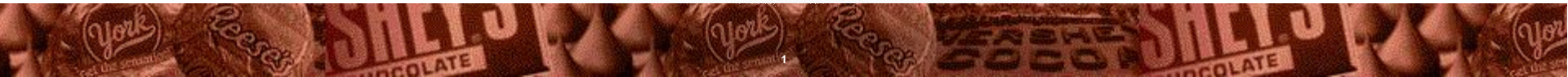




The Hershey Company

Stuarts Draft, VA





Our Local Plant

Farm House -- Stuarts Draft

1979: Decision to build a 4th plant

Purpose: Peanut processing plant with no chocolate manufacturing operations

Strategy:

- Process raw peanuts;
- Combine those peanuts w/ choc paste shipped in from Hershey;
- Ship finished goods back to Hershey

Several sites considered including Stuarts Draft, **VA**; Winchester, **VA**; Somerset, **PA**; and Cortland, **NY**.



Farm House





Stuarts Draft Facility Today

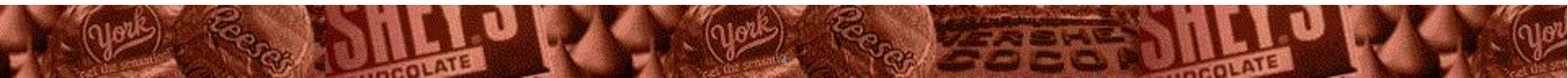
Sugar
79 MM lbs

Cocoa Butter
11 MM lbs

Peanuts
68 MM lbs

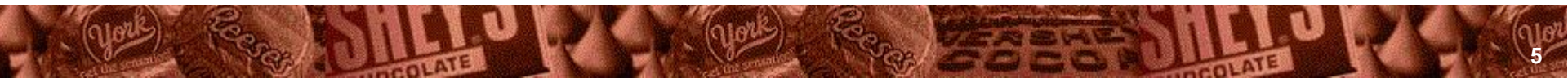


Shipping
24 loads/day



Stuarts Draft Quick Facts

Plant Size	<ul style="list-style-type: none">• 650,000 Square Feet under Roof• 316 acres
Production Volume	<ul style="list-style-type: none">• 266 million pounds
Business Units 15 production lines	<ul style="list-style-type: none">• 5 BU's: Coconut, Cups, Pieces, Shapes, Processing• 7 Day, 3 shift operation
Employees: <ul style="list-style-type: none">- Full time: 1,016 (917 Hourly and 99 Salaried)- Temps: 0-116 based on seasonal needs	










Our Products made in VA

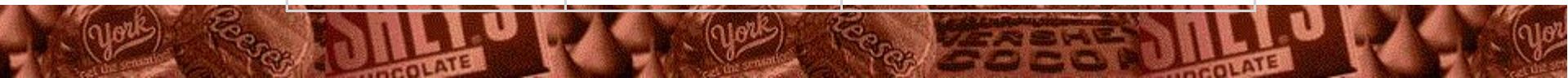
Year	Product	Picture
1982	Reese's Pieces	
1982	Whatchamacallit	
1983	Take Five	
1985	Peanut Butter Chips	
1985	New Trail Granola Bar	








Our Products made in VA

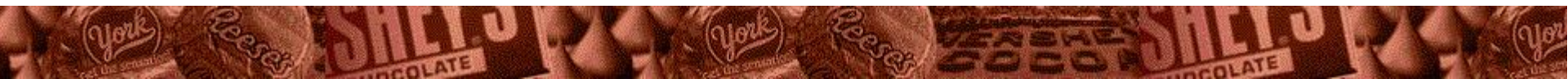
Year	Product	Picture
1985	Grand Slam	
1986	Bar None	
1989	Reese's Peanut Butter Cup	
1990	Snack Size Peanut Butter Eggs	
1992	Flavored Baking Chips	





Our Products made in VA

Year	Product	Picture
1993	Nutrageous	
1996	Sweet Escapes	
1998	Reese Sticks	
1999	Crispy Rice Snacks	
2000	Cinnamon baking Chips	










Our Products made in VA

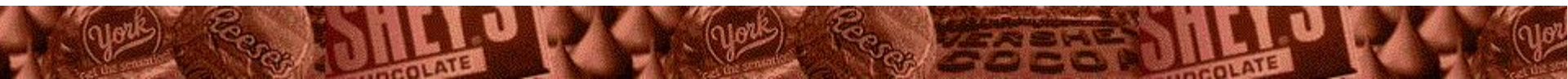
Year	Product	Picture
2001	Fastbreak	
2003	S'mores	
2004	Snack Barz	
2004	Reese's Peanut Butter Eggs	
2004	Reese's Peanut Butter Hearts	









Our Products made in VA

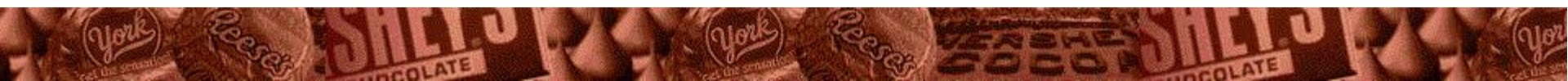
Year	Product	Picture
2004	Reese's Peanut Butter Trees	
2004	Take Five	
2004	Cajeta	
2005	Filled Kisses	
2006	Sweet and Salty	










Our Products made in VA

Year	Product	Picture
2006	100 Calorie Wafer	
2007	Reese's Whipples	
2008	100 Calorie Pretzel	
2008	Mounds	
2008	Almond Joy	









Our Products made in VA

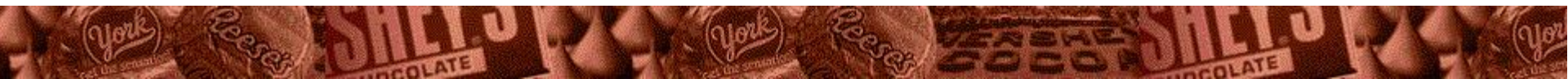
Year	Product	Picture
2009	Eat More	
2009	Oh Henry	
2011	Reese's Mini-minis	
2014	Rolo minis	
2016	Cookie Layer Crunch	





Our Products made in VA

Year	Product	Picture
2018	Reese Bar	
2018	Mr. Goodbar	
2018	Foiled Shape	
2018	OutRageous	
2018	Hershey's Chocolate Bar with mini Reese's Pieces	

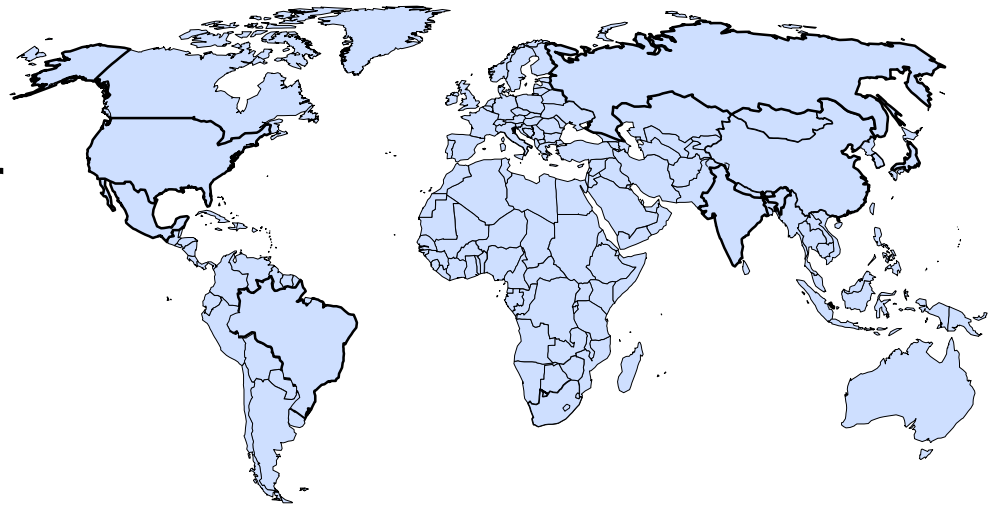




Our Global Company

Hershey, a global company...

- ~ 22,000 employees
worldwide
- Products available in over 90 **countries** around the world
- Hershey products manufactured in 15 **countries**



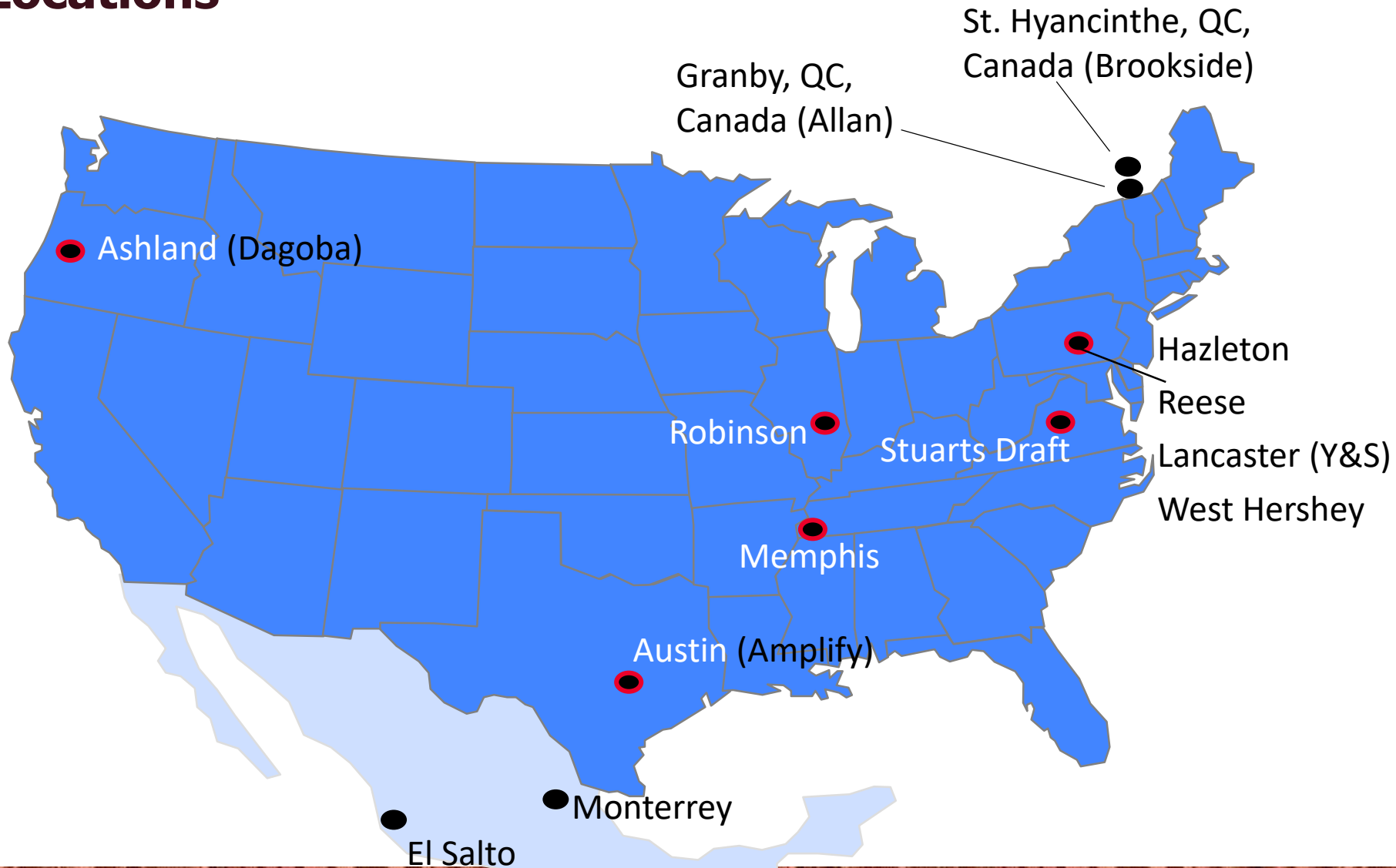


International Manufacturing and Office Locations





North & Central America Manufacturing and Corporate Locations





New Line Up – A Snacking Powerhouse

AMPLIFY VISION

We will establish Amplify as the clear leader in BFY/Permissible Snacking, by delivering **industry leading results** (in revenues, margins, & growth), and fulfilling our purpose to fuel the joy of snacking without compromise.

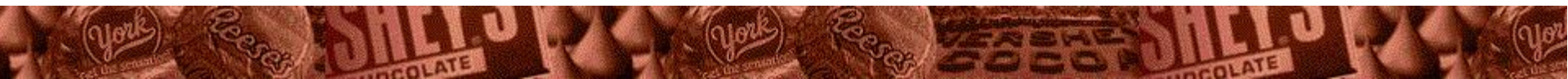
Located in

Austin, Texas



'18 '15 '18

'16 '18 '12

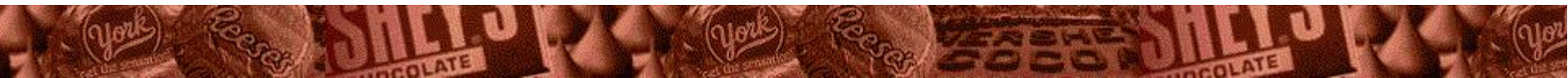




Milton Hershey

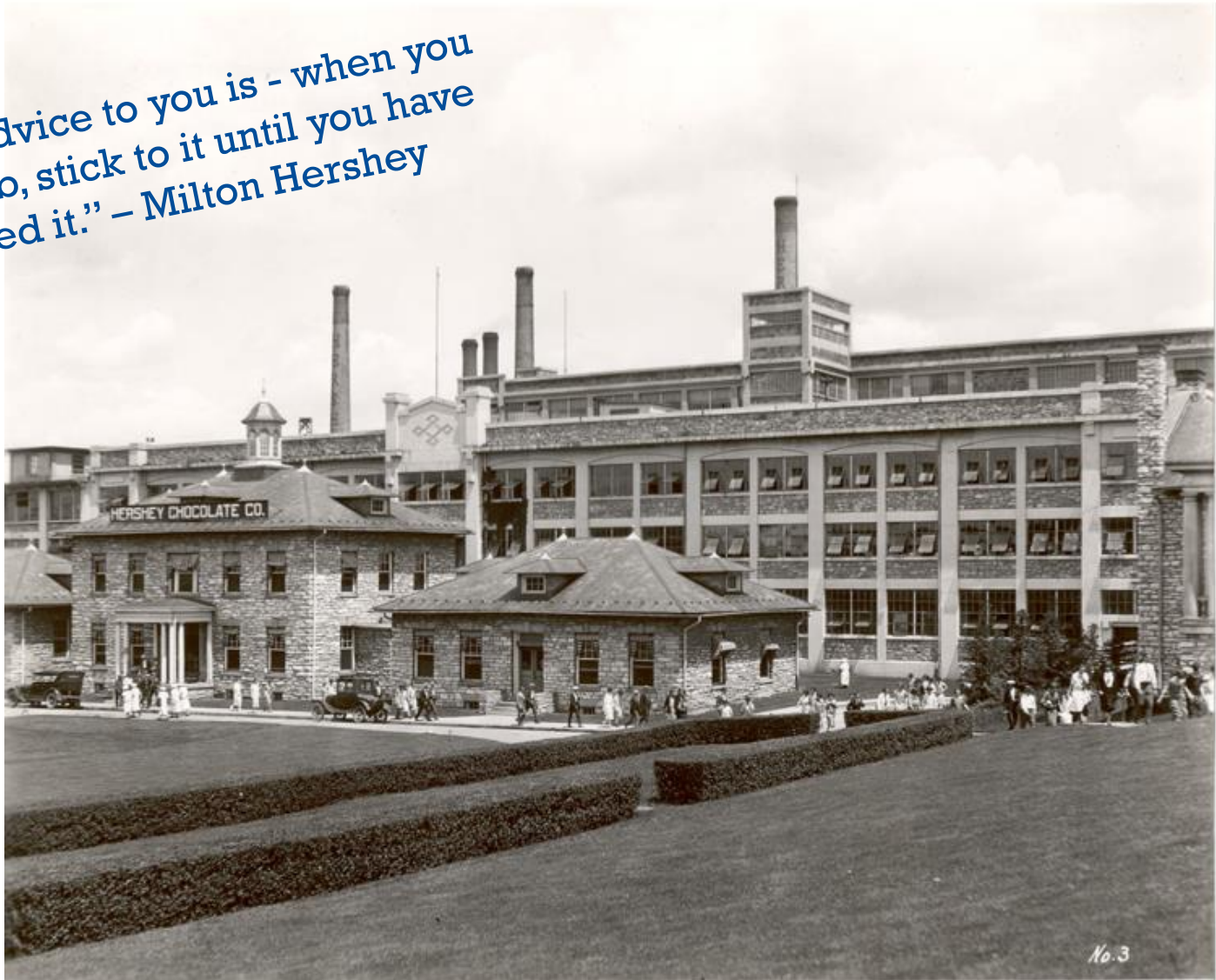
Milton Hershey (1857–1945)

- Dropped out of school at 13 yrs old
- Became a confectionary apprentice at 15 in Lancaster, PA
- After 3 failed attempts (Philadelphia, Chicago, NYC) at 26 years old, went back to Lancaster and started the Lancaster Caramel Company in 1883 – a success!
- In 1893 he saw chocolate making at the World's Columbian Exposition in Chicago.
- At 43 yrs old, sold Lancaster Caramel Co in 1900 (7 yrs) for \$1 million, and in 1903 began building a mammoth, modern candy-making facility in Derry, PA, and opened it in 1905
- With mass production, Hershey was able to lower the per-unit cost and make milk chocolate, once a luxury item for the wealthy, affordable to all.



The Original Hershey Plant

"My best advice to you is - when you tackle a job, stick to it until you have mastered it." – Milton Hershey

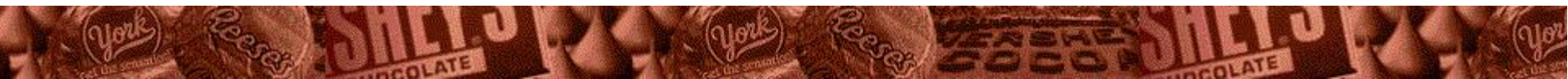


No. 3



The Milton Hershey School

- Milton and Catherine (Kitty) Hershey married in 1898. After learning they couldn't have children of their own, they founded the Hershey Industrial School in 1909 to help orphan boys in need of a good education.
- In 1918, 3 years after his wife died unexpectedly, he transferred much of his wealth, which included his ownership of the Hershey Chocolate Co, to the Hershey Trust, which funds the Hershey School.



The Milton Hershey School

- The Hershey Trust is among the largest endowed educational trusts in the U.S. (approximately \$8 Billion)
- Milton Hershey also gave his mansion to the Trust as offices. He converted 2 rooms of the mansion into an apartment where he lived.



**M. S. HERSEY GIVES
\$60,000,000 TRUST
FOR AN ORPHANAGE**

**Pennsylvania Chocolate Manu-
facturer Transfers His
Entire Wealth.**

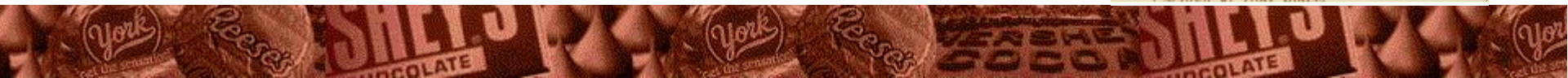
KEPT DEED SECRET 5 YEARS

**Industrial School Which He
Founded in 1909 Will Be
Greatly Expanded.**

INSTITUTION AT HIS HOME

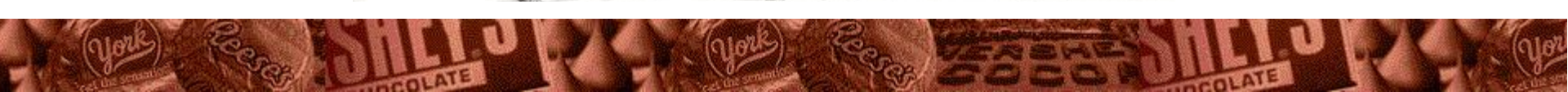
**He Was a Poor Boy on the Farm
Where He Has Developed a
Great Industry.**

Special to The New York Times.
HARRISBURG, Pa., Nov. 8.—Milton S. Hershey, multimillionaire candy manufacturer, head of the Hershey Chocolate Company at Hershey, near Harrisburg, and its fifteen constituent companies, has placed his entire wealth in trust for the Hershey Industrial School at that place.



The Milton Hershey School

- The Trust is the majority shareholder of the Hershey Company
- The company exists as the sole source of income for the Trust
- The school is completely funded by the Trust
- The school takes NO donations
- Milton and Catherine hoped to help 100 boys. Today, there are approximately 2000 girls and boys enrolled with over 7100 living alumni.





Your support of Hershey is an opportunity to share happiness and helps educate children in need through Milton Hershey School. www.mhskids.org

Thank You
for making a difference!



Nutrition Facts

Serving Size
5 blocks (38 g)
Servings Per
Container about 3
Calories 200
Fat Cal 110

Amount/Serving	% DV*
Total Fat 13 g	20%
Sat Fat 6 g	32%
Trans Fat 0 g	
Cholesterol 10 mg	3%
Sodium 25 mg	1%
Vitamin A 0% • Vitamin C 0% • Calcium 8% • Iron 8%	

Amount/Serving	% DV*
Total Carb 20 g	7%
Dietary Fiber 1 g	6%
Sugars 19 g	
Protein 4 g	

*Percent Daily Values (DV) are based on a 2,000 calorie diet. Your daily values may be higher or lower depending on your calorie needs.		
Calories	2,000	2,500
Total Fat	Less than 65g	80g
Sat Fat	Less than 20g	25g
Cholesterol	Less than 300mg	300mg
Sodium	Less than 2,400mg	2,400mg
Total Carbohydrate	30g	37g
Dietary Fiber	25g	30g

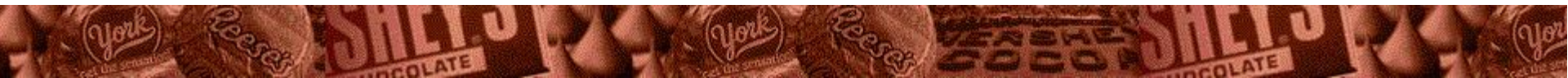
INGREDIENTS: MILK CHOCOLATE (CANE SUGAR; MILK; CHOCOLATE; COCOA BUTTER; MILK FAT; LECITHIN (50% NATURAL FLAVOR); CHOPPED ALMONDS; SUNFLOWER OIL. © D



Dist. by The Hershey Company
Hershey, PA 17033-0815, U.S.A.

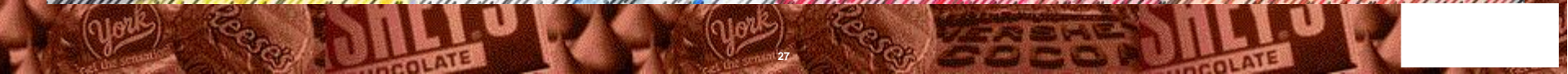
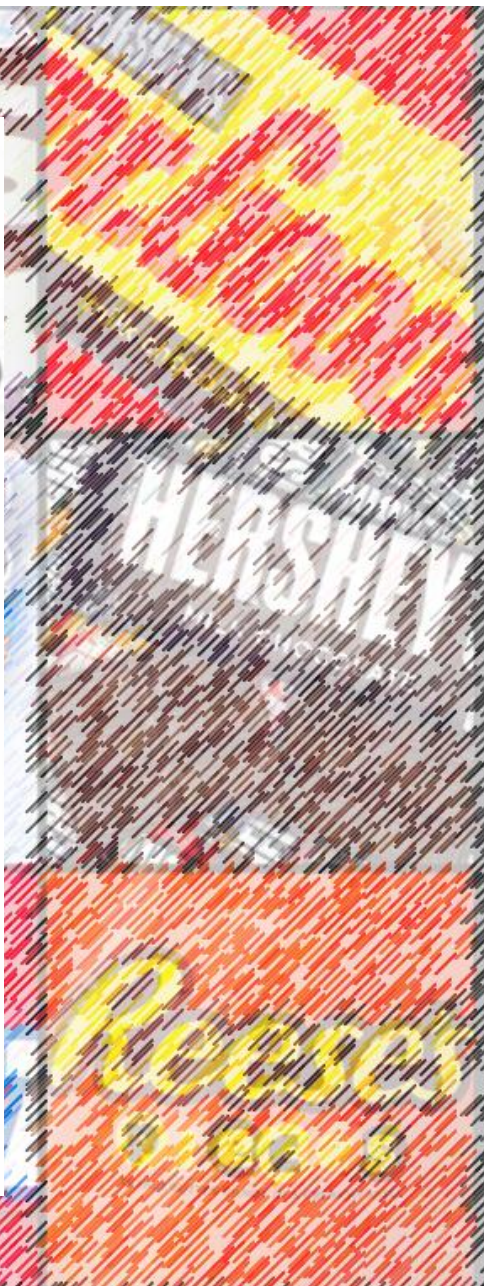
Questions or comments?
www.askhershey.com or 800-468-1714
Visit us at www.hersheys.com

701-17116-007





Training Program





Previous Training Program

Lack in sharing information

Job shadowing

Only as good as the person training you

Not effective

As time permitted

No training documentation

INCONSISTENCY BETWEEN EMPLOYEES / SHIFTS





Current Training Program

DEDICATED TRAINERS

Step-up Cards – tasks list

Clear expectations

Refreshes memory of experienced employees – annual check

Opportunity for feedback / improvement

CONSISTENCY BETWEEN SHIFTS

Training documentation -- Process Operating Guides

Improves communication and relationships

Structured

Achieves learning about new equipment / technology





13 full-time trainers

- Invested and built capabilities into areas they are covering
- On average they responsible to learn 15 unique jobs
- PIT instructors

High-Leverage Training

- Linked to strategic goals and objectives
- Uses an instructional design process to ensure that training is effective
- Compares or benchmarks the company's training programs against training programs in other companies
- Creates working conditions that encourage *continuous learning*





Apprenticeship

A CHANGING WORK ENVIRONMENT

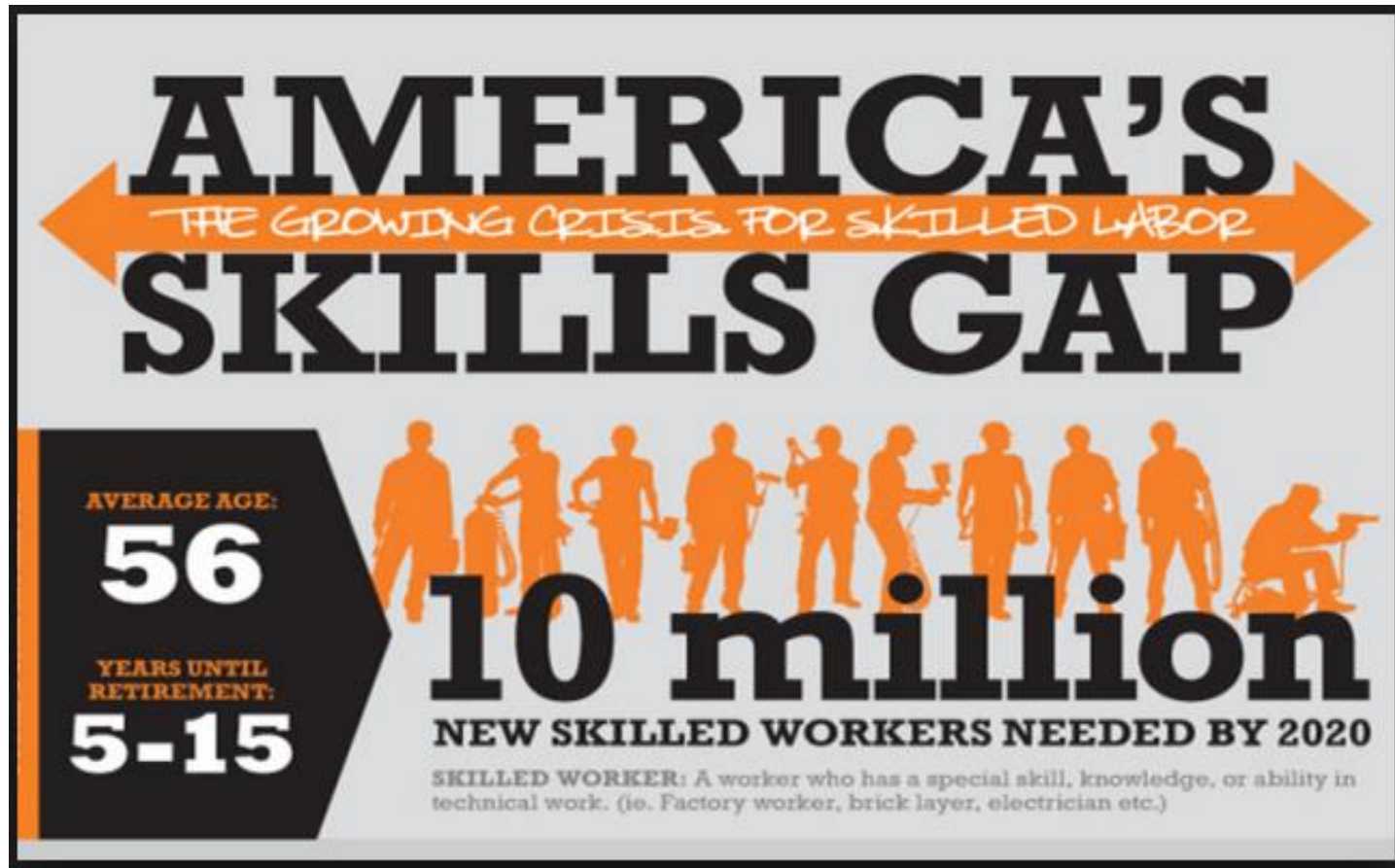
- A changing work environment and U.S. culture has drastically affected the way we seek out, hire, train, and retain employees.
- America's snacking habits has Hershey moving beyond chocolate and confectionary goods with a more diversified portfolio.
- Equipment Reliability and Uptime are Essential to being Competitive and Profitable.
- Tremendous Increase in Manufacturing Equipment Complexity to Achieve Required Output and Quality.
- A "college for all mindset" and drop in trade school attendance the last few generations has drastically reduced the number of applicants with vocational skills based education.



HERSHEY'S



AN AGING WORKFORCE



50% of Hershey Maintenance Technicians are Retirement Eligible in 2018.



Home construction suffers from lack of trades workers

By LEW SICHELMAN
United Feature Syndicate

Looking for work? Look no further than the real-

was "serious."

But builders seem to be even more concerned about the availability of subcontractors. Nearly 75

said Paul K... mist with the... How bad it... in the nine... the NAHB...

WE'RE HIDING



FULL-TIME EMPLOYMENT

Seeking hard-working, skilled la
modular home construction facility in

affordable sol

NC
54
Commercial

Electrical Trainee
Stuarts Draft, Virgin

Controls Specialist
Stuarts Draft, Virgin

Mechatronics Appr
Stuarts Draft, Virgin

3rd Shift Productio
Stuarts Draft, Virgin

Electrical Mechanic
Stuarts Draft, Virgin



Looking for a
career change?



Join us on **June 21, 2018**
at our job fair!

Common Ground | 15 Angela Court, Fishersville
next to Dominion Outdoors & Gateway Café
7:00am to 7:00pm

Production, Sanitation & Shipping Workers
Maintenance Mechanics • Truck Drivers
Skilled Trade Workers

Apply online!
LittleDebbie.com

Equal Opportunity Employer

A FUN, COMFORTABLE,

ers growing

drivers could reach 174,000
trade group estimates. The
driver wages more than
y.

crease in average weekly
arnings, 2009 to 2014:

2009 ■ 2014

ng-distance
ickload drivers: +19.2%

\$735.40

876.83

private-sector production
d non-supervisory
rkers: +12.8%

\$616.01

694.89

Journal Sentinel

ST have experience)
ther

SITIONS
AVAILABLE

HERSHEY'S

Almond
KISSES
CHOCOLATE

Twizzlers
PayDay

Reese's
KitKat

Bliss

York
Mounds

WHERE DOES THIS LEAVE US?

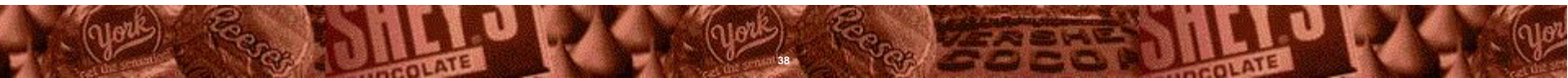
**Sufficient PRODUCTION AND
vocationally TRAINED Workers are
not readily available to meet the
current and future needs of Industry
and Hershey.**





IMT Apprenticeship

Off the Shelf or Custom??





Hershey Industrial Manufacturing Technician Curriculum Apprenticeship

Hershey Internal Instruction – 216 hours

Quality Training

- Sanitation
- Chemical Control
- Food Safety
- Good Manufacturing Practices
- Consumer Complaints

Safety Training

- Confined Space
- Combustible Dust Awareness
- LOTO
- Ladder Safety
- Magnet Training

OJT

- Basics of Product Inspection
- Basics of Case Packer

New Hire Base Training

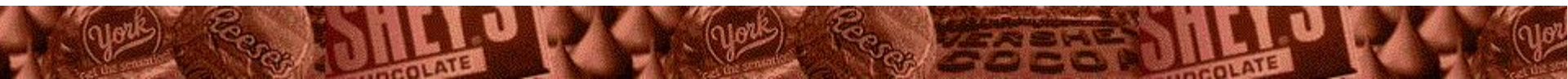
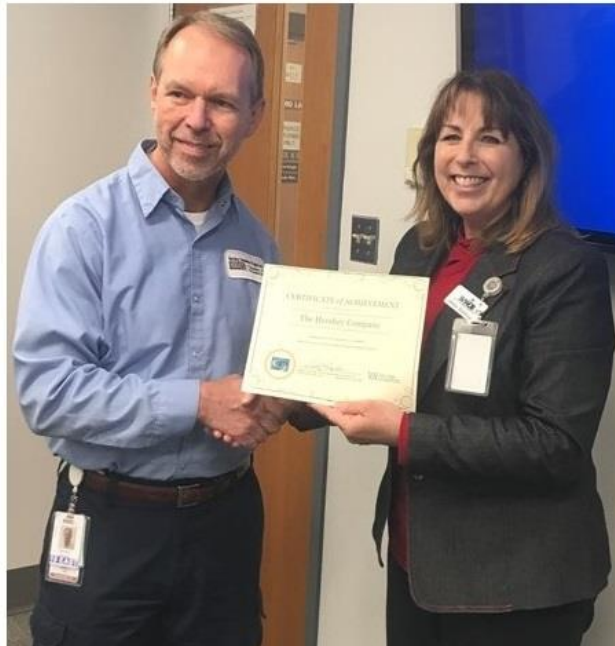
- Process Operating Guides
- Accessible Information for Manufacturing
- Environmental Services

LMS – Online

- Leadership
- Conflict Resolution
- Workplace Violence
- Ethics



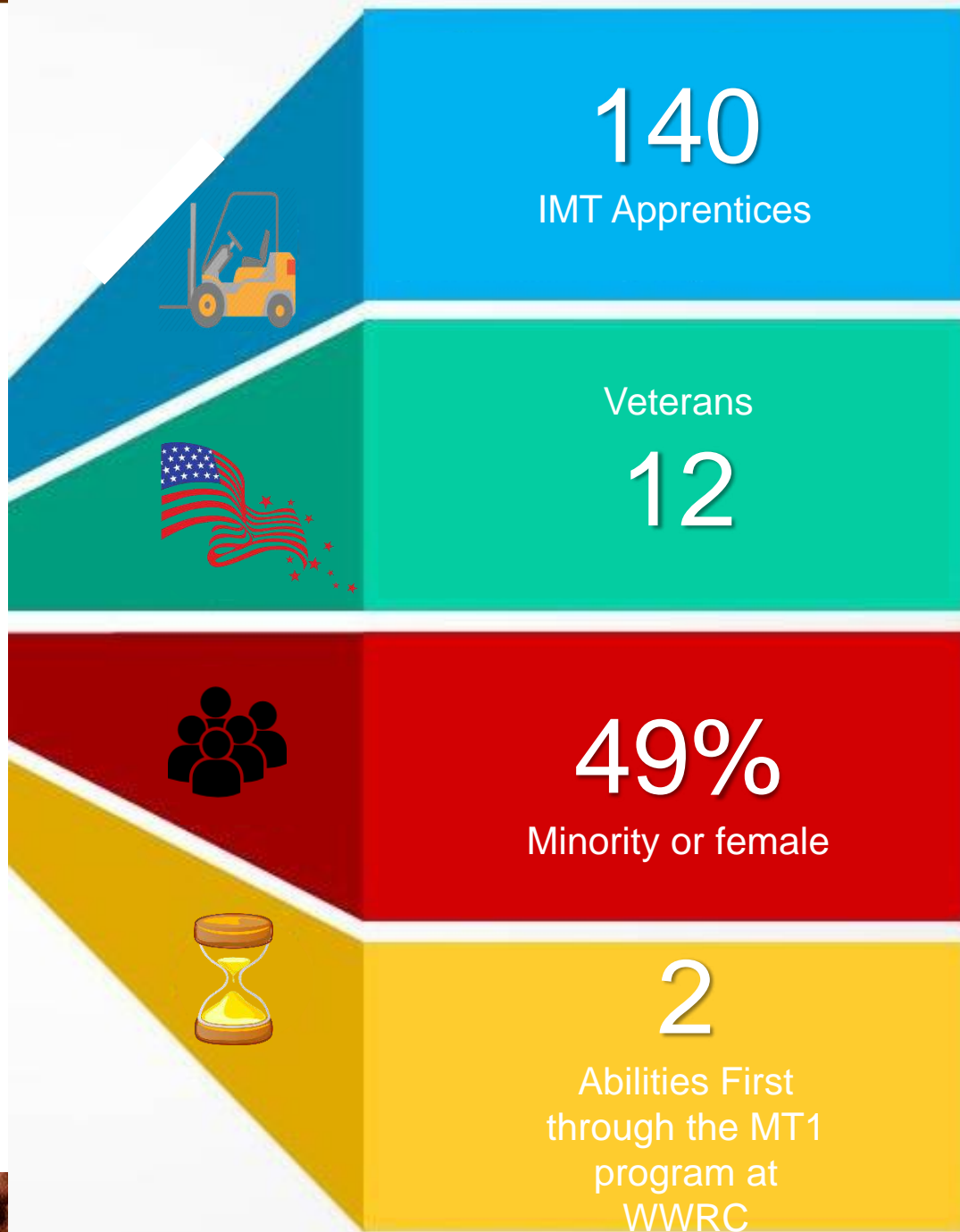
March 26, 2018 – registered Chris Hall (Abilities First - WWRC)





Able to build an
Apprenticeship program that
meets our specific
manufacturing needs

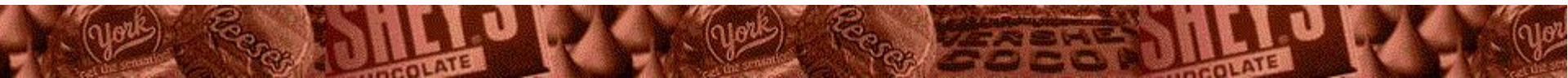
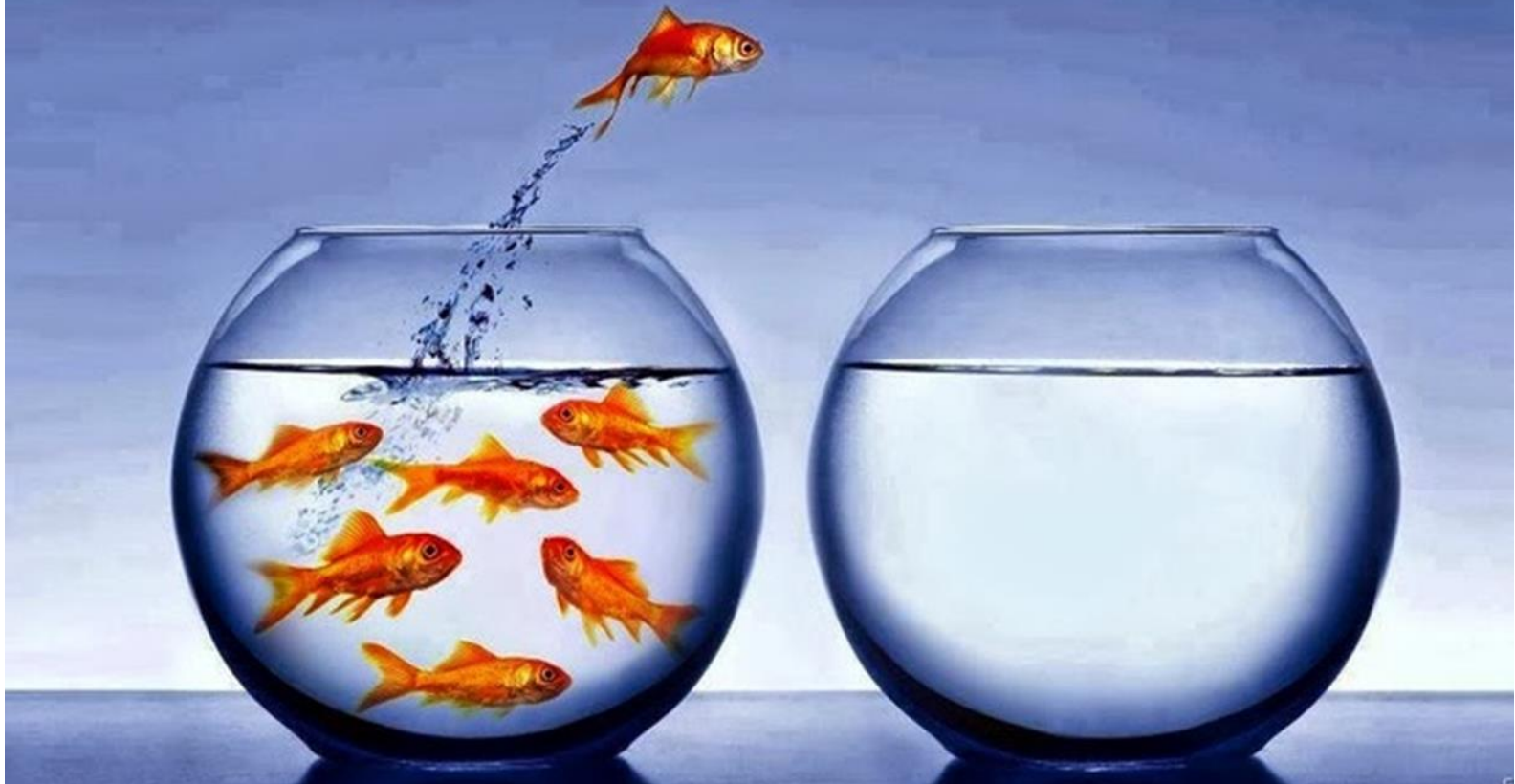
The flexibility and adaptability
of the apprenticeship is
quickly becoming a highly
successful training model





Boot Camp

If you want something in your life you've never had,
you'll have to do something you've never done. ~ J.D. Houston





Hershey Boot Camp

Able to build a skilled workforce in a tight labor market

Customized soft-skills component

Paid instruction



Are you 18? About to Graduate?
Interested in a Manufacturing Career?
Want to earn the sweetest wage around?
The Hershey 'Boot Camp' May be for YOU!



Production Boot Camp

June 18—June 29, 2018

Text 540.435.7679 or email
HKing@valleyworkforce.com

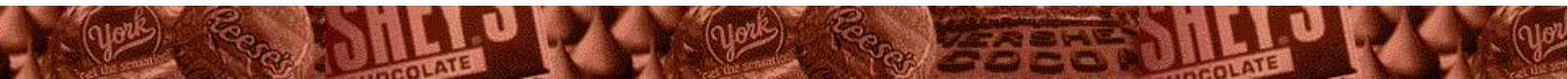
2-week Boot Camp

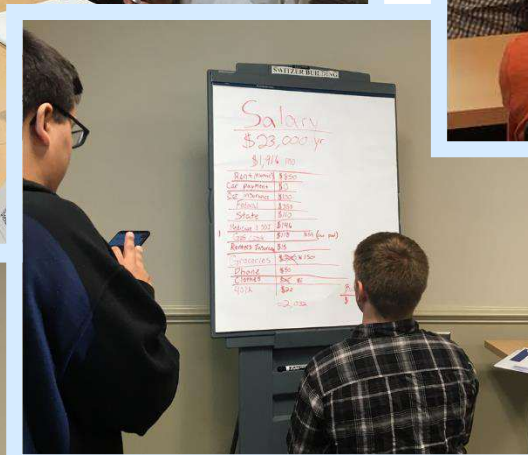
Teaching basics of manufacturing

1st week at WWRC
2nd week at Hershey

11 very-engaged participants

Potential for full-time







Boot Camp – Full-time August 20, 2018

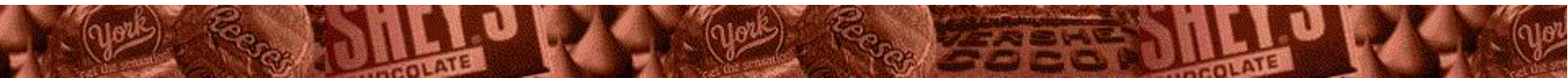




Mechatronics Apprenticeship

CHANGING THE WAY WE DO THINGS...

- Offer increasingly competitive wages, incentives, sign-on bonuses.
- “Grass Roots Campaigns”- guest speak opportunities at local high schools in support for youth apprenticeship to encourage “blue collar” career paths.
- Grow our own Mechatronics Technicians, Industrial Mechanics, Industrial Electricians, Industrial Manufacturing Technicians, and Refrigeration Mechanics through trainee, boot camp, and apprenticeship programs.



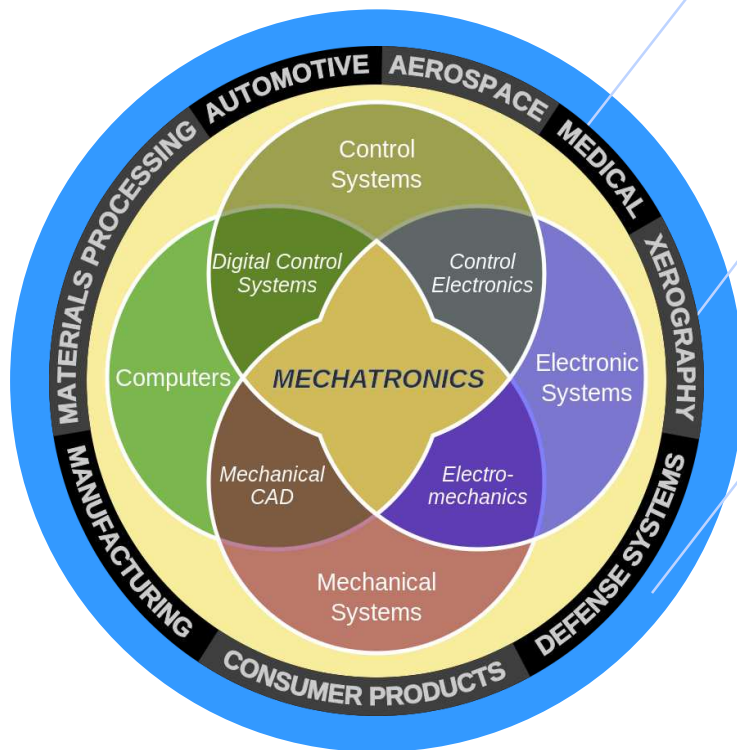
MECHATRONICS AT HERSHEY

- The Hershey plant in Stuarts Draft started working to build our maintenance workforce for the future in 2012 with our Mechatronics Program. Registered apprenticeship has grown in other US plants.
- We have 4 distinct levels within the Mechatronics career path. Employees can progress through the maintenance organization by advancing their technical knowledge.
- This is accomplished through classroom training at Blue Ridge Community College, VVTC, MTC, and hands-on training at the plant.
- To date- We have hired 18 individuals into our Mechatronics apprenticeship program. Nearly a quarter of which were transitioning military.



OUR MECHATRONICS PROGRAM

Mechatronics Apprenticeship



- What is Mechatronics?
Mechatronics is a multidisciplinary field of engineering that includes a combination of systems engineering, mechanical engineering, electrical engineering, telecommunications engineering, control engineering and computer engineering.

- Why Mechatronics?
A Diverse High Level Skill Set is Required to Maintain & Repair Today's Sophisticated and Highly Automated Manufacturing Equipment

- A Mechatronics Technician is a multi-skilled maintenance person equally trained in:
 - Electrical
 - Mechanical
 - Fluid Power
 - Controls/PLC's



We believe hiring Military Talent provides a great fit for Civilian Careers...



**STRONG
COMMUNICATORS**



**INGRAINED INITIATIVE
AND
TEAM WORKERS**



**OUTSTANDING
LEADERSHIP
AND TECHNICAL SKILLS**

"Through the Mechatronics Apprenticeship Program at Hershey Chocolate I have received great on the job training that is directly related to my classroom training."

— Joshua Hart





Refrigeration Mechanic Apprenticeship



REFRIGERATION MECHANIC APPRENTICESHIP (UTILITIES DEPARTMENT)

Rita Wagner- Refrigeration Mechanic Apprentice

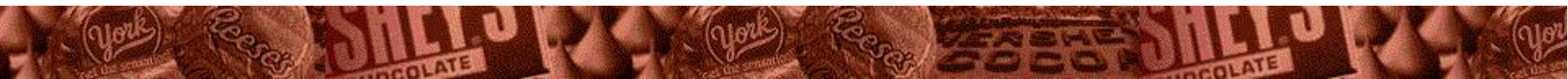


- 12 YEARS AS A PRODUCTION OPERATIVE
- STARTED APRIL 2017 AS A REFRIGERATION MECHANIC APPRENTICE
- FOCUS ON BECOMING MT2 MECHANIC (ELECTRICAL AND REFRIGERATION)

"The Refrigeration Mechanic Apprenticeship has given me the opportunity to learn skills that directly coincide with the degree I am pursuing. I now get to work hands on in a field where women technicians are pretty much non-existent."

-Rita Wagner

06/22/18





REFRIGERATION MECHANIC APPRENTICESHIP (UTILITIES DEPARTMENT)

ROBERT WAGNER

REFRIGERATION MECHANIC APPRENTICE

- Robert Wagner- Completed his Refrigeration Mechanic Journeyman April 2018.
- Previously an Industrial Mechanic who wanted to learn a new trade.
- Supplemental funding from the V2V grant towards the latter part of the program and registered apprenticeship allowed him to expand his skill set and complete his apprenticeship.



Robert Wagner- Receiving his certificates from SVWDB and DOLI on June 20th.





Coming Down the Pike

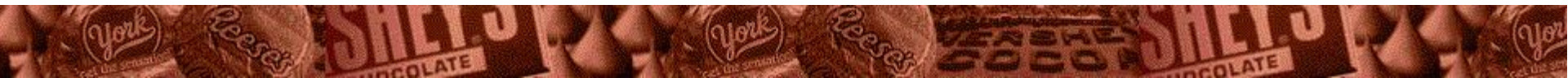
Continued partnerships with:

- ✓ DOLI
- ✓ SVWDB
- ✓ WWRC

Industrial Manufacturing Technician (30) – Q4 2018

Boot Camp – (25) – Q1 2019

Mechatronics Apprentices (2) – Q1 2019



Questions?

