

YOUR
FUTURE
LOOKS
BRIGHT
IN
MARSHALL
COUNTY

MARSHALL COUNTY WORKS

HIGH SKILL - HIGH WAGE - HIGH DEMAND

www.marshallteam.org

Marshall County Economic Development Council

The Marshall County Economic Development Council in Guntersville, Alabama, is dedicated to recruiting and supporting businesses and helping local governments with economic and community development. The council serves all municipalities in Marshall County, including Albertville, Arab, Boaz, Douglas, Grant, Guntersville, Union Grove, and Cherokee Ridge.




The Marshall County Manufacturers Association's mission is to enhance the competitiveness of area manufacturers by shaping a legislative and regulatory environment conducive to economic growth: to increase understanding among policymakers, the media, and the general public about the vital role manufacturing plays in America's, Alabama's and Marshall County's economic future.

The purpose of compiling and publishing this Career Catalog is to provide you with real and current information to make you aware of some of the great companies in Marshall County and the jobs and career opportunities they can provide.

Many of these positions and careers require skills that can be learned on the job, at Community Colleges, or through Certified Training Programs. These jobs may be especially appealing to those who don't have the desire, academic aptitude, or financial resources to pursue a four-year college degree. However, we do not wish to dissuade anyone who plans to pursue a four-year degree from doing so. Almost all of the companies represented in this catalog have staff positions, such as accountants, engineers, managers, information technology professionals, etc., that may require four-year college degrees.

We encourage you to look at this information carefully and try to find jobs you think you would enjoy and be good at and places you think you would like to work. By doing that as a first step, we hope you will set goals for yourself and pursue whatever education and/or skills training you need to fit in where you want to work.

A photograph of a person from behind, wearing a black graduation cap and gown. They are holding a bouquet of pink and white roses. The background is blurred, showing what appears to be a graduation ceremony setting.

**MARSHALL COUNTY
MANUFACTURERS ASSOCIATION
Technical Education Scholarship
available for:**

**HIGH SCHOOL SENIORS
EXISTING COLLEGE STUDENTS
CURRENT MCMA EMPLOYEES**

**Contact us for scholarship application information
larrybrock@marshallteam.org**

MARSHALL COUNTY, ALABAMA

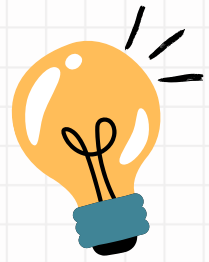
HIGH SKILL, HIGH DEMAND, AND HIGH PAYING OCCUPATIONS



Occupation	Education Required	Salary Range
Environmental Engineer	Bachelor's Degree	\$67,000 - \$120,000 *
Horticulturist	Associate/Bachelor's Degree	\$35,000 - \$75,000
HVAC Technician	OJT/Technical Training	\$50,500 - \$79,000 *
Carpenter	Apprenticeship/OJT	\$28,000 - \$80,000
Electrician	Apprenticeship/Technical Certificate	\$60,610 - \$78,000 *
Welder	HS Diploma/Apprenticeship/OJT	\$48,560 - \$73,595
Utility Line Installation	Bachelor's Degree	\$52,000 - \$105,000
Accounting Supervisor	Bachelor's Degree	\$79,000 - \$119,000
Aerospace Engineer	Bachelor's Degree	\$69,000 - \$213,000 *
Chemical Engineer	Bachelor's Degree	\$76,000 - \$117,000
Drafter/Designer	Associate Degree	\$33,000 - \$49,000
Assembly & Production Tech.	Technical Training	\$25,000 - \$58,000
Automotive Mechanic	Associate Degree/Technical Training	\$27,000 - \$80,000
CNC Operator & Programmer	Associate Degree/Technical Certificate	\$41,600 - \$100,000 *
Electrical Engineer	Bachelor's Degree	\$59,000 - \$108,000
Industrial Maintenance	Associate Degree/Technical Training	\$48,000 - \$69,000
Mechanical Engineer	Bachelor's Degree	\$65,000 - \$100,000 *
Public Relations Representative	Associate Degree	\$71,000 - \$122,000 *
Tool & Die Maker	Associate Degree/Technical Certificate	\$52,000 - \$75,000 *
Diesel Mechanic	HS Diploma/Associate Degree	\$30,000 - \$65,000
Transportation Fleet Manager	HS Diploma/Associate Degree	\$71,000 - \$101,000
Truck Driver	CDL Class A License	\$43,000 - \$62,400 *
Fork Lift Driver/Materials Asst.	HS Diploma/Associate Degree	\$37,400 - \$47,800 *
Hotel Assistant Manager	HS Diploma	\$35,800 - \$59,000
Poultry Technician	Bachelor's Degree	\$35,000 - \$65,000
Pipefitter/Plumber	Apprenticeship/Technical Certificate	\$31,000 - \$92,000
CAD Operator	Associate's Degree	\$40,000 - \$60,000
Restaurant Manager	Bachelor's Degree	\$42,000 - \$54,000
Firefighter	HS Diploma/Technical Training	\$42,500 - \$60,500
Police Officer	HS Diploma/Associate Degree	\$42,500 - \$60,500
Emergency Medical Tech.	Technical Training/Certificate	\$18,000 - \$32,000

*Data is from 2023 statistics

MARSHALL COUNTY INDUSTRY CLUSTERS



1 AGRICULTURE, FOOD & NATURAL RESOURCES

Animal Breeder
Biochemist
Environmental Engineer
Farmer
Nutritionist

Fisherman
Florist
Game Warden
Park Ranger

1

2

CONSTRUCTION & DESIGN

Architect
Carpenter
Civil Engineer
Construction Worker
Contractor

Electrician
Environmental Designer
Landscape Engineer
Painter
Plumber
Surveyor

AEROSPACE & AVIATION

Pilot
Air Traffic Controller
Astronaut
Aircraft Mechanic
Mechanical Engineer

Aerospace Engineer
Welder
Machinists
Flight Test Engineer

3

4

HEALTHCARE

Administrator
Dentist
Nurse
Paramedic
Veterinarian
Nutritionist
Physical Therapist

Phlebotomist
Medical Doctor
Sociologist
Dietitian
Insurance Coordinator
Vision Care Assistant

TRANSPORTATION & LOGISTICS

Truck Driver
Warehouse Associate
Shipping/Receiving Sales
Diesel Mechanic
Supply Chain Mgr.

Logistics Analyst
Air Traffic Controller
Procurement Analyst

5

6

MODERN MANUFACTURING

Welder
Mechanic
Manufacturing Engineer
Technician
Quality & Assurance
Engineer Tech.
Mechanical Engineer

Automation Tech.
Grinder
Industrial Maintenance
Fabricators
CNC Machinist
CAD Operators
Tool & Die Tech.

7

TOURISM & HOSPITALITY

Guest Services
Food & Beverage Operations
Chef
Hotel Manager

Lifeguard
Recreation Director
Travel Agent
Event Coordinator
Tour Guide

8

BUSINESS & FINANCE

Admin. Asst.
Financial Asst.
Human Resources
Marketing
Public Relations
Personal Finance Advisor

Accountant
Economist
Financial Planner
Insurance Agent
Loan Officer
Stockbroker

9

SCIENCE & TECHNOLOGY

Biologist
Chemical Engineer
Computer Engineer
Mathematician
Biomedical Engineer
Quality Control Analyst

Forensic Science Tech
Microbiologist
Geologist
Cartographer
Web Designer

10

ENERGY & UTILITIES

Electrical Engineer
Water treatment specialist
HVAC Installer

Lineman
Power plant operator
Electrician

11

TRAINING & EDUCATION

Teacher
Counselor
Librarian
College Professor
Museum Curator

Principal
Corporate Trainer
Interpreter
Coach/Scout



TUCKER MILLING
PERFORMANCE BASED ANIMAL NUTRITION

TUCKER MILLING LLC

85 Signal Point Rd, Guntersville, AL 35976
(256) 582-2552
tuckermilling.com

Tucker Milling LLC is locally owned and operated by brothers Scott and Brian Tucker. It has been serving the Southeast with the finest animal feeds since 2003.

Reliable Nutrition for Every Animal

At Tucker Milling, we understand the importance of reliable, high-quality feed for your animals. Our commitment to excellence is reflected in every aspect of our operations, ensuring that the feed you trust is always the best in the marketplace. Here's what makes us different:

- **FDA-Regulated Excellence:** Our facilities adhere to FDA standards, ensuring quality that every product we offer meets stringent quality and safety requirements.
- **Transparent Ingredients:** We prioritize transparency in every aspect of our feed production. We adhere to FDA and the Association of American Feed Control Officials (AAFCO) regulations. We print all ingredients on our bags clearly and in order of predominance. We provide straightforward information to the consumer so that you can make well-informed decisions about your animal's nutrition.
- **Consistent Quality:** We are committed to our formulas and ensure the feed you rely on today will remain consistent and available now and for the future.
- **Dedicated to Animal Well-Being:** Your animals' health and performance are our top priorities. We use only quality ingredients, stay current on the latest technology, and study the latest research on ingredients and additives to provide the best nutrition possible.

At Tucker Milling, we're not just selling feed but providing a foundation for your animals' health and happiness. We work hard to deliver integrity, quality, and consistency, and it's our pleasure to help you bring joy, revenue, and nutritious food to your family.



AVAILABLE POSITIONS:

- Sales Processor
- Industrial Electrician
- Warehouse Associate
- Mill Operator
- CDL Driver
- Service Technician
- Nutritionist
- Brand Ambassador
- Purchasing
- General Labor
- Human Resources

ENTRY LEVEL SKILLS REQUIRED:

Organization, communication skills, flexibility, collaboration, reliability, coachability, positive attitude and dedication.

BENEFITS:

Medical insurance coverage provided with BCBS, Dental insurance benefits and 401K benefits with employer match after 90 days



FOR MORE INFO

Contact Information-
info@tuckermilling.com





SOUTHERN PARALLEL FOREST PRODUCTS

660 Industrial Blvd, Albertville, AL 35950
(256) 891-5981

Canadian-based Southern Parallel Forest Products Corporation, a firm producing Southern Yellow Pine dimensional lumber, opened their sawmill in May of 2013 in Albertville, Alabama, and currently has approximately 150 employees. The company was originally founded in 1990 and began with a small wood-chipping plant in British Columbia, Canada.

They purchase lumber locally and pride themselves on running a no-waste facility.



AVAILABLE POSITIONS:

- Entry level machine operators
- General Labor
- PLC Programmer
- Forklift Operator
- Electrician
- Millwright
- Welders
- Diesel Mechanics
- CDL Truck Drivers
- Industrial Maintenance
- Forestry Services

ENTRY LEVEL SKILLS REQUIRED:

Basic math skills to include fractions and decimals. Ability to use a variety of measuring instruments.

ADDITIONAL SKILLS REQUIRED:

Aptitude for basic mechanical decision-making and problem-solving, verbal and written communication skills, basic computer literacy, and the ability to follow instructions, work procedures, and safety rules.

BENEFITS:

Medical, Dental and Vision Insurance. Short term disability, Accidental, Aflac and Life insurance offered at 90 days of employment, 401k at 1 year

Contact Information:
Melissa Ponder - HR Manager
melissa.ponder@southernparallellfp.com

parallel33



PARALLEL 33

PARALLEL LUMBER GROUP

*375 Coosa Road, Boaz, AL 35956
(256) 907-9400*

Parallel 33 is a partner company of Southern Parallel Forest Products, a Canadian-based company that has a sawmill located in Albertville. The Boaz location opened in 2019.

In the mid-1990s, as the market for structurally engineered wood products increased, Southern Parallel developed a process and became a leader in producing finger joint vertical-use studs for the North American home construction market.

Parallel 33 was named for the plant's geographic location—in Boaz, Alabama, on the 33rd Parallel.

AVAILABLE POSITIONS:

- Entry level machine operators
- General Labor
- PLC Programmer
- Forklift Operator
- Electrician
- Millwright
- Welders

ENTRY LEVEL SKILLS REQUIRED:

Basic math skills to include fractions and decimals. Ability to use a variety of measuring instruments.

ADDITIONAL SKILLS REQUIRED:

Aptitude for basic mechanical decision-making and problem solving, verbal and written communication skills, basic computer literacy and the ability to follow instructions, work procedures and safety rules.

BENEFITS:

Medical, Dental and Vision Insurance. Short term disability, Accidental, Aflac and Life insurance offered at 90 days of employment, 401k at 1 year

Contact Information:

Melissa Ponder - HR Manager
melissa.ponder@southernparallelfp.com



ALATRADE FOODS, INC.

200 Tyson Street, Albertville, AL 35950
695 West Henderson Road, Boaz, AL 35957
(256) 505-4500
www.alatrade.com

AlaTrade was established in 2003 by Davis Lee who sold the company to the employees in 2021. Now, 100% employee-owned, the company will continue to provide custom services (such as cut-up, deboning, sizing, marinating) for people who want or need to out-source production. AlaTrade also sells products for the foodservice industry as well as products for school lunch programs.

The AlaTrade team is led by industry veterans and employees who take ownership of what they do. AlaTrade Foods has been recognized as a leader in the poultry processing industry, and the future is bright. Because of this, they're excited about strengthening their teams with energetic, motivated, and career-minded individuals.

Team members have the opportunity to learn, advance, and grow their careers.



AVAILABLE POSITIONS:

- General Production
- Product Handlers
- Maintenance Apprentice

*Rates per hour can increase with a shift differential of \$1.00 and incentives for yield and attendance.

SKILL REQUIREMENTS OF HIGH SCHOOL GRADUATES

Above average hand and eye coordination, listening, understanding and self-discipline.

We have more skilled jobs including data collectors, Shoulder Cutters, Quality Assurance and Utility that require some training. Associates that show initiative can sign for those jobs within a few months of experience in the poultry industry.

BENEFITS:

Medical, Dental, Vision, Voluntary Life Insurance, Short Term Disability, Paid Holidays, Paid Personal Days, Paid Vacation Days, Company Funded Retirement

Apprenticeships available through Snead State Community College

Contact Info:
Randy Dorsett, Director
of Human Resources
rdorsett@alatrade.com
(256) 281-0232





EMMAUS FOODS, LLC

661 Railroad Avenue, Albertville, AL 35951
(256) 894-5934

www.emmausfoods.com

EMMAUS FOODS LLC is a Poultry Processing facility. We manufacture products for National Chains, the Food Service industry, and Hospitality Segments of the Food Industry.

Our Manufacturing Facility and Corporate Office are in the heart of the Poultry Industry in Albertville, Alabama! We employ approximately 500+ Team Members to support our Business and are continuously striving to expand our Customer Portfolio through Superior Product Quality and Outstanding Customer Service.



AVAILABLE POSITIONS:

- Production Workers
- Cutters
- Forklift Drivers
- Warehouse Workers
- Quality Assurance Technicians
- Machine Operators & Technicians

Shift differential pay, attendance bonuses, referral pay, and production bonuses

SKILLS EXPECTED OF HIGH SCHOOL GRADUATES:

Can perform repetitive motion, stand for prolonged periods of time, can work in a hot/cold and dusty environment.

ADDITIONAL SKILLS REQUIRED:

Available to work overtime and weekends. Must be at least 18 years old and not currently enrolled as a high school student.

BENEFITS:

BCBS Medical and Dental, Optional Dental and Vision plans, paid holidays, sick pay, and vacation pay.

Apply in-person at the plant

*Apply online -
www.emmausfoods.com*

*Email resume -
hr@emmausfoods.com*

*Kelly Holliday - HR/Safety Manager
kholliday@emmausfoods.com*



TYSON FOODS, INC.

6600 Hwy 431
Albertville, AL 35950
(256) 891-8374
tysonfoods.com



WAYNE FARMS

700 McDonald Ave,
Albertville, AL 35950
(256) 878-3404
waynefarms.com



PILGRIM'S PRIDE

80 Goldkist Street
Albertville, AL 35950
(256) 878-0528
pilgrims.com

AGRI-FLAVORS, INC.

6121 Alabama Hwy 69, Guntersville, AL 35976
(800) 845-5247
agriflavors.com



Agri-Flavors, Inc. is a one-stop shop for agriculture feed flavoring and hunting attractants. With over 40 years of experience, they offer a wide range of products to help you get the most out of your livestock and hunting experience. Their feed flavorings are designed to improve the palatability of feed, leading to better weight gain and feed efficiency. Their hunting attractants are made with high-quality ingredients proven to attract deer and other game animals. Whether you're a farmer, rancher, or avid hunter, Agri-Flavors, Inc. has the products you need to succeed.



BPI MEDIA GROUP

340 Denson Avenue, Boaz, AL 35957
(256) 593-2048
bpimedagroup.com

BPI Media Group has been involved in commercial printing since 1979. They provide a multitude of printing options through offset presses, digital print, wide-format, label presses, web-to-print, contract packaging, mail and fulfillment, and specialty products. Some of the markets they serve are manufacturing, retail, restaurants, and hospitality printing.

BPI's team consists of print professionals with varied backgrounds, which gives them a solid understanding of business, design, marketing, IT, and, of course, print.

BENEFITS:

Medical coverage, 401K with company match, paid holidays



AVAILABLE POSITIONS:

- Press Operators - experience preferred
- Bindery Positions - no experience required
- Press Helpers - no experience required

Other positions available:
Design, Wide Format
Digital, IT Dept, Mail
Room, Office Clerical,
Press Room, Pre Press
Room, Shipping/
Receiving/ Delivery



FOR MORE INFO

Contact Information:
Alan Davis - President
adavis@bpimedigroup.com





PARAGON DECORS, INC.

195 Paragon Drive, Albertville, AL 35950
(256) 593-4700
paragonpg.com

Founded in 1975, Paragon Decors, Inc. is a distinguished, family-owned company operating from a spacious 166,000-square-foot climate-controlled manufacturing facility in Albertville, Alabama. We specialize as a leading wholesale supplier of framed art and wall décor, catering to prominent home furnishings retailers, interior designers, and eCommerce companies nationwide and internationally.

Paragon Decors, Inc. stands as an industry leader, recognized for excellence in wall décor manufacturing. Inducted into the Accessory Resource Team Hall of Fame, we have earned multiple accolades as the Wall Décor Manufacturer of the Year.



AVAILABLE POSITIONS:

- Woodworking
- Production associates
- Hand crafting
- Fabricators
- Artists
- Assembly
- Packers
- Warehouse
- Maintenance
- General Accounting

ENTRY LEVEL SKILLS REQUIRED:

HS Diploma, basic math and fractions, reading tape measure, eye for detail and quality

ADDITIONAL SKILLS REQUIRED:

Forklift training beneficial, drug and tobacco free workplace

BENEFITS:

Medical & Dental, life insurance, short term disability, M-F day shift, paid vacation and holidays, operational and attendance bonuses



FOR MORE INFO

Contact Information-
jobs@paragonpg.com



AVAILABLE POSITIONS:

Production employees:

- Component Manufacturing
- Vinyl Fabrication
- Assembly Department
- Cutting Department
- Finishing Department
- Sanding Department
- Shipping Department

ENTRY LEVEL SKILLS REQUIRED:

High School Diploma and must be able to read a tape measure. Expected to be self-motivated to complete tasks and able to communicate and work well with others. Able to work in hot and cold conditions. Employee must have a full range of body movements, for example: turning, twisting, bending arms, legs, wrists, hands & fingers. Be able to lift heavy shutters as much as 50 lbs., sometimes more. Employee must be able to stand for long periods of time on concrete surfaces.

EMPLOYMENT ENHANCEMENTS:

On the job training and certifications are available, and the employer promotes from within the company.

Contact Information:
hr@shuttersbydesign.com



SHUTTERS BY DESIGN NORALCO INDUSTRIES, INC.

3904 Hwy 75 N, Albertville, AL 35951
(256)894-8405
shuttersbydesign.com

For over three decades, Shutters by Design has provided customers with an array of high-quality, custom shutters for a reasonable price. They strive to continue to be the leading custom shutter manufacturer in the country while exceeding all expectations in quality, cost, and service. Shutters By Design is committed to exceeding expectations in customer service, quality, delivery, and cost through continuous improvement and customer interaction. They are dedicated to manufacturing the highest quality, most reliable, handcrafted custom shutters available. Honesty and transparency inform all our actions. Shutters By Design welcomes the ideas and opinions of team members and partners and is constantly looking for ways to improve their systems and products. They are growing and succeeding by building a positive team environment in an atmosphere of excellence.

BENEFITS:

Medical coverage is provided at 50%, voluntary dental and vision coverage, company-paid life insurance, short-term disability coverage, and voluntary legal and security benefits. Paid holidays and personal time off, 401(k) with employer match up to 3%, employee discounts on company products, discretionary bonuses, and employee referral bonus program.





AVAILABLE POSITIONS:

- Airframe and/or Power plant (A&P) Technicians
- Avionics Technicians
- Engineers
- Aircraft Technicians/Helpers (an individual or student pursuing an A&P rating)

ENTRY LEVEL SKILLS REQUIRED:

Great work ethic and attitude and have an interest in pursuing a career in aviation. Entry level candidates will need to possess relevant on-the-job training/experience and/or completion of relevant aviation program in either a trade school or university.

BENEFITS:

- Partially Paid medical, dental, and vision insurance
- 401k retirement with partial matching
- Paid holidays and vacations

Contact Information:
Clint Kelley
clint@advancedflt.com



ADVANCED FLIGHT SOLUTIONS

280 Alldredge Drive, Albertville, AL 35950
(256) 660-1311
advancedflt.com

Advanced Flight Solutions, previously RainAir Aircraft Services, was founded in 2001 and has been building a quality reputation in the general and commercial aviation community for 20 years and counting. It is located at the Albertville Airport in Albertville, AL, and operates out of multiple hangar facilities on the airfield. Advanced Flight Solutions is proud to be a local family-owned and operated business.

Advanced Flight Solutions is North Alabama's premier aviation services company, providing its customers with industry-standard aircraft maintenance, repair, overhaul, modification, and avionics services. Their customer base ranges from general and corporate aviation to government and military aviation platforms. Advanced Flight Solutions is an FAA Part 145 Repair Station and regularly maintains various aircraft makes and models, from single and twin-engine fixed-wing aircraft to corporate jets and helicopters.



BK AEROSPACE



THE COMPANY OF CHOICE FOR THE MOST DEMANDING
AEROSPACE AND DEFENSE COMPANIES IN THE WORLD

BK AEROSPACE

100 Technology Park, Arab, AL 35016
(256) 753-2252
b-kmfg.com

BK Aerospace was established in 1967 as "B-K Manufacturing" in Arab, AL. Today the business is proud to be third-generation family-owned and has grown to be one of the largest aerospace and defense employers in the area.

BK is a leading manufacturing services provider, offering its customers the highest quality products and services in the aerospace, defense, and commercial markets. Our company is fully certified to ISO 9001 and AS9110D standards for manufacturing, testing, and design. Our specialties are mainly in the production of complex and precision CNC machined hardware and tooling, paint, and assembly as well as engineering, design, test, and integration, from large to small, for both flight and non-flight hardware applications. BK has been a prime contractor with the Department of Defense and NASA for 50 years and currently holds various prime contracts with the USAF, US Army, US Navy, NASA, and other commercial customers.



AVAILABLE POSITIONS:

- CNC Machinists (lathe and mill)
- CNC Programmers
- Welders
- Mechanical Assemblers
- Mechanical/Manufacturing Engineers
- Industrial Painters
- Quality Assurance Inspectors

ENTRY LEVEL SKILLS REQUIRED:

Relevant on the job experience or successful completion from a technical school.

BENEFITS:

- Partially paid medical, dental, and vision insurance
- 401k retirement with partial matching
- Paid holidays and vacations

Contact Information-
Clint Kelley
clint@bkaerospace.com



AVAILABLE POSITIONS:

- General Laborers (40 Hours).
- Operators (40 Hours plus Overtime).
- Machinists (40 Hours plus Overtime).
- Quality Inspectors (40 Hours plus Overtime).

ENTRY LEVEL SKILLS REQUIRED:

General Laborer: Must have strong work ethic and be able to lift up to 50 lbs. Will be standing for a long time and must be able to follow work instructions for testing finished products.

Operators: Must be able to operate CNC machines, able to read blueprints, and read calipers instruments.

Machinists: Must have experience performing set-ups and operating CNC machines.

Quality Inspectors: Must be able to read blue print, ensure quality check procedures are put in place during every production phase, and have logical thought process and meticulous attention to detail.

ADDITIONAL SKILLS REQUIRED:

Strong work ethic, problem solving skills, and desire to be at work on time with a productive attitude.

BENEFITS:

Paid full medical and dental insurance. Paid holidays and vacation days.

Retirement options with company match.

Discretionary bonuses.

Flexible work hours.

Contact Information:

Jake Wolford

jake.wolford@metalresearchinc.com

Waid Wolford

waid@metalresearchinc.com

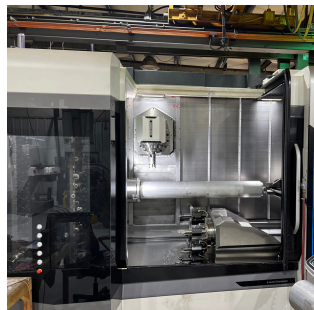


METAL RESEARCH, INC.

740 Signal Point Rd., Guntersville, AL 35976
(256) 582-2362

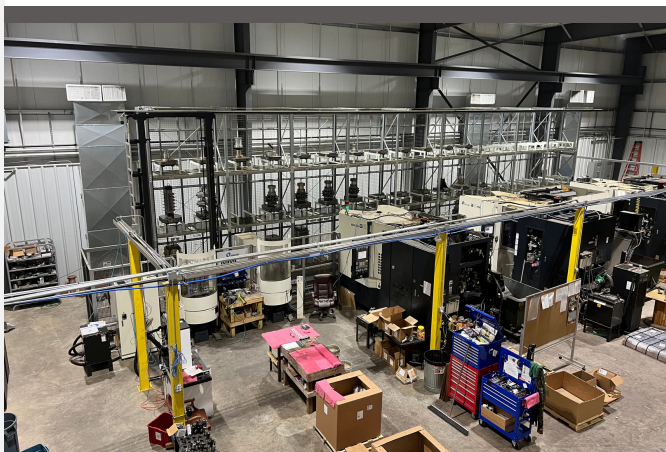
MetalResearchInc.com

Metal Research was founded in 1964 to serve the growing space industry in Huntsville. Since then, they have been serving quality parts on a fast-paced timeline for customers in the Gas/Oil, Automotive, and Aerospace Industries.



EMPLOYMENT ENHANCEMENT:

On-the-job training and certifications available. Employer promotes from within the company.



Begin Your Healthcare Career!

From healthcare technician roles to clerical staff and facility support personnel, Marshall Medical Centers provides excellent career opportunities across the healthcare spectrum. With excellent benefits and a friendly work environment, we offer a work place that employees take pride in.

New Sleep Tech Academy

The Accredited Sleep Technologist Education Program (A-STEP) provides education and training that develop the skills to work as a licensed sleep technologist. This program provides an excellent professional career opportunity for those with a high school diploma or GED, as well as others interested in a healthcare career. During the A-STEP 80-Hour Introductory Course, students learn through both classroom instruction and hands-on clinical training for a well-rounded educational experience.

Now Hiring High School Students 17-Years or Older

This is a great opportunity to get early, hands-on experience within a hospital setting – perfect for those curious about pursuing a career in the medical field or those who are just looking for a unique opportunity.



Our Full-Time Employee Benefits Package Includes

- Health insurance coverage with Blue Cross Blue Shield of Alabama
- Dental coverage with Ameritas
- Vision coverage with VSP
- Low copay when using Marshall Medical Center's on-site pharmacy
- Basic life coverage paid for by Marshall Medical Centers
- Retirement options with matching on employee contributions
- Health Savings Accounts
- Flexible Spending Accounts
- Paid time-off programs
- Rethink Parental Support Program
- FEDlogix
- Free membership to our On-campus Wellness Centers
- Access to reduced tuition rates from select colleges, such as JSU, UNA and Athens State.



Interested in a career?
Apply online today!
mmcenters.com/careers



Marshall
Medical Centers



Health System

Questions? Please contact Jessica McClendon.

Workforce Development Coordinator | 256.840.4805 | careers@mmcenters.com



FACTORY CONNECTION, LLC

2300 HWY 79 S, Guntersville, AL 35976
(256) 264-9400
factory-connection.com

Founded in 1976 by the late Terry Scott (1948-2016) and Kenny Littleton, Factory Connection, LLC has grown into a regional retail leader with nearly 300 stores across 17 states. This family-owned company provides a destination shopping experience, offering a wide selection of brand-name fashions for Juniors, Misses, Plus, Men's, Accessories, and Shoes. Many locations also feature a variety of Home Décor items.

In 2011, the Factory Connection Corporate Offices and Warehouse relocated to Guntersville, Alabama. This state-of-the-art facility is responsible for receiving, ticketing, and shipping all merchandise to Factory Connection and Home by FC locations, ensuring that our stores are always stocked with the latest fashions and home décor items.

Factory Connection is rapidly expanding, continually opening new stores to meet the growing demand for our products. Our commitment to quality, value, and customer satisfaction drives our success and positions us as a leading retail destination in the regions we serve.



AVAILABLE POSITIONS:

- Warehouse, Shipping, and Receiving Associates
- Sales Associates
- Retail Entry-Level Management
- Corporate: Merchandising, Marketing, and Finance

ENTRY LEVEL SKILLS REQUIRED:

Basic math skills; ability to read, write, and communicate ideas, information, etc.; differentiate colors; and, ability to follow tasks through to completion.

BENEFITS:

Health/Dental/Vision comprehensive insurance, Short-term Disability and Basic Group Life Insurance, Voluntary Life Insurance, Section 125 Cafeteria Plan with Flexible Spending Account Options, Paid Holidays, Sick Leave and Vacation, and 20% Employee Discount



FOR MORE INFO

Contact Information-
Sarah Stanford
sstanford@factory-connection.com



AVAILABLE POSITIONS:

Age requirement due to Insurance is 18 years old.

- Retail and commercial tire techs,
- mechanics,
- oil change tech and
- retread tech

Raises are given following completion of 90 day probationary period. Pay rate may vary based on experience, skills, qualifications.

ENTRY LEVEL

SKILLS REQUIRED:

A strong work ethic, willing and eager to learn, reliable, punctual, team player who gets along with others. We will train on all other aspects.

ADDITIONAL SKILLS REQUIRED:

Valid Driver's license is required for all positions.



Contact Information:

Melissa McKee

Melissa.McKee@wilkstire.com



WILKS TIRE & BATTERY SERVICE

428 N Broad Street, Albertville, AL 35950

(256) 878-0211

1925 Gunter Ave, Guntersville, AL 35976

(256) 202-5555

wilkstire.com

Established in 1952 and owned and operated by the Wilks Family. Passenger, Medium, and Commercial Tires – also Retreading of Commercial Tires. Other locations/markets served; Albertville, Guntersville, Decatur, Florence, Gadsden, and Dothan.



BENEFITS:

Medical and Dental insurance provided, Vision coverage, Voluntary life insurance, Short term disability coverage, Paid Holidays, Personal time off and vacation days, Profit-sharing, uniform provided, Employee discounts for company products, Discretionary bonuses, and Employee referral bonus program.

EMPLOYMENT ENHANCEMENT:

Second Chance Employer (with discretion), On-the-job training & certifications are available, and Employer promotes from within the company.

AVAILABLE POSITIONS:

- Warehouse Personnel
- Class A CDL Truck Drivers
- Information Technology
- Retail Store Positions
- Advertising



MITCHELL
GROCERY CORP



ENTRY LEVEL SKILLS REQUIRED:

Basic math, computer, and literacy skills. The ability to organize and think independently as well as the ability to communicate and work well with others. Mitchell Grocery offers on-the-job training for new employees with no experience, including warehouse positions. They also offer CDL training for truck driving/delivery positions.

BENEFITS:

Medical and dental insurance, vision coverage, life & short-term disability coverage, paid holidays & vacation days, employee-only funded 401k option, profit-sharing, uniform provided/reimbursed/allowance, health and wellness programs, on-site medical clinic, employee assistance program, discretionary bonuses, gym membership program, employee referral bonus, and employee volunteer program.

MITCHELL GROCERY CORPORATION

550 Railroad Avenue, Albertville, AL 35950
(256) 878-4211
mitchellgrocery.com

Mitchell Grocery is a privately owned wholesale distribution center serving more than two hundred independently owned grocery stores in the southeastern United States. In addition, Mitchell Grocery operates thirty-five privately owned grocery stores in the same area.

Mitchell Grocery distributes more than 20,000 items including a full line of groceries, fresh meat, produce, dairy products, frozen food, health and beauty care, and deli-bakery items.

In addition to product distribution, Mitchell Grocery offers a broad menu of services to support independent supermarkets including payroll, retail accounting, advertising, marketing, IT, data analytics, and new store development.

Established in 1945, Mitchell employs over five hundred at its Albertville, Alabama headquarters.

EMPLOYMENT ENHANCEMENT:

- Registered apprenticeship opportunity
- Employer promotes from within the company
- Second chance employer (with discretion)

Contact Information:

Gary Cameron

gcameron@mitchellgrocery.com



AVAILABLE POSITIONS:

- Warehouse Associate
- Forklift Driver
- Order Picker
- Customer Service Representative

ENTRY LEVEL SKILLS REQUIRED:

Flexibility, Reliability, and Customer Service oriented

ADDITIONAL SKILLS REQUIRED:

Experience with an order picker or forklift a plus

BENEFITS:

Medical, dental and vision insurance coverage provided, Voluntary life insurance, Short term disability coverage, Paid holidays, vacation days and personal time off, Retirement options with company match, Flexible spending accounts, Employee discounts for company products, Health and wellness program, Employee assistance program, Discretionary bonuses (attendance, performance, production), and Employee referral bonus program

EMPLOYMENT ENHANCEMENT:

On-the-job training and certifications are available, and Employer promotes from within the company.

Contact Information:
Shannon Hicks, HR Manager
shannon.hicks@froggtoggs.com



GUNTERSVILLE BREATHABLES INC. FROGG TOGGS

131 Sundown Drive NW, Arab, AL 35016
(256) 931-1580
froggtoggs.com

Founded in 1996 by current CEO Phil Fowler, Frogg Toggs has been a pioneer in outdoor performance gear. We are renowned for our innovative and affordable products designed to keep outdoor enthusiasts dry, cool, and comfortable in any weather condition. Based in Arab, Alabama, Frogg Toggs has grown to become a trusted name in the outdoor industry.

In April 1996, Frogg Toggs revolutionized waterproof fabrics with the introduction of its original non-woven polypropylene rain suit. This lightweight and breathable rain gear set a new standard for outdoor apparel, providing unmatched comfort and protection.

Our products are sold to a wide range of customers, from independent buyers to major retailers such as Walmart, Dick's Sporting Goods, and Academy Sports + Outdoors. Frogg Toggs has established a global presence, with our product line available in markets worldwide.

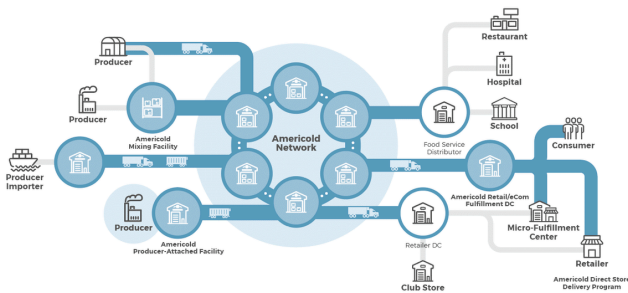




AMERICOLD LOGISTICS

1355 Railroad Avenue, Albertville, AL 35951
(256) 891-4433
americold.com

Americold offers the most comprehensive temperature-controlled storage and distribution network available and is supported by the most advanced technology. Our Albertville location services a majority of the local poultry processing facilities.



EMPLOYMENT ENHANCEMENT:

On-the-job training and certifications are available, and employer promotes from within the company.

AVAILABLE POSITIONS:

- Warehouse shipping and receiving associates
- Forklift Operator

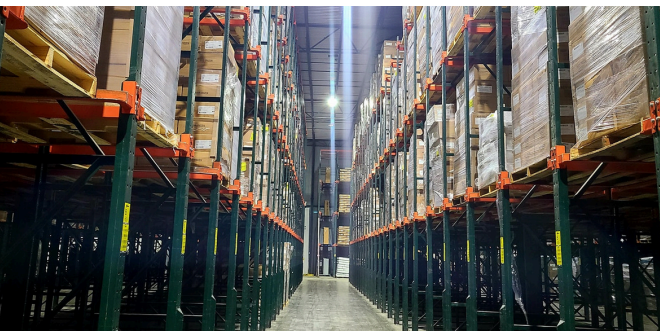
ENTRY LEVEL SKILLS REQUIRED:

Basic math skills; ability to read, write, and communicate ideas, information, etc.; differentiate colors; and, ability to follow tasks through to completion.

BENEFITS:

Medical, dental & vision benefits, Voluntary life insurance, Short term disability coverage, Paid holidays and personal time off, Retirement options with company match, Profit-sharing, Flexible spending accounts, Tuition reimbursement, Employees stock ownership program, and Flexible work hours.

Contact Information-
Andrew League
andrew.league@americold.com



TRANSPORTATION | LOGISTICS | WAREHOUSING

YOUR COMPLETE TRANSPORTATION PROVIDER



ARAB
CARTAGE & EXPRESS CO.

AgentNATIONAL
Join the Network

ARAB CARTAGE & EXPRESS CO., INC.

1101 Nathan Road SW, Arab, AL 35016
(256) 586-8857

ac-an.com

Established in 1979, Arab Cartage & Express Co., Inc. has been a trusted provider of comprehensive transportation and logistics services. Based in Arab, Alabama, we cater to all transportation needs and offer extensive warehousing and distribution services, ensuring that our customers' goods are handled with the utmost care and efficiency.

Arab Cartage provides a wide array of services, including:

- **Truckload Services:** Offering reliable and efficient truckload transportation across the United States and Canada.
- **Warehousing and Distribution:** Providing state-of-the-art warehousing facilities and comprehensive distribution services to streamline the supply chain.
- **Modern Fleet:** Utilizing a modern fleet of trucks and trailers to ensure dependable, damage-free deliveries that are on time, every time.



EMPLOYMENT ENHANCEMENT:

A work-based learning partnership with local high schools.

AVAILABLE POSITIONS:

- CDL Class A Driver
- Warehouse Staff
- Service Technician
- Logistics Coordinators
- Truck Washing Tech
- Customer Service Representatives

ENTRY LEVEL SKILLS REQUIRED:

Class A CDL drivers must have a current CDL without serious violations, a DOT physical in good standing, and a safe driving history. Service technicians must have previous experience in servicing and changing truck tires. Truck washers do not require any special experience.

BENEFITS:

Medical, dental & vision benefits, Voluntary life insurance, Paid holidays and personal time off, Retirement options with company match, Uniform provided/reimbursed, Flexible work hours and Employee referral bonus program.

Contact Information-
Jessica Peel - (256) 640-6071
jessica.widner@ac-an.com





ATRION MEDICAL PRODUCTS, INC.

1426 Curt Francis Rd. NW, Arab, AL 35016
(256) 586-1580
atrionmedical.com

Atrion Medical Products, Inc. designs, develops, manufactures, and sells products used in the healthcare industry. These products range from contact lens sterilization cups and needle safety products to balloon inflation devices. Major international companies market and distribute their products to hospitals, clinics, surgery centers, physicians, and other healthcare providers.

Atrion Medical was founded in 1968 and is located on an approximately 100-acre campus-style facility in Arab, Alabama. Our company's foundation is attention to detail, continuous improvement, and compliance with regulatory requirements. Solving customers' issues through state-of-the-art manufacturing and innovative product development is an important part of their commitment to quality, safety, efficiency, and customer service.



AVAILABLE POSITIONS:

- Molding Operator
- Assembly Cleanroom Operator
- Automation Technician
- Housekeeping/Janitor
- Material Handler

ENTRY LEVEL SKILLS REQUIRED:

One to two years of experience and/or training is preferred. Basic math skills; ability to read and comprehend work-related documents and follow instructions (verbal and written); and computer skills.

ONSITE TRAINING AVAILABLE

BENEFITS:

Blue Cross Blue Shield of Alabama Health and Dental insurance coverage; 401K; Life and ADD insurance; Flexible Spending Accounts; AFLAC; Long and Short term disability insurance. 10 paid holidays annually

*Apprenticeships available through Snead State Community College



FOR MORE INFO

Contact Info:
Stanley Alldredge, HR Manager
salldredge@atrionmedical.com
Bonnie Moses, HR Administrator
bmoses@atrionmedical.com

AVAILABLE POSITIONS:

- Machinist: use manual and CNC mills and lathes to machine parts per blueprints
- Welders: fit, fabricate, and weld steel parts using MIG and TIG welding machines
- Grinders: use electric and pneumatic grinders to grind welds and polish parts. Grinders may also operate the sand blaster.
- Maintenance Technicians: provide maintenance and assemble machines at our location as well as on-site at the customer's location.

ENTRY LEVEL SKILLS REQUIRED:

All positions require a high school diploma or equivalent. Some positions also require relevant experience or education.

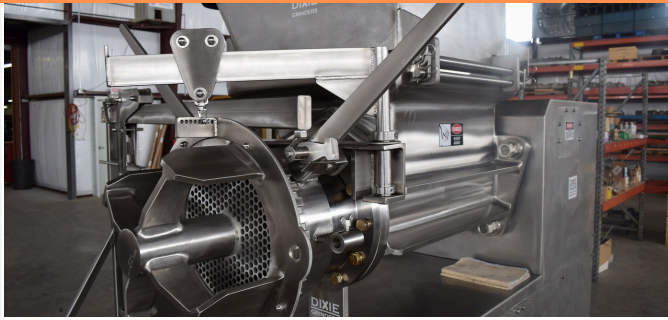
ADDITIONAL SKILLS REQUIRED:

Machinists and welders generally have a technical college or trade school training. Drafting and blueprint reading skills are helpful for all positions.



FOR MORE INFO

Contact Information:
Matt Sellnow
matt@dixiegrinders.com



DIXIE GRINDERS, INC.

1324 Railroad Avenue, Guntersville, AL 35976
(256) 582-0477
dixiegrinders.com

Established in 1984 in Guntersville, Dixie Grinders, Inc. is a third-generation, family-owned business. Dixie Grinders, Inc. engineers, manufactures, and repairs industrial grinders and parts that continue to advance the food industry. Their goal is to provide their customers with the most dependable service and reliable machines that yield them the finest products. Their grinders are used for various products (beef, pork, chicken, turkey, fruits, vegetables, pet foods, etc.). They are a growing company with around fifty employees in an essential, recession-resistant industry.

BENEFITS:

Medical and dental insurance, life insurance, uniforms, paid vacation, 401K retirement and profit sharing plan.



AVAILABLE POSITIONS:

- Machinists with high school or secondary education machine shop skills
- Quality Inspectors
- Assembly Associates
- Machinists with programming skills
- CAD operators

Pay commensurate with skills and experience

ENTRY LEVEL SKILLS REQUIRED:

High school or secondary education machine shop skills. CAD operators with typical high school skills. Quality Inspectors using hand measuring devices, assembly associates using typical hand tools.

BENEFITS:

Paid full medical and dental insurance. Paid holidays and time off.



FOR MORE INFO

Contact Information:
Shay Walston,
President/Owner
shay.walston@marshallprecision.com



Marshall Precision

MARSHALL PRECISION MANUFACTURING

7885 AL Hwy 69, Guntersville, AL 35976
(256) 773-2212
marshallprecision.com

Established in 1970, Marshall Precision Manufacturing is a Woman-Owned Small Business located in Guntersville, Alabama, approximately 30 miles south of the Marshall Space Flight Center, Redstone Arsenal, and other Huntsville-based operations. They specialize in precision machining and manufacturing, serving aerospace, military, and commercial customers. Their expertise spans the development and production of critical-spec components, with a focus on CNC machining of very tight tolerance, ultra-high-precision parts. Marshall Precision is a family-owned business committed to excellence, registered to ISO 9001 and AS-9100D certified since 2009.

The modern facility in Guntersville is equipped with advanced CNC machining technology and staffed by skilled professionals dedicated to maintaining the highest standards of precision and quality. They handle everything from prototyping to full-scale production, ensuring that each component meets or exceeds the clients' exacting requirements. Located strategically near major aerospace and defense hubs, they play a crucial role in supporting our customers' missions with reliable, high-quality manufacturing solutions.





MUELLER CO.

956 Industrial Blvd. Albertville, AL 35950
(256) 878-7930
muellercompany.com

Since 1857, the Mueller name has been synonymous with innovative Water Distribution Products renowned for superior quality. As North America's largest and only full-line supplier of potable water distribution products, Mueller plays a crucial role in the water system from source to customer. Our comprehensive range of products ensures the safe and efficient distribution of water across various applications.

Albertville, Alabama, holds the distinction of being known as the "Fire Hydrant Capital of the World," largely due to the presence of Mueller's local plant. Established in 1974, our Albertville facility has grown to become the world's largest producer of fire hydrants. This plant exemplifies Mueller's commitment to innovation and excellence in manufacturing essential water distribution infrastructure.

BENEFITS:

Medical and pharmacy benefits, dental and vision insurance, Health Savings Account, 401k, Flexible Spending Account, Short & Long-term Disability, Employee Stock Purchase Plan, Life & Disability Insurance, Tuition Reimbursement, and Wellness Programs.

Mueller Co.

Contact Information-
Tish Hall - Human Resources
thall@muellerwp.com

AVAILABLE POSITIONS:

- **Hourly Workers:**
Labor, General Foundry, Assembly, Machine Operators, Maintenance (multi-skilled), Tool & Die, Painters, Quality Control, Shipping and more.
- **Salaried Workers:**
General Management, Safety, Office & Administrative Staff, Human Resources, Accounting, Purchasing, Planning, Logistics, General Supervision, Maintenance, Plant Engineering, Product Engineering and Electrical Engineering

ENTRY LEVEL SKILLS REQUIRED:

Skills required range from mechanical aptitude/ability, to equipment operations, assembly, heavy labor and the use of associated tools for specific jobs.

ADDITIONAL SKILLS REQUIRED:

Career Technical Education, Skilled Craft Certifications, Professional Certifications, Bachelor's Degrees, and Master's Degrees



FOR MORE INFO





DRIV

A DIVISION OF TENNECO

(previously Federal-Mogul)
300 Wagner Drive, Boaz, AL 35957
(256) 505-6200
tenneco.com

Tenneco (NYSE: TEN) is one of the world's leading designers, manufacturers, and marketers of automotive products for original equipment and aftermarket customers, with full-year 2020 revenues of \$15.4 billion and approximately 73,000 team members working at more than 270 sites worldwide.

Through our four business groups, Motorparts, Performance Solutions, Clean Air, and Powertrain, Tenneco is driving advancements in global mobility by delivering technology solutions for diversified global markets, including light vehicle, commercial truck, off-highway, industrial, motorsport, and the aftermarket.

AVAILABLE POSITIONS:

- Assembly Operators
- CNC Machine Operators
- Maintenance Technicians

ENTRY LEVEL SKILLS REQUIRED:

Able to lift 35 lbs, understand shop math, blueprints and precision measuring instruments. Able to read work instructions and documentation. Have a superior record of attendance and punctuality.

BENEFITS:

Medical, dental and vision benefits, 401k with match, paid holidays and vacation time

*Contact Information -
Kevin Watson - HR
kevin.watson@driv.com*



AVAILABLE POSITIONS:

- Welders (Tig, Mig, & Stick)
- Fabricators
- Machine Operators
- CNC Machine Operators
- Millwrights
- Field Technicians
- CDL Truck Drivers
- Sales Engineers
- Engineering Designer & Drafter
- Human Resources
- Marketing
- Accounting

ENTRY LEVEL SKILLS REQUIRED:

High School diploma

ADDITIONAL SKILLS REQUIRED:

Technical training through a college or certified program.

BENEFITS:

Medical insurance, paid holidays, and pay based on experience.



FOR MORE INFO



FSGROUP

20 Wall Street, Albertville, AL 35951
(256) 878-5010
fsginc.net

FSGroup is one of the leading material transport equipment manufacturers, offering a range of customized services to help facilities become more efficient and productive. FSGroup is committed to providing solutions for a plant's material transport equipment needs by providing world-class solutions. Whether a plant needs help relocating, rigging and hauling materials, designing or installing custom equipment, or needs extra labor, FSGroup can provide our services and expertise. Every member of FSG's team provides a unique skillset allowing us to offer specialization to build better products and solve more complex problems for our customers.

EMPLOYMENT ENHANCEMENT OPPORTUNITIES:

On-the-job training available and apprenticeship program

Contact Information:
Ashley Bice - ashley.bice@fsginc.net

HFI

HFI, LLC

510 4th Street, Arab, AL 35016
(256) 586-5616
hfi-inc.com

HFI is a Tier 2 automotive supplier that manufactures a wide variety of automotive, truck, and other vehicle interior trim products. They specialize in cut and sew, foam-in-place, small parts foam, and assembly operations. They promote innovation and collaboration to deliver low-cost solutions and manufacture quality products for their customers.

Their plant in Arab, Alabama, was launched in July 2001 to supply the growing automotive industry in the Southeastern US. The Arab location was also HFI's first facility to manufacture "Foam in Place" headrests and armrests to support TSTech Alabama and Honda products manufactured in their Lincoln, AL plant. Over the years, they have also produced numerous components and assemblies for other automotive Tier 1 and OEM customers. HFI has demonstrated impressive growth with expanding product lines, improved process capability, and an expanding customer base.

HFI was established in 1954 as the House of Foam, producing urethane foam and foam latex products for the furniture industry. The company evolved into HFI, focusing on automotive interior products, and has now grown to over 3,500 employees across 10 North American locations. A privately held company based in Columbus, OH, HFI is a manufacturing-driven supplier from concept to production and is IATF 16949:2016 certified.

AVAILABLE POSITIONS:

- Product Associate
- Maintenance Technician
- Quality Assurance Technician
- Engineer Technician
- Material Planner
- Human Resources

ENTRY LEVEL

SKILLS REQUIRED:

Some entry-level positions require a 2 year technical degree, certification or equivalent experience.



BENEFITS:

Life Insurance;
Medical/Dental
insurance; Paid time
off

Contact Information-
Cathy Ditto, HR
ditto@hfi-inc.com
Brittany Eddings, HR
beddings@hfi-inc.com



AVAILABLE POSITIONS:

- Production Technician
- Machine Operator
- Material Handler (Fork-Lift Driver)
- Maintenance Mechanic
- Blending Operator
- Senior Maintenance Mechanic
- Blowmolding Set-Up Technician
- Blowmolding Process Specialist
- Warehouse Assistant
- Forklift Operator

Additional shift premiums



HIGHLINE WARREN

2402 Worth Street, Guntersville, AL 35976
(256) 582-6888
highlinewarren.com

Highline Warren is North America's premier manufacturer and distributor of consumable and automotive chemicals and products. Highline Warren has been family-owned since 1922. Their company carries over 24,000 products including exclusives such as Mag 1[®] oil and lubricants, Rain-X[®], and Prime Guard[®] products. Their business is providing lubricants, chemicals, and associated parts and accessories to the transportation and agriculture marketplaces.

Highline Warren was formed through the strategic combination of Highline Aftermarket and Warren Distribution, both well-established companies with 100 years of combined experience in the Manufacturing and Distribution industry.

BENEFITS:

Medical, dental, vision, 401k retirement plan with matching contributions, and voluntary life insurance. Flexible spending and health savings accounts, with paid time off, paid holidays, and product discounts.

ENTRY LEVEL SKILLS REQUIRED:

Reading, writing, math, basic computer skills, and strong communication skills. Attention to detail, team oriented and good time management.

ADDITIONAL SKILLS REQUIRED:

Technical training and other advanced education beyond high school as well as experience is preferred, but not required.

EMPLOYMENT ENHANCEMENT OPPORTUNITIES:

Scholarships, employee training programs, and internal mobility.



Contact Information:

Beverly Kirkland, HR Manager
beverly.kirkland@highlinewarren.com





HUHTAMAKI, INC.

608 Mathis Mill Rd., Albertville, AL 35951
(256) 878-8900
huhtamaki.com

Huhtamaki is a global leader in sustainable food packaging solutions. Founded in 1920 and headquartered in Espoo, Finland, Huhtamaki has grown to become a trusted name in the packaging industry, with a presence in over 35 countries worldwide. We are committed to delivering innovative and environmentally friendly packaging solutions that protect food, people, and the planet.

Huhtamaki Albertville: The Huhtamaki facility in Albertville, Alabama, is a key part of our North American operations. Specializing in the production of high-quality molded fiber packaging, our Albertville plant plays a crucial role in providing sustainable packaging solutions for various food service and consumer goods applications. The plant is equipped with state-of-the-art technology and adheres to the highest standards of quality and safety.



Contact Information-
Christina Gamble, Human Resources Manager
christina.gamble@huhtamaki.com

AVAILABLE POSITIONS:

- Maintenance Technician
- Machine Operators
- General Laborers

ENTRY LEVEL SKILLS REQUIRED:

Basic math, computer, literacy and good communication skills. Capable of performing diversified operations or activities requiring mental and visual attention. Safety and quality awareness.

BENEFITS:

Medical, dental, vision and life insurance, accidental death and dismemberment insurance; 401K; paid vacation and holidays; short and long term disability; retirement pension benefit; tuition reimbursement; gain sharing plan; voluntary critical illness and accidental plan.





HUNT DESIGN & MANUFACTURING INC.

2581 US Hwy 231, Arab, AL 35016
(256) 586-2519
hdmonline.com

Since its founding in 1975 as a basic machine shop serving the local industry in North Alabama, Hunt Design and Manufacturing, Inc. has grown into a full-service ISO 9001 corporation supporting numerous industries nationwide. With its diverse operations and increased capabilities, HDM has become a leader in manufacturing for the Defense, Aerospace, Medical, Nuclear, Firearms, Commercial, and other various industries. Even though many things have changed since its inception, "Quality in every aspect" has always been the benchmark value for HDM.

AVAILABLE POSITIONS:

- Entry Level Machinist
- Operator
- CNC Programmer
- CMM Programmer
- Quality Engineers

ENTRY LEVEL SKILLS REQUIRED:

Good work ethic and
High School diploma

BENEFITS:

100% paid individual
BCBS Medical, dental
benefits, 401k with
match, paid holidays
and vacation time



Contact Information-
Barry Hunt
barry@hdmonline.com





Montanhydraulik Group

HYCO ALABAMA LLC

218 Arad Thompson Road, Arab, AL 35016
(256) 586-8152
montanhydraulik.com/hyco-alabama

Montanhydraulik Group acquired HYCO Alabama in 2017, expanding its global footprint and reinforcing its position as a top provider of hydraulic cylinders and systems. With 10 locations across Germany, Canada, India, Italy, and the United States and more than 1,200 employees worldwide, Montanhydraulik Group continues to lead the industry with cutting-edge hydraulic solutions.

Located in Arab, Alabama, HYCO Alabama is a vital hub for our North American operations. With over 50 years of experience in the manufacturing, assembly, testing, and repair of hydraulic cylinders, HYCO Alabama is among the world's leading providers of hydraulic cylinders. The Arab plant is equipped with advanced manufacturing technology and a highly skilled workforce, ensuring that our products meet the stringent quality standards required by our diverse clientele.

The hydraulic cylinders produced at the Arab facility are used in various applications such as mobile cranes, construction, earth-moving, and tunnel-boring machinery. They serve numerous industries, including onshore and offshore oil and gas, defense, hydropower, industrial technology, waste management, and on-road applications.

AVAILABLE POSITIONS:

- Engineering - Design, Industrial, and Manufacturing
- CNC Operators and Machinists
- Maintenance Technicians
- Grinder Operators
- Assembly and Test
- Repair & Service Technicians

ENTRY LEVEL SKILLS REQUIRED:

Certifications from technical schools.

ADDITIONAL SKILLS REQUIRED:

Ability to read mics, calipers and blueprints is a plus.

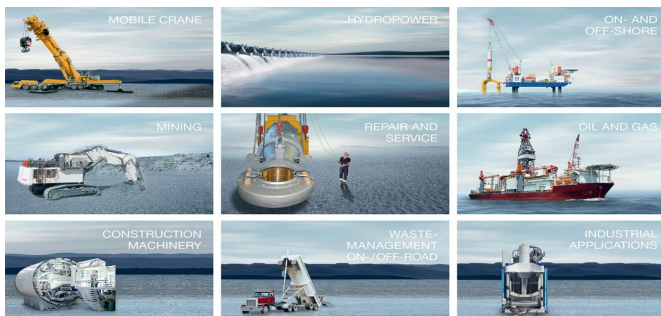
BENEFITS:

Medical, Dental, and Vision insurance coverage, short term disability, paid holidays, personal time off, retirement options with company match, flexible spending accounts, uniform allowance/reimbursement, tuition reimbursement (employee), employee assistance program, discretionary bonuses, employee referral bonus program.

EMPLOYMENT ENHANCEMENT:

On the job training & certifications are available. Employer promotes from within the company. Work-based learning partnership with local high schools.

Contact Information -
Michele Lusk
Michele.Lusk@hyco-hydraulic.com



AVAILABLE POSITIONS:

- Assembler
- Machine Operator
- Mechanical & Electrical Engineer

ENTRY LEVEL SKILLS REQUIRED:

Basic Math skills, Ability to read and comprehend work documents.

BENEFITS:

Medical, dental and vision insurance coverage provided, Voluntary life insurance, Short term disability coverage, paid holidays, vacation and personal time off, Retirement options with company match, Flexible spending accounts, Health savings account, Tuition reimbursement, Health & wellness program, Employee assistance program, and gym membership program.



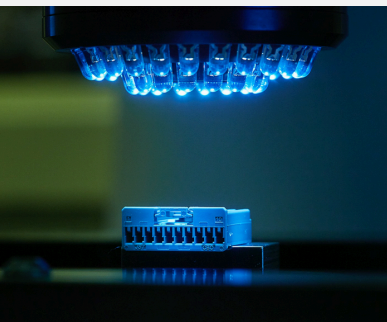
JST CORPORATION

5102 Porter Harvey Dr., Guntersville, AL 35976
(256) 571-9117
jst.com

JST Corporation is a leading global manufacturer of high-quality connectors, terminals, and associated electronic components. Established in 1957 and headquartered in Osaka, Japan, JST (Japan Solderless Terminals) has grown into a critical player in the electronics industry, known for its innovation, precision, and commitment to quality. Their products are widely used in various sectors, including automotive, industrial, consumer electronics, and telecommunications.

The JST facility in Guntersville, Alabama, is crucial to their North American operations. This facility specializes in the manufacturing and assembly of a wide range of electronic connectors and components. Equipped with state-of-the-art technology and a dedicated team of professionals, JST Guntersville ensures that its products meet the highest standards of quality and reliability our customers require.

Our Guntersville Assembly Manufacturing (GAM) division is a fully functional cable and harness assembly operation incorporating some of the latest technology, including exclusive equipment designs for cable assemblies utilizing JST-manufactured connectors. Our facility is UL Certified (E203793) with automated capabilities to provide terminations for Crimp and Insulation Displacement Connector (IDC) applications. Our assemblies can be found in numerous applications, such as battery packs, medical meters, LED displays, industrial tooling, and various consumer electronics.



Contact Information:
Jennifer Burnett
jennifer.burnett@jstus.com



EMPLOYMENT ENHANCEMENT:

Registered apprenticeship opportunities. On-the-job training and certifications are available. Employer promotes from within the company. Work-based learning partnerships with local high schools.



KAPPLER, INC

115 Grimes Drive, Guntersville, AL 35976
(256) 505-4128
kappler.com

At Kappler they work hard, have fun, and keep bad stuff off people. Join a team of great individuals and help make a difference. If you're innovative, like a challenge, and enjoy working with people, they have a job for you!

For more than 45 years Kappler has defined the protective clothing industry with patented fabrics, innovative seaming technology, and unique garment designs. From fabric development to packing the box, quality is an integral component of every Kappler garment. Based in the USA, and protecting workers across the globe, end-user safety is priority one, and our integrated manufacturing process is geared to making sure every garment meets demanding specifications. From Berry-Compliant products for DoD markets to NFPA-certified apparel for the most challenging hazmat calls, our customers know what they're getting into when they put on a Kappler suit.

AVAILABLE POSITIONS:

- Production Technicians
- Cutting Technicians
- Warehouse Workers
- Quality Inspectors
- Machinists
- Mechanics

ENTRY LEVEL SKILLS REQUIRED:

Reading, writing, math, basic computer skills, good communication and teamwork.

BENEFITS:

Medical with employer premium contribution, dental, vision, life insurance, full suite of ancillary benefits, 401(k), competitive paid time off policies, onsite health club, opportunity to participate in community outreach.

Contact Information-
Kay Miller - HR Manager
kmiller@kappler.com



**Make work more rewarding.
Make life-saving hazmat suits.**

kappler.com/jobs



Day Shift Only • 4-Day Week



AVAILABLE POSITIONS:

- Parts
- Assembly
- Welders

PREFERRED SKILLS & QUALITIES FOR ENTRY-LEVEL CANDIDATES:

Reliability, Detail Oriented, Can follow verbal directives, ability to stand on feet up to 8 hours per day, ability to lift up to 50 lbs, forklift driver

BENEFITS:

Medical insurance available, Dental coverage, Vision coverage, Voluntary life insurance, Short-term disability coverage (company paid), paid holidays, personal time off and vacation days, Retirement options with company match, Discretionary bonuses

Contact Information:

Amber Lowery

sales@lowerymanufacturing.com



LOWERY MANUFACTURING, INC.

145 AL Hwy 179, Boaz, AL 35957
(256) 593-8842
lowerymanufacturing.com

Lowery Manufacturing, located in Boaz, Alabama, was organized in 1967 by father and son Elton and Forney E. (Sonny) Lowery. After the death of Elton Lowery, the business continued to run as a family-owned business under the leadership of Sonny and his son, Forney A. (Andy) Lowery.

The business was initially formed by purchasing used farm equipment and repairing the equipment for resale. It has since grown from its humble beginning to manufacturing over 200 types of farm equipment and purchasing import parts from 6 foreign countries. Lowery Manufacturing offers more items than any manufacturer in the Southeast and is among the nation's largest agricultural parts importers. When we can, products are made of USA Materials and we use USA parts on availability as a priority.

Over 150 farm implement dealers and distributors throughout 15 states have partnered with Lowery Manufacturing to sell high-quality implements at affordable prices.

COMPANY VALUES & CULTURE:

We are a small family owned business that succeeds with teamwork, employees with many years of manufacturing experience to learn from and a love for agriculture to see the industry thrive.

EMPLOYMENT ENHANCEMENT:

On-the-job training is available, and employer promotes from within the company.



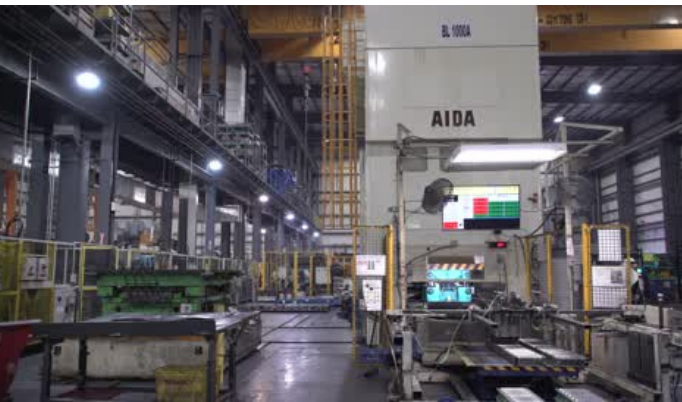


NEWMAN TECHNOLOGY OF ALABAMA, INC.

2331 George Wallace Drive, Albertville, AL 35951
(256) 279-5888
newmantech.com

Newman Technology of Alabama, Inc. is a distinguished manufacturer specializing in precision automotive components and exhaust systems. As the North American Group of Sankei Giken Kogyo Co., Ltd., we bring over 25 years of expertise in producing quality parts and developing innovative solutions for the motor vehicle markets. Our commitment to quality, innovation, and continuous improvement has positioned us as a leading supplier of Exhaust, Door Frame, and Exterior Trim products in North America.

Situated in Albertville, Alabama, our advanced facility is pivotal to Newman Technology's manufacturing operations in North America. Since our inception, we have expanded our capabilities to meet the evolving demands of the automotive industry. The Albertville plant reflects our dedication to employing cutting-edge manufacturing processes and achieving excellence in automotive engineering.



AVAILABLE POSITIONS:

- Entry Level Production Floor Associate
- Maintenance Technician
- Tool and Die Technician
- Design Engineering
- Project Management

BENEFITS:

Company provided uniforms, Employee Assistance Program, Yearly PPE Allowance, 5 Unpaid time off days at hire, Discretionary bonus, Paid holidays & paid time off after 1 year, 401K eligibility at hire and employer matching, Medical, Prescription, Dental & Vision Insurance, Life Insurance, AD&D/Long term disability, My Ideal Doctor program, Voluntary Benefits-short term disability, Career advancement opportunities

Contact Information-

Kim Shelton

KShelton@al.newmantech.com



AVAILABLE POSITIONS:

- Assembly Technician
- Crib Attendant
- Inspector
- Receiving
- Secondary Operator
- Shipping Clerk
- Supercase Technician
- Water Spider

Some experience/
Certifications may be
required:

- Maintenance/ Elec & Mech
- Set Up Operator
- Tool Maker
- Waste Treatment Specialist

ENTRY LEVEL SKILLS REQUIRED:

High School diploma

ADDITIONAL SKILLS REQUIRED:

CNC programming,
blueprint reading,
knowledge of precision
measurements

BENEFITS:

Medical and Dental insurance, Vision coverage, Voluntary Life Insurance, Short-term disability coverage, paid holidays and vacation, Retirement options with company match, Profit Sharing, Flexible Spending Account, Health Savings Account, Employee discounts for company products, Tuition reimbursement for employee, Employee Assistance Program, Discretionary bonuses, Gym Membership, Employee Volunteer Program



PARKER HANNIFIN

301 Wagner Drive, Boaz, AL 35957
(256) 571-7660
parker.com

Parker Hannifin is a leading manufacturer of motion and control technologies and systems, offering precision-engineered solutions for various mobile, industrial, and aerospace markets. The company was founded on March 13, 1917, in Cleveland, Ohio, by Arthur L. Parker and his business partner, Carl Klamm. For over a century, Parker Hannifin has been contributing to engineering advancements for a better future. The Boaz location, which is part of the Instrumentation Products Division, began its operations in 1981. It specializes in providing highly engineered pressure and temperature process control instrumentation and systems, including compression tube fittings, cone and thread fittings, needle valves, ball valves, and compact stream switching valves, as well as modular process-to-instrument valve packages.

EMPLOYMENT ENHANCEMENT:

Employer promotes from within the company

Contact Information:

Shane Dobbins, Operations Manager

sdobbins@parker.com

Crystal Lawshe, HR Manager

Crystal.Lawshe@parker.com





PINNACLE MANUFACTURING, LLC

*512 West Henderson Road, Boaz, AL 35957
(256) 840-8031
pinnaclecfg.net*

Founded in 2006 as a family-owned and operated company, Pinnacle Manufacturing, LLC is located in Boaz, Alabama. Initially focused on manufacturing and refurbishing frac tanks for the environmental, industrial, and energy sectors, our company has expanded its capabilities significantly over the years. In 2012, we added a third manufacturing building to our Boaz facility to produce roll-off containers, particularly emphasizing environmental containers. Today, Pinnacle Manufacturing also offers contract manufacturing services for offshore material handling equipment, secondary containment systems, and frac sand logistics equipment.

In April 2021, Pinnacle Manufacturing achieved a significant milestone by acquiring a facility in Ogden, Utah, and establishing operations as Pinnacle Utah. This expansion enables us to better serve national and western-based regional customers across North America. With two facilities totaling over 350,000 square feet of indoor manufacturing space, Pinnacle Manufacturing is well-positioned to meet the diverse needs of multiple service industries.



AVAILABLE POSITIONS:

- Welders
- Parts Department Associates
- Sand Blast Technicians
- Painting & Finishing Technicians

ENTRY LEVEL SKILLS REQUIRED:

Good work ethic and attendance, safety awareness and pride in your work.

BENEFITS:

Medical, dental and vision insurance coverage provided, Voluntary life insurance, Short-term disability coverage, Paid holidays, personal time off, Retirement options with company match, Uniform provided/reimbursed/allowance, Employee assistance program, and Discretionary bonuses

EMPLOYEE ENHANCEMENT:

Registered apprenticeship opportunity, Second Chance Employer, On-the-job training and certifications, and Employer promotes from within the company and Work-Based Learning partnership with local high school.

*Contact Information:
Greg Glasscock, HR Manager
greg@pinnaclecfg.net*





PROGRESS RAIL, A CATERPILLAR COMPANY

1600 Progress Drive, Albertville, AL 35950
1-800-476-8769
progressrail.com

Progress Rail, a Caterpillar company, is one of the largest integrated and diversified providers of rolling stock and infrastructure solutions and technologies for global rail customers. Progress Rail delivers advanced EMD locomotives and engines, railcars, trackwork, fasteners, signaling, rail welding, and Kershaw Maintenance-of-Way equipment, along with dedicated locomotive and freight car repair services, aftermarket parts support, and recycling operations. The company also offers advanced rail technologies, including data acquisition and asset protection equipment. Progress Rail's deep industry expertise, together with the support of Caterpillar, ensures a commitment to quality through innovative solutions for the rail industry. Progress Rail has a network of nearly 200 locations across the United States, Canada, Mexico, Brazil, Germany, Italy, Australia, China, India, South Africa, the United Arab Emirates, and the United Kingdom.



BENEFITS:

We provide competitive employee pay and benefits as part of the compensation package. Specific packages can vary between work areas, but our primary benefits include health care, an employee assistance program, flexible spending accounts, life insurance, paid time off, and a 401(k) plan.

AVAILABLE POSITIONS:

PRODUCTION, MANUFACTURING & DISTRIBUTION

Welder, Burner, Carman,
Equipment Operator, Machine
Operator, Mechanic, Machinist,
Material Handler,
Manufacturing Operations,
Truck Driver/CDL Driver, Test
Inspector, Assembler,
Remanufacturer

ADMINISTRATIVE SUPPORT

Billing Assistant, Inventory
Assistant, Accounting Assistant,
Administrative Assistant, Human
Resources Assistant, Shipping &
Receiving Assistant, Planning
Assistant

MANAGEMENT | PROFESSIONAL

Product Engineering, Support
Engineering (Manufacturing,
Industrial, Environmental, and
Plant Engineering), Manufacturing
/ Remanufacturing, Product
Quality/Reliability, Commercial
(Sales/ Marketing/Customer
Service/Program Management/
Contract Administration),
Materials Management (Purchasing
/Production Control/ Logistics),
Information Technology and
Systems, Finance and Accounting,
Human Resources, Public Affairs
and Communications, Health and
Safety, Customer Performance
(Service/Warranty)

ENTRY LEVEL SKILLS REQUIRED:

It takes thousands of the most knowledgeable, talented, and results-oriented operators, machinists, welders, drivers, and other skilled workers to meet our commitments to our customers every day. We back that up with dedicated, detail-oriented support staff in the plant, on-site, or in one of our office locations. It's the consistent, high-level performance of our employees that keeps us on the right track.

Contact Information:

Ginger Carroll, HR Corporate
Manager
gcarroll@progressrail.com



PTS

Expeditionary Communications

PTS-INC.

1715 Eastgate Drive NE, Arab, AL 35016
(256)931-6932
pts-inc.com

PTS-Inc. was founded in Huntsville, AL in 1996. It is a woman-owned small business proudly supporting the military. In 2000, PTS developed a Power Supply Docking Station (PSDS) compatible with SINCGARS, Harris, and Raytheon tactical radio systems. They employ other small businesses in the North Alabama area to assist in the production of the PSDS. PTS takes great pride in the fact that our product is made in the USA.

PTS PSDS has become an invaluable component of expeditionary command posts with a high demand for our specialized product. We value the ongoing relationship we have established with the military and we are here to support the military wherever the mission takes them.



AVAILABLE POSITIONS:

- Assembly Technicians

ENTRY LEVEL SKILLS REQUIRED:

Accuracy and attention to detail is required and have the ability to see all colors. High School diploma, and able to lift 30 lbs. overhead. General working knowledge of Microsoft Office Outlook, Excel and Word.

ADDITIONAL SKILLS REQUIRED:

Soldering experience

BENEFITS:

Medical and dental insurance coverage. Vision coverage. Voluntary life insurance and short-term disability. Paid holidays, vacation time and personal time off. Retirement options with company match along with profit-sharing.

EMPLOYMENT ENHANCEMENT OPPORTUNITIES:

Employer promotes from within the company.

Contact Information:
Russell Brown
rbrown@pts-inc.com



**AVAILABLE
POSITIONS:**

- Welders
- Fabricators
- Machine Operators
- Painters
- CNC Programmers
- CAD Designers and Installers

**ENTRY LEVEL SKILLS
REQUIRED:**

Basic math and literacy skills; Organization, communication and ability to think and work independently as well as with others.

**ADDITIONAL SKILLS
REQUIRED:**

Technical education and other advanced education beyond high school as well as experience preferred, but not required (depends on the position).

BENEFITS:

Medical, dental, life, vacation and holiday paid, employer matched 401k, quarterly employee driven bonus incentive

SO METAL

SOUTHERN METAL FABRICATORS

SOUTHERN METAL FABRICATORS, INC.

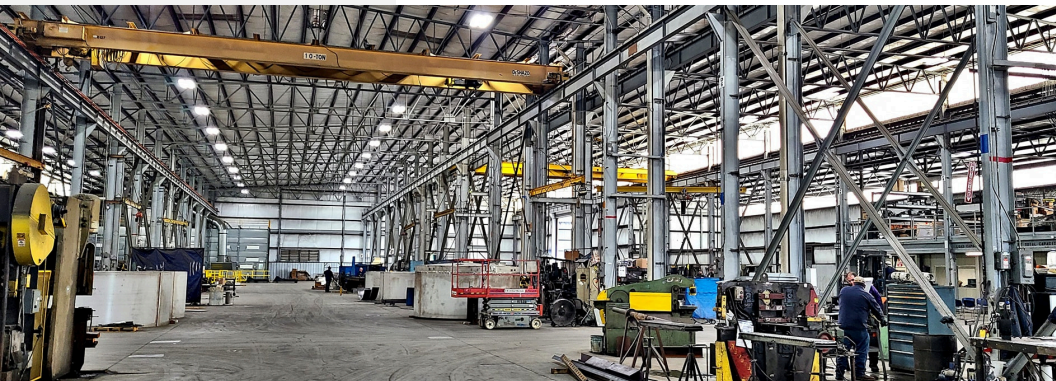
*1215 Frazier Road, Albertville, AL 35950
(256)891-4343
southernmetalfab.com*

Founded in 1991 and locally owned by Charles Bailey, Southern Metal Fabricators, Inc. is a leading manufacturer specializing in equipment for bulk storage, material handling, and pollution control systems. Located in Albertville, Alabama, we serve diverse industries, including cement, aggregate, pulp and paper, feed and grain, power generation, automotive, and more. Our commitment to quality craftsmanship and customer satisfaction has solidified our reputation as a trusted provider of custom metal fabrication solutions.

Contact Information:

Whitton Bailey

Whitton.Bailey@SouthernMetalFab.com



AVAILABLE POSITIONS:

- Electronics Assembler
- Machine Operator

ENTRY LEVEL SKILLS REQUIRED:

Applicants are required to have a high school diploma. Ability to lift 20+ lbs., punctual and reliable transportation

BENEFITS:

Medical, dental, 401k, paid holidays & vacation, profit-sharing bonus

Contact Information:

Donna Collins

donnacollins@syncrocorp.com



SYNCRO

C O R P O R A T I O N

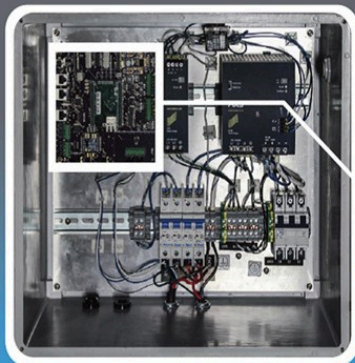
SYNCRO CORPORATION

1030 Sundown Dr. NW, Arab, AL 35016
(256) 931-7800
syncrocorp.com

With over 75 years of industry experience, Syncro Corporation is a privately owned company based in Arab, Alabama. We specialize in the production of electromechanical components and assemblies for a wide range of industries. Our innovative products are integral to gasoline engine charging systems, loading docks, solar power systems, and tire balancing equipment. Additionally, we provide manufactured assemblies and power management solutions for various military applications.

CORE COMPETENCY: END TO END ASSEMBLY PRODUCTION

Codesigning with our customer partner, Syncro designs a build, manufactures or assembles the electronic components, and constructs a housing assembly. Syncro then systemizes the process for rapid reproduction of identical builds on the established specifications.



1) FULL CONCEPT DESIGN

2) ELECTRONICS DESIGN AND BUILD - ACQUISITION AND INTEGRATION

3) MECHANICAL DESIGN

4) MANUFACTURING, FULFILLMENT - DELIVERY ON DEMAND*

*Syncro maintains raw material & FG inventory to support customer variable demand



TS TECH ALABAMA

1685 N. Main Street, Boaz, AL 35957
(256) 593-9399
tstech.com

Founded in 2000, TS Tech Alabama is a key subsidiary of TS Tech Co., Ltd., originally established in Japan in 1960 as a manufacturer of motorcycle seats. Today, TS Tech has evolved into a global leader in automotive seating and interiors, with operations spanning across 17 countries. TS Tech Alabama, located in Boaz, Alabama, specializes in manufacturing automotive seats and interior components for leading automotive brands.

TS Tech Alabama produces seats for Honda Manufacturing of Alabama. They currently produce seats for the Honda Odyssey and Ridgeline.



AVAILABLE POSITIONS:

- Quality Inspector
- Procurement Specialist
- Accountant
- Information Systems Specialist
- Maintenance Technician
- Production Associate
- Welding Associate
- Robotic Technician

ENTRY LEVEL SKILLS REQUIRED:

Proficiency with Microsoft, with strong emphasis on Excel, Word, and PowerPoint. Excellent communication and teamwork skills are necessary in this teamwork atmosphere. Customer oriented attitude is a must.

BENEFITS:

Medical, dental, vision, life, disability, holidays, vacation, bereavement days, uniform reimbursement and school support.

Contact Information-
Julie Kirsch,
Human Resources Manager
julie.kirsch@tstech.com



COLORMASTERS, LLC

632 Smith Road, Albertville, AL 35951
(256) 878-8880
www.colormastersllc.com

Colormasters, LLC is a producer of quality flexible packaging located in Albertville, AL. In their three plant facilities in Albertville, they extrude, print, and convert all types of flexible packaging designs for a variety of markets, including the use in food, lawn and garden, houseware, textiles, and advertising markets. As a leader in flexible packaging, a few of their customers are Pilgrim's Pride, Sister Schubert, Perdue, Flowers Bakeries, and Riceland. Since its beginning in 2001, Colormasters has quickly become a leader in flexible packaging due to its focus on quality and customer service. They have the flexibility and capability to meet the needs of the most demanding customers, large or small.

AVAILABLE POSITIONS:

- Engineering
- Research & Development
- Quality Control
- Manufacturing Operations
- Maintenance
- Sales & Marketing
- Information Technology
- CDL Class A Driver

SKILLS EXPECTED OF HIGH SCHOOL GRADUATES:

Proficiency with Microsoft suite of products, with strong emphasis on Excel, Word, and PowerPoint. Excellent communication and teamwork skills are necessary in this teamwork atmosphere. Dedication to position, including the flexibility to work overtime when requested. Our company promotes great customer service and seeks applicants with a positive attitude.

BENEFITS:

Medical, and dental benefits, 401k, paid holidays and vacation time

Find available careers on their website.





SAND MOUNTAIN PARK & AMPHITHEATER

1235 SMPA Blvd., Albertville, AL 35950
(256) 891-8240
sandmountainpark.com

Sand Mountain Park & Amphitheater is a 130-acre park in Albertville, AL aimed at serving all of Sand Mountain with family-friendly, public play spaces, live entertainment, and elite-level athletic facilities. It represents the newest evolution in sports travel destinations, hosting events from all over the nation in our state-of-the-art facility.

SMPA is a sports, leisure, wellness, and entertainment venue with 16 tennis courts, 14 outdoor turf fields, a 7,500-person capacity amphitheater, an 8-lane indoor competition pool, an outdoor water park, playgrounds, an RV park, and a 103,000-square-foot community recreation center that includes hardwood courts, a 2-story fitness center, concessions, locker rooms, and a conference/party rooms.



AVAILABLE POSITIONS:

- Guest Services
- Food & Beverage
- Operations
- Lifeguards

ENTRY LEVEL SKILLS REQUIRED:

Be in line with our Core Values: Communicate & Collaborate Respectfully, Value & Develop Team Members, Full Matters, Intentional Hospitality, Ownership, and Integrity.

BENEFITS:

Medical insurance coverage provided, Dental insurance, Vision, Voluntary life insurance, short term disability, Paid holiday, personal & vacation days, Retirement options with company match, Health Savings accounts, Uniform provided/reimbursed/allowance, Gym membership program, and Flexible work hours

EMPLOYMENT ENHANCEMENT:

On-the-job training and certifications are available and the employer promotes from within the company.



FOR MORE INFO

Contact Information:
Tanner Bozeman - HR Manager
tbozeman@sportsfacilities.com



AVAILABLE POSITIONS:

Entry Level Positions include:

- Tellers, Customer Service Representatives and some operations positions as well.

Post college-graduate positions include:

- Commercial Lending, Credit Analyst, Accounting, and other operational positions.

ENTRY LEVEL SKILLS REQUIRED:

Analytical, Problem Solving, Leadership, Communications, Cooperation, Customer Service Orientation, Commitment to Quality and Accuracy, Detail Oriented, Excellent Interpersonal Skills, Integrity, Teamwork, Cash handling, Sound Judgement, Dependability, Product Knowledge, Positive and Can-do Attitude, Proactive/Self Starter, Respectful, Friendly and nice to all. Maintain a vision and leadership for the the organization.

BENEFITS:

Medical insurance coverage provided, 100% employer-paid Medical insurance coverage, Dental insurance benefits, Vision coverage, Voluntary life insurance, Short term disability coverage, Paid holidays, personal time off & vacation days, Retirement options with company match, Employee discounts for company products, Health & wellness program, Discretionary bonuses, Gym membership program, Employee referral bonus program, Employee Volunteer Program

On the job training and certifications are available, and Employer promotes from within the company

Human Resources
hr@citizensbanktrust.com



CITIZENS

BANK & TRUST

Small Bank. Big Difference.™

CITIZENS BANK & TRUST

711 Gunter Avenue, Guntersville, AL 35976

(256) 505-4600

citizensbanktrust.com

Citizens Bank & Trust opened for business on March 3, 2003, and is headquartered in Guntersville, AL. With an asset size of \$992M (asset size as of February 2022), it is the largest community bank based in Marshall County and has eight full-service offices throughout North Alabama. The Bank also provides Wealth Management, Mortgage Lending, and Treasury Management Services. Citizens Bank & Trust offers a wide range of personal and business lending solutions. In addition to all types of consumer loans, including home mortgages, the Bank specializes in small business loans.

Citizens is extremely community-focused and encourages employees to participate in its Employee Volunteer Program, Spirit of Citizens, and also places a priority on local decision-making in the lending process. Citizens Bank & Trust is an organization established on Christian values that serves its community by providing quality financial services while delivering an exceptional customer experience.



AVAILABLE POSITIONS:

- Teller
- Customer Service Representative

ENTRY LEVEL SKILLS REQUIRED:

Cash-handling, customer service skills, excellent math skills, attention to detail, adaptability to technology, good organizational skills.

BENEFITS:

Medical insurance coverage provided, Dental insurance benefits, Voluntary life insurance, Short term disability coverage, Paid holidays, personal time off and vacation days, Retirement options with company match, Profit-sharing.

On the job training and certification are available, and employer promotes from within the company.



**First
Southern**
State Bank

**FIRST SOUTHERN STATE
BANK**

*407 N. Broad Street, Albertville, AL 35016
(800) 344-2951
fssbank.com*

First Southern State Bank is a state-chartered community bank serving individuals, small-to-medium-sized businesses, and large corporations in Northeast Alabama. It offers a wide range of personal and commercial banking, loans, and services via a dedicated, local staff committed to providing superior service and treating customers like family. First Southern State Bank has 10 locations in Cherokee, DeKalb, Jackson, and Marshall Counties of Alabama.

**A Great Community Bank
for a Great Community!**



 **First
Southern**
State Bank
All The Bank You'll Ever Need.

AVAILABLE ENTRY-LEVEL POSITIONS:

- Office Administration
- Marketing
- Customer Service
- Shipping/Receiving
- Facilities Associate
- Lab Technician
- Operator
- Lead Operator
- Fellow
- Quality Control Technician
- Quality Control Analyst
- Quality Assurance Technician

ENTRY LEVEL SKILLS REQUIRED:

High school diploma, ability to work in a team environment, attention to detail, strong work ethic, ability to work in a production environment & meet goals, ability to read and understand procedures and guidelines

PHYSICAL REQUIREMENTS:

Able to lift 50 lbs, wear personal protective equipment (PPE)

BENEFITS:

BCBS Medical insurance, Dental insurance, vision coverage, 401(k) plan with company match, paid holidays, paid time off

Contact Person: Gina Ramsey
gramsey@laysanbio.com



LAYSAN BIO, INC.

1560 Tower Drive, Arab, AL 35016
256-586-9004
laysanbio.com

Laysan Bio, Inc. is a biotechnology manufacturing company that makes active Poly(ethylene glycol) reagents (PEG) for the pharmaceutical, medical device, and medical diagnostic industries. Laysan works with pharmaceutical companies and researchers around the world, giving people the opportunity to learn from the best scientists in the world. Laysan employs people with a wide variety of education for positions in the manufacturing area, business, and administration areas.

EMPLOYMENT ENHANCEMENT OPPORTUNITIES:

On-the-job training and certifications are available, employer promotes from within the company, Second Chance Employer (with discretion)



ROY TECH ENVIRON, INC.

481 Fire Tower Rd, Grant, AL 35747
(256) 728-5554
roytech-us.com

Founded in 2015, Roy Tech Environ, Inc. is a full-service recycling and reprocessing facility based in Grant, Alabama. With over 20 years of experience in post-industrial plastics recycling and reprocessing, we are dedicated to providing innovative and sustainable solutions. Our 100,000+ square foot production facility and warehouse sit on 20 acres of land just south of Huntsville, equipped with state-of-the-art technology to handle a wide range of recycling needs.

At Roy Tech Environ, Inc., we specialize in customized plastic recycling solutions that maximize the financial impact of our customers' recycling efforts. Our facility is equipped with advanced shredders and granulators, wash lines, static sorting, color sorting machinery, and the latest pelletizing equipment. These capabilities allow us to offer tailored recycling processes that meet our clients' specific requirements, ensuring efficiency and sustainability in every operation.



SHREDDING
& GRINDING



COLOR SORTING



ELECTROSTATIC
SORTING

AVAILABLE POSITIONS:

- Production Workers
- Learn plastic material, feed material to grinders or other operations assigned.
- Buyer—Find potential customers, networking and buy raw materials.

ENTRY LEVEL SKILLS REQUIRED:

Hardworking, dedicated, dependent, reliable and good communication. Basic knowledge in Microsoft excel and word.

ADDITIONAL SKILLS REQUIRED:

Forklift license if applicable

BENEFITS:

Paid holidays, employer promotes from within the company

Contact Information-
Joe Williams

joe.williams@roytech-us.com
(256) 293-9019
Rita - (256) 479-9032



AR RECYCLING, LLC

1951 Guntersville Road, Arab, AL 35016
(256) 261-8194
ar-recycling.com

AR Recycling, located in Arab, Alabama, is a premier solutions provider dedicated to reducing the carbon footprint and increasing awareness in both industrial and consumer waste segments. Our team of environmental specialists and enthusiasts collaborates to develop innovative recycling solutions that benefit both the environment and our clients.

With a combined 20 years of experience in the recycling industry, AR Recycling specializes in handling Plastics, Paper, Metals, and Industrial/Consumer converted products. Initially established as a North American trading company, we have since expanded into warehousing and processing materials. Our Alabama facility is fully equipped for the collection, baling, shredding, and grinding of recyclable materials, catering to local industrial units and recycling centers.

BENEFITS:

BCBS Medical insurance, dental and vision coverages. Paid vacation provided

AVAILABLE POSITIONS:

We are always looking to add to our team from all walks of life, background, skill sets. We provide flexible hours, overtime, and an option of working morning or evening shifts. Whether this may be your first job or a change, we will train you and guide you and work with you in finding the right position that suits you and not just us as we believe in teamwork.

We are always hiring:

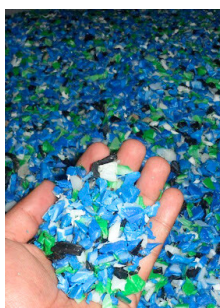
- warehouse workers
- machine operators
- forklift operators
- maintenance workers
- sort line workers.

Pay raises start with completion of 30 days, 90 days and 120 days from your start date.

ENTRY LEVEL SKILLS REQUIRED:

Whether you are starting out or an experienced operator, we do not have any requirements for a certain skill set. We will train you and guide you throughout.

Contact Information:
Sunny Vasudeva
sunny@ar-recycling.com





ICD MELTING SOLUTIONS

1279 Brashers Chapel Rd, Albertville, AL 35951
(256) 894-7448
icdalloys.com

ICD Melting Solutions, based in Albertville, Alabama, is a new subsidiary of ICD Alloys and Metals, headquartered in Winston-Salem, North Carolina. As a leader in the field of custom melting solutions, ICD Melting Solutions leverages advanced technologies such as Electric Arc Furnaces and AOD Refining. Our facility specializes in the Toll Processing of refined Nickel and Cobalt to produce high-quality ingots and pigs.

ICD Melting Solutions is a global supplier of refined specialty metals and custom ingots, driven by a commitment to ethical business practices from Mine to Market. Our comprehensive approach ensures that we deliver reliable and sustainable solutions to our clients, maintaining the highest standards of quality and integrity.



EMPLOYMENT ENHANCEMENT:

Skills development through on-the-job learning experiences, formal training programs, and continued education. Team members have a variety of options to continue growing throughout their careers. Employer promotes from within the company.

AVAILABLE POSITIONS:

- Labor
- General foundry
- Machine operators
- Multi-skilled maintenance

ENTRY LEVEL

SKILLS REQUIRED:

Basic math, computer and reading skills.

ADDITIONAL

SKILLS REQUIRED

Vocational school, skill certifications, professional certifications. Our priority is to hire safety-oriented, self-motivated, driven people who seek to deliver amazing impact for our suppliers, customers and team. From the entry level employees to senior leaders, we believe there is always room to learn.

BENEFITS:

Medical, dental and vision insurance coverage provided, Voluntary life insurance, Short term disability coverage, Paid holidays, vacation and personal time off, Retirement options with company match, Uniform provided/reimbursed, Tuition reimbursement, Discretionary bonuses (attendance, performance, productions).

Contact Information:

Darryl Roden, Vice President
darryl.roden@icdalloys.com



AVAILABLE POSITIONS:

- Electrical Lineworker
- General Laborer
- Customer Service Representative
- Energy Efficiency Specialist
- Maintenance Technician
- Administrative Assistant

ENTRY LEVEL

SKILLS REQUIRED:

Punctuality, ability to follow directions and communication skills

BENEFITS:

Medical insurance coverage provided, Dental insurance, Vision coverage, Voluntary life insurance, Paid holidays, personal time off and vacation days, Retirement options with company match, Employee only funded 457 option, Uniform provided/reimbursed/allowance, Discretionary bonuses

EMPLOYMENT ENHANCEMENT:

On the job training and certifications are available, Employer promotes from within the company.

Contact Information:

Jason Kirkland

jkirkland@ebogf.com

Dawn Smith

dsmith@ebogf.com



ELECTRIC BOARD OF GUNTERSVILLE

701 Blount Ave, Guntersville, AL 35976
256-582-5691
guntersvilleelectric.com

The Electric Board of Guntersville is committed to providing reliable and efficient electrical services to approximately 6,500 customers in Guntersville and the surrounding areas. With over 300 miles of electric lines under our maintenance, we strive to ensure that our residential, commercial, and industrial customers receive top-quality service and support.

As a community-focused organization, the Electric Board of Guntersville is dedicated to enhancing the quality of life for our customers. We engage in various community initiatives and support local events and programs that contribute to the well-being and development of Guntersville.





MUNICIPAL UTILITIES BOARD

210 West Main Street, Albertville, AL 35951
(256) 878-3761
mub-albertville.com

Established in 1943, the Municipal Utilities Board (MUB) of Albertville, Alabama, is dedicated to providing essential utility services to the City of Albertville and surrounding areas. With a commitment to reliability and customer satisfaction, MUB delivers electric, water, and wastewater services that are vital for both residential comfort and the growth of industrial and commercial sectors.

The MUB has a crucial role in supporting the growth and development of Albertville, from keeping homes comfortable to facilitating industrial and commercial expansion. Our services are designed to meet the evolving needs of the community, ensuring that residents and businesses have the utilities they depend on every day.

EMPLOYMENT ENHANCEMENT:

On-the-job training and certifications are available, Employer promotes from within the company.

AVAILABLE POSITIONS:

- Apprentice Lineman
- Water & Wastewater Plant Operators
- Water & Wastewater Pipe Crewman
- Customer Service Representatives
- Maintenance Technicians
- Accounting
- Meter Readers
- Tree Trimmers
- Information Technology Support

ENTRY LEVEL SKILLS REQUIRED:

Honesty, Integrity, Communication Skills, Teamwork, Time Management and Reasoning Skills

BENEFITS:

Medical insurance coverage provided, Dental insurance, Vision, Voluntary life insurance, Paid holiday and vacation days, Retirement options with company match, Employee only funded 401k option, Flexible spending accounts, Uniform provided/reimbursed/ allowance, Health and wellness program, Gym membership program





The Aviation College at Snead State

The Aviation College at Snead State offers two Associate in Applied Science degree programs: Airframe Technology, which focuses on the maintenance of aircraft frames, and Power Plant Technology, which focuses on aircraft engine maintenance.

As students are earning their AAS degree, they can also complete credits to earn a Certificate in Airframe Technology or Power Plant Technology or a Short-Term Certificate in Aircraft Structures, General Aviation, or Reciprocating Engines. More importantly, your Snead State degree prepares you to take - and pass - the FAA written, oral and practical exams. And thanks to our partnerships with the University of Alabama in Huntsville and Auburn University, you can go after that four-year degree you've been eyeing.

Get the degree that gets the job!

There are jobs waiting for individuals trained in aviation and aerospace-related careers. A degree in PowerPlant Technology or Airframe Technology leads to opportunities at regional and national commercial airlines or with government and military agencies. Additionally, FAA Airframe Mechanics certification allows students to pursue the following careers:

Aircraft Mechanic
Aircraft Assembler
Airframe Maintenance Technician
Aircraft Maintenance Inspector

Expert instruction and hands-on experience

Get real-world experience and a global perspective. Our high-caliber instructors understand the demands of a career in Aviation because they come from the field (and the hangar). Plus, our partnership with Albertville Airport means students get to work with actual aircraft.



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Nicholas Sauls
Director
(205) 359-2443
Nicholas.Sauls@snead.edu

snead.edu/academics/aviation/





Offering hands-on, tuition-free construction skills training for individuals seeking a career in the homebuilding industry

BOOTCAMP COURSES INCLUDE

HBAA Safety 6 Training
Print Reading
Hand Tools
Power Saws
Pneumatic Tools
Resume Prep
Job Fairs

ADMISSION REQUIREMENTS

- Ready to work in the construction industry
- 17 years of age & older
- Pass a drug screening
- Legally allowed to work in the U.S.

Standard Classes

Orientation + 8 Weeks
Tues & Thurs 5:30-8:30 p.m.

Classes are held at
Marshall Technical School*
12312 US Highway 431 S
Guntersville, AL 35976

*there is not a NAHA representative at MTS,
please call or email us with any questions

PLUMBING



ELECTRICAL



CARPENTRY



HVAC



(256) 936-1800

info@nahacad.org

www.gobuildyourfuture.com



- **Applied Business**
- **Aviation - Airframe Technology**
- **Aviation - Power Plant Technology**
- **Child Development**
- **Computer Science - Cyber Security**
- **Computer Science - IT Administration**
- **Industrial Systems Technology**
- **Nursing**
- **Office Administration**
- **Welding Technology**
- **Machine Tool Technology** *new in 2024
- **HVAC/R** *new in 2024

**APPRENTICESHIP
OPPORTUNITIES
AVAILABLE!!**



**INDUSTRIAL
SYSTEMS
TECHNOLOGY**



**WELDING
TECHNOLOGY**



HVAC/R

*Earn an Industry Recognized Credential
Apprentice Opportunities!
2024 High Demand Career*



**MACHINE
TOOL
TECHNOLOGY**

Instruction areas:

- Industrial Safety
- Basic Electricity/Electronics
- Commercial/Industry Wiring
- PLC
- Hydraulics and Pneumatics
- Robot Maintenance
- Industrial Mechanics
- Industrial Motor Controls
- Environmental Controls
- Welding

*Earn an Industry Recognized Credential
Apprentice Opportunities!
2024 High Demand Career*

Ways to earn your credentials:

- Welding Technology AAS Degree
- Welding Technologist Certificate
- Welding Short-Term Certificate
- Welding Technician Short-Term Certificate

*Earn an Industry Recognized Credential
Apprentice Opportunities!
2024 High Demand Career*

Heating, Ventilation, Air Conditioning, and Refrigeration is the use of various technologies to control the temperature, humidity, and purity of the air in an enclosed space.

Industries that employ HVAC/R Technicians include:

- Building Equipment Contractors
- Direct Selling Establishments
- Architectural, Engineering, and Related Services
- Education and Hospitals
- Commercial and Industrial Machinery and Equipment Repair and Maintenance

Machine tooling is a method for handling or machining metal or other rigid materials, usually by cutting, boring, grinding, shearing, or other forms of deformations.

Ways to earn your credentials:

- Machine Tool Technology AAS Degree
- Machine Tool Short-Term Certificate
- Machine Tool Technician Short-Term Certificate

*Earn an Industry Recognized Credential
Apprentice Opportunities!
2024 High Demand Career*



Learn more about
Northeast Alabama
Skills Training



Learn more about
Wallace State
Technical Division



Learn more about
Gadsden State
Technical Programs



Learn more about
Calhoun Programs



DRAKE STATE
COMMUNITY & TECHNICAL COLLEGE

Learn more about Drake State
Career Pathways & Programs





256-638-2957
256-228-0021

LOCATIONS

ALBARTVILLE

Career Center
5920 Hwy 431
Albertville, AL
256-891-3090

ARAB

153 South Main Street
Arab, AL
256-931-2299

GUNTERSVILLE

1415 Sunset Drive
Guntersville, AL
Finley Plaza
256-960-5066

BOAZ - SNEAD STATE COMM. COLLEGE

Elrod Science Bldg. Rm 115
400 W Mann Avenue
Boaz, AL
256-840-4198

ENGLISH AS A SECOND LANGUAGE (ESL)

ALBARTVILLE - ESL

Crossroads Mall - Ste. 23 & 24
5850 Hwy 431, Albertville
Al lado de la oficina de
desempleo
256-660-5335

GUNTERSVILLE - ESL

1415 Sunset Drive, Guntersville
256-960-5066

ADULT EDUCATION

NORTHEAST ALABAMA ADULT EDUCATION
PROGRAM

FREE CLASSES

Reading

Writing

Speaking English

Math

Social Studies

Science

Digital Literacy

Career Preparation

College Preparation

GED® Preparation

Test Preparation (ACT, Accuplacer, etc.)

Alabama Career Essentials (ACE)

Classes are Free and open to anyone 17 years of age or older and not enrolled in school. Students learn at their own pace in an instructional program designed with their specific goals in mind. Enrollees may be interested in pursuing the GED® or Non-Traditional High School Diploma credential, preparing for the Accuplacer college placement test or ACT test, enrolling in a technical program through Career Pathways, learning how to speak English, building their job skills and certifications with ACE, or simply learning the skills to help their children with homework. The Northeast Alabama Adult Education Program offers free adult education classes at various locations throughout DeKalb, Jackson, and Marshall Counties.

ONLINE CLASSES NOW AVAILABLE!



TRAINING OUR STATE FOR THE BETTER



The ACCS Innovation Center, a division of the Alabama Community College System, brings together the state's community colleges, business and industry, and community partners to deliver rapid, industry-recognized non-credit training within some of the state's most in-demand career fields.

WHAT WE DO:

Workforce training at **NO COST**

Who We Serve: Anyone who lives and works in the state is eligible to take S4S /courses.

Two Course Components

- **Online:** self-paced interactive learning
- **Lab:** in person hands-on training deployed through the local community colleges

Successful completer receives:

- ACCS Credential
- Certificate of completion from the local Community College

SKILLS FOR SUCCESS AVAILABLE COURSES:

- Food & Beverage
- CDL A
- CDL B
- School Bus Endorsement
- Passenger Endorsement
- HazMat Endorsement
- Hotel Operations
- Skid Steer
- Bulldozer
- Asphalt Roller
- Meat Cutter
- Fiber Optics Technician and Installer
- Excavator
- Land Survey Helper
- Mental Health Worker
- Manufactured Housing
- Electrical Helper
- Carpentry Helper
- Community Health Worker
- Ambulance Operator

COURSES IN DEVELOPMENT

- Inside Fiber Tech Installer
- Customer Service
- Veterinarian Assistant
- Flooring Installation Technician
- Water & Wastewater Grade 2 Operator
- Machine Operator
- Plumbing Assistant
- Barista
- Nursing Support Tech.
- Biotechnician
- Logging Operator
- Concrete Mixer Truck
- Motor Grader Operator
- Traffic Control
- Paver
- Wheeled Loader
- Operator Tech Automotive

View our course catalog and learn more.

TrainForAlabama.com



10 THINGS

THAT TAKE ZERO TALENT
BUT WILL EARN YOU

100%
RESPECT

- 01 BE ON TIME AND PREPARED
- 02 HAVE A GOOD WORK ETHIC
- 03 BE ENERGETIC IN YOUR ACTIVITIES AND WORK
- 04 KEEP A POSITIVE ATTITUDE
- 05 BE PASSIONATE ABOUT WHAT YOU DO
- 06 BE RECEPTIVE TO FEEDBACK AND NEW IDEAS
- 07 SHOW KINDNESS AND RESPECT TO OTHERS
- 08 GO THE EXTRA MILE
- 09 BE PREPARED
- 10 BE TRUSTWORTHY



MARSHALL COUNTY

ECONOMIC DEVELOPMENT COUNCIL

Notes

[illegible]

