



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

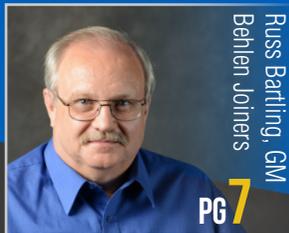
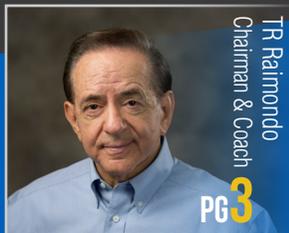
BEHLEN WORLD

81 YEARS
IN BUSINESS

33 YEARS RAIMONDO
FAMILY HAS OWNED BEHLEN

Updates from our Behlen Leadership Team!

JULY **2017**



950
PARTNERS IN
PROGRESS

140
40 YEAR CLUB
MEMBERS

\$213
MILLION RECORD
SHIPMENTS IN 2007

OVER
\$15
MILLION SAVINGS
FROM AIM IDEAS

OVER
19750
AIM IDEAS SUBMITTED

5

PLANT LOCATIONS
COLUMBUS, NE
OMAHA, NE
BAKER CITY, OR
MCGREGOR, TX
SARASOTA, FL

100
RESPONSIBILITY

0

EXCUSES

93

COUNTRIES
EXPORTED TO

5
STEP AHEAD
AWARD
WINNERS

25
INTERNS
THIS YEAR

1999
BECAME ISO CERTIFIED

13
ACQUISITIONS
SINCE 1984

DIVERSIFICATION + CHANGE = SUCCESS

By Phil Raimondo, CEO • Behlen Mfg. Co.

In 2016, we celebrated 80 years in business. It was a very positive year. We are proud of reaching this milestone with only three (3) ownership eras. TR explains the current state of ownership in his article. We are committed to be here for the long run for you, our customers; and our Partners in Progress (employees). Our goal is to strive to be a supplier of choice for you and an Employer of Choice in our locations.

DIVERSIFICATION - A review of our recent history indicates our IDP Team drove our success in 2011 and 2012. Our Buildings Team took the lead performance role in 2013 and 2014. Most recently, Behlen Country exceeded expectations in 2015 and 2016. We are excited about the future and look forward to seeing all of our Business Units beat their goals. Tony Jr. has an article in this issue (pages 10-11) explaining our newest Business Unit - Behlen Technology Group. Expanding our diversification will help our future growth and success.

CHANGE - The changes we made recently were made to strengthen Behlen and improve our performance. Our most important measures of performance are being “on time” and “complete” with everything we provide for you, our customers. Whether it is a quote, preliminary plan or product shipment, we know you need us to be on time, complete and right the first time. We brought Brad Robeson to Behlen to join our Advisory Board and lead our Buildings Business Unit. We bought MPEX and moved its manufacturing from Illinois to our DTM plant in Omaha to add volume with a complimentary product line. Our Ag Team is led by a General Manager Team who is focused on growing our grain bin and temp storage business.

We are proud 140 Partners in Progress have earned our 40-year club status. While we prefer promoting from within we know sometimes we get better results faster by bringing in someone with outside experiences. As we strive to be your supplier of choice, we want to make sure you are comfortable sharing your thoughts, concerns, opinions, and ideas with us. Thank you for your Business. **We have a great heritage and we look forward to a bright future together.**

Over the years we have realized our diversification and changes made to strengthen Behlen have resulted in success.



AG GENERAL MANAGER TEAM

					
Lyle Burbach Team Advisor	Kirk Nelson Sales	Dave Slusarski Manufacturing	Dan Determan Finance	Dennis Kouma Engineering	Larry Ernst Team Advisor

RAIMONDO FAMILY —

THE 3RD OWNERSHIP ERA IN 81 YEARS

By TR Raimondo, Chairman & Coach • Behlen Mfg. Co.

Thank you to our many customers who have been with us for decades!

Thank you to our many new customers!

And a BIG thank you to our suppliers and Partners in Progress (employees) for pursuing continuous improvement and continuous learning to keep us globally competitive. Together we are earning new orders from our strong customers as we help them win in their respective markets.

WOW! Can you believe we've owned Behlen as long as the Behlen brothers?

In business, succession planning is key to the longevity of a company; who is going to continue to lead and support long-term goals to sustain the growth of the business? With the Raimondo Family as majority owners, we continually strive to do family research with the goal to become a leading edge, successful FAMILY LED business.

In 2006, Phil Raimondo moved into the position of CEO and President of Behlen Mfg. Co. Tony Raimondo, Jr. is President of the recently formed Behlen Technology Group (comprised of Distefano Technology & Manufacturing, MPEX, and Hilton International Industries Co.). Our Daughters, Linda and Diana currently have careers outside of Behlen but are also shareholders in the company.

We'd like you to know the Raimondo family better:



Linda, Tony Jr., Jeanne, TR, Phil, Diana

Raimondo Family Belief

Coming together is a beginning
 Keeping together is progress
SHARING together is success

Jeanne and I will celebrate 57 years of marriage in August, and we have been blessed with four children; Phil, Tony Jr., Linda, and Diana -- our four children define Generation 2.

Phil received his BSEE and MBA from Purdue University. Phil and Mary have five children and one grandson. Phil has been CEO and President of Behlen Mfg. Co. since 2006.

Tony Jr. received his BSBA from the University of Nebraska, Omaha and his MBA from Ohio State University. Tony and Sharon, have two young sons. Tony Jr. is President of the recently formed Behlen Technology Group.

Linda Myers-Bock received her BS Pharm and MBA from Drake University. Linda and Tom have four sons. She is a Pharmacist and has been President of the Nebraska Pharmaceutical Association, and served on the Columbus High School Foundation Board.

Diana received her BSBA from the University of Nebraska, Lincoln and her MBA from Creighton University. Diana has adopted a beautiful young boy from Ethiopia. Diana lives in Chicago, and has her own HR Consulting company.

GENERATION OVERVIEW

- 4**
in generation 2
- 12**
in generation 3
- 1**
in generation 4

As a family, we continue to look into the future focused on taking care of customers with engaged Partners in Progress (employees). We understand our team members take care of customers, and as leaders, we are committed to taking care of our Partners in Progress as they make our customers better off and achieve continuous

improvement, results are we all share in profitability.

Behlen, Where Teamwork and Change make Customers and Employees Better Off! We believe sharing is key to sustaining Partners in Progress engagement to take better care of customers than the competition.

NEW OPPORTUNITIES FOR TIME TESTED PRODUCTS

By Jen Miller, General Manager • Behlen Country

The Behlen Country team is determined to continue improving our on-time and complete deliveries to you, our customers. Our three locations in Columbus, Nebraska, Baker City, Oregon and McGregor, Texas have worked hard this year to anticipate your needs. We are shipping faster than ever and believe we can improve even more!

We are asking for your help in identifying new ways to use our products. The Behlen Country steel stock tank line of products has been a long-time favorite for use on the farm in watering livestock. However, they are gaining popularity in the DIY (Do It Yourself) community for many other purposes. Some of which include raised flowerbeds and gardens, due to the various sizes they come in, they are easy to incorporate into landscaping when large planters are needed. Steel stock tanks have become so popular Behlen Country has started to explore the possibility of carrying a bottomless tank line for these types of uses, which will provide adequate drainage.

Backyard farming and gardening is a growing trend, so we will continue to explore the use of our current products in these endeavors. Wire mesh fence panels work great for garden arches or trellises for climbing flowers and vegetables. The grooming step is a handy tool to have around the house for getting to those hard to reach places and doing chores like washing taller vehicles such as campers and trailers.

The Behlen Country team has made a priority of finding new uses for and even developing new products to keep up with the demand of an ever-changing marketplace. We encourage you to send us pictures of our products being used in unique ways! 2017 is proving to be a year full of great opportunities and change, and Behlen Country will continue to adapt to provide the best quality products to its customers. **Thank you for your business!**



Galvanized Stock Tanks are being reinvented by the DIY community. A few projects are featured above: benches, coffee table/wine rack and a wine glass/wine bottle storage cupboard.





TRUCKING INDUSTRY MANDATES CHANGE

By Shandy Hand, General Manager • BMC Transportation Co.

December 17th, 2017 has been marked on my calendar for quite some time. On that day the ELD (Electronic Logging Device) mandate will be fully implemented. An ELD records the movement of a vehicle through satellite tracking and bases a driver's duty status on that movement. We began our initial testing with our Owner/Operators in April. Since starting, we realized we need to improve many of our current practices - how we drive, dispatch and communicate to reduce any potential impacts to productivity.

The mandate has also challenged us to get creative about how we get from point A to B. We are currently exploring options to move product outside of the traditional one load/one driver method. We are also looking at ways to reduce the amount of time drivers sit idle verses driving down the road.

One bright spot with this change is improved processes. Our platform can pinpoint a truck's location within 10 feet, provide a mapping of not only where our trucks are, but where they have been, and compile multiple reports vital for ourselves and our customers. Real time data of a driver's service hours is key to providing accurate ETA's and ensure the right driver is on the right load based on his hours. ELD opens the door to introduce other technologies to ensure we are taking care of our customers and drivers.

The next six months will be exciting for us as we implement changes in how we operate. New technologies and new ways of doing business will indeed make us all better off.

DRIVER OF THE YEAR AWARD

The 2016 Driver of the Year Award went to Thomas Arehart. Tom is known for his reliability, great personality, and knack at taking care of customers. During his time with BMC Transportation Tom has built relationships with customers and maintained the bridge of communication with everyone. His attention to paperwork and professionalism is well known as well as his rapport with both the office and the customers. Tom has made numerous trips into Canada and been dealt some pretty tough loads. The office commends him for his stability, longevity, and great attitude. In 2016, Tom hauled 92 loads. Of those 92 loads, 48 were out bound and 41 were Behlen Country loads. He also had a total of 165 Behlen Country drops.



Thomas Arehart

STRIVING TO SERVE YOU BETTER

By Brad Robeson, President • Behlen Building Systems

Many years ago, Behlen Building Systems (BBS) adopted the tag-line, Good Iron Great Experience, with the intent of creating an outcome we all enjoy and rely upon every day. Today, we know Behlen does not provide this outcome to every customer, and we apologize.

Over the past few months in service to our aspiration of providing our customers with *Good Iron. GREAT Experience*, we set the organization in action towards four opportunities.



In service to the above, Behlen embarked on these opportunities for positive change in the organization. We eliminated one layer of management; reduced head-count and reassigned personnel to other positions where their contributions could bring greater value.

BBS is committed the organization to improving Estimating lead times. Specifically, we put in motion the development of estimating software for interested Builders. Our sequence and timeline are to beta test July 1. If the beta test proves positive, Behlen will begin a controlled roll-out soon after that. In other words, we will not roll out to all builders at once; we will manage the number of roll-outs to ensure we may best support training, launch, and use of the tool. Behlen believes this will enable us to open capacity and improve estimating response time for those projects with higher complexity and for those builders who chose not to take advantage of our estimating tool.

An opportunity to streamline the order entry to the delivery process allows Behlen to reduce lead times and improve quality by better qualifying order requirements up front. We increased quality checkpoints in Drafting and Manufacturing, while also increasing the quantity and improved quality of conversations leading to corrective actions.

A formal training program for all Partners in Progress is under development, starting with those in need of basic metal building knowledge, escalating content and training towards Sales, Design and Drafting specific needs. The above changes are just a few of the steps we have completed and will continue to address on our frame buildings.

BBS INTRODUCES NEW LEADER



Brad Robeson

Behlen is excited and proud to announce Brad Robeson as the Leader of Behlen Building Systems (BBS.) Under Brad's leadership, Behlen will focus on taking care of your needs. Our customers expect and deserve on-time, complete, and right-the-first-time deliveries. Improving our performance in these areas is important to earning new orders and reducing costs. In January, Brad also joined the Behlen Mfg. Co. Board as an advisory member.

Brad has 29 years experience in the buildings and buildings materials industry working at one of our large company MBMA-member competitors. His experience includes running multiple plants generating ten times more revenue than our Buildings Business. Behlen Partners in Progress are looking forward to learning and implementing new tools to help improve our complete, on-time, right-the-first-time performance. Improving productivity in all areas is also an opportunity Behlen

Every year we have a contest to select a building of the year. Last years winner is pictured below. If you have a building you would like to submit let us know.

Behlen is a unique and very special company, who remains committed to the integrity, loyalty, and partnership with our Builders. We are the only building company who can design and produce frame, Curvet, S-Span and EagleSpan type buildings. Expanding our sales in the last three building types, while improving

and expanding upon our frame building capabilities will set Behlen Buildings up for growth and continued success.

We would like to thank you, our customers, for your business, your loyalty, and your patience as we focus this organization on providing **Good Iron. GREAT Experience! The first time, every time.**

Buildings Project Coordinators are ready to take your next metal building order. From left: Barry Baldwin, Ron Henry, Sara Williams, Kelly Meridith, Theresa Mitchell, Adam Divo, Emily Hoefer and Roger Garbers



Good Iron. GREAT Experience!™

will capitalize upon under Brad's direction.

Brad and Stephanie reside in Salt Lake City, Utah. They have one daughter at home and six grown children living in various parts of the country. In his spare time, Brad enjoys snow skiing, road cycling, hiking, and hunting.



2016 Building of the Year
Apple Roofing built by Behlen Builder Kingery Construction Company, both of Lincoln, Nebraska

NECESSITY IS THE MOTHER OF INVENTION.

By Russ Bartling, General Manager • Strip Joiner Systems

For 2017, the demand for processing aluminium remains high, and the demand for joining steel is again increasing. We have also seen increased activity in other metals such as copper, brass, and zinc. Our new punch design that reduces the amount of power required to make the joint has been successfully used in several new joiners and replacement dies. This change has allowed you to join higher strength and thicker materials without increasing the size or cost of the joiner press. With this punch option, we have enabled you to upgrade existing lines by retrofitting existing joiners with new special punch dies.

To reduce the electrical demands our joiners require, we are developing a joiner that uses a standard motor and hydraulic valves to open and close the die. The current design reverses the motor to open and close the die. This option will level the electrical demand from the joiner. After field testing and validation this option will be available alongside our standard valve-less joiner.

We continue to work on ways to reduce the cycle time of the joining process. With larger pumps and motors we have been able to make cycle time reductions of up to 30% in some applications. This high-speed option, as well as dies



Joiner with new hydraulic valves.

with the new punch design, and the new hydraulic valve circuit can all be retrofitted to existing joiners to increase your productivity. We are testing retrofits to existing joiners capable of joining different materials and analyzing new joiners with enhanced capabilities to enable you to improve productivity with less capital investment.

CELEBRATING GROWTH AND LONGEVITY

By Heather Macholan, General Manager • Behlen Custom Fabrication

Thanks to our loyal customers, the Custom Fab team has seen an increase in business this past year. We believe this is due to our quick, reliable, on-time and complete orders. We can provide quick turn orders due to our proximity to our customers, most of which are within 2 hours of our corporate headquarters in Columbus.

The Custom Fab team, along with our DTM team, is proud to be the supplier to the number two customer by volume for Behlen. The Supportworks (FSI) team business has grown significantly in recent years. As they have grown, so has the need for more space. This fall they will be moving into a new warehouse facility, near Papillion.

Recently, our Supportworks partners sponsored a Sundaes on Monday event at Behlen to benefit the Behlen Relay for Life Team. We appreciate their generosity and willingness to support our Partners in Progress (employees.)

Another large customer for Behlen is Laminated Wood Systems in Seward, Nebraska. This year they will be celebrating their 25th Anniversary. The Custom Fab team has been with LWS for all of those 25 years and look forward to continued business in the years to come.

We are preparing for the future by



Supportworks partners at Behlen Sundaes on Monday event. L-R: Melissa Hansen, Abby Peters, Tim Peitzmeier, Kristin Stenho

looking at additional technologies and machinery to help meet the needs of current customers and grow our Custom Fab business with potential new clients.

If you have a custom fab need, visit our website at www.behlencf.com to check out our capabilities.



VALUE-ADDED GRAIN SYSTEMS

By Lyle Burbach, Senior VP • Behlen Mfg. Co.

The Behlen Vision Statement, “**Where Teamwork and Change Make Customers and Employees Better Off,**” provides the framework and mindset for how all Behlen Partners in Progress interact with you, our customers.

The International Ag Business Unit continually focuses on ways to add value for our clients in the grain industry. Because grain is a commodity, competition is fierce, and all customers are in a search for ways to be more competitive in worldwide markets. You are looking for products and methods which safely improve productivity, efficiency, and throughput while reducing your cost of operation.

The Behlen Ag Team is proud to have partnered with many customers through the years in the development of new products and product improvements to meet your needs in a rapidly changing industry.

Some recent accomplishments include:

- 1** Grain bins with stronger roofs to support ever-increasing weights of high-capacity grain handling equipment.
- 2** Larger machinery doors to accommodate equipment which will empty bins more quickly.
- 3** Temporary storage systems which provide customers with a low-cost solution for short-term containment.

As we move forward into a future which will almost certainly be marked by intensifying global competition, we will continue to partner with you, our customers, to provide innovative solutions to your needs, for we know we will be better off only if we help you be better off.



BEHLEN TECHNOLOGY GROUP

By Tony Raimondo Jr., President • Behlen Technology Group

When you think about advanced manufacturing, Behlen probably isn't the first company to come to mind. However, in the past several years we have acquired companies who are on the leading edge of advanced technology and manufacturing. These acquisitions have provided us the opportunity to create a group of advanced manufacturing companies we believe will not only bring additional value to our already great customers but create other opportunities for company growth.

BEHLEN TECHNOLOGY GROUP

We have combined Distefano Technology & Mfg. LLC, MPEX, and Hilton to create the Behlen Technology Group. We did this to further our focus on leading edge technology, all three of these companies bring specific value to our customers.

MPEX Our Most Recent Acquisition

Mark Bogaczyk, President • MPEX

MPEX was acquired in November of 2016 as a way to provide additional value to our manufacturing customer. MPEX specializes in turnkey, collaborative robotic work cell and material delivery solutions for thousands of assembly manufacturers and large data centers.

The flexible MPEX architecture was designed and built ground-up with the most demanding automotive clients to take advantage of the new generation of flexible 'in the open' robotics including autonomous vehicles/mobile robots and collaborative stationary robots, and seamlessly integrates them with workstations, flow racks, dollies/carts, conveyor and positioning devices, pick/build to light and voice with integrated controls, IIoT sensors and comprehensive software to deliver lean, productive work cells with excellent return on investment.

The exclusive AutoFlow™ System uses intelligent autonomous vehicles to move industrial strength Core Dolly Platforms through any high volume, high-repetition assembly process. This process is tightly integrated with your existing equipment. AutoFlow systems can be standalone or fully integrated to robotically work with your current material handling systems.

MPEX

COMPLETE TURNKEY LEAN SOLUTIONS

- INTELLIGENT WORKCELLS
- GUIDED VEHICLES
- COLLABORATIVE ROBOTICS
- IN-PLANT DOLLIES
- STATIONARY RACKING
- COMPREHENSIVE SOFTWARE

DO MORE WITH YOUR WORKCELLS

- EXTENDED - automated materials delivery & transport
- CONNECTED - systems, controls, software & processes
- PRODUCTIVE - ergonomic, pick & build software
- COLLABORATIVE - 'in the open' robotics & automation

RECEIVING KITTING REPLENISHMENT SUBASSEMBLY / ASSEMBLY SMART PICKING IN-PLANT TRANSPORT

The core of the Behlen Technology Group is Distefano Technology & Mfg. LLC.

Brian Turner, VP & GM • Distefano Technology & Manufacturing

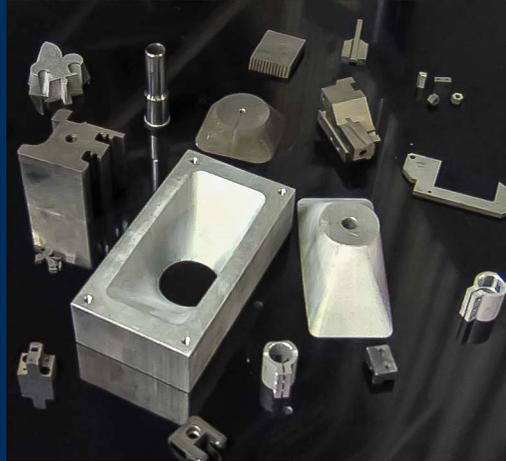
Distefano Technology & Manufacturing (DTM) was acquired in 2008. DTM is located in Omaha, Nebraska in a 160,000 sq. ft., facility with the capability to significantly expand. DTM fabricates more than 1,000 different metal components for various industries including commercial turf care, agricultural, construction, transportation, medical, and telecommunications. In addition, we continue to develop new areas of opportunities to expand.

We are committed to providing improved efficiency, better customer service and more key advantages for you, our customers, to flourish for years to come by embracing the philosophy of "Quality Parts – On Time."

DISTEFANO

Technology & Manufacturing

A Behlen Group Company



Hilton International Industries, Co. – World-Class Automation for Energy Storage and Beyond

Thomas Morgan, GM • Hilton International Industries, Co.



Hilton International Industries, Co. was acquired in 2014. Hilton has been the industry innovator in the precision capacitor winding machine industry for over 50 years. Hilton winding machines are designed to be simple to operate, highly functional and easily maintained. Hilton also supplies "tabs" for automatic or manual insertion in individual wound elements. We are also aggressively expanding our offerings to include test equipment, element and pack soldering, assembly machines as well as research and development for product manufacturing solutions.



Pioneer 225
Automatic Soldering Machine

As you can see each company brings a unique benefit to the industries they serve. By working together, we can add significant value to our customers by using our combined resources ranging from added value part manufacturing, material handling to the intellectual in the areas of Engineering and programming.

As advanced manufacturing continues to adjust to global competitiveness, the digital era, and the internet of things, we believe the Behlen Technology Group will be a key asset to help global customers grow in all markets they serve.



FACEBOOK

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BROEKEMEIER HONORED



Michele Broekemeier
Mfg. Systems Mgr.

On April, 20th, Michele Broekemeier was honored with 130 of the finest women in manufacturing careers across the nation at the 5th Annual STEP (Science, Technology, Engineering, and Production) Awards held at the Ronald Reagan Building in Washington, DC. The STEP Ahead Awards honor women who have demonstrated excellence and

leadership in their careers and represented all levels of the manufacturing industry, from the factory-floor to the C suite.

During the three-day event, these 130 women were given the opportunity to network and learn from other women in their fields. Thursday was a full day of continuous learning including the chance to participate in breakout sessions. Later that evening, all 130 women and their families were invited to a dinner celebrating their honor.

“These women exemplify the path an exciting career in manufacturing can take,” said Heidi Alderman, 2017 Chair of STEP Ahead and Senior Vice President of Intermediates North America, BASF Corporation. “STEP Ahead recognizes women nationwide for their significant achievements to the field of manufacturing, and the positive impact on their companies and the industry as a whole.”

Over the past five years, the STEP Ahead award has honored four other Behlen employees—Heather Macholan, Jennifer Miller, Autumn Longwell, and Tara Obrist.

The STEP Ahead Awards are part of the larger STEP Ahead initiative, launched to examine and promote the role of women in the manufacturing industry through recognition, research, and leadership for attracting, advancing, and retaining strong female talent.

New this year, is a nationwide initiative to take the STEP Ahead to the state level. This is known as the STEP Forward program. Nebraska will be one of twelve states kicking off this initiative to recognize Women in Manufacturing at the state level. This event will be an opportunity for women to discuss current strategies and develop new concepts for advancing and retaining female talent. It is a chance for women to connect with their peers and learn from each other’s success. Throughout the summer, nominees will be taken for women in manufacturing careers in Nebraska. These women will then be recognized at the Nebraska STEP Forward event on Thursday, September 21st at Metro Community College- CAET Center (Center for Advanced and Emerging Technology).

