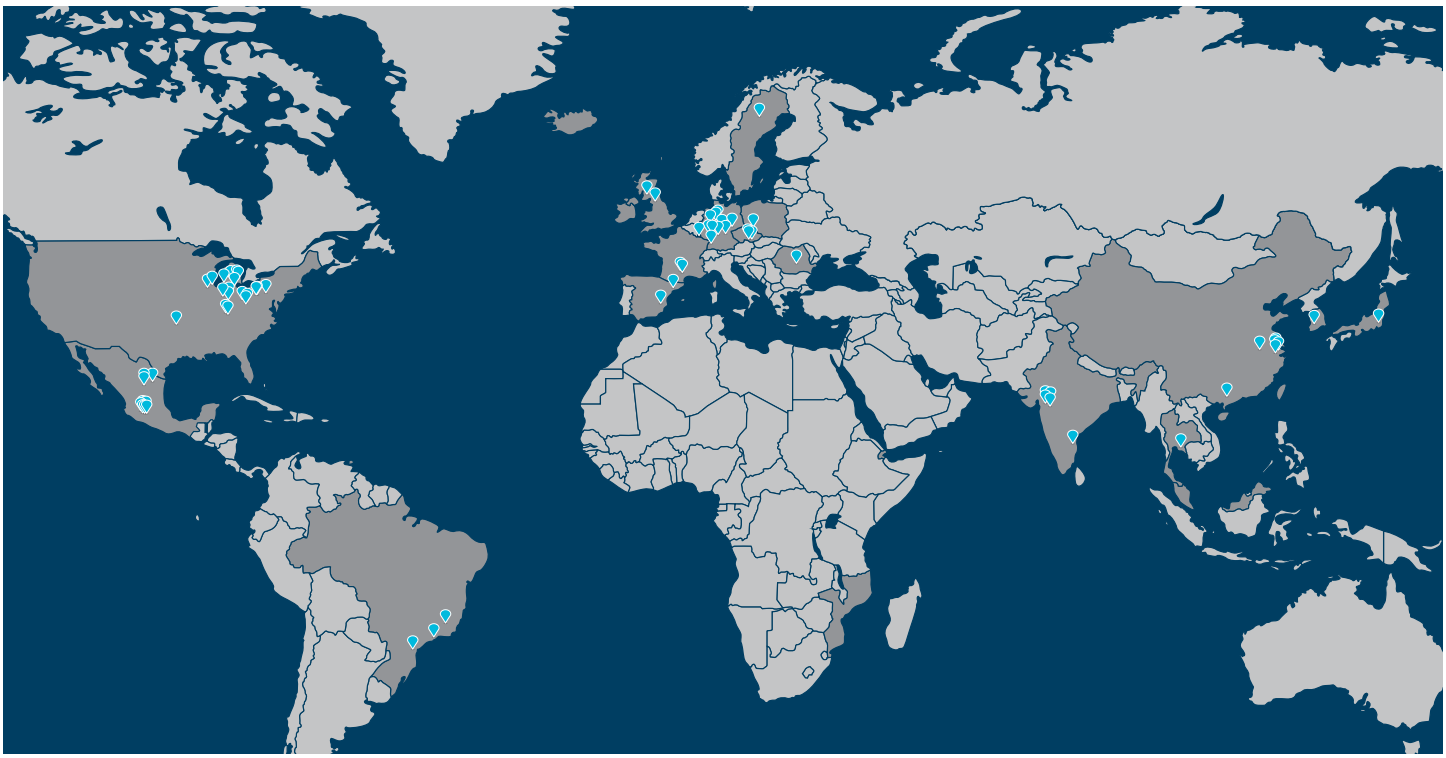

BUILD YOUR CAREER
WITH #TeamAAM

ABOUT **AAM**

As a leading global Tier 1 Automotive and Mobility Supplier, AAM (NYSE: AXL) designs, engineers and manufactures Driveline and Metal Forming technologies to support electric, hybrid and internal combustion vehicles. Headquartered in Detroit with nearly 85 facilities in 18 countries, AAM is bringing the future faster for a safer and more sustainable tomorrow.



AAM is committed to emPOWERing the next generation of innovators, leaders and game changers. We offer a wide variety of early career and exploratory opportunities for graduating high school students to learn the ins and outs of a career in manufacturing. As members of #TeamAAM, our associates get to make a difference on day one. They'll have the opportunity to grow, embrace challenges, build high-demand skills and bring their authentic selves to work every day, all while helping to shape the future of mobility for AAM…and the world.

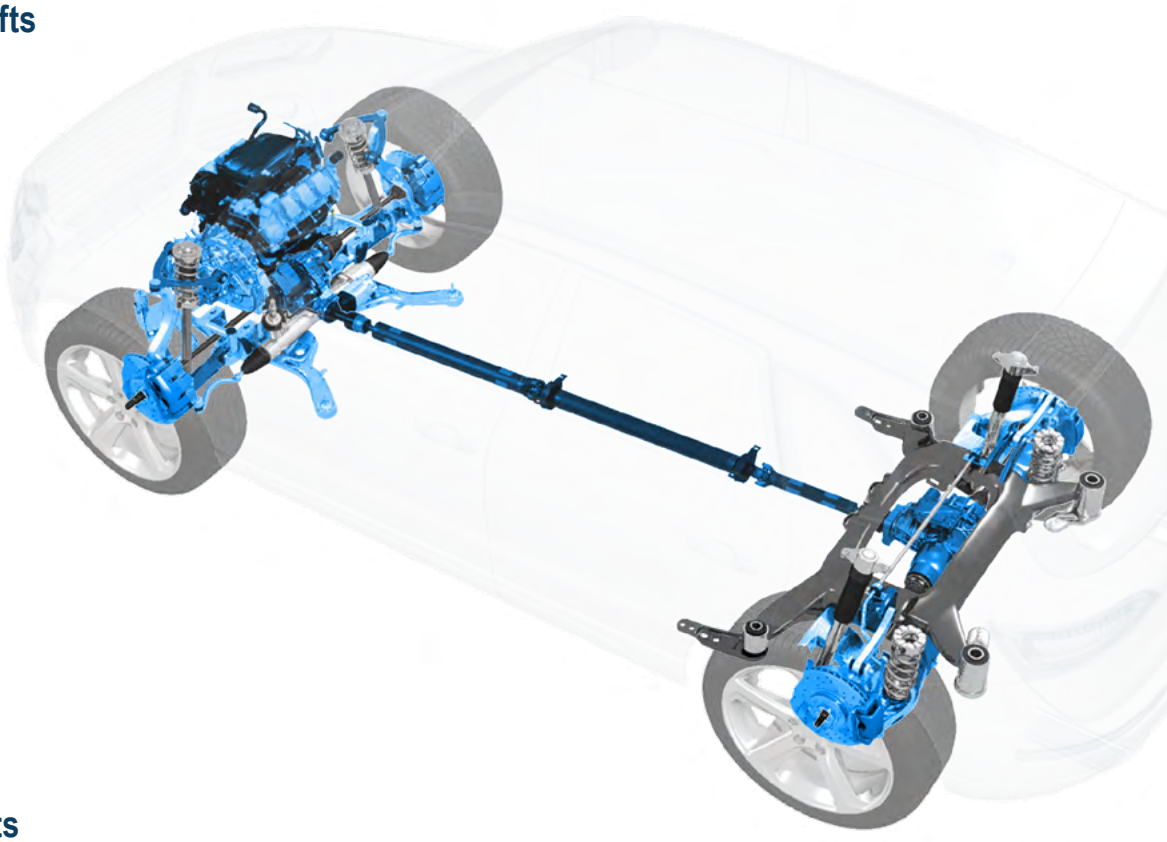
AAM.com/Careers

ABOUT **AAM**

For over 25 years, customers around the world have entrusted AAM to design, engineer, validate and manufacture driveline and metal forming technologies for automotive, commercial and industrial markets. Whether it's a traditional, hybrid or electrified vehicle platform, AAM has products and solutions that **deliver POWER.**

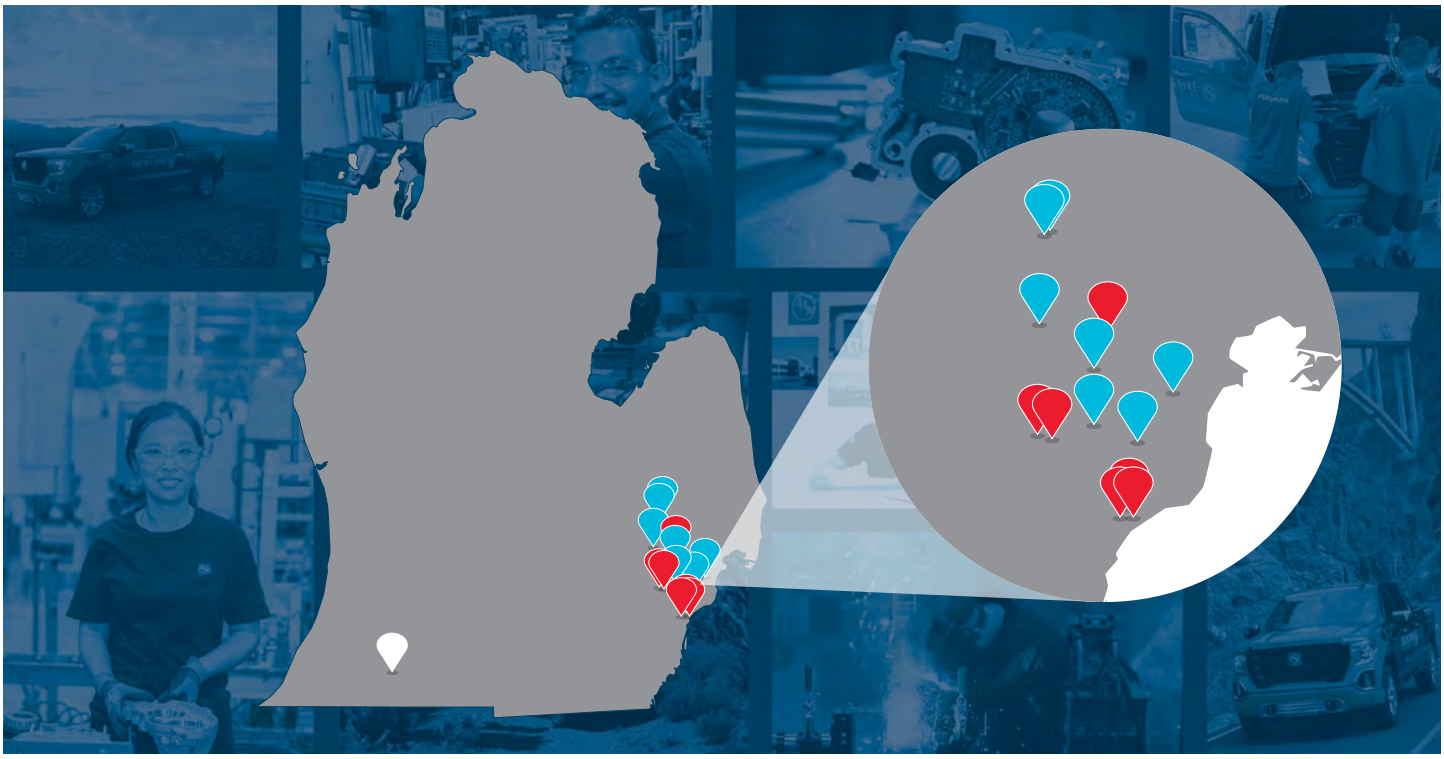
COMPREHENSIVE SOLUTIONS
FROM ENGINE TO DRIVELINE

- Aluminum valve bodies
- Axle / transmission shafts
- Balance shaft systems
- Clutch modules
- Connecting rods
- Control arms
- Differential assemblies
- Differential gears
- Driveshafts
- Electric drive units
- Front & rear axles
- Ring gears & pinions
- Steering knuckles
- Suspension components
- Transmission pump bodies
- Variable valve timing products
- Vibration control systems



AAM **IN MICHIGAN**

AAM was founded in Detroit in 1994. Michigan is home to 14 of our locations, including business offices, manufacturing facilities and our World Headquarters. Whether your students are interested in skilled trades careers or roles with our corporate departments like engineering, human resources, procurement or more, we have a broad footprint in Michigan to fit their career needs and interests.



CORPORATE

AAM World Headquarters

Advanced Technology Development Center

Detroit Business Office

Information Technology Center

Rochester Hills Technical Center

Southfield Business Office

DRIVELINE

Three Rivers Manufacturing Facility

METAL FORMING

Auburn Hills Manufacturing Complex – Plants 1 & 2

Fraser Manufacturing Facility

Oxford Forge

Oxford Manufacturing Facility

Royal Oak Manufacturing Facility

Troy Manufacturing Facility

Warren Manufacturing Facility

ABOUT **AHMC**

Auburn Hills Manufacturing Complex (AHMC) is part of AAM's Metal Forming Business Unit. There are two manufacturing facilities on the campus that utilize state-of-the-art forging presses coupled with world-class tool and die manufacturing and high-volume production machining equipment. AHMC produces transmission gears, ring gears, various axle shaft components and more.

FAST FACTS

100+ Associates

152K ft²

Nearly **$30M** Invested
since 2016

5M
Forgings per year
at current capacity

Certifications

- GM BiQS Level 5
- ISO 9001
- ISO 50001
- IATF 16949

AAM.com/Careers

JOIN #TeamAAM

At AAM, we're looking for associates who push boundaries and drive solutions for the future. **Innovators. Thinkers. Dreamers. Doers.** No matter the role or function, every associate is a piece of what makes AAM great. We're growing and building #TeamAAM to be the best. Are you ready to launch your career in manufacturing? Join us!

STEP 1

START THE CONVERSATION

If you have questions, contact **Cassandra Alexander**
+1 (248) 340 2753 or Cassandra.Alexander@aam.com

STEP 2

APPLY ONLINE

aam.com/careers

STEP 3

FACILITY TOUR + MEET & GREET

Visit AHMC to talk about your career interests, goals and potential career pathways. Take a guided tour of the facility to see exactly where you'll be working, and meet with current AHMC associates.

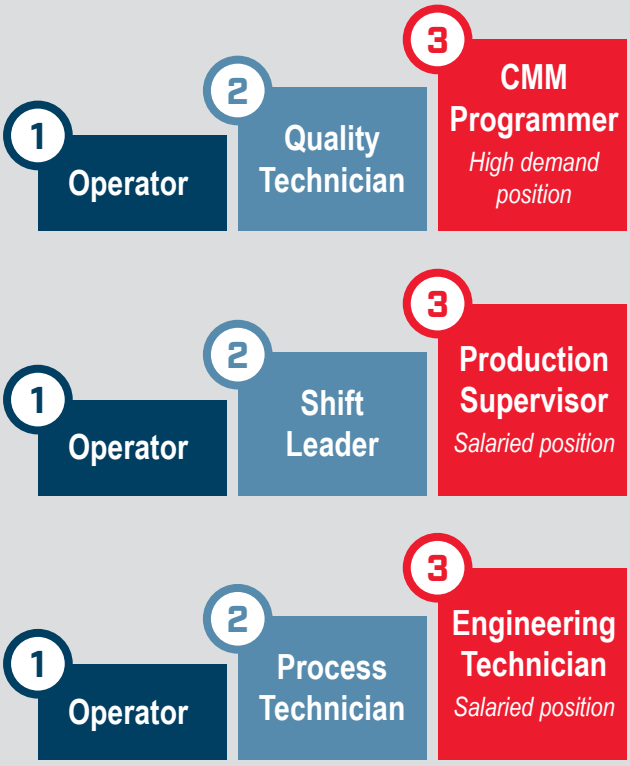
STEP 4

LAUNCH YOUR CAREER

Begin your desired manufacturing career path at AHMC.

POTENTIAL CAREER PATHS

Where can an entry-level manufacturing career at AHMC take you?



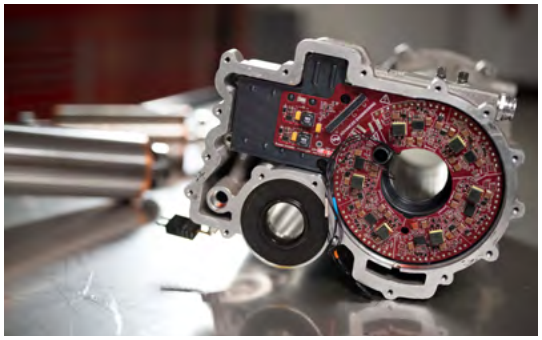
EARLY CAREER **OPPORTUNITIES**

ENTRY-LEVEL MANUFACTURING OPPORTUNITIES

AAM offers exciting entry-level positions at all of our manufacturing facilities. No experience is necessary – all that is required is a high school diploma, a positive attitude and a willingness to learn. Our team will mentor and train new hires to ensure they learn everything they need to know. These entry-level positions are also a gateway to long-term, fulfilling careers in automotive manufacturing. With the on-the-job experience combined with continued education and professional development opportunities, many of our current Plant Managers, Environmental Health and Safety Leaders, Engineers, Technicians, Production Supervisors and more all started their careers on the plant floor.

INTERNSHIP AND CO-OP PROGRAMS

AAM offers paid, year-round co-op and summer internship positions at each of our global facilities to help college students supercharge their careers. As a #TeamAAM co-op or intern, you'll be immersed in the industry working with and learning from the best and brightest leaders. Here you'll grow and flex your skills, gain real-world experience and build lasting and invaluable connections.



MYTH vs. **REALITY**

Are your students looking for innovative, exciting and interesting careers that offer significant earning potential and long-term growth opportunities? Manufacturing may be for them! There are many common misconceptions about what a career in manufacturing means. In reality, the manufacturing industry is quickly growing, and there is a high demand for manufacturing specialist, engineers, and more.

MYTH

There is limited industry growth and income in manufacturing.

REALITY

- According to the Manufacturing Institute, manufacturing has undergone a dramatic shift into today's industry providing opportunities for students to design and build America's future in high-demand and high-skill careers.
- Through 2030, 4 million manufacturing jobs will need to be filled, and 2.1 million are expected to go unfilled due to the current skills gap, meaning there is significant opportunity for students looking to build fulfilling careers.

MYTH

Professional or skilled trade careers are a "Plan B" that offer no training or professional development opportunities.

REALITY

- 68% of professional/skilled trades require training and education beyond high school.
- Associates at AAM will build high-demand skills through on-the-job training, employer-provided learning opportunities and more.
- AAM associates have opportunities to build skills in areas like: Robotics, Automated Materials Handling, CMM Operation and Programming, CNC Machining, Electrical Systems, Project Engineering, Project Management, Supervision and much more!

MYTH

It is hard to advance your career beyond entry-level positions in manufacturing.

REALITY

- The manufacturing industry is rapidly advancing, meaning there are a wide variety of different growth pathways careers can take.
- Manufacturing provides a fast track to a long-term career and many "earn while you learn" opportunities to build skills and training.
- In fact, many of AAM's leaders and managers started their careers on the shop floor!

Sources: The Manufacturing Institute; Going PRO in Michigan, MiTalent.org

AAM.com/Careers

I AM **AAM**

The **POWER** of AAM starts with our people. Auburn Hills Manufacturing Complex (AHMC) is committed to recruiting and retaining the sharpest, most creative minds in the industry and providing them with a resource-rich environment that em**POWER**s them to translate their ideas into game-changing reality. Read on to learn about what **POWER**s our AHMC associates.

DAVID LEDBETTER: PLANT MANAGER

I launched my career in the metal forming industry with AAM in 1995. I started as a project engineer, although I was not officially an engineer right away, as I did not have my degree yet. I committed to the company that I would pursue my post-high school education while working full-time, and in return, the company committed to pay for my education. First, I earned my associate's degree in Tool Fixture & Die Design at Macomb Community College (MCC) and learned the details of design and roots of manufacturing engineering. Next, I transferred my associate's degree to Lawrence Tech in Southfield, where I earned my Bachelor of Science in Mechanical Engineering Technology to further strengthen my skills. After that, I completed the last leg of my journey with an online master's degree in Operations Management from Kettering University in Flint. I must admit, it wasn't easy and it took me more than 12 years to complete my educational path, but I would not change a thing about the journey. As a result of this journey, I already have over 20 years of on-the-job experience, as well as my education fully paid for by AAM. Most of all, I am a respected Plant Manager within one of AAM's fastest growing business units. I have the opportunity every day to empower my team to continue learning, growing and delivering outstanding quality work that we can truly be proud of. We are delivering POWER to move the world.

DAN AMES: ENGINEERING ANALYST

I was hired at AAM's MSP Industries in the fall of 1994 as a Heavy Press Operator. In less than one year on the job, I was able to reach the top of my job classification due to the on-the-job training that was offered. The company focused intensely on education and training for all associates, and as a result everyone is very highly trained. I had the opportunity to earn certifications in several areas of manufacturing, just by participating in the "in shop" training that was regularly offered to the team to help us continue to build our skills and education. Over the years, I've also had the opportunity to learn the ins and outs of the manufacturing process by working in several different departments. After more than 20 years of working as an hourly associate, I decided to further advance my career and applied to several positions within AAM. I was given the opportunity to move to a new "up and coming" forge plant as a Plant Supervisor, and took the leap. Currently, I am an Engineering Analyst at Auburn Hills Manufacturing Complex where I have the pleasure of continuing my career doing something I love. I am a modern day blacksmith and I have the opportunity to pass on this specialized skill set to the next generation.