



Innovative and Emerging Trends Advancing Training and Development

Darin Coats

Operations Manager – SC HUB Onsite Services
Leadec

Leadec

Engineer



Overview of services

- Consulting + Planning Support
- Mechanical + Electrical Engineering
- Asset Life Cycle Management
- Reliability Maintenance Program

Install



Overview of services

- Turnkey Conveyor Integration
- Equipment Installation
- Electrical Installation
- Dis- and Reassembly

Maintain



Overview of services

- Production Equipment Maintenance
- Facility Maintenance
- Technical Cleaning

Support



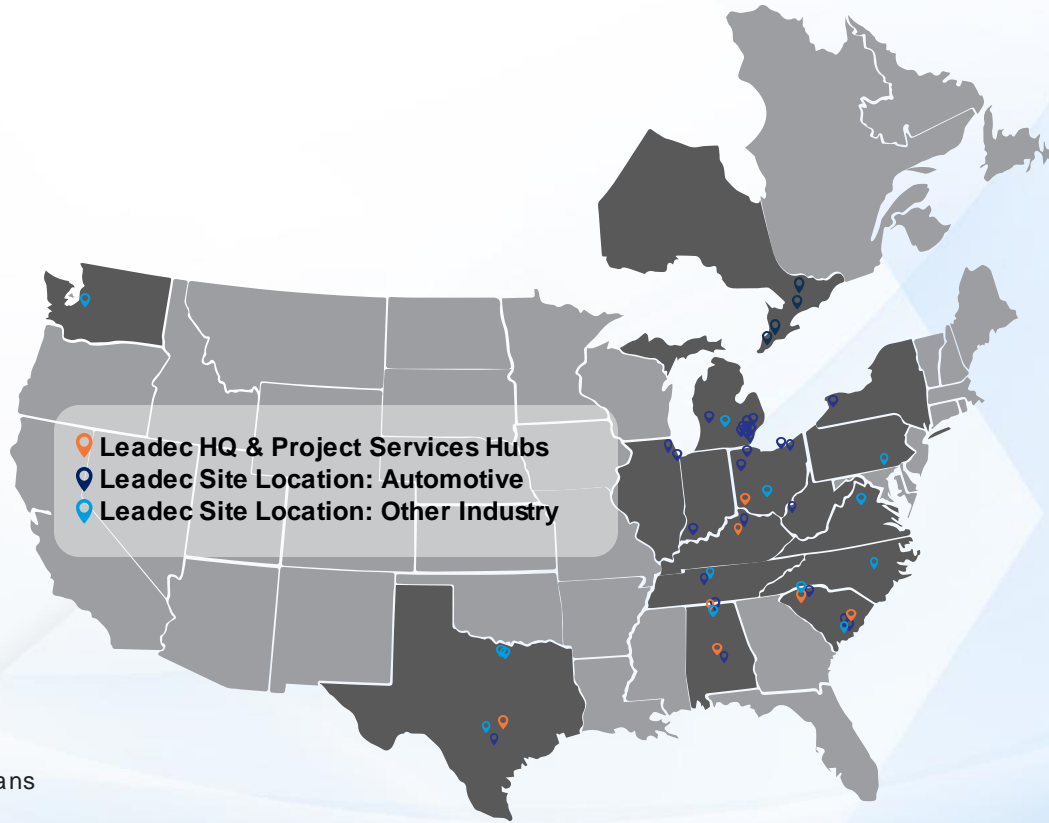
Overview of services

- Facility Management
- Logistics
- PLC and Safety Control Upgrades + Conversions
- Vehicle Processing

Leadec

North America

- \$280 Million** in revenue
- 2,100+** employees
- In 50+ sites** and counting
- >1250** Engineer and maintenance technicians



Globally

- \$1 Billion** in revenue
- 22,000+** employees
- In 300+ sites** and counting
- Over 60 years** experience in industrial services



Talent Acquisition

FOLLOW-UP

We utilize a 30-60-90 day and subsequent annual review process with employees to solicit and provide two-way feedback.

REPORTING & EMPLOYMENT DECLARATION

The in-depth interview results are documented within our Applicant Tracking System (ATS).

1 ON 1 INTERVIEWS ARE CONDUCTED AT THE SITE LEVEL

Final candidates must undergo a technical skills-based interview to assess their abilities.

PRESENTATION OF CANDIDATES TO HIRING MANAGER

At this stage of the process, we report our search results and present several qualified and motivated candidates.



ANALYSIS OF THE OPERATION

The assignment starts with working with management and key personnel within Leadec's organization to understand each position's scope and skill set requirements.

DOCUMENTATION

We create documentation that includes the requirements, assignment description, and search strategy after analyzing the recruiting process.

IDENTIFICATION OF POTENTIAL CANDIDATES

Once the documentation is approved, we start our search, i.e. mapping the market to identify potential candidates.

INTERVIEW PHASE

Based on search strategy and mapping, we start vetting potential candidates.

Hiring our Veterans

- Why hire Veterans
 - MOS/Rating Training Standards
 - Procedural Compliance
 - Punctuality
 - Integrity
- What MOS/Rating to look for
 - Scope of work
 - Research
 - Talking with Recruiters
- How we find our Veterans
 - TAPS Classes
 - On-base job fairs
 - Referrals
 - Social Media



Military & Family Readiness
JOINT BASE CHARLESTON
CAREER FAIR
22 MAY | 1000 - 1400
1005 Jefferson Ave | Bldg. 500
• Meet with employers
• Discuss job opportunities & career growth
• Learn valuable self-marketing tools

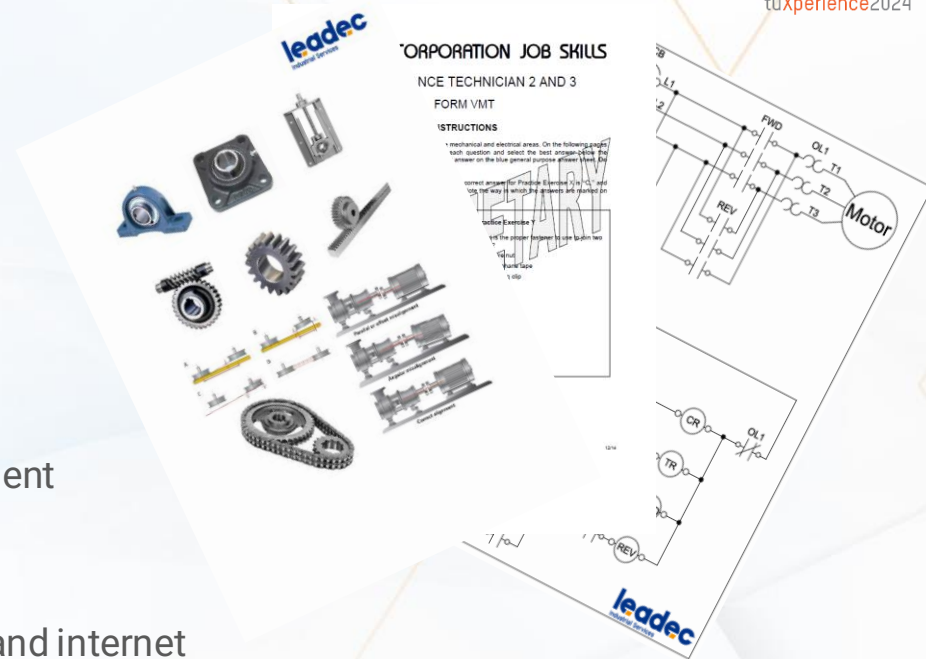
Military Installations

Leadec Recognized As A Military Friendly Employer For 2024

The Military Friendly® Employer with Bronze distinction is an employer who scored within 30% of the 10th best Employer in their category. These Employers have exceptional military/veteran programs and this award showcases their dedication.

Skill Based Interviewing

- Our screening process is catered to our customer's site's specific processes
 - Multi-craft test
 - Behavior and aptitude interview process
 - Drug and background checks
- Leadec's recipe for success in recruiting
 - Safety Focused
 - Opportunities for growth and personal development
 - Performance-based incentive model
- Other means of recruitment
 - Advertisement: online job boards, social media, and internet
 - Co-Ops with secondary schools
 - Military placements



Retention thru Development



L4

Level 4 Technician – Expert level technician. Expert technical skills and education. (Lvl 3+ Controls knowledge)



L3

Level 3 Technician – Advanced level technician. Advanced technical skills and education. (Lvl 2+ Electrical knowledge)



L2

Level 2 Technician – Intermediate level technician. Intermediate technical skills and education. (Mechanic knowledge)



L1

Level 1 Technician – Novice level technician. Novice technical skill and education. (Helper)

Future Opportunities

Our Customer



leadec

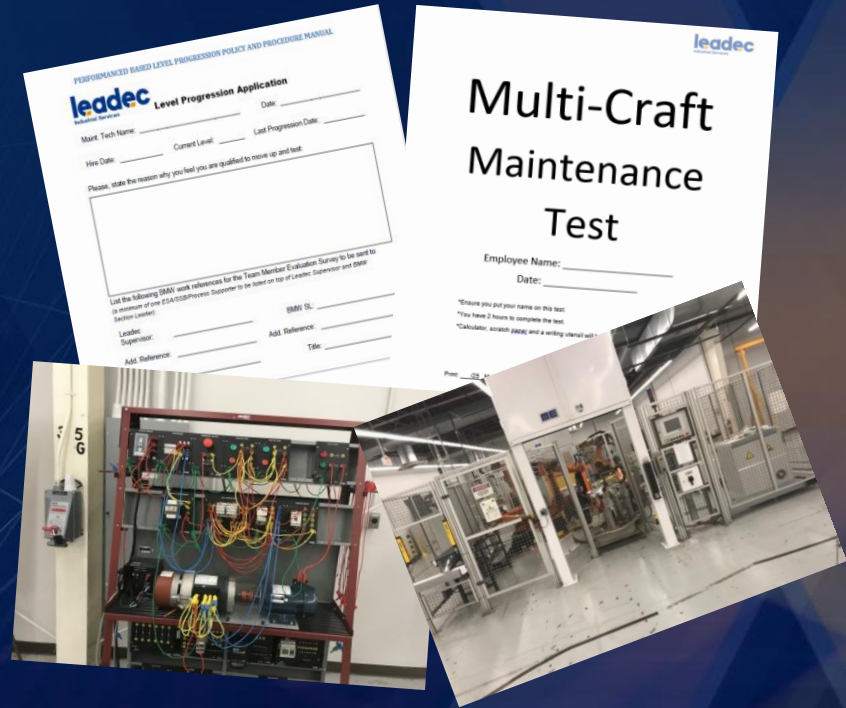


Engineering, Safety,
Training, Supervisor,
Manager, Regional
Manager



Level Progression

- Testing
 - Multi-craft Test
 - Lab Based Troubleshooting
- Performance
 - HR
 - Peer Review
 - Supervisory Review
 - Tooling U Progress



Proven Results

- Less than industrial average turnover rate*
- Contract Longevity
- Contract Renewal Rate
- Customer Satisfaction



Boeing Charleston, South Carolina

“Well done on maintaining a GOLD standard this past quarter Darin!”
- Josef Moore
Purchasing Agent, The Boeing Co.

leadec

The Boeing Company Charleston, South Carolina

Key Facts

Customer Since	2015
Size of Plant	140000 m ²
Service Type	PEM
Contract Renewal	2029

Starting point / Challenges

- Implementation of a supplementary system maintenance contract of high complex production equipment for the assembly of 787 Dreamliner Aircraft
- Complex technical and IT interfaces
- High requirements in technology and quality
- Technical availability of the equipment by 98 % is requested within the contract

Results / Added Value

Tools & Procedures

- Production Equipment Maintenance
- Planned Jobs and Project Completion M
- Management of Tool Control Programs and Asset Management
- Maintenance of Ground Support Equip
- Manage Production Equipment Work

Award-winning work

Our many awards throughout our 60+ years testify to the confidence our customers have in the quality of our services and the trust they place in our teams day after day.

Our awards

2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023

*U.S. Bureau of Labor Statistics