



MAKING  
THINGS  
IS ABOUT  
MAKING  
PEOPLE





# CONTINUOUS IMPROVEMENT

One of the key building blocks of Toyota is the principle of Kaizen or “continuous improvement.” We are made stronger by the small, incremental improvements that all employees strive to make. We believe that though there may not be a perfect way, we can always find a better way to do things.

This principle is a foundation of the Toyota Production System, a world-renowned methodology of which has benefited business, charities, hospitals, and more.

Our dedication to innovation and technology has created new job opportunities in areas such as engineering and new product development, with the promise of future growth.





# GO AND SEE

At Toyota, you are a part of the process. There will be days you work individually, but you will also work collaboratively on projects. You will have the opportunity to learn hands-on, to meet those who work throughout the entire organization, and to experience all that Toyota has to offer.

In the spirit of Kaizen, we appreciate our employees' perspectives and feedback. We want your work to have a direct effect. Your input is important to us, because it helps us grow and continually improve so that we can, in turn, help to nurture you and grow your talents.



# PRODUCTS WITH A PURPOSE

Our commitment to continuous improvement means we're always striving to build a better, safer product. Our customers come to us from all types of organizations, business and non-profits alike. It is our task to help them get the job done and reach their goals with guaranteed satisfaction and peace of mind.

The forklift industry provides a multitude of different jobs. Engineers, forklift technicians, manufacturers, salespersons – all of these persons are critical to our success.

At Toyota, we take things a step further by giving back to our community and to the environment. We have established charitable partnerships with multiple organizations here in Columbus, IN, where our forklifts are built in our zero-landfill facility.





# CORE VALUES

## RESPECT FOR PEOPLE

Whether it's our Associates, our workplace, or the community we are a part of, respect is what we strive for. Our Associates are our most valuable and appreciable assets and it is always our goal to welcome Associates to a safe and diverse workplace.

## CUSTOMER FOCUSED

It is our passion to exceed our customers' expectations internally and externally, and we exemplify this passion in our commitment to producing the highest quality products.

## EMBRACE AND DRIVE CHANGE

We are never satisfied with the status quo and welcome new challenges. We view change positively, and we are passionate about constantly moving forward.

## TEAMWORK AND FAMILY SPIRIT

We believe that success is exponential through collaboration and partnership, and that peoples' best work is cultivated in an atmosphere that is warm, friendly, and humble.

## PROFESSIONAL EXCELLENCE

It is each Associate's pledge to fulfill their duties with excellence. We expect that each Associate will seek to constantly grow and improve.

A photograph of a recreational facility with orange walls. In the foreground, a woman with long dark hair and glasses is seen from the back, holding a red ping pong paddle. In the background, a man in a red shirt is in the middle of a ping pong stroke, while another man in a blue shirt stands nearby. A third man in a grey shirt is partially visible on the right. A framed picture of a stadium is on the wall.

# JOIN OUR TEAM

The most important factor in our product's quality and success is the team behind that product. We are committed to our employees and are eager to work alongside them as they learn, grow and achieve.

## EMPLOYEE BENEFITS

Toyota is known for providing our employees with an excellent benefits package, including:

- Health, Dental and Vision Benefits
- Flexible Spending Account
- Paid Vacation
- Paid Overtime
- 401(k) Retirement Plan
- Education Reimbursement
- Relocation Assistance for Select Positions
- Salary & Incentive Bonus
- Employee Assistance Program
- Life & Disability Insurance

In addition to these benefits, all employees and their families have access to the Toyota Recreational Complex, a complete health and wellness facility located conveniently on-site. This center provides primary health care, wellness coaching, physical therapy, and a full-line pharmacy in addition to fitness equipment and recreational space.





# COLUMBUS INDIANA

*Photograph of Robert Stewart Bridge by Gregory Boege*

Columbus, Indiana is home to a community of hardworking individuals with classic Midwestern values who reside beneath an umbrella of innovation and creativity. From parks and outdoor recreation to nationally renowned architectural innovation and design, there are activities for young professionals, families, and children. Columbus is also located in close proximity to cities like Indianapolis, Cincinnati, Louisville, and Chicago.

Columbus residents are known for living a high quality life at a low cost. The Columbus community is safe and welcome and offers benefits such as:

- Low cost of living (11.5% less than the United States average)
- Employment opportunities for spouses, notably in areas such as manufacturing, engineering, academia, healthcare, and more
- Excellent school systems, childcare, and healthcare
- Public art and music

# **CAREER** OPPORTUNITIES

- Accounting/Finance
- Human Resources/Training
- Information Technology
- Environmental and Safety
- Supply Chain Operations
- Purchasing
- Engineering
- New Product Development

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