



## OUR COMPANY

Advanced Technology Services, Inc. (ATS), is a global industrial services provider with over three decades of experience in technology-driven industrial maintenance and MRO asset management.

Through a technically skilled workforce, best-in-class processes, and Industry 4.0 technologies we deliver improved uptime to leading manufacturers.



**Our Mission**

**WE MAKE FACTORIES RUN BETTER**

**Our Culture**

**ATS IS, AND ALWAYS WILL BE, A PEOPLE COMPANY.**

Our culture is built on four foundational pillars – Live Safety, Value Employees, Engage Customers, Drive Results – on which every employee works to build upon through ownership of their personal well-being and professional development.

## PROGRAM OVERVIEW

The ATS Maintenance Technician Development Program is specifically designed for Maintenance Technicians to quickly develop their technical skills and hone their craft in order to advance their careers. Our technician development program focuses on taking you to the next level no matter if you are an entry level technician or a highly skilled technician.



### Advance Your Career

Our program builds upon and leverages the skills that you have today. No matter what skill level you are today, our program is designed to progress your career. Our program has an accelerated timeline to move you along the skills continuum and ultimately advance your career.



### Jumpstart Your Training

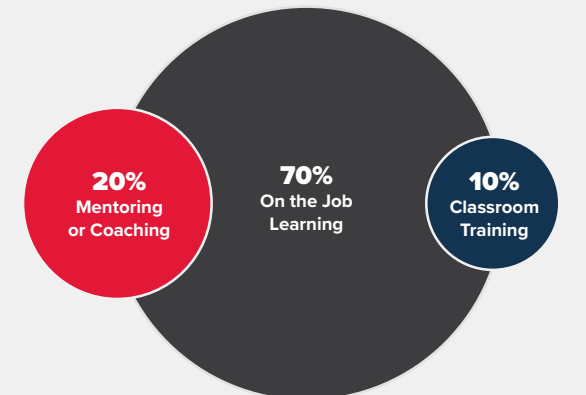
From the classroom to on the floor hands on training, your technical development will be robust. SkillPoint™, our classroom technical training, is a proven way to get you needed experience and knowledge to be a better technician. Our SkillPoint™ curriculum include Electrical, Electronic, Motor Drives, PLC/CNC, Robotics, Mechanical, Precision, Fluid Power, Rigging, HVAC and more.

### Your Technical Career Path

Maintenance Specialist
<ul style="list-style-type: none"> <li>• Technical Assessment Score of 70+</li> <li>• Specific development plan (coaching and mentoring)</li> <li>• Technical expert. Leverage expertise across org</li> </ul>
Senior Maintenance Technician
<ul style="list-style-type: none"> <li>• Technical Assessment Score of 60 - 69</li> <li>• Specific development plan (technical and mentoring)</li> <li>• Technical lead. Should be able to mentor</li> </ul>
Maintenance Technician II
<ul style="list-style-type: none"> <li>• Technical Assessment Score of 50 - 59</li> <li>• Specific development plan (technical)</li> <li>• Multi craft technician</li> </ul>
Maintenance Technician I
<ul style="list-style-type: none"> <li>• Technical Assessment Score of 40 - 49</li> <li>• Specific development plan (technical)</li> <li>• Multi craft technician in training.</li> </ul>
Associate Maintenance Technician
<ul style="list-style-type: none"> <li>• Technical Assessment Score of 20 - 39</li> <li>• Specific development plan (technical)</li> <li>• Technical student.</li> </ul>

### Your Training Experience

We believe the best development is through hands-on learning. That's why we follow the 70-10-10 development model. 70% of your development should be associated with on the job training (OJT) on skills according to your development plan. 20% of your development should be associated with you receiving coaching or mentoring on skills according to your development plan. The last and smallest percentage is the 10% classroom or online training. 10% of your development should be associated with curriculum from SkillPoint classroom or virtual training or online training.



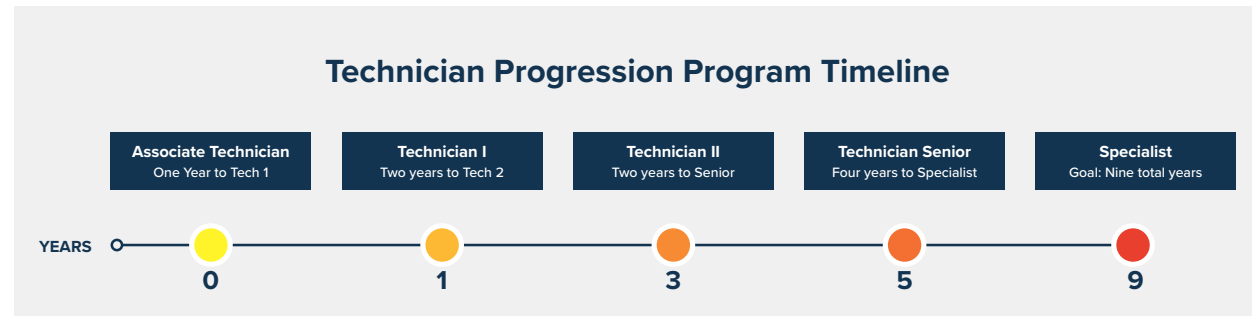
## TECHNICAL DEVELOPMENT PROGRAM

The ATS Technician Development Program is a formalized and robust process. It starts with an annual technical skills assessment that makes up the foundation of your development plan. Since development happens every day, your plan is tied to your daily activities.



## TECHNICAL PROGRESSION PROGRAM

The ATS Technician Progression Program's purpose is to attract talent, accelerate development, and to retain talent long term. Criteria and checkpoints are established to ensure progression and career development.



## TESTIMONIALS

### Advice on Development

“I had little to no experience in the field of hydraulics, so I trained and learned nearly every day I’ve been here. I kept a strong mind, and found what was lacking from additional sources, talked with more experienced Techs, and just did continuous training.”

**Michael Nunnally**  
Maintenance Technician II  
Oklahoma

### Advice on Development

“Development is important to me because I am an older person learning a lot of new and exciting skills. Some of the challenges I have faced were getting used to newer ways of doing things. My advice is to stay focused and don’t give up.”

**Jody Gray**  
Maintenance Technician I  
Team 311 - Newbern, TN

### Advice on Career Growth

“Career development is extremely important to me. I recently graduated from Alfred State College with an Associate’s Degree in Machine Tool Technology. I went back to college at 40 years old to make this career change to be able to provide better for my family. The only person stopping me from achieving my goals is me. Therefore, I challenged myself to do better.”

**Scott Doxey**  
Maintenance Technician Associate  
Eaton - Olean, NY

### Advice on Training

“I was able to balance my training by taking it with me on calls. I had someone go with me and explain or help me with the OJT. My advice to others is just remember what you have for that week for training and go with someone on a call or ask for assistance to make sure you are getting the job done correctly. Take a breath and don’t rush. Take your time to understand the equipment and never be afraid to ask as many questions that come to mind.”

**Shelly Williams**  
Maintenance Technician I  
Trinity Rail East - Longview, TX

### Advice on Career Growth

“Keeping a positive attitude is first and foremost. Always use more advanced Technicians to teach you, guide you, and let you do the work, but keep them close to correct any mistakes before you make them. Also, living the ATS Culture at work and at home helps keep the balance you need to succeed as well as advance in your career.”

**Joseph Brown**  
Maintenance Technician II  
ATS @ CAT - Griffin, GA

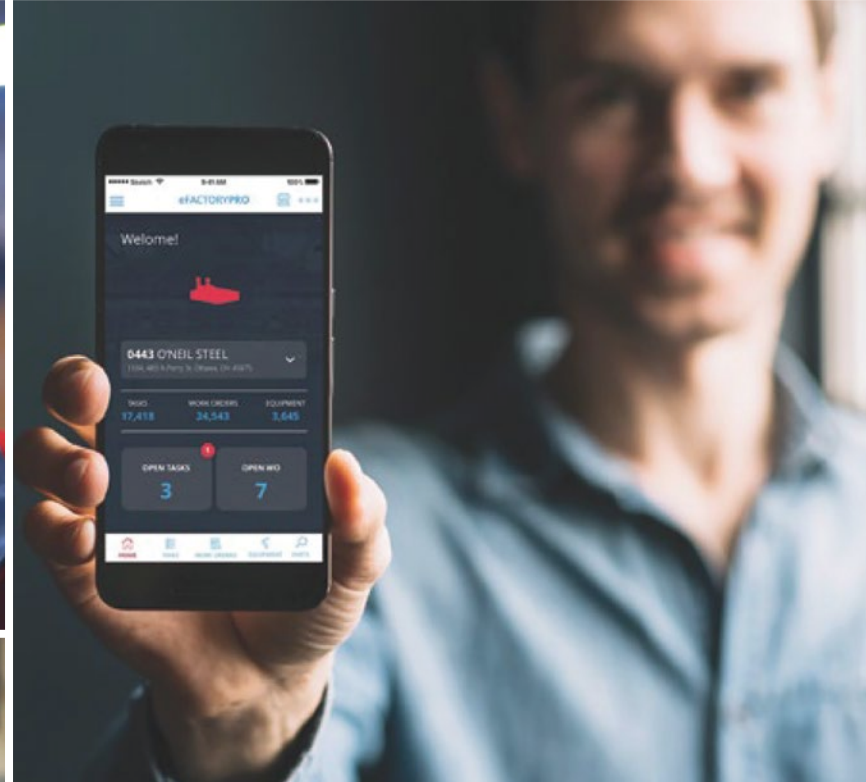
### Advice on Career Growth

“My career development and personal life go hand in hand because we all like to see progression in our everyday life. Whether it’s months from now or years - seeing how far we’ve come is very rewarding. Believing in yourself is key to reaching these milestones. What helped me overcome my challenges were good co-workers by my side and good management. Sometimes people see more in you than you see in yourself.”

**Quaveon Cole**  
Maintenance Technician Associate  
TX



ATS gives you the tools to **take your career in your own hands** and choose the direction you want to go.



### CAREER OPPORTUNITIES

The ATS Technician Development Program provides the tools and skills to help you become the best version of yourself. With the skillsets you will gain, you can take your career into your own hands. With the support of an organization that's focused on maintenance and reliability, you'll have the opportunity to learn new skills and progress in your craft. Whether you want to continue stay in a technical role or move into a leadership or support role, you have the ability to choose your path. With the variety and diversity of our various job roles, you have the ability to grow and shine.

- **Repair Technicians**
- **Calibration Technicians**
- **Supply Chain Specialists**
- **Site Leadership**
- **Planner/Schedulers**
- **Reliability Engineers**
- **Test Technicians**
- **Engineering Technicians**



