



IGNITE YOUR CAREER AT MILLER.
**LEAVE YOUR
IMPRINT ON
THE WORLD.**



MILLER CAREER RESOURCES

If you're ready to leave your imprint on the world by starting a career at Miller, we're ready to talk to you. To see our current open positions, visit careers.smartrecruiters.com/ITW/millerelect — or just scan the QR code.

#295222-623 © 2023 Miller Electric Mfg. LLC
Miller and the Miller logo are registered trademarks of Illinois Tool Works, Inc.





THE MILLER MISSION

The people of Miller take pride in knowing that their work leaves a positive imprint on the world.

We're a team that leads the welding industry in building advanced, solution-focused products – and meets crucial needs for welding safety and health.

At Miller, we create things that matter. Our products are essential for manufacturing, fabrication, construction, aviation, motorsports, education, agriculture, marine applications – and much more.

Looking for a way to leave your imprint on the world? Joining the Miller team is a great way to start.

WHY MILLER?

ITW: The Miller Parent Company	2
ITW Core Values	2
Miller History	3
ITW Commitment to Diversity, Equity and Inclusion	4
Miller Special Events	6
ITW/Miller Community Involvement	7
Miller Career Scope	9
ITW/Miller Commitment to Sustainability	10
Miller Campus Map	11
ITW/Miller Benefits	See back folder

ITW: THE MILLER PARENT COMPANY

Illinois Tool Works Inc. (ITW) is a global industrial company operating in 52 countries with approximately 45,000 employees. Built around a differentiated and proprietary business model, ITW's seven industry-leading segments drive solid growth with best-in-class margins and returns in markets where highly innovative, customer-focused solutions are required. ITW has a broad portfolio of more than 19,300 granted and pending patents – and offers career development and learning opportunities across the globe.

ITW's Seven Business Segments:

- ▶ **AUTOMOTIVE OEM**
- ▶ **FOOD EQUIPMENT**
- ▶ **POLYMERS & FLUIDS**
- ▶ **WELDING**
- ▶ **TEST & MEASUREMENT AND ELECTRONICS**
- ▶ **CONSTRUCTION PRODUCTS**
- ▶ **SPECIALTY PRODUCTS**

ITW BUSINESS MODEL

The foundation of our strategy is a set of highly differentiated and proprietary business practices and capabilities that we refer to as the ITW Business Model. Our values support this business model and create a culture that enables our leaders and employees to succeed. Our model consists of three core elements:

1. **80/20 FRONT-TO-BACK PROCESS – HOW WE OPERATE**
2. **CUSTOMER BACK INNOVATION – HOW WE INNOVATE**
3. **DECENTRALIZED ENTREPRENEURIAL CULTURE AND VALUES – HOW WE EXECUTE**



For more information on ITW, view this video that highlights what we're all about.



ITW CORE VALUES



SIMPLICITY

We keep things simple by focusing on the essential core of any business opportunity, challenge, issue or problem. Our core philosophy – and the key tool that drives simplicity into our thinking, processes, systems and structures – is the “80/20 rule.” We focus on the 20% of any opportunity or problem that drives 80% of the results.



INTEGRITY

We work honestly and transparently, while always trying to do what's right. Our integrity is why our suppliers, customers and employees – regardless of influence or stature – can expect equal treatment and outcomes.



SHARED RISK

Shared risk supports bold decision-making and empowers our employees. As a company built on innovation, we know that mistakes can make you stronger and more knowledgeable and might even trigger the next great idea. That's why we encourage well-reasoned, prudent risk-taking in an environment where challenges are discussed openly and information is shared among all. We empower our workforce, value teamwork and share responsibility for the results of individual risks and decisions.



TRUST

We trust each other and our company. We trust that all colleagues will always act with the highest professional standards and in the best interest of the company.



RESPECT

Respect drives performance, innovation and a commitment to community. We have a large and highly diverse workforce, with talented employees who bring the richness of different cultures, languages and experiences to their work. We expect those differences to be embraced with respect and dignity – and for all views to be recognized. Respecting employee insights at all levels, and providing honest assessment, nurtures innovation.

MILLER HISTORY

An ITW Welding company, Miller Electric Mfg. LLC was founded on a simple premise: create the best welding technology in the world while providing state-of-the-art products at an affordable price. During the company's inception in 1929 and at the height of the Great Depression, founder Niels Miller set out to create a welding product for everyday people like farmers, blacksmiths and automotive professionals. He succeeded, and Miller Electric Manufacturing was born.

With a global footprint, thousands of patents and universal brand recognition in the market for more than nine decades, Miller is more than just an industry-leading manufacturer. It's a community. A community that collaborates, solves integrated problems, innovates and takes risks – together. Our success is a result of our employees; a community we're deeply proud of. After all, communities are what Miller® products build.

While our people embody our culture, we also strive to create an inclusive environment where our employees can thrive, create and connect through meaningful work. We're proud of our global product recognition, but even prouder of our work in and outside of our enterprise:

- **BEST PLACE TO WORK** for LGBTQ+ Equality 2022 (ITW) – Human Rights Campaign
- **\$1.1 MILLION RAISED** for United Way Fox Cities in 2021
- **3-TO-1** charitable gift match program
- **VOLUNTEER MATCHING:** ITW donates \$15 for every hour an ITW employee volunteers at a nonprofit organization.

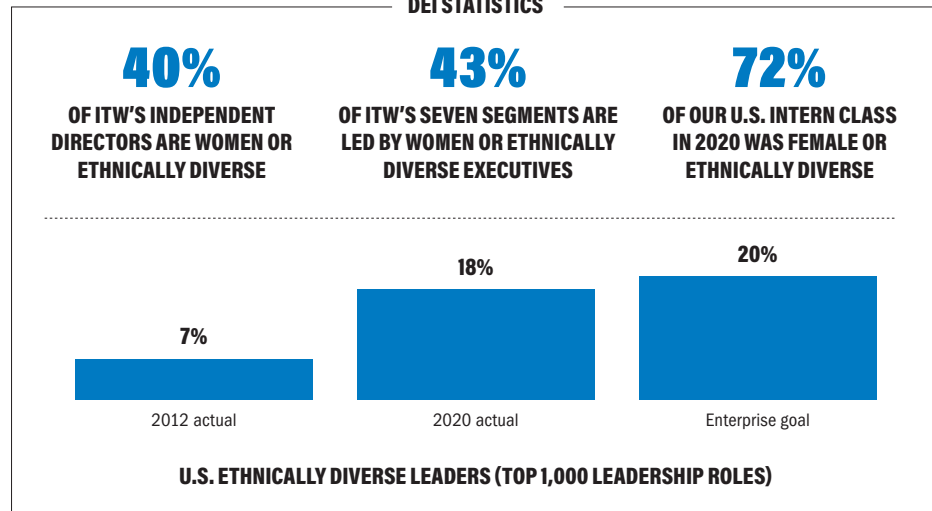




ITW COMMITMENT TO DIVERSITY, EQUITY AND INCLUSION

Throughout ITW, our dedication to diversity, equity and inclusion (DEI) is proven in the actions we take and the progress we measure. Since beginning our DEI strategy in 2013, ITW has tracked the diversity of our global leadership teams and supported the formation of numerous Employee Resource Groups (ERGs): employee-led organizations that attract, retain and develop talent while promoting cultural diversity and community.

DEI STATISTICS



LEADERSHIP COMMITMENT AND ACCOUNTABILITY

We expect our leaders to embody ITW values by embracing global cultural awareness. Core responsibilities of an ITW leader is to build and develop a diverse pipeline of talent, contribute to achieving our enterprise diversity goals and be a steward of our DEI initiatives.



GLOBAL, DIVERSE TALENT

Diverse backgrounds bring unique perspectives that help drive innovation and organic growth, which are key objectives of ITW's business strategy. We appreciate that to successfully compete in a global market, we must continue to focus on attracting and retaining the best talent that's reflective of our global communities.



GREAT EMPLOYER

We strive to be a great employer, and we're committed to working diligently to strengthen and sustain ITW's unique and differentiated enterprise brand. Our efforts include sharing our progress and success and being an active member of our communities through key professional associations, universities and community partnerships that align with our DEI goals.



INCLUSIVE WORKPLACE

Creating an environment where employees feel valued is critical. This includes promoting employee development, actively seeking different perspectives and supporting Employee Resource Groups (ERGs). At ITW, we have several ERGs that bring together diverse groups of people to share experiences and innovative ideas to help accelerate our path to full potential, including:



YOUNG PROFESSIONALS NETWORK

YPN empowers young professionals across ITW by building a community for the next generation of ITW leadership through social platforms, networking activities and development opportunities.



ITW WOMEN'S NETWORK

Focused on attracting, developing and retaining female talent, IWN supports women in the workforce by creating a community for them to empower each other.



PRIDE AT ITW

The Pride group is focused on empowering LGBTQ+ colleagues and allies through building a sense of belonging and engagement while promoting shared respect and understanding of LGBTQ+ issues.



ITW AFRICAN AMERICAN NETWORK

AAN is dedicated to the interests of employees who identify as Black, African, African American, West Indian or of African descent. AAN builds a community of leaders by encouraging career development, promoting cultural diversity and community, and supporting the recruitment and retention of talent that's reflective of our global communities.



LATINO HISPANIC NETWORK

Representing a community of Latino and Hispanic colleagues and allies, LHN aims to reinforce ITW's commitment to diversity and inclusion while also attracting and retaining top talent. LHN supports recruitment efforts and offers career development experiences, networking and fellowship among ITW colleagues.



ITW ASIAN PROFESSIONALS ENGAGEMENT NETWORK

APEN is advancing ITW's commitment to diversity and inclusion by developing a platform to foster a sense of belonging and pride — as well as provide education and leadership training — for those who identify as Asian, Native Hawaiian or Pacific Islander.



MILLER SPECIAL EVENTS

At Miller, we plan to do good work – and we plan to have good times too! Special events bring us together to celebrate each other ... and remind us that people are the power behind our products.



ANNUAL SUMMER PICNIC

Every August, we host a picnic for employees, retirees and their families. More than just food, this celebration includes music, a petting zoo – even rides in carriages and on camels!



ANNUAL FAMILY HOLIDAY PARTY

Our employees and their families celebrate the holidays every December at the Building for Kids Children's Museum in Appleton, Wisconsin. This cheerful, engaging venue is ideal for the young people we enjoy spending time with.



QUARTER-CENTURY CELEBRATION

This gathering recognizes employees who have reached 25 years of employment with Miller in that calendar year. We enjoy dinner, socializing and acknowledging each quarter-century employee by name.



ANNIVERSARY MILESTONE CELEBRATIONS

Every employee who reaches a five-year anniversary milestone at Miller earns a celebration – complete with cake, of course. Our biggest milestone celebration is 50 years ... so far!

ITW/MILLER COMMUNITY INVOLVEMENT

Giving back is an ITW priority. As a decentralized organization, our community relations are nurtured on a local, business-unit level. At ITW businesses all over the world, you'll find a strong spirit of volunteerism and generosity – with a commitment to making a difference where we live and work.



JUNIOR ACHIEVEMENT

Miller supports youth education and career path development by volunteering our time to Junior Achievement, which helps widen students' horizons by introducing them to different professions. In 2022, Junior Achievement recognized our efforts by honoring Miller with their Top Volunteer award.



UNITED WAY

To improve the lives of the people in our community, Miller supports United Way – because their work makes lasting, positive changes at the local level. ITW matches every employee dollar donated to United Way; Miller also raises money for United Way at our Appleton campus by holding auctions and donating the proceeds from selling treats like ice cream and hot dogs. Our recent annual donations to United Way have totaled more than \$1 million – and we strive to surpass each prior year's amount. Our employees also volunteer their time to the United Way, which helps families with basic needs like diapers and feminine hygiene items.



ITW CHARITABLE GIFT MATCH

ITW is dedicated to supporting the communities where our employees live and work. Our 3-to-1 charitable gift match program is an employee benefit designed to encourage full-time employees to support philanthropic organizations. ITW's ongoing commitment to the matching gift program is rooted in our core values, Corporate Social Responsibility strategy and aspiration to be a great employer.



THE CULTURE SUPPORTS COLLABORATION, TRUST AND EASE OF WORKING EFFICIENTLY, WHICH ALLOWS US TO HAVE CLARITY OF WHAT WE'RE DOING.

EVERYBODY AT MILLER MOVES TOWARD A COMMON GOAL, WHICH DRIVES A GREAT WORK ENVIRONMENT."



ASHISH PATWARDHAN
(WITH MILLER SINCE 2017)

TUITION ASSISTANCE BENEFIT

Miller aims to support the career development of their employees through Tuition Assistance.

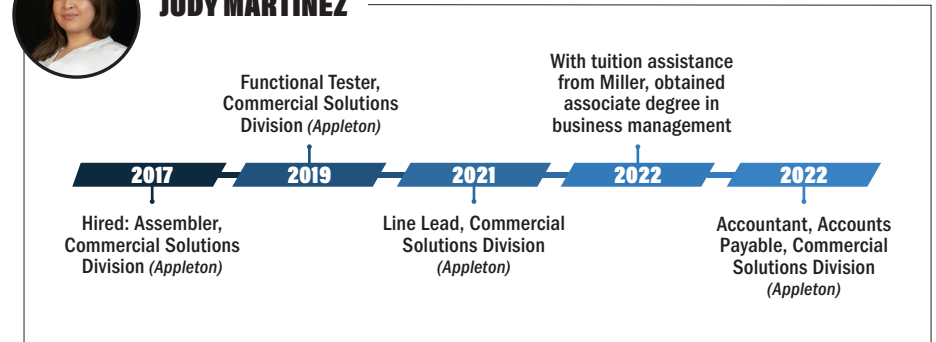
- For employees who desire to grow within their career through additional education, Miller will pay for 100% of tuition expenses.
- See how two of our employees used Miller's tuition assistance to advance in their careers on page 9!

MILLER CAREER SCOPE

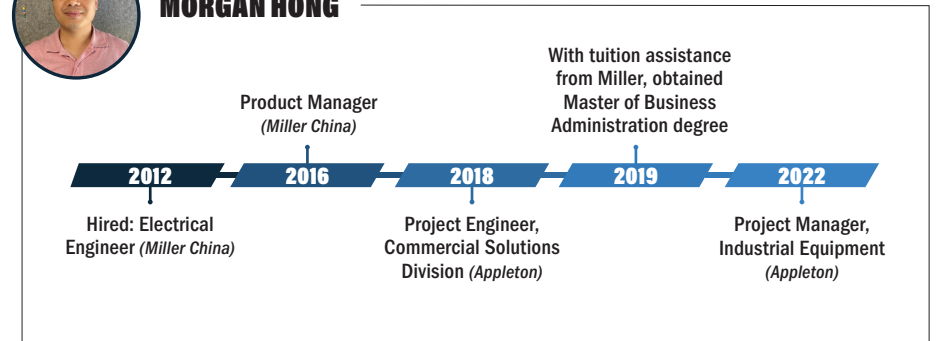
We don't want you to have a job with Miller. We want you to have a career. As you'll see on these road maps, when someone joins the Miller team, they're starting a path that can take them anywhere.



JUDY MARTINEZ



MORGAN HONG



"MILLER IS REALLY GREAT AT RECOGNIZING PEOPLE'S ABILITIES AND PATHS AND GETTING THEM ON THAT TRACK TO SUCCEED."



SAM NOLAND
(WITH MILLER SINCE 2020)

ITW/MILLER COMMITMENT TO SUSTAINABILITY

Sustainability isn't a destination. It's an ongoing journey that we take together. At Miller, we support every step — no matter the size — our company, employees and customers take toward a more sustainable world. Every step makes a difference.



ENERGY FOR TOMORROW PROGRAM

In partnership with local utility company We Energies, Miller is working toward the goal of increasing renewable energy to 39% of We Energies' power mix by 2030. In our collaboration, Miller is making significant investments to ensure that more electric power comes from renewable sources — which means less reliance on nonrenewable sources that produce greenhouse gas emissions, like coal.



GREENHOUSE GAS (GHG) EMISSIONS INTENSITY REDUCTION

Miller Electric Mfg. LLC is committed to supporting our parent company, Illinois Tool Works, in our shared goal of reducing GHG emissions intensity (the volume of emissions per unit of GDP). Together, we've achieved a 37% GHG emissions intensity reduction through the year 2021 when compared with emissions in 2017. This reduction is a result of decreased energy consumption and increased use of renewable energy.



OIL RECOVERY SYSTEM

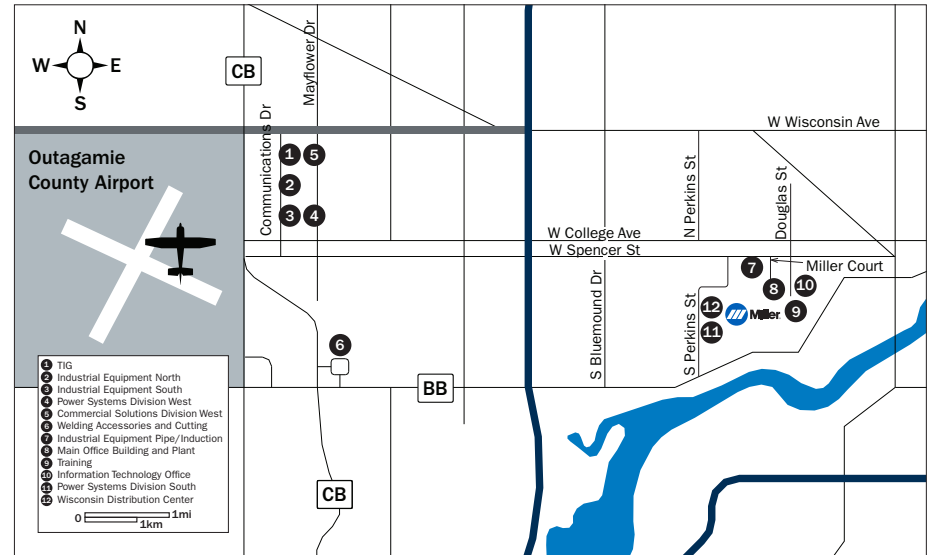
Miller has developed a new system to capture and reuse oil in our manufacturing operations, saving 11,000 gallons annually. That's the same amount of oil carried by one tanker truck.



LED LIGHTING PROJECTS

Our investment in LED lighting at Miller facilities has reduced annual electricity consumption by 286,722 kilowatt hours. That's equal to saving 323,995 pounds of coal, 22,937 gallons of petroleum or 2,130,344 cubic feet of natural gas.

MILLER APPLETON CAMPUS MAP



MAIN OFFICE BUILDING AND PLANT (#8)

1635 West Spencer Street
Appleton, WI 54914

WISCONSIN DISTRIBUTION CENTER (#12)

1000 South Perkins Street
Appleton, WI 54914

TRAINING CENTER (#9)

1515 West Melvin Street
Appleton, WI 54914

INFORMATION TECHNOLOGY OFFICE (#10)

702 South Douglas Street
Appleton, WI 54914

TIG (#1)

N822 Communication Drive
Appleton, WI 54914

COMMERCIAL SOLUTIONS DIVISION - WEST (#5)

N855 Mayflower Drive
Appleton, WI 54913

WELDING ACCESSORIES AND CUTTING (#6)

5730 Technology Circle
Appleton, WI 54914

INDUSTRIAL EQUIPMENT - NORTH (#2)

N720 Communication Drive
Appleton, WI 54914

INDUSTRIAL EQUIPMENT - SOUTH (#3)

N676 Communication Drive
Appleton, WI 54914

INDUSTRIAL EQUIPMENT PIPE/INDUCTION (#7)

1635 West Spencer Street
Appleton, WI 54914

POWER SYSTEMS DIVISION - WEST (#4)

N675 Mayflower Drive
Appleton, WI 54913

POWER SYSTEMS DIVISION - SOUTH (#11)

1200 South Perkins Street
Appleton, WI 54914

OTHER MILLER LOCATIONS:

MILLER WELDING AUTOMATION (MWA)

281 Lies Rd E
Carol Stream, IL 60188, USA

SMITH EQUIPMENT

2601 Lockheed Ave
Watertown, SD 57201, USA

MILLER MILWAUKEE OFFICE

111 W Pleasant Street
Milwaukee WI 53212 USA

