

# Employee Testimonials

"Conductix-Wampfler has given me the opportunity to leverage what I learned in school and apply it to dynamic real world situations. My job provides me with the opportunity to work with a wide range of businesses and enjoy a more diversified experience. Conductix-Wampfler has allowed me to create my own career path and pursue continued educational opportunities, while providing a fun and supportive atmosphere." - **Mike M.** - Application Specialist

"Conductix-Wampfler is a trustworthy and financially strong company to work for. I have held 7 positions in my 12 year career with CX-CA. The company acknowledges and rewards employees and trusts them to do their jobs. The management team shares the mission, set goals and makes sure employees know the plan. They trust all employees to be part of doing what is needed to take care of the customer." - **Cheri E.** - Help Desk Support Specialist

"Conductix-Wampfler is a great company that I have worked at for almost 20 years. I have seen many continuous improvements and growth throughout the years. I am so fortunate to work for a company that truly cares about their employees and community. Conductix-Wampfler is an organization that recognizes hard work and positive contributions with rewards. The Core Values are demonstrated through the team members daily. Again, I am so glad to be part of such a wonderful organization who has taught me the meaning of success."

- **Gaylene S.** - Area Supervisor: Assembly

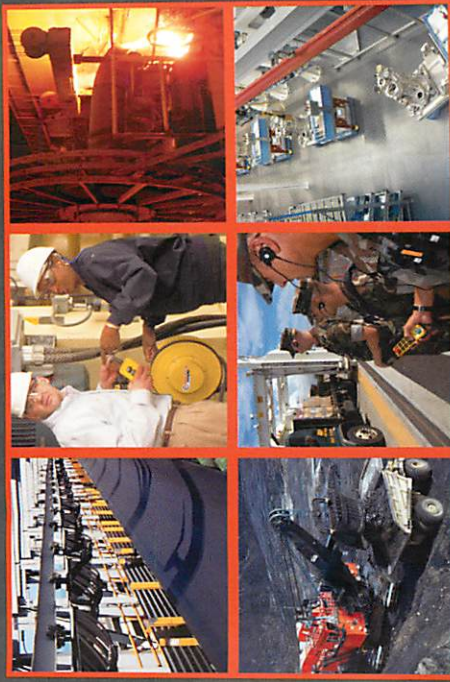
"When I joined the Conductix-Wampfler team in 2008, I was sure that I'd finally found a job where I could go home each night and be satisfied with what I'd accomplished each day. I was searching for a company that would not only appreciate my effort, but I would also appreciate the company's effort. What I found here went above and beyond all of my expectations. Not only do I love what I do every day, but I get to belong to a family that genuinely cares for their people on every level."

- **Quentin S.** - Field Service Engineer



## Careers

- Accounting
- Electrical-Mechanical Assemblers
- Engineering
- Fabrication
- Marketing
- Procurement
- Quality
- Sales
- Tool and Die



## A Great Place to Work!

- Competitive Wages
- Profit Sharing Plan
- Competitive Benefits Package
- Tuition Reimbursement

## Start Your Career with us Today!

[www.conductix.us](http://www.conductix.us)

10102 F Street Omaha, NE 68127 USA

Phone: (+1) 402 339 9300 Fax: (+1) 402 339 9627



# Products

- Conductor Bar
- Festoon Systems
- Radio Remote Controls
- Push Button Pendants
- Spring Driven Cable Reels
- Motorized Cable Reels
- Slip Ring Assemblies
- Handling Systems
- Wind Energy Electrification
- Balancers
- Bumpers



# Mission

The Mission of Conductix-Wampfler is to be the leading global provider of energy and data transmission solutions that keep our customers' vital business moving. We will conduct our business in a way that protects and promotes our core values, while establishing an organizational culture that creates innovation, growth, and a favorable return on our stakeholders' investments.



# Benefits

- Tuition Reimbursement
- Dental Insurance
- Disability Insurance
- Paid Holidays
- Life Insurance
- Medical Insurance & Wellness Plan
- Paid Vacation & Personal Time
- Profit Sharing
- 401K



## Omaha Location

Conductix-Wampfler USA is headquartered in Omaha, NE. In addition to the corporate and sales offices, Omaha has a manufacturing facility of about 50,000 square feet manufacturing large spring reels, motorized reels, slip rings and large festoon systems.



## Harlan Location

Our second, and larger plant is located in Harlan, IA. With about 110,000 sq. ft. of manufacturing space, Harlan builds all conductor bar, C-track festoons, small spring reels, and assemblies push button pendants and radio remote controls.



## California Location

Ontario, CA is home to our 15,000 sq. ft distribution center that serves the West Coast.



## Kentucky Location

In Florence, KY Conductix-Wampfler has a branch sales office.





# Sample Agreement

## CONDUCTIX, INC. TUITION ASSISTANCE PROGRAM/REPAYMENT AGREEMENT

Dear ( Insert Student's Name)

Conductix, Inc. ("Company") has agreed to pay for your tuition and certain educational expenses incurred in obtaining an Associate degree at Southeast Community College ( "College") in Milford, Nebraska or Des Moines Area Community College in Des Moines, IA in return for your agreement to accept employment offered by the Company and maintain employment for a minimum of three (3) years after your date of hire. This Agreement is subject to the following terms and conditions:

### Pre-Employment

In consideration of the Company's agreement to pay your tuition, fees and books at selected College, you agree upon graduation and not more than one hundred and twenty (120) days thereafter, you will accept employment at Conductix, Inc. based upon an offer of employment. When properly billed by the College, the Company will pay your tuition ( up to \$2000 per quarter with a total cap of \$6000).

- You agree to provide access to your grades and attendance records and will sign all necessary documents to assure the Company's access to such information.
- You will be financially responsible for any tools, room and board and transportation.
- Any scholarships you receive will be applied towards the Company's tuition obligation. Conductix, Inc. will pay the balance of tuition per quarter, when properly billed by the College.
- Conductix, Inc. may terminate this Agreement at any time with no further obligation to you.
- If you withdraw from school before receiving a degree or decline a Conductix, Inc. offer of employment, for any reason, you are obligated to repay the Company for all monies expended on your behalf for tuition, fees and books.
- If no offer of employment is made by the Company within one hundred and twenty ( 120) days following graduation, your financial obligations to the Company are cancelled.

### Post-Employment

You agree that in the event of resignation or termination by the Company due to "cause" as provided for in the Company's Handbook within three (3) years of continuous service after your date of hire, you will repay the Company an amount according to the following schedule:

- Less than one (1) year after the date of hire, you will repay the Company one hundred percent (100%) of the amounts expended on your behalf by the Company.
- More than one (1) year but less than (2) years after the date of hire, you will repay the Company sixty-six (66%) of the amounts expended on your behalf of the Company.

- More than two (2) years but less than three (3) years after the date of hire, you will repay the Company thirty-three (33%) of the amounts expended on your behalf by the Company.
- If you resign or are terminated more than three (3) years after the date of hire, you will not be required to pay any monies to the Company.
- No such repayment will be required if your employment is terminated by the Company for any reason other than "cause."
- You understand and agree that this Agreement does not create an express or implied contract of employment between you and the Company for any period of time or limit the reasons of which you may be terminated. You will remain employed by the Company at will.

You agree that you will pay the amount owed directly to the Company prior to your termination. If unable to make full repayment, you authorize the Company to deduct from your paycheck, or by any other means, the amount owed from any wages, profit sharing, vacation pay and/or other funds owed to you by the Company at the time of your termination. If any amounts remain due after such deductions, you agree to pay the Company any remaining balance immediately or make repayment plans satisfactory to the Company.

The Company expressly reserves the right to amend this Agreement. The amendment of the Agreement shall not alter or change any obligations that have arisen or may arise under this Agreement.

The provisions hereof shall be governed by and construed in accordance with the laws of the State of Nebraska.

Please indicate your agreement to these provisions by signing, dating and returning a copy of this letter.

By signing below, you acknowledge and agree that you have been given the opportunity to review this Agreement; that you have been given the opportunity to ask questions regarding this Agreement; and that all of your questions regarding this Agreement have been answered to your satisfaction.

Student/Employee's Signature: \_\_\_\_\_ Date: \_\_\_\_\_

**Southeast Community College/ Des Moines Area Community College/Conductix, Inc.**

**Paid Tuition - School to Work Program**

Conductix, Inc. will follow student's progress through grades and attendance.

Conductix, Inc. will pay for a six quarter ( 6) Associate Degree as long as all provisions of the agreement are met.

Conductix, Inc. will pay for tuition, fees, books. (Students turn in receipts for reimbursement.)

Conductix, Inc. will pay the balance each quarter.

Student/Employee is obligated to Conductix, Inc. employment for 3 years from graduation date.

Conductix, Inc. has the option to terminate education or employment agreement at no obligation to student/employee.

If a student terminates school, they are obligated to Conductix, inc. for expenses incurred to date.

If employee terminates employment, within 3 years, they are obligated to a prorated amount of paid tuition, fees, and books.

Terms of this agreement are negotiable, on an individual basis.

Student/Employee will be subject to quarterly reviews by teaching staff and Conductix, Inc.

# Appl. cation



## Conductix-Wampfler Tuition – School to Work Application

Return to the following address by 3-30-2013

Conductix-Wampfler

Attn: Rogene Smith

10102 F Street

Omaha, NE 68127

Student application:

Name (First)	(Middle)	(Last)	S.S. #

Name of High School \_\_\_\_\_

Class Rank \_\_\_\_\_ Number in Class \_\_\_\_\_ GPA \_\_\_\_\_

Number of children living at home \_\_\_\_\_

Number of children that will be in college next year \_\_\_\_\_

Name of college you plan on attending \_\_\_\_\_

Accepted Y or N

Major Field of study \_\_\_\_\_

How do you plan to finance your education to its completion? \_\_\_\_\_

List scholarships you will be receiving \_\_\_\_\_

*Please complete the following questions in essay form.*

**1. Please list the job(s) you have held and site examples of the experiences you believe will assist you in your field of study and future career.**

This image shows a single sheet of white paper with horizontal ruling lines. The lines are evenly spaced and run across the width of the page. There is no text or other markings on the paper.

**2. Please state reason(s) for attending college, future goals and why you selected your major area of study.**

[illegible]

**3. List community and school activities you have been involved with and describe any leadership roles you may have held.**

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1 personal reference