

KAMAN

Composite Structures



Kaman Composites - Wichita

Kaman Corporation (NYSE:KAMN)

Kaman Corporation



KAMAN

Neal Keating
Chairman, President
& Chief Executive Officer



KAMAN

Industrial Technologies

Steven Smidler
President, Kaman Industrial Technologies
& Executive VP - Kaman Corp.



KAMAN

Aerospace

Greg Steiner
President, Kaman Aerospace Group
& Executive VP – Kaman Corp.

Annual Sales \$1.6 BN
5,000 Employees
Listed on NYSE: KAMN
Headquarters: Bloomfield, Connecticut

Kaman Aerospace Worldwide Locations



Engineered Products

Fuzing & Precision Products

- 1. Middletown, CT
- 2. Orlando, FL
- 3. Tucson, AZ

Specialty Bearings & Engineered Products

- 4. Bloomfield, CT
- 5. Dachsbach, Germany

Aerosystems

Air Vehicles & MRO

- 6. Bloomfield, CT

Composite Structures

- 7. Bloomfield, CT
- 8. Wichita, KS
- 9. Lancashire, UK
- 10. Bennington, VT
- 11. Goa, India

Engineering Services

- 12. Everett, WA
- 13. Bloomfield, CT

Metallics & Assembly

- 14. Jacksonville, FL
- 15. Chihuahua, Mexico

Kaman Composites – Processes

- Compression Molding
- Composite Layup
- Metal Bonding
- Autoclaves
- Thermoforming
- Composite Machining
- Assembly and Paint
- Inspection (NDI, Faro, Laser, Phased Array)

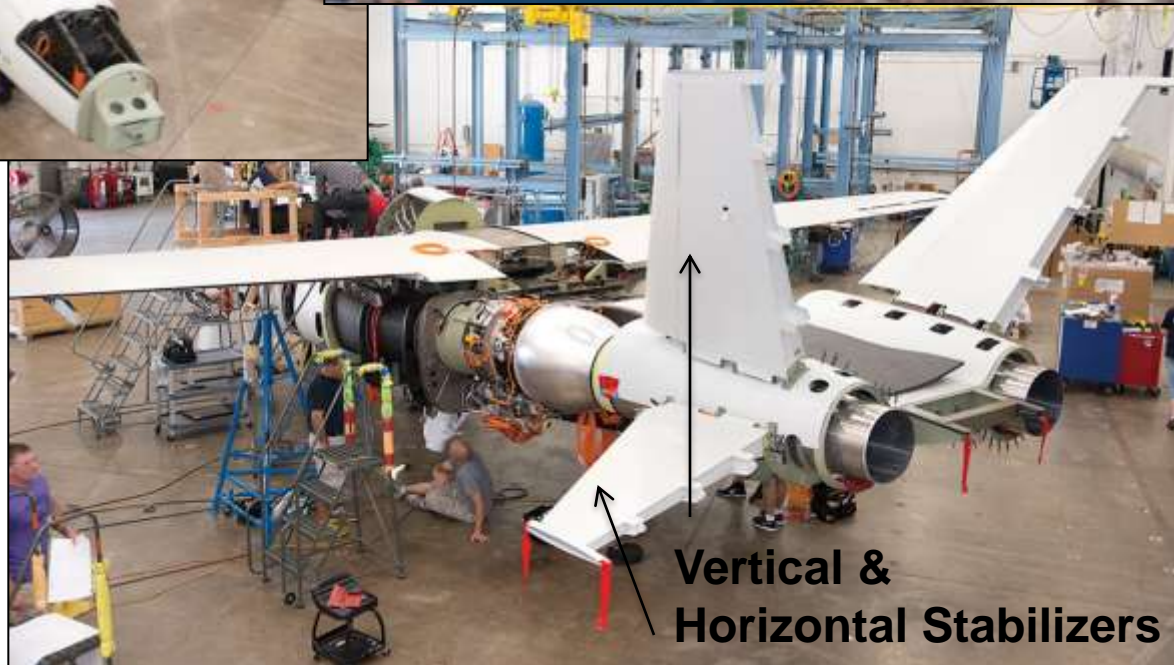


Example of our Capabilities

Wing structure



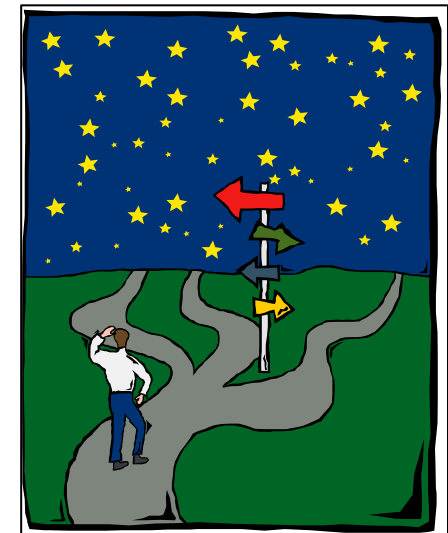
**Textron Airland
Scorpion Jet**



Hiring and Training

- **Hiring and Training Practices**

- Standard of skill expectations has been set higher
- Multiple interview system
- **WorkKeys Assessments Required** – through the Workforce Center
- **Large emphasis on training** – for employees throughout their career – not just initial training for new hires
 - Life-long learning
 - Skill-specific training
 - Training for new/revised skill requirements
 - Employees need to be teachable; have the desire to grow
 - Adapting to change is **essential**



“Skills Gap” is NOT Just a Theory!

- Lots of people out of work, but don't possess the skills/certifications necessary to perform advanced manufacturing processes
- Young people need a perception adjustment on “factory work”
- Math, computer skills, teamwork/interpersonal skills are **VITAL** for success!
- Responsibility of business to actively engage with educators, training providers, political entities to clearly voice skills needs

That's what Kaman Composites is doing!

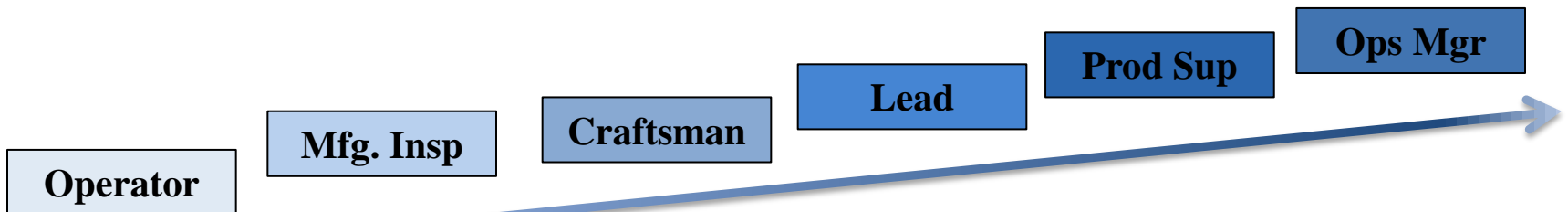
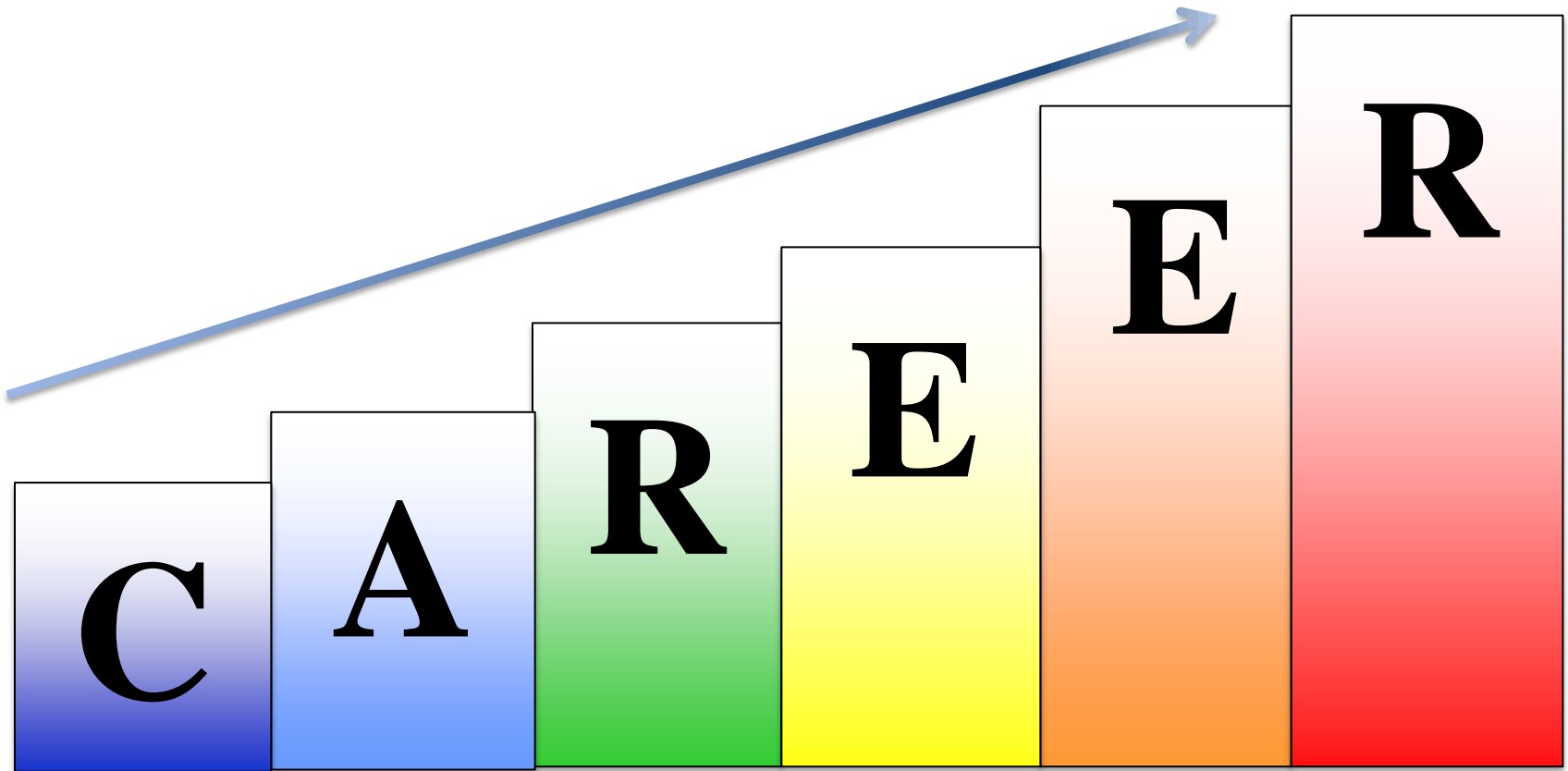


Career Ladders/Paths at Kaman Composites

- **We believe in internal promotion!** Show what you can do, what you can learn, how you work within a team.....and promotional opportunities are available.
- **We're growing!** That means more opportunities for all!
- You have to “**bloom where you're planted**” first before you can be planted somewhere else!



Example: Operations Opportunities



Kaman Composites' Involvement

Involvement of Kaman Composites:

- Vice Chair – LWIB/WA
- Regional Manufacturing Council on Technical Education (RMCTE)
- National Aviation Consortium (NAC) Sub-Committee
- Advocacy Team of SHRM (State and Federal)



Kaman Composites' Involvement

Involvement of Kaman Composites

- School/Student Factory Tours
- Partnership with an area Elementary School to begin conversation about manufacturing
- Speaking to Students (skills, resumes, etc.)
- First Company to be Named “Champion Level”
– KBOR Workforce Education Employer Engagement Initiative Levels



What is the key?

Active Involvement of Business with:

- Educators/Education (all levels)
- Training Providers
- City, County, State, and National Political Entities

**Waiting for others to
“fix it” will never work!**



Questions??



KAMAN
Composite Structures

Questions??