

## CAREER INFORMATION:

- **Mentor Program**  
Employees are assigned a mentor to assist them through orientation and training.
  
- **Orientation Training**  
The purpose of the company's orientation process is to give the employee an overview of the company products and processes. All new employees are required to spend one week in orientation. The orientation involves:  
  
On the plant floor to review products and processes for Safety, Production, Quality Control, Shipping/Receiving, and Maintenance.  
  
In the office to review with Human Resources (employee benefits), Operations (Customer Service, Traffic, and I.T.), Sales, Accounting, Quality Programs (ISO, TQM, & ERP), and Phone System.
  
- **Teamwork (Total Quality Management Continuous Improvement Program) VISIONS**  
After a new employee completes one year of service they are required to participate in a 5-day problem solving training. The training provides new employees with the tools and techniques to identify problems, opportunities, and ideas within the company, analyze them and make recommended solutions to Management. All trained employees are set up by project interest to address five major objectives:
  - Customer Focus
  - Operational Focus
  - Employee Development
  - New Products Development
  - Planning and organization
  
- **Communication Tools**  
Our company uses Myers Briggs Type Indicator (MBTI). MBTI is a tool that helps employees better understand themselves, co-workers, family and friends. Eight hours of training is given to all new employees to help them identify their preferred type and understand the preferences of each type. Knowing others MBTI profile can help resolve conflict, improve communication and teamwork, help employees understand themselves and appreciate others.
  
- **Employee and Company Values: Our employees rank these among our top values.**
  - Safety
  - Quality
  - Teamwork/Fairness
  - Customer Focus
  - Continuous Improvement (Make New Mistakes, Not Repetitive.)
  - Excellent Communication
  - Flexibility
  - Complete Accurately & on time. Effort (100%)
  - Initiative & Follow Through
  - Knowledgeable Employees with Positive Attitudes

- **Input from Employees**  
The employees at BLAZE Products are very unique. Our continuous improvement processes have given them the knowledge to understand the company, the voice to speak out, and the opportunity to make changes. We believe giving the employees this power has made the company what it is today. Our company values the input of employees. The employees are surveyed throughout the year to assess their suggestions and involvement.
- **Business/Family Partnership**  
BLAZE was awarded in 2000 and 2002 the Metro 100 Business/Family Partnership. In 2003, BLAZE was awarded the Work/Life Alliance Designation.

Our company values the importance of having enough time for family. This is a family oriented company that seldom requires overtime from its employees. We work with employees to allow flexibility in their schedule for family emergencies.

### **Company Awards**

2005 Outstanding Vendor Award  
2005 Manufacturing Excellence in Quality  
2003 Work/Life Alliance Designation  
2002 – 2004 ORO Award in recognition of exceptional quality and delivery performance.  
2000 – 2002 Metro 100 award Business/Family Partnership in recognition for creating a more productive workplace and stronger families by implementing policies and programs that support both roles.

1995 – 1996 QUBE Award – Quality Business of Excellence  
1994 – 1995 Quality Vendor Award of Excellence  
1994 Quality Supplier Outstanding Support  
1992 – 1993 Quality Vendor Award of Excellence

- **Further Education**  
Employees are encouraged to become team leaders and facilitators. Leadership training is offered yearly along with supervisors training.
- **Company Outings (Calendar of Events)**

January	Visions Continuous Improvement Training for New Employees
March	Company Meeting
August	Company Picnic
October - March	University of Louisville Basketball tickets
November	Thanksgiving Luncheon
December	Christmas Party
- **Community Involvement**  
Management is also involved in Vistage groups of local companies and a member of the Shelby County Industrial Association.