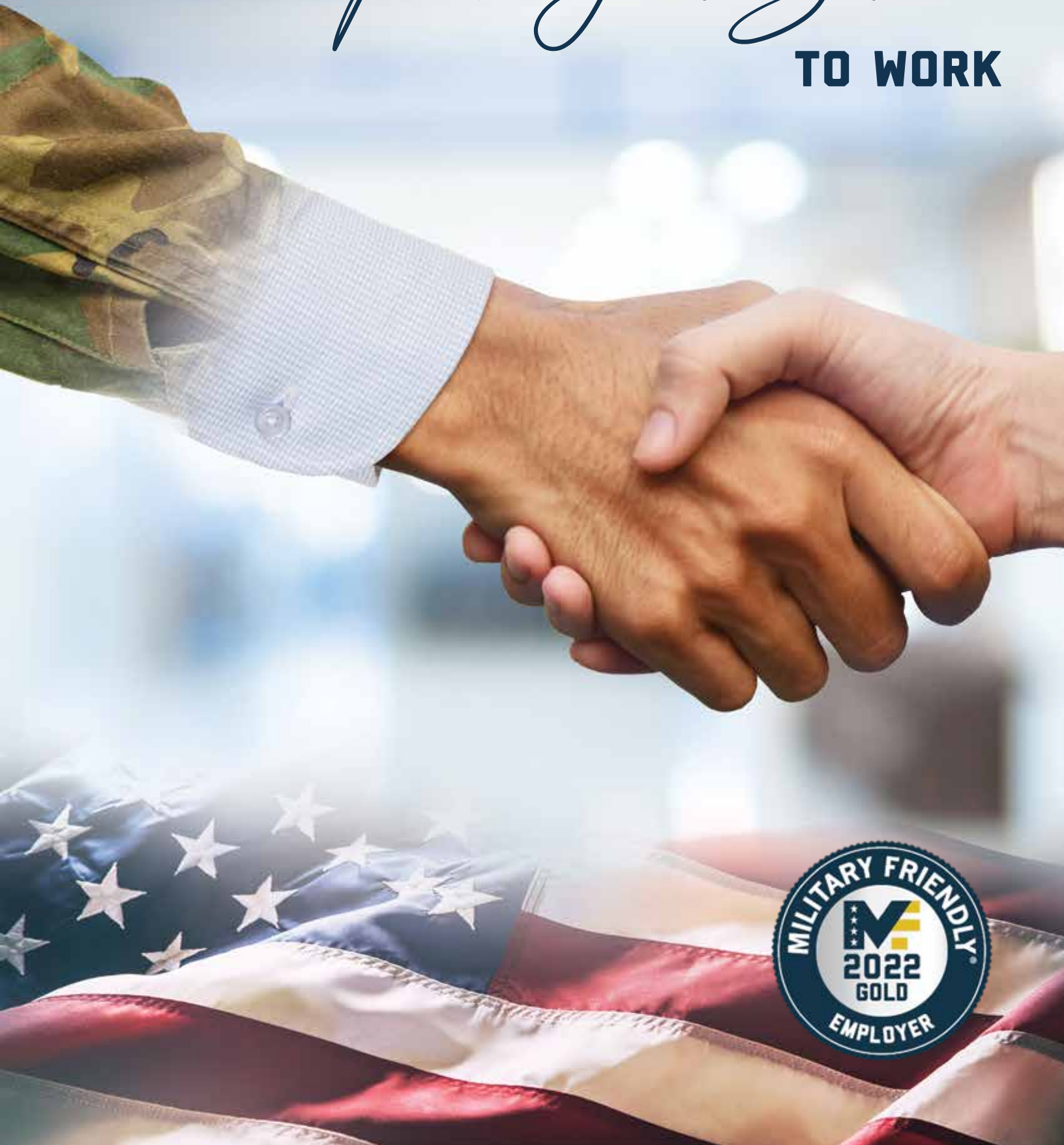
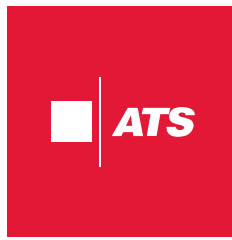


Put Your Service **TO WORK**





**WE MAKE FACTORIES
RUN BETTER**



**VETERANS COMPRISE
NEARLY 20%
OF OUR WORKFORCE**

Served in
US Marine Corps



MESSAGE FROM JIM HEFTI

VICE PRESIDENT OF HUMAN RESOURCES

I proudly served in the United States Marine Corps as a Logistics Specialist, but like all Marines, my core specialty and responsibility was serving as a Rifleman. Like many of you, I quickly realized that a rifleman doesn't directly translate to many jobs outside of the service. I have worked for three companies during my career and while all three provided many opportunities, I found my true home when I joined ATS in 2005. What attracted me to ATS and has kept me here for so many years is our culture. From the very beginning, it was obvious to me that I would have the company's full support to build our military recruiting program, which was the first initiative I established within months of being hired.

It is very fulfilling to meet other veterans at ATS and hear their stories. It's actually one of my favorite aspects of my job. It doesn't matter if they were in a different branch of service or served at a different time, we still have a connection – a connection that I cherish. I look back at my time in the Marine Corps with fond memories and continue to be inspired by those serving today. It is a great honor for me to play a small part in helping veterans not only get hired at ATS, but succeed in their careers as well.

I look forward to potentially meeting you and until that day, I would like to thank you for your service. "Semper Paratus."



Served in
US Navy



MESSAGE FROM ROB CARBONE

VICE PRESIDENT OF OPERATIONS

ATS is, and always will be, a 'people company' – not only do I believe this, I have lived it. For over 20 years, ATS has been my home and the people are my extended family. I'm also a veteran, and like you, I was looking for what I was going to do after my service. There was the apprehension of the unknown, the self-doubt in translating my knowledge and skills, and the concern about finding a place where I wanted to fit in.

My story with ATS, while interesting, is not unique. I served in the Navy as a nuke electrician, an E-5 when I completed my enlistment. I joined ATS as a maintenance technician, on 2nd shift, working on a variety of industrial controls and equipment. I took on a new challenge as a supervisor a few years later and progressed through leadership roles, ultimately helping support the team in my current role as vice president. I've been afforded a ton of opportunity with ATS over my career; I continue to work hard on my own development, and I enjoy working with our teams.

What's important to know is that I'm not special. I'm a maintenance tech at heart. What is special, and what ATS values, are the experiences and culture you gained through your service. You may not have worked on the exact equipment or you may not have lead a civilian workforce, we understand that at ATS. The knowledge, skills, and abilities gained through serving is what translates after you take off the uniform; leadership and teamwork, problem-solving and decision-making, integrity and attention to detail, are what we value at ATS.

Here at ATS, we value our people and we appreciate the value of serving. ATS is more than military friendly, we are ready to support you.







RECOGNITION MATTERS.

The ATS Culture is all about the moments that matter in an employee's career. When you look at the four pillars of our culture, that theme resounds: Live Safety focuses on well-being; Value Employees focuses on communication, transparency, and respect; Engage Customers focuses on teamwork and partnership; and Deliver Results is about success for employees and their families, as well as ATS. While each pillar can stand independently, it is also true that they work hand-in-hand to provide the foundation for many other initiatives. One of these initiatives is the "Employee Experience."

As our people are the heart of the organization, it just makes sense that ATS would focus on the employee experience throughout the company. It starts before they are hired and lasts long after they walk out the door for the last time.

Recognizing the great work our employees do every day is important. In 2020, we borrowed a tradition from the United States military and introduced "Culture Coins." Leaders give these to their employees to formally recognize them for exemplifying the ATS Culture.

HOW YOUR SKILLS FIT IN WITH ATS

MILITARY POSITION	POSITION AT ATS	MILITARY POSITION	POSITION AT ATS
 Logistics Specialist	⇒ Crib Attendant	 92A Automated Logistical Specialist	⇒ Supply Chain
 2POX1 Precision Measurement Equipment Laboratory Specialist	⇒ Calibration/Repair Technician	 92Y Unit Supply Specialist	⇒ Crib Attendant
 2AOX1 Avionics Test Station and Components	⇒ Calibration/Repair Technician	 94H Test, Measurement, and Diagnostic Equipment Support Specialist	⇒ Calibration/Repair Technician
 Machinist's Mate	⇒ Maintenance Technician	 2871 Calibration Technician	⇒ Calibration/Repair Technician
 12R Interior Electrician	⇒ Maintenance Technician	 2874 Metrology Technician	⇒ Metrologist/Metrology Technician
 Electronics Technician	⇒ Maintenance Technician	 Human Resources Officer	⇒ Recruiter or Benefits Specialist
 Gas Turbine Systems Technician- Electrical	⇒ Maintenance Technician	 Personnel Specialist	⇒ Human Resources Business Partner
 3EOX1 Electrical Systems	⇒ Maintenance Technician	 Contract Specialist	⇒ Supply Chain

As a company, ATS recognizes that great leaders come from a variety of different backgrounds. Many of our leadership team started their careers serving their country in the military. ATS recognizes the transferable skills from the military and helps build upon that foundation with assessments, mentoring, technical, business, and leadership training.

ATS is privileged to have a large number of veterans in our workforce. We value the perspective they bring to the table, and we thank them for their service.

Whether you're talking about employee experience, leadership, individual training and development, or simply how we all show that we value each other every day, know that ATS is constantly striving to improve the work environment for you, your co-workers, and the future ATS team members. Speak up. Join in.



"As a military veteran, I applaud ATS for utilizing such a prideful reward system as the challenge coins. I am proud to be associated with leadership that recognizes excellence and thankful for this organization and the way it takes care of veterans."



ON GUARD.

OUR WORK WITH THE RESERVISTS

ATS is committed to serving our nation's servicemembers no matter what their journey in the service may look like. Answering the call to defend our nation looks different for everyone. For those that serve in the National Guard or Reserves, ATS will continue to support them whether they're on the job at a customer site or on the job overseas.

Our commitment to people reaches far beyond the boundaries of a customer site, the corporate walls, or the city limits. Our commitment goes as far as an undisclosed location in the middle of the ocean, or the desert of the Middle East. This commitment means we will be here when you get back and you can pick up right where you left off.

A few ways we show support are through care packages with necessary supplies and tools, make whole pay, and continued medical benefits. You have a duty to your country; we have a duty to you. We welcome all servicemembers, even those who are still serving.

WHY CHOOSE ATS?

ATS has a long history of supporting veterans through military hiring and support. With former military making up nearly 20% of our workforce, you are sure to be in familiar company. ATS provides an environment that many in the military find familiar; teamwork, a mission focus, and an unwavering standard of excellence. Although the setting in which you have gained your valuable experience is different – a naval vessel, a humvee, a jet – it's all transferable and that's what matters.

At ATS, we don't take lightly the sacrifices our active duty and veteran men and women have made. We value your selflessness and commitment to your country. One of the ways we show this appreciation is through the support we provide before, during, and after your onboarding process. We connect with Veteran Resource Centers and Transition Assistance Program offices around the country in order to connect and provide valuable training for servicemembers transitioning out of the military. We provide support for military spouses in the form of resume reviews and mock interviews. There are a number of ways to get involved with fellow veterans company-wide so that you never lose that sense of camaraderie you've come to love during your time in the service. You may not be in uniform when you walk into ATS, but you are certainly amongst family.

ADVANTAGES AND BENEFITS

- Competitive Compensation Packages
- Relocation Assistance
- Travel Opportunities
- Internal Network
- Valuable Work Experience

ATS is a people company – supporting them, serving them, developing them – and we want you to be a part of that. Whether you're active duty, a reservist, veteran, or military spouse, we want to be a part of your journey.



“

We are honored to continue to be chosen as a top Military Friendly Employer, which considers various metrics such as hiring, onboarding and a company’s culture. ATS greatly values the technical skill sets, leadership and exceptional service our veteran employees provide our customers.

”

– Jim Hefti, VP Human Resources

Career Opportunities



Operational
Leadership



Maintenance
Technician



Logistics



Safety



Calibration



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



ROBIN CHAMBERS
Recruiting Supervisor
Air National Guard Spouse

"ATS truly exemplifies what it's like to work for a company that treats you like family. Fellow employees, all the way up to executives, are always asking how my husband is doing and how I personally am doing. If he's deployed, they always stress the importance of taking time off if needed or coming to them if I need anything. It's a relief knowing I work for a company that is so supportive of our military and their families."



JASON SMITH
United States Navy
ATS Site Supervisor

"ATS has the training and structure that I was accustomed to while I was in the military. We also have a wide variety of online training and other offsite people who we can network with to accomplish our tasks."



HOLLY MOSACK
United States Army
ATS Director –
Internal Communications

"I have always loved that ATS is not afraid to be outspoken about our patriotism and dedication to supporting our veterans. Visual reminders, like our Hall of Honor, show our employees and visitors alike that we take pride in our military and our country."



BRENDAN ROBERTS

United States Army
ATS Site Manager

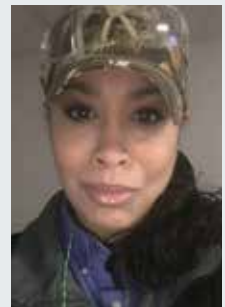
"I had a smooth transition; ATS processes are almost identical to the military. ATS handles the daily business and has processes in place that make you feel like a family from day one. When you start at a site, it is the same as going to a new unit or platoon, depending on the size, you become close like a family, meaning your successes and failures are as one. If someone is sick, everyone cares. If someone loses a family member, or a child takes his first step or graduates – we grieve together and we celebrate together. It's just like being in the military. The use of structure, formal processes, being around other veterans from Vice Presidents on down, the way things are completed at all levels are very straight forward with a goal. We look for best practices and improvements, we take what went wrong and turn it into how to make it work right."



TANYA BEASON

United States Naval Reserves
ATS Planner

"ATS was not my first job out of the military. As a reservist, the only extensive period of time I was away from home was during boot camp and my "A" school training (14 weeks total). Having a job that would accommodate my Reserve requirements was one thing that drew me to ATS. They understood that need. Having a job that would accommodate that could possibly be challenging for some, but one thing that drew me to ATS was their understanding. I was already out of the military when I joined ATS, but the fact that they were so military friendly was definitely a positive for me when accepting the position."





JAMES CARROLL
United States Army
ATS Maintenance Technician

"After more than 20 years of active service in the Army, the deployments to combat, unaccompanied overseas tours, numerous extended training exercises to NTC, JRTC, CMTC, KTC, and the field training exercises, through all types of environments and weather, it is nice to go home to the family every night. Other jobs I had considered had me working outside in the weather, blazing hot sun and frigid cold, much like most of the exercises above. The training that I have attended has been classroom, hands on and online. ATS emphasizes training and career progression and offers a fair amount of training inhouse, but also pays for offsite training. ATS has good benefits available as well, I'm really impressed with the growth in my 401(k). ATS is a safety oriented company. Everything revolves around safety and that ensures that everyone can go home to their families at the end of the day."



JASON HAHN
United States Marine Corps
ATS Site Manager

"ATS uses modern, structured systems to facilitate the maintenance and reliability growth in manufacturing environments. I work best in structured environments, with teams of professionals who know how to drive for results in a safe manner."



ROBERT TERRELL
United States Marine Corps
ATS Electronics Repair

"I was attracted to ATS after leaving the military because it was headquartered in my hometown with options of being able to transfer to different sites across the country and I was able to utilize my electronics skills that I was trained for in the military."





JOSHUA POWELL

United States Navy
ATS Site Supervisor



"I joined the Navy at 17 years old and immediately transferred from my parents' insurance to Tricare. I knew nothing about healthcare and benefits and paid for it at my first job because they didn't explain them. My first "real" civilian job handed me a paper list during onboarding and I was told to pick a plan with no explanation. I learned from my mistakes and haven't had any further issues. Having just completed the open enrollment for ATS, I feel confident in saying that I don't believe I would have made the same mistakes early in my career if I had applied here straight out of the Navy. The online guide was very helpful in choosing an insurance plan and explaining what the differences were between the plan types.

The team environment at my site is fantastic. There are both long term and short term goals and we all work together to accomplish them. Additionally, our site manager does a great job of showing all of us the path ahead. Everyone works together, not because they'll be punished, but because they want to see us all succeed. The technicians teach each other and learn from each other to better the team as a whole. Here at my site, I work with several Army vets and a retired Marine Gunnery Sergeant. They have all agreed that the overall feeling of family at the site is as good as it gets on this side of a uniform. We all know each other's strengths and weaknesses on a technical level and, for the most part, on a personal level and we all do what we can to help each other with both."



KALLEY YORK

United States Army
ATS Sales and Support Representative



"My transition from the military world to civilian life was very tough. I was used to being a part of a team and having a strict routine. After a few years, I was able to find that same camaraderie I loved so much in the military in a gym that I joined. It opened a lot of doors for me and got me involved with Team RWB. It was life changing and I am thankful every day for the people at the gym and in Team RWB that have me feeling connected again. I chose ATS because I knew a few of the leaders here and have a tremendous amount of respect for them. In the few years that I have known them, they have set an amazing example for me and pushed me to be the best version of myself. The leadership team here has inspired me and I never have to worry about them not doing what is best for my team."



RAYMOND GOLDSBROUGH

United States Army
ATS Site Manager

"To transition from the military to civilian life was very exciting. I really enjoyed the thought of changing my career and being able to have some form of flexibility.

During my interview process, I noticed how ATS cares about the military community and their employees. For me, that speaks volumes. Most companies that hire prior military really do not care about their employees, but only the labor and service you can provide. I realize if the company does not take the time to care about their employees, you are considered another number. I am glad ATS gave me an opportunity to come and work for them. The decision to come work for this company has been one of the best decisions I have ever made."



PAMELA CRABTREE

United States Air Force
ATS Calibration Specialist

"When I applied for the position with ATS, it was an opportunity to move back into calibration after several years working as an engineering technician. While I enjoyed that job, it made me realize that calibration suited me so much more. The ATS attitude towards veterans was a huge plus because it meant my service all those years ago still mattered. I'm coming up on my ten-year anniversary with ATS and am looking forward to the next ten!"



WE RESPECT, TRUST, AND HONESTLY COMMUNICATE WITH EACH OTHER.



JONATHAN BONAR

United States Marine Corps
ATS Project Manager

“After retiring from the Marine Corps, I worked as a Purchasing Manager for two years before transitioning to ATS as a Project Manager. I found that my initial transition had challenges that were based on culture. In the military, a strong leader seeks to train everyone to be able to do the job at the next highest level and encourages leadership from the lowest ranks. Many companies do not foster this culture and share knowledge. As I transitioned to ATS, I found that ATS operates a lot more in line with the military culture. At ATS, there is an overwhelming amount of corporate transparency and growth opportunities promoted within the company. There is one unified mission and that’s “to keep factories running.”

For some, the biggest challenge is adapting to new technology and terminology. We talk totally different in the military and use different terminology. Once you adapt to new systems and terminology, I believe the hardest part about a transition is behind you.

ATS is mission focused and allows people to be leaders at the lowest level. Everyone knows their role and is highly valued. These were always the core of what I looked for in a strong leader and these values are present at ATS.”



ROBERT HIGNUTT

United States Air Force
ATS Site Manager

“My first ATS crew was made up of majority prior service so it felt pretty familiar. Once I started to take on more responsibility and got better at my craft, I was awarded promotions to tech 1 and tech 2, and eventually planner/scheduler and then site manager. I feel that ATS rewards attention to detail and hard work. Additionally, if you are willing to travel as a tech, there is plenty of opportunity to live out of a bag like we did in the military. When seeking advancement, if you’re able to pack up your life and move to a different part of the country, there is usually opportunity for that too.”



NICOLAS PETTENDER

United States Army
ATS Facilities Technician

“ATS has great training and chances to self-improve if you are motivated to do so.”

**THANK YOU FOR CONSIDERING
JOINING OUR TEAM, BUT MOST OF ALL,
THANK YOU FOR YOUR SERVICE.**

