



US MFG

Lifestyle Guide

The following document contains our values, priorities, and aspirations as an intentional organization. Policies that are yet to be implemented but still prioritized and valued will be indicated with a heart. ♡♡

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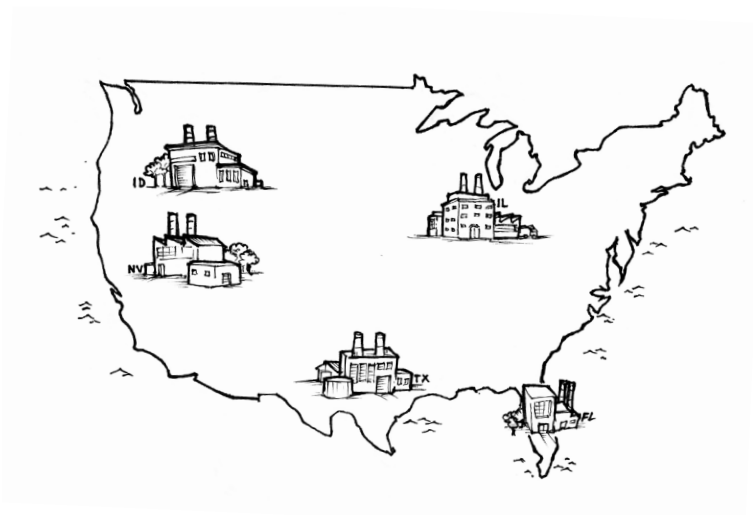
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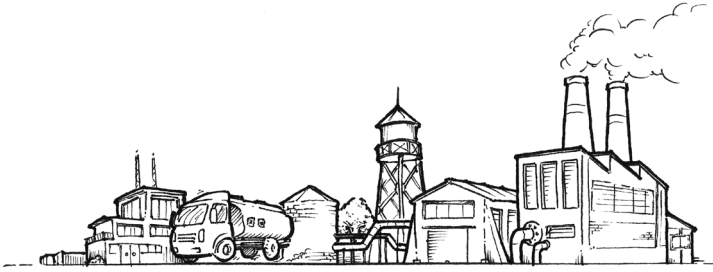
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Our Vision

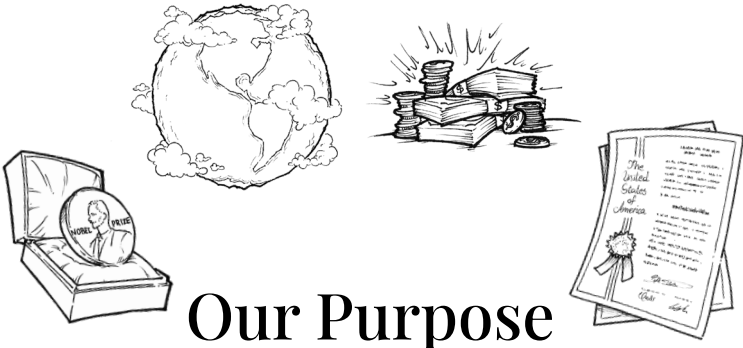
3,000 Employee-Owned Manufacturing
Plants Across the USA.



Our Mission

To capture and transform the industrial wealth being lost by a generation of retiring small business owners into an equitable humanity-centered organization.

To integrate and systemize 3,000 manufacturing plants across the country.



Our Purpose

Better People, Better People.

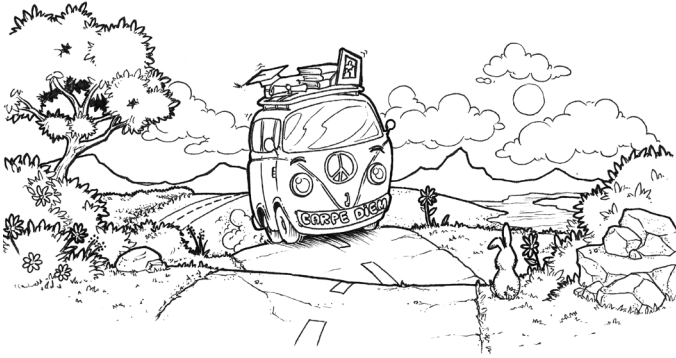
A career with US MFG is a lifestyle.
We are focused on sustainability
and improvement both
professionally and personally.

It is our goal to better people -
we cultivate intentionality,
responsibility, open mindedness,
authenticity, and personal
development in everyday life.



Core Values

*In pursuit of our mission,
we choose to:*



Live Fully

Give our best to Live our best.

Work to Live, that's our mantra.

It means we give our best every workday
to allow us the flexibility and freedom
to live our best every single day.

We lean heavy on the work hard
play hard mentality and the belief that
true wealth has more to do with
relationships, experiences and
memories, than possessions



Be Accountable

We use industry standards and certifications to show transparency of our capabilities and commitment to produce quality.

Be Learners

Books. Podcasts. Online Courses.

However you learn, learn.

We foster a positive and mutual work environment that not only encourages but also presses for personal and professional growth.

#rapidlearningcycles
#subjectmastery
#focusfocusnothocuspokus

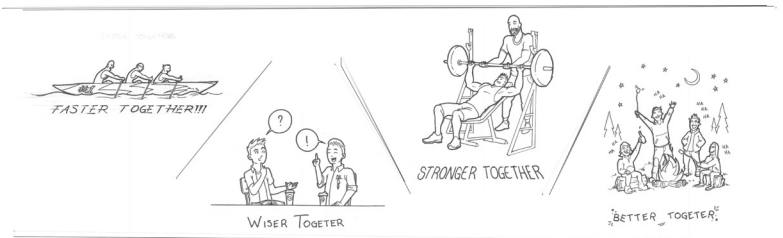
Be Intentional

Relation ships > Cruise ships

Not that we have anything against
cruises...

We're just saying,
"Don't put your people and life
on cruise control."

We agree to put the interests of our
customers and each other before our
own and never be too busy for the
greater good.



Be Owners

We take responsibility for our work,
success and failure alike.

*“A goal is not always meant to be reached;
it often serves simply as something to aim at.”*

—Bruce Lee

Be Authentic

S#&@% Happens
(Scrap Happens)

We resolve problems and challenges
by communicating with and
understanding each other.

1 Mistake
=
2 Lessons

(what not to do again and what to try next)

Move and Shake

As a team we constantly develop, pursue and review barely achievable goals that are fiscally responsible, technologically advanced and socially impactful.
(oh, and dance too)

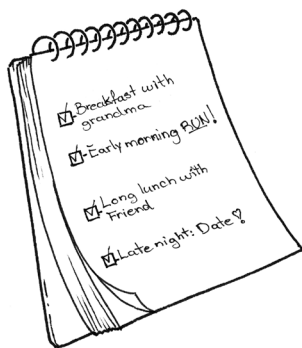
“One should not pursue goals that are easily achieved. One must develop an instinct for what one can just barely achieve through one’s greatest efforts.”

— Albert Einstein

Work to Live Support Policy

Now we're getting to the good stuff!
Our people are the lifeblood of US MFG
and we like to think of this policy as the
nutrition that keeps us
healthy-mind, body and soul.

Here's how we are committed to
support the W2L lifestyle for our
team members...



Schedule Flexibility

Flex your punch-in punch-out time by
2 hours total each week.

Now you can say yes to late night
indoor soccer AND not be a zombie
the whole next day.

Just punch in and out a couple hours
later than normal.

Personal Development Sponsorship

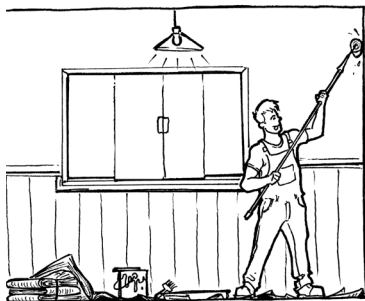
In the Work to Live lifestyle,
your personal and professional
development go hand in hand.

That's why we will cover your expenses
(up to \$500/yr) to learn a new language,
take dance lessons, study history or
something else on that ever-growing
list of interests.

Holidays

(8) Paid Holidays

- New Year's Day
 - Good Friday
 - Memorial Day
- Independence Day
 - Labor Day
- Thanksgiving Day
 - Christmas Eve
 - Christmas Day



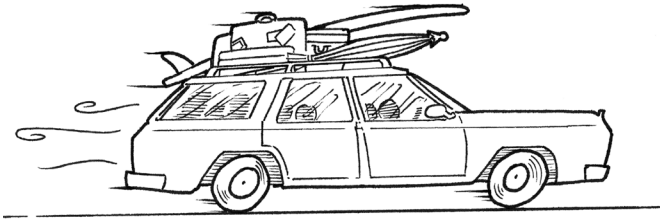
Equipment Sharing

We have accumulated a ton of equipment over the course of different projects and make it available to you when it is not in use. This ranges from mechanics tools and use of the shop bays for car repair, to remodeling tools and landscaping equipment.



Vacation

*Start your first full time year with
2 weeks paid vacation.*



Living Wage

We lead the industry with
our commitment to providing
team members with a living wage.

Financial Transparency

Clear pay scales with overlapping bands allow you to verify your current and future wage options. ♡♡

Your participation in quarterly company status meetings will keep you up to date with our business fundamentals.



Paid Maternity and Paternity Leave

Are you ready to welcome a new addition to your family? We support this beautiful phase of life with fully paid leave to help smooth the transition to your new work/life balance.



No Donkey Policy

Our commitment to maintain a positive and mutual work environment fuels our responsibility to hire and fire based on attitude.

Don't be an ass.

Life Support Policy

When life comes at you full bore and you need personal time for support, we offer leave for these situations involving loss of a family member, medical recovery, mental health priority, divorce or relational crisis.



International Travel Bonus

What? That's right, we pay our people
to travel the world!

"Our commitment is to empower movers
and shakers who understand the world
as a whole, what better way to learn
people and the world we live
in then by experiencing it firsthand."

This bonus is equal to 30% of your
regular wages and is good for one trip
per year up to 3 weeks long!

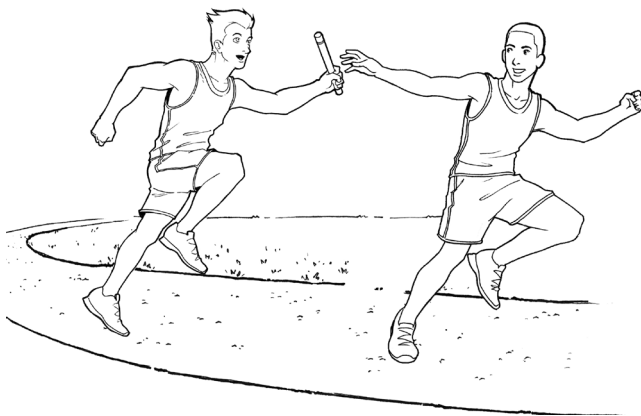
(hrly wage X int'l vac hrs up to 120 X .3 = ITB)

HRA Benefit

We provide a health reimbursement account as a benefit to reimburse qualified health expenses like insurance premiums. ♡♡

Ownership Outline

- Leadership Philosophy
- Employee Reinvestment Policy
- Capital Investment Policy



Our Leadership

US MFG maintains a distinguished and diverse board of directors and makes corporate decisions upon such counsel. ♡♡

Each employee, board member and owner have a voice, but the direction of the vote is held by the chairman and CEO. We believe in the exponential benefit of directional visionary consistency.

Employee Reinvestment

Personal Financial Responsibility is
essential to maintain
the Work to Live Lifestyle.

We prize this quality in our people
and realize that it is the financial health
of our individuals that collectively
makes the financial health of
our organization so great.

Our full spectrum reinvestment
commitment not only provides a
living wage but is dedicated to uplifting
and empowering individuals to
greatness.

Education. Mentorship. Ownership. 

Capital Investment

US MFG works with outside investors who are aligned with our fundamental beliefs and looking for long-term growth value.

These investors play a significant role in our ability to scale and maintain a motivated and diverse board of directors. ♡♡

Three 4ths

The (3)4ths policy is our blueprint
for learning, teaching and leading
the legacy of US MFG and
the W2L Lifestyle.

It is summarized by the following:

The First Four: LEARN

AKA The Shop Level.

Within your first 4 stages we plan to
build your mastery of shop related
skills with:

- Intensive Courses
- Software and Skills Certifications
- Customer Relations Development

The Second Four: TEACH

AKA The Professional Level.

Stages 5-8 take a focus on heading up projects and shop leadership. Responsibilities to include production, workflow and training the first fours.

Focused on:

- Operations Management
- Technical Compliance
- Technical Relevancy

The Third Four: LEAD

This final level of the structure has team members taking on the reigns of business oversight, membership on the board, promotions and shop planting responsibilities.

Executive Level responsibilities include :

- Mentorships
- Think Weeks
- Business Courses
- Corporate Strategy

Shop Planting Strategy

We will scale by merging local small shops (links) until their location reaches about 20-30 people (anchors).

That Anchor shop will then launch a team comprised of at least one member from each of the 3 levels to seed a new regional location.

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