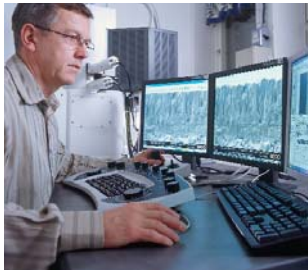


# REACH YOUR POTENTIAL

CAREER OPPORTUNITIES WITH SECO TOOLS



[www.secotools.com/us](http://www.secotools.com/us)

## **SECO TOOLS, OPPORTUNITIES AND YOU**

With almost 5,000 employees worldwide and presence in more than 45 countries, Seco can offer you a diversity of opportunities and experiences in different careers. As part of our global organization, you would see your efforts materialize, making a team and business impact.

## **PASSION, SPIRIT AND COMMITMENT**

We place importance on our employees and believe strongly in a team spirit. As a member of that team, you would be valued and supported with the tools you need to perform your job, surrounded by an environment that encourages you to be heard. Three fundamental values help shape our corporate culture:

- Passion for Our Customers
- Family Spirit
- Personal Commitment

At Seco, we strive to uphold these values and see colleagues who are enthusiastic, responsible and dedicated. The culture within our company breeds a spirit of trust and respect that builds mutually-beneficial internal and external relationships.

## OUR HISTORY

### FROM HUMBLE BEGINNINGS COMES A QUANTUM LEAP IN CUTTING TOOL TECHNOLOGY

In the very early days of cutting tool manufacturing, companies experimented with a variety of steels, irons and alloys, trying to invent something that could hold up longer to the rigors of metal cutting. Speedsteel, as it was called, was the technology of the day.

Just prior to the 1930's, in the iron-rich region of south central Sweden, a few small companies began working on new materials and ideas for cutting metal – the use of tungsten carbide blended with cobalt. The resulting material was very hard and heat-resistant allowing for better tool life and substantial increases in speed, two to three times that of the finest speedsteels.

In the following months, Fagersta Bruk (Fagersta, Sweden), a precursor to Seco Tools, continued to develop tungsten carbide cutting tools. By 1932, the first installation and fifteen eager laborers were ready for business.

In that same year, the name *Seco* emerged. Coming from the Latin language, it means “I cut”, and that same strong, simple philosophy has guided the company through three-quarters of a century of change and innovation in manufacturing.

During the following decades the company would develop, improve, obsolete and innovate generations of tooling. It would endure and survive wars and intense competition. It would also grow to employ thousands of skilled tradesmen, metallurgists and



technical specialists, and spread its technologies and tooling to the entire globe. By the 1960's, Seco had exhausted all of its production capacity and set out to build a new facility that could keep pace with its growth, be gentle on the environment and prepare for the future.

Today, Seco is a financially strong company with growing sales and good profitability. Now in more than 45 countries worldwide, Seco continues to invest heavily in resources for the development of new and better technologies.



## PRODUCTS & SERVICES



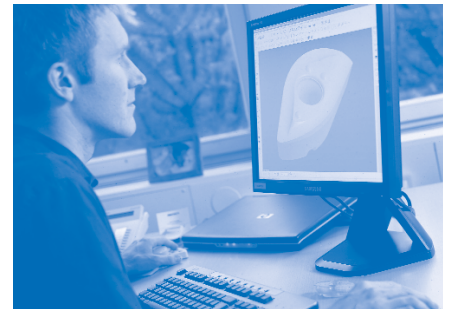
### TOOLING & TECHNOLOGY FOR TODAY'S INDUSTRY

At the center of the value that we bring to our customers is a comprehensive range of quality and innovative indexable-insert and solid-carbide cutting tools. Seco provides some 29,000 different tooling solutions for customers in metal cutting applications. We manufacture a full range of indexable inserts, milling cutters, turning and holemaking tools, and holding systems designed to take full advantage of today's sophisticated machine tools and programs.

A key focus is to further develop cutting tool materials and coatings for our indexable inserts, as well as to make continual improvements to the toolholders and cutter bodies that hold them. We strive to make finite and critical enhancements on tools, from those that you can barely see, to those that you couldn't even lift—all with a purpose of improved performance and overall productivity.

To be a truly valued partner to our customers and distributors, we train and educate the modern workforce with the SECO Technical Education Program (STEP). STEP focuses on improving productivity through knowledge and is designed to familiarize users with the latest tooling systems and machining techniques.

We also bring that support to our customers, with skilled application engineers and technical specialists in the field in every major market on



the globe. We offer an Application Support service with trained specialists via telephone, email, or a live machining forum. For a broader view of a customer's operation, we use productivity and cost analytical methods, and can engineer components and tool ups, providing documented results before a single chip hits the floor. As an employee, you will be involved in challenging projects that support our customers. Our Component Engineered Tooling (CET) department provides total engineered turnkey solutions, process development, machine programming, and fixture and tool selection. CET is located in our Troy Technical Center, which has CAM and simulation capability, and in-house machining.



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## A COMPANY WITH DIRECTION



### EVOLVING TO SUPPORT CURRENT & FUTURE INDUSTRY

Close relationships with customers, involvement in industry events, careful monitoring of market performance, staying on the forefront of technology and sound business sense, we have our finger on the pulse of industry. Additionally, we watch industry indicators and predictors and stay current with evolving trends – the good ones and the ones that raise cause for concern.



In recent years, we've seen much of industry soften, in part due to economic cycles that affect local markets in some cases, and the entire globe in others. We have also seen new and budding industries turn into important and advanced segments that impact our lives. As consumers, we see advancements in medicine, travel and energy.

As a manufacturing technology partner, we are involved with those advancements and all that's going on behind the scenes to further them. Our tools are used in commonly manufactured products such as landing gears for aerospace, roto hubs for wind power, turbine blades for power generation, and hip bearing cups in the medical field.

Seco has a commitment to its long-standing customers and will continue to work hard on their productivity needs. It is with their patronage that we have built such a strong, viable company. With successes in new industries, we continue to invest heavily in R&D to innovate tooling and process technology so that all of our customers realize their full potential. And, we do this with a strict policy of minimal impact on the environment, from manufacturing methods through recycling, we're committed to an eco-friendly way.



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## NORTH AMERICA



### SECO IN THE UNITED STATES, CANADA AND MEXICO

In North America, we service our customers through a network of employees focused on innovation and smart business practices. Our North American headquarters in Troy, Michigan features:

- One of three global distribution centers
- An open office environment with sophisticated amenities and conference rooms with high definition audio visual capabilities
- State-of-the-art technical center with the latest CNC machines for demonstrations of products, component engineering, solutions, and educational training
- Seventy-seat full featured auditorium with multiple A/V and lighting equipment and acoustics
- On-going webinar computer training for off-site personnel and Information Technology help desk assistance
- Automated horizontal carousel system providing high-density storage and retrieval of inventory
- Close proximity to highways, upscale living and dining, museums, theatres, sporting venues, and shopping malls

The North American headquarters in Troy includes positions in finance, human resources, information technology, customer service, logistics,

marketing and sales. There are Regional Managers that oversee highly skilled Technical Specialists and experienced teams of Application Engineers who spend time in our customers' facilities throughout the United States, Canada, and Mexico. Additionally, there are production and operational support opportunities in our Lenior City (Knoxville), TN manufacturing plant.



At Seco, we strive to be easy business partners and pride ourselves on our ability to solve challenges on the production floor and throughout customers' businesses. Our successful relationships with our industrial distributors and integrated suppliers provide a very strong market presence in nearly every city, state, province and country. We seek employees who are engaged, willing to listen and understand our customers' needs while delivering winning solutions.



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## COMPENSATION AND BENEFITS



### COMPLETE PACKAGES FOR THE RIGHT PEOPLE

We nurture an invigorating, positive environment by retaining and hiring talented individuals, who share our commitment to delivering winning solutions to our customers. Our employees are rewarded for their commitment and hard work with a competitive compensation package that includes:

- Medical insurance
- Dental insurance
- Vision insurance
- Life insurance
- 401(k) retirement plan
- Short and Long-term disability
- Flexible spending accounts
- Two weeks paid vacation
- Eleven paid holidays
- Incentive plan



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## CONNECT WITH SECO



### COMPANY LOCATIONS

#### North American Headquarters:

Seco Tools Inc.  
2805 Bellingham Drive  
Troy, MI 48083-2046  
Tel: 248.528.5200  
Fax: 248.528.5607

#### Seco Tools Canada Inc.

420 Bronte Street South, Suite 214  
Milton, ON. L9T 0H9  
Tel: 905.693.1780  
Fax: 905.693.1788

#### Seco Tools de Mexico, S.A. de C.V.

Sierra Mixteca # 920  
Col. Las Puentes 10 Sector  
San Nicolas de Los Garza,  
Nuevo Leon C.P. 66460  
Tel/Fax: 011.52.818.350.6311



### CAREER OPPORTUNITIES

To view open positions or post your resume for consideration, please go to our website and click on the career tab.



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## **METALWORKING EXPERTISE AND INNOVATION**

Seco is a global organization, a world leader in metalworking technologies providing solutions for milling, turning, holemaking, and holding. The company is committed to meeting customers' increasing demand for productivity, quality, and innovation for cost effectiveness by providing application support, engineering solutions, and innovative ideas.

## **THE SECO WAY**

Seco shares the same dedication to our customers worldwide, with a focus of ensuring success, we are engaged. This is "The Seco Way." It means as individuals we listen to and understand customer needs and deliver winning solutions. Our goal is to be recognized by our customers as the most dedicated partner of complete solutions for the metal cutting industry. Seco provides its customers the industry's best cutting tool products and technology to solve daily challenges on the shop floor.



SECO