cost to meet these customer requirements. The robust design allows the Omega sweep to remove the most difficult grains, and withstand grain depths of even the tallest steel bins available on the market. The sweep includes three diameters of augers 12", 16", and 20" and is available for all commercial models of bins designed for single pass sweep operation, including retro fit applications. More information can be found at our website

www.behlengrainsystems.com



Quality

“Quality is Everyone’s Responsibility.” *W.Edward Deming*

By Heather Macholan



Heather Macholan
Director of Quality
General Manager Custom Fab

In the mid 90’s as a new Partner in Progress (employee) of Behlen, I had the opportunity to take part in a new training program Behlen was offering---ISO 9000. Little did I know this training provided by the Nebraska Manufacturing Extension Program, led by Rex Woods (our current DTM Process Assurance Manager), would forever change our operations at Behlen. Originally, our drive for

quality certifications was driven by customer needs. At the time, many of our international customers required third party certification.

In April 1999, the Columbus plant achieved a first in many milestones in our quality journey. After several years of implementation and training, the Columbus facility was recognized as achieving the requirements for ISO 9000 certification.

Along the span of the past twenty years, many things have changed in our organization. The one thing which hasn’t changed is our commitment to Quality. This is driven by our Partners in Progress taking PRIDE (Partners Responsible in Demonstrating Excellence) in their work and meeting or exceeding customer expectations. We believe the systems our various certifications provide are invaluable in our organization. Creating our framework of operator-led inspections has proven the test of time.

We have broadened our commitment to Quality to include each of our regional locations as ISO 9000 registered companies. Individual business units have

market-driven certifications we have achieved to help provide more value for our customers. Behlen Building Systems led the charge for U.S. based MBMA companies and achieved IAS AC472 accreditation in 2009 and then CSA A660 in 2011 to manufacture and sell buildings in the Canadian provinces. In 2013, Custom Fab achieved AC10 and IAPMO certifications for a top customer.

While each of these certifications are different, they all have the same foundation. Quality Systems help drive consistency and improvements in our products and the services we provide to you, our customers. We look forward to the next twenty years of our on-going Quality Journey to Excellence.



Higgins Boat Replica Completes Journey to France

Andrew Jackson Higgins, who was born in Columbus, Nebraska, designed and built the now famous Higgins Landing Craft, which was instrumental in World War II. A full size metal replica was built by Duo-Lift Mfg. of Columbus, Nebraska. Behlen was privileged to play a special part by manufacturing some component parts used by Duo-Lift to construct the boat. As well as crating and shipping the 14,500 lb. steel boat to Normandy, France where it is now displayed in one of the original landing zones at Utah beach.



A “crowd-funding” site has been set up so people can make secure gifts from anywhere, any-time. The site is at www.rockethub.com and donors simply search “Higgins” to find the project.

BEHLEN WORLD

2015



Join Behlen Mfg. Co. online.
Stay Updated, Stay Connected

We are actively updating our social media pages with **company news, industry headlines, community events**, and more to keep you, our customers, even more informed all year!

FACEBOOK

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YOUTUBE

www.youtube.com/user/behlenmfg



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PRSR STD
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Continuing the Tradition of Leadership

By Brandon Hays



Autumn Patocka
Electrical Mechanical Technician

For the third year in a row, a Behlen Mfg. Co. Partner in Progress was recognized by The Manufacturing Institute as recipients of the STEP (Science, Technology, Engineering, and Production) Award. This year, Autumn Patocka, an Electrical Mechanical Technician at Behlen, was honored with this prestigious award. The STEP Award honors women who have demonstrated

excellence and leadership in their careers and represent all levels of the manufacturing industry. She now joins the ranks of our previous winners, Heather Macholan and Jen Miller.

On March 26, 2015, The Manufacturing Institute recognized all of the recipients of the STEP Award at a reception in Washington, D.C. We are proud of Autumn and the leadership she has shown and look forward to seeing where her career takes her here at Behlen!

Phil Raimondo, President and CEO of Behlen Mfg. Co. said, "Autumn's commitment to continuous learning has made her a role model in our company. In addition, her work in troubleshooting existing equipment, or

capturing data to purchase new equipment has saved Behlen money that's placed back into our employees' pockets through a higher profitsharing payout."

A recent study by Deloitte and The Manufacturing Institute found 80% of U.S. manufacturing companies report a moderate to severe shortage of qualified applicants for skilled and highly skilled production positions. STEP Ahead is designed to help improve the retention of existing female talent and highlight role models who can help raise awareness about careers for women in manufacturing. Currently, women represent 25% of all manufacturing employees but 51% of the potential workforce.

About The Manufacturing Institute

The Manufacturing Institute (the Institute) is the 501(c)(3) affiliate of the National Association of Manufacturers. As a non-partisan organization, the Institute is committed to delivering leading-edge information and services to the nation's manufacturers. The Institute is the authority on the attraction, qualification and development of world-class manufacturing talent. For more information, please visit www.themanufacturinginstitute.org.

