



Prepared for EB-3 employees coming to the midwest

STOUGHTON TRAILERS EMPLOYEE HANDBOOK

INTRODUCTION

This document aims to provide:

- Insights into what life is like in the state of Wisconsin and the greater MIDWEST of the USA.
- The general expectations and benefits of a Stoughton Trailers employee.
- Housing options in the area of your employment.
- School options in the area of your employment.

LIVING IN WISCONSIN

QUALITY OF LIFE

Housing costs in Wisconsin are extremely affordable and nearly 15% below the national average. Wisconsin rents are \$200-\$500 less than comparable homes/apartments in other states. Housing costs drop significantly in the central and northern parts of the state. Milwaukee and Madison pull the average up, but housing in Green Bay and Appleton are more than 20% lower than the national average.

With access to so much fresh food — from produce and dairy to fish, cows, pigs and more — Access to high quality food at a very cheap price has never been easier than it is in the State of Wisconsin. Enjoy the beer, brats, steak and all the other tremendous options the state has to offer.

Wisconsin ranks #4 in the nation for overall health care quality, as reported by the Agency for Healthcare Research and Quality, a branch of the U.S. Department of Health and Human Services in 2018.

It all comes together in Wisconsin to form one of the best quality of life scores in the country.(us news best states)

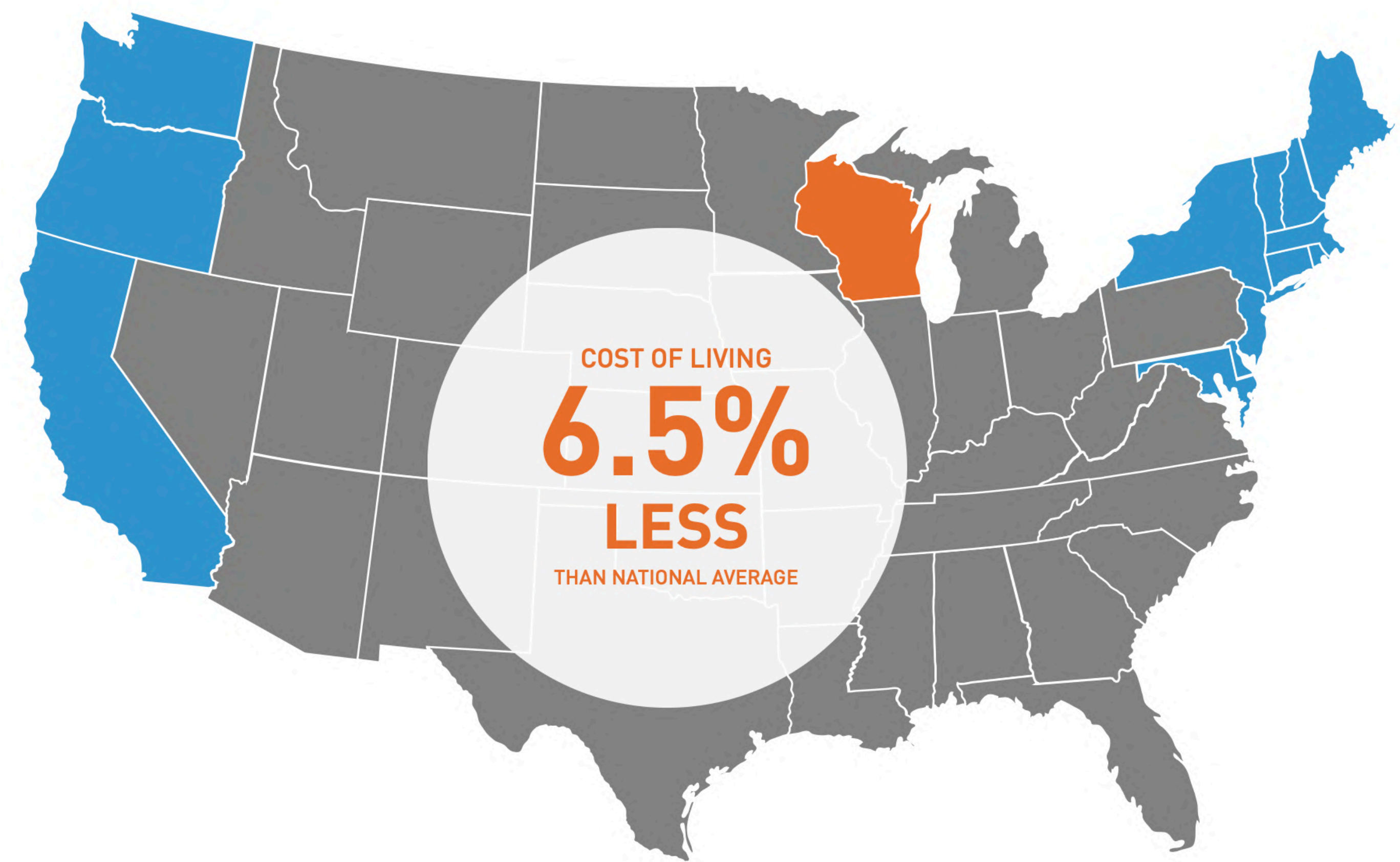
Wisconsin's education system ranks as 13th best in the country and second best in the Midwest. One of the most telling metrics for any school system is its high school graduation rate, and Wisconsin's is better than most. Some 88.2% of public high school students in the state graduate with a diploma, compared to 84.1% of high school students nationwide.



LIVING IN WISCONSIN

COST OF LIVING

In Wisconsin, you can have more and be more. Our communities offer invaluable experiences that increase livability without sacrificing affordability. With better career opportunities, greater housing options and a lower cost of living, you can take advantage of all the Midwest has to offer without breaking your budget. Our low costs for the necessities make room for what enriches and invigorates our souls, making the life you dreamed of within reach...in Wisconsin.

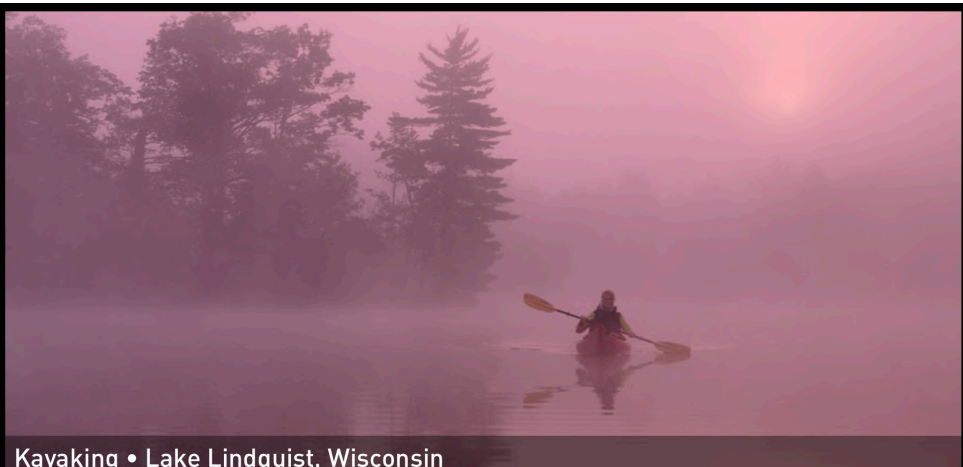
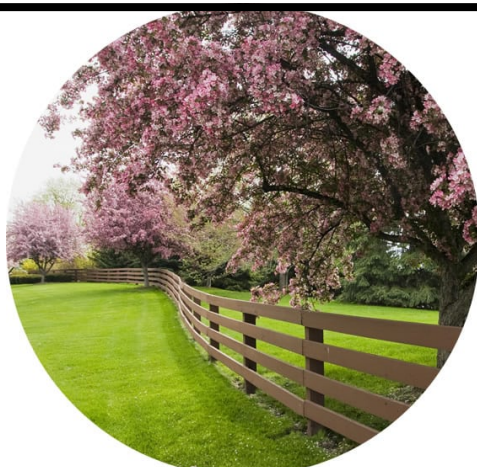


Source: C2ER (Council for Community and Economic Research)

LIVING IN WISCONSIN

ALL FOUR SEASONS

In spring, the birds are migrating, fish are biting and we're ready to break out from the cold to appreciate the new life emerging from the melting snow. All that's needed to enjoy springtime in Wisconsin is a light jacket and appreciation for the outdoors. (3 months)



Kayaking • Lake Lindquist, Wisconsin

Average
Temp
60F/15C

In summer, the taste of juicy, organic fruit straight from a farmer's stand or the live music that beats throughout parks and outdoor venues from June through August, but summer is sweeter here. Home to the world's largest music festival, water capital of the world and many state parks, trails and recreation areas, Wisconsin is a place where summer fun is summer livin'. (3 months)



Hiking • Cooper Falls, Wisconsin

Average
Temp
80F/26C

In autumn, Wisconsin weather turns from warm to crisp, it brings with it a changing landscape that's nothing less than magical to those who live here. As the different shades of red, brown and orange descend upon our state, many Wisconsin natives fall in love all over again with their favorite season. (2 months)



Cranberry Harvest • Warrens, Wisconsin

Average
Temp
60F/15C

In winter, Wisconsin winter may be cold, but our love for its gentle snowfall, calm serenity and opportunity for adventure is more than warm. (4 months)



Cascade Mountain • Portage, Wisconsin

Average
Temp
35F/2C

LIVING IN WISCONSIN

FOOD CULTURE

Our roots are deeply embedded in a history of cultivating food from planting to plating, during a time when farm-to-table still meant backyard-to-kitchen. Our experience in food production and agriculture has made us leaders in artisan cheese, microbrewing, organic produce and more while allowing us to create unique local- and regionally-sourced dining experiences across the state.



Fresh Seasonal Vegetables



World Famous New Glarus Brewery



World Famous Meats



Beer Brats



World Famous Wild Ginseng



World Famous Aged Cheddar



Frozen Custard

WORKING AT STOUGHTON TRAILERS ASSEMBLER

Tasks may include: Work both individually and as part of a larger team that assembles and builds trailers. You may be required to use a variety of hand tools that may include hammers, drills, caulk guns, rivet guns, impact wrenches, routers, grinders and more. You may be asked to read blue prints, measure, fasten, tighten, rivet or more.

Assembler 1 is the entry level position. Stoughton Trailers prides itself on promoting employees based on performance and ability.

The levels of ASSEMBLER and current wages are as follows:

Assembler 1 **18.00/hr**

Assembler 2 **19.00/hr**

Assembler 3 **20.00/hr**

Team Lead **20.50/hr**

Overtime opportunities average 10 hours per week at 1.5x pay



ONLY POSITION CURRENTLY AVAILABLE

WORKING AT STOUGHTON TRAILERS

ASSEMBLER COMPENSATION PLUS OVERTIME PROJECTION

Your estimated monthly take home pay:

\$3,048

*Calculation based on \$18/hr offered wage for **ASSEMBLER 1** and a 160 hour pay period(month) PLUS 10 hours/week of overtime at \$27/hr(18*1.5).
Overtime is not guaranteed and is assigned by management.

Where is your money going?

Gross Paycheck			\$3,960
<div></div> Taxes	14.37%		\$569
<div></div> DETAILS ▾			
<div></div> FICA and State Insurance Taxes	8.65%		\$343
<div></div> DETAILS ▾			
<div></div> Pre-Tax Deductions	0.00%		\$0
<div></div> DETAILS ▾			
<div></div> Post-Tax Deductions	0.00%		\$0
<div></div> Take Home Salary	76.98%		\$3,048



**WORKING AT STOUGHTON TRAILERS
ASSEMBLER BENEFITS**

Medical Plan

**On-Site Medical
Clinic**

Paid Time Off

Vision Plan

**Travel Assistance
Program**

**Company-Paid Life
Insurance**

Dental Plan

+More



Your Benefits – Your Choice



WORKING AT STOUGHTON TRAILERS: *ADDITIONAL OPPORTUNITIES*

*Stoughton Trailers has many positions that become available throughout the year.
Here is a list of opportunities that routinely have openings.*



WORKING AT STOUGHTON TRAILERS

WELDER COMPENSATION PLUS OVERTIME PROJECTION

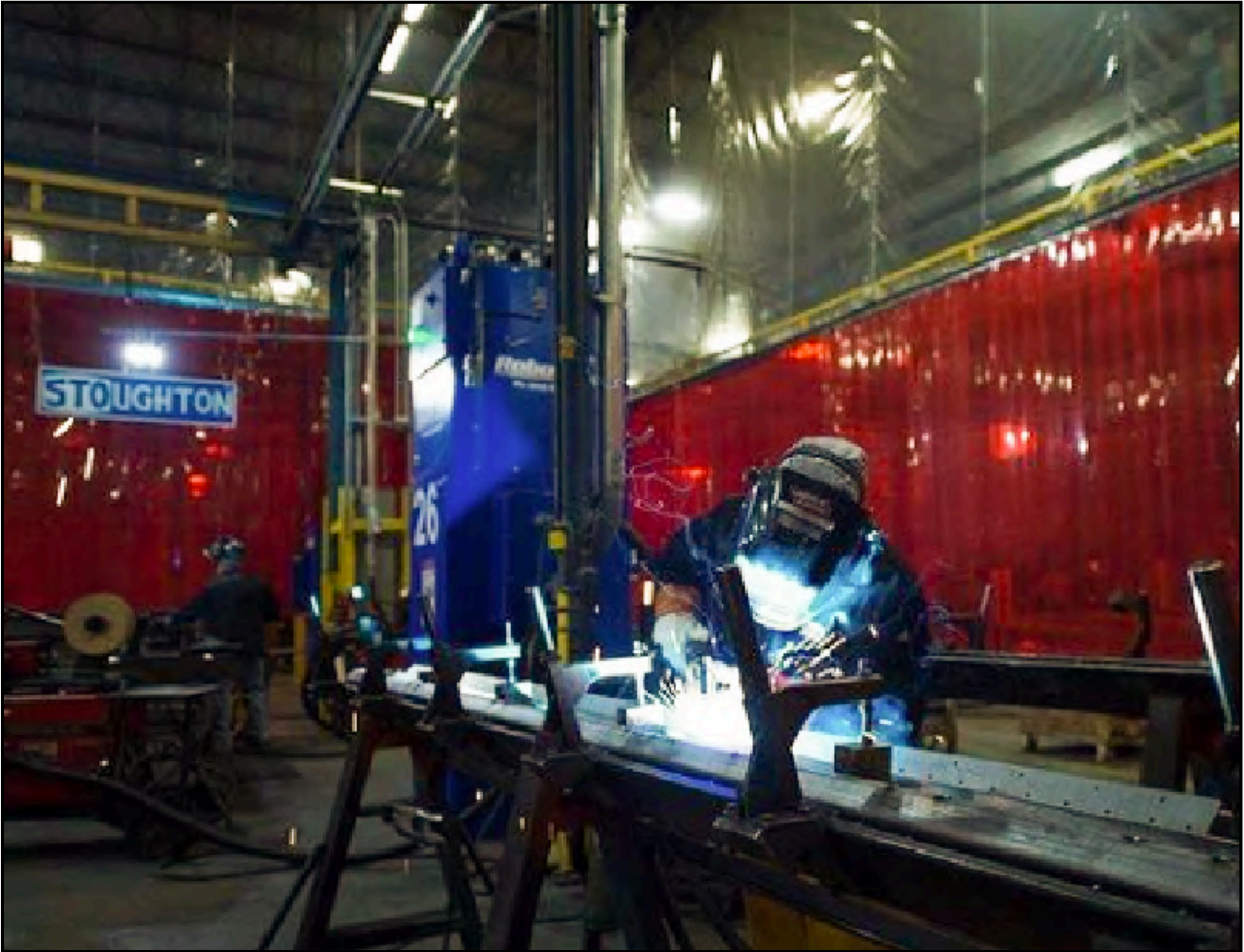
Your estimated monthly take home pay:

\$3,320

* calculation based on \$20/hr offered wage for **WELD 1** and a 160 hour pay period(month) PLUS 10 hours/week of overtime at \$30/hr(20*1.5).
Overtime is not guaranteed and is assigned by management.

Where is your money going?

Gross Paycheck		\$4,400
<div><div></div>Taxes</div> <div>DETAILS ▾</div>	15.90%	\$700
<div><div></div>FICA and State Insurance Taxes</div> <div>DETAILS ▾</div>	8.65%	\$381
<div><div></div>Pre-Tax Deductions</div> <div>DETAILS ▾</div>	0.00%	\$0
<div><div></div>Post-Tax Deductions</div>	0.00%	\$0
<div><div></div>Take Home Salary</div>	75.45%	\$3,320



WORKING AT STOUGHTON TRAILERS

CDL-A DRIVER COMPENSATION

Your estimated monthly take home pay:

\$3,793

*Calculation based on \$62,500 salary. 2,500 miles/week (limited by government regulation) at 0.50/mile(average) including bonuses and holiday pay. Actual pay per mile will be dictated by specific route, experience and market conditions. Overtime is not available fo this position.

Where is your money going?

Gross Paycheck		\$5,208
<div><div></div>Taxes</div> <div>DETAILS</div>	19.52%	\$1,017
<div><div></div>FICA and State Insurance Taxes</div> <div>DETAILS</div>	7.65%	\$398
<div><div></div>Pre-Tax Deductions</div> <div>DETAILS</div>	0.00%	\$0
<div><div></div>Post-Tax Deductions</div>	0.00%	\$0
<div><div></div>Take Home Salary</div>	72.83%	\$3,793

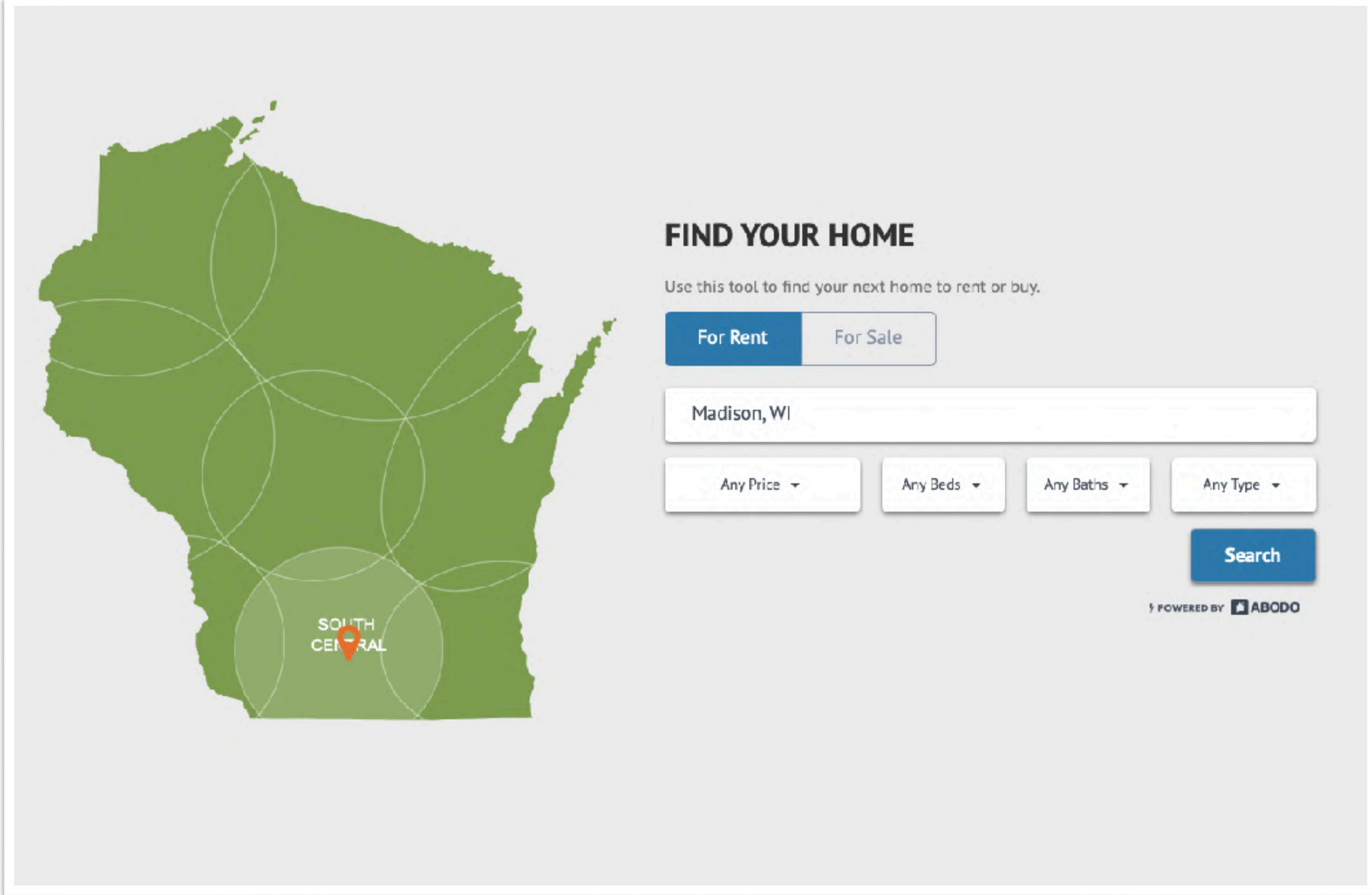




HOUSING

LIVING IN WISCONSIN FINDING YOUR HOME

Visit inwisconsin.com to easily search for apartments and homes in your area.



The screenshot shows a web interface for finding homes in Wisconsin. On the left is a green map of Wisconsin with white circular overlays representing search areas. A red location pin in the south-central region is labeled "SOUTH CENTRAL". On the right, the heading "FIND YOUR HOME" is followed by the instruction "Use this tool to find your next home to rent or buy." Below this are two buttons: "For Rent" (highlighted in blue) and "For Sale" (light gray). A search input field contains the text "Madison, WI". Below the input field are four filter buttons: "Any Price" with a dropdown arrow, "Any Beds" with a dropdown arrow, "Any Baths" with a dropdown arrow, and "Any Type" with a dropdown arrow. A blue "Search" button is positioned to the right of these filters. At the bottom right, a small logo reads "POWERED BY ABODO".

FIND YOUR HOME

Use this tool to find your next home to rent or buy.

For Rent For Sale

Madison, WI

Any Price ▾ Any Beds ▾ Any Baths ▾ Any Type ▾

Search

POWERED BY ABODO



WISCONSIN PUBLIC SCHOOLS

Thank
you
Mom + Dad
(+Coffee)

UNIVERSITY OF WISCONSIN SYSTEM HIGHER EDUCATION

The University of Wisconsin System is one of the largest systems of public higher education in the country, serving more than 170,000 students each year and employing approximately 39,000 faculty and staff statewide. The UW System is made up of 13 four-year universities and 13 two-year branch campuses affiliated with seven of the four-year institutions.

On July 1, 2018, the former UW-Extension joined with UW-Madison and UW System Administration. Together, these institutions are a tremendous academic, cultural, and economic resource for Wisconsin, the nation, and the world.

Enrollment: 170,00+

Institutions: 13 four year universities, 12 two year branch colleges

Annual Budget: \$6 billion

State Funding: \$1 billion

Gifts, Grants and Contracts: \$1.9 billion

Economic Impact: \$24+ billion annually

Degrees Awarded: More than 36,000 annually



UNIVERSITY OF WISCONSIN SYSTEM HIGHER EDUCATION

Visit <https://www.wisconsin.edu> to explore the many colleges in the Wisconsin System.



Chancellor Rebecca Blank gives remarks to the 2019 graduating class at the graduation ceremony held at Camp Randall Football Stadium



SOUTH CENTRAL WISCONSIN



STOUGHTON



Make Madison Home

STOUGHTON[®]
TRAILERS

#2

Fastest Growing Tech
Hub

#1

Fittest City

#1

Greenest City

#1

Best City for Renters

#6

Best Area for STEM
Professionals

COMMUTE TIMES WORKING IN STOUGHTON

Living in Madison and working in Stoughton is very easy and is a short drive on the highway.

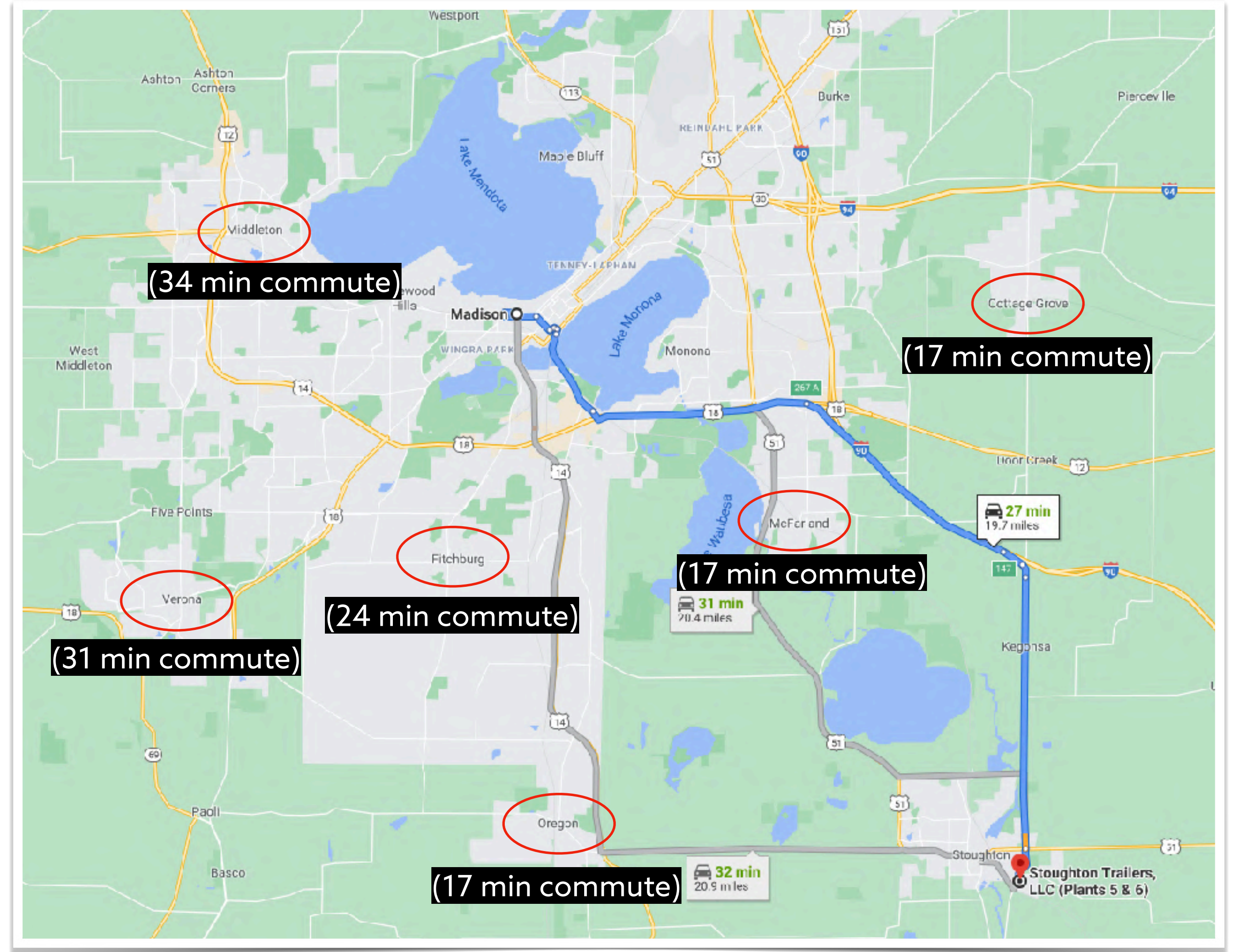
The surrounding areas of Madison are also a very nice place to call home.

Middleton is routinely named within the top ten places to live in the USA.

Verona is home to software giant Epic Systems and has similar qualities to Middleton.

Fitchburg is a large suburb with easy access to many amenities such as parks and golf courses.

Oregon, McFarland and Cottage Grove offer a quaint community atmosphere and are located in closer proximity to Stoughton Trailers.



LIVING IN MADISON AFFORDABLE

Live downtown in a sunny 1 bed/1 bath apartment with heated underground parking and gym access for a third the cost of apartments in San Francisco or New York. Affordable living combined with low crime and commute times make Madison one of the best cities for renters in the country.



LIVING IN MADISON HIGH EDUCATION

Attend lectures from traveling scholars, board game meetups, or competitive bar trivia nights. Home to the University of Wisconsin, the city attracts smart people from across the country and ranks among the best metros for science, technology, engineering and math grads.



LIVING IN MADISON HEALTHY

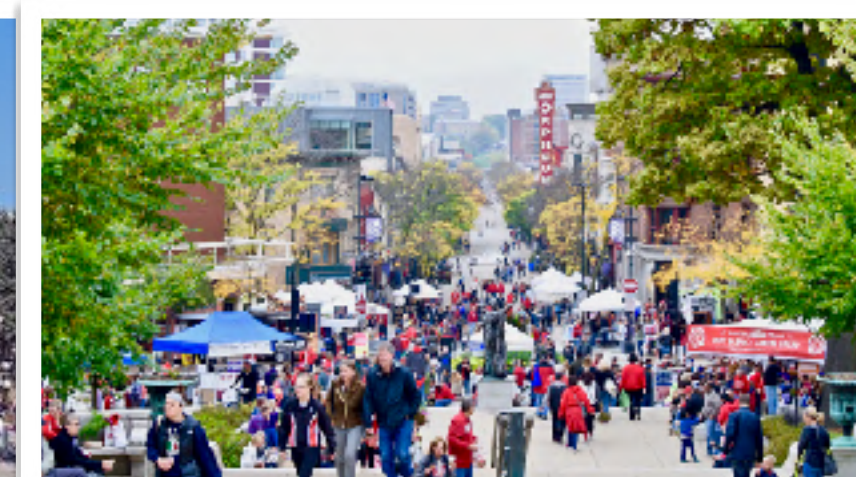
Explore over 200 miles of biking and hiking trails, a chain of five lakes, and the most green spaces per capita in the country. People here never freeze. The city's ample opportunities to get the blood flowing or take in a view make it one of the fittest and greenest cities in the US.



LIVING IN MADISON

SPRING: DANE COUNTY FARMERS MARKET

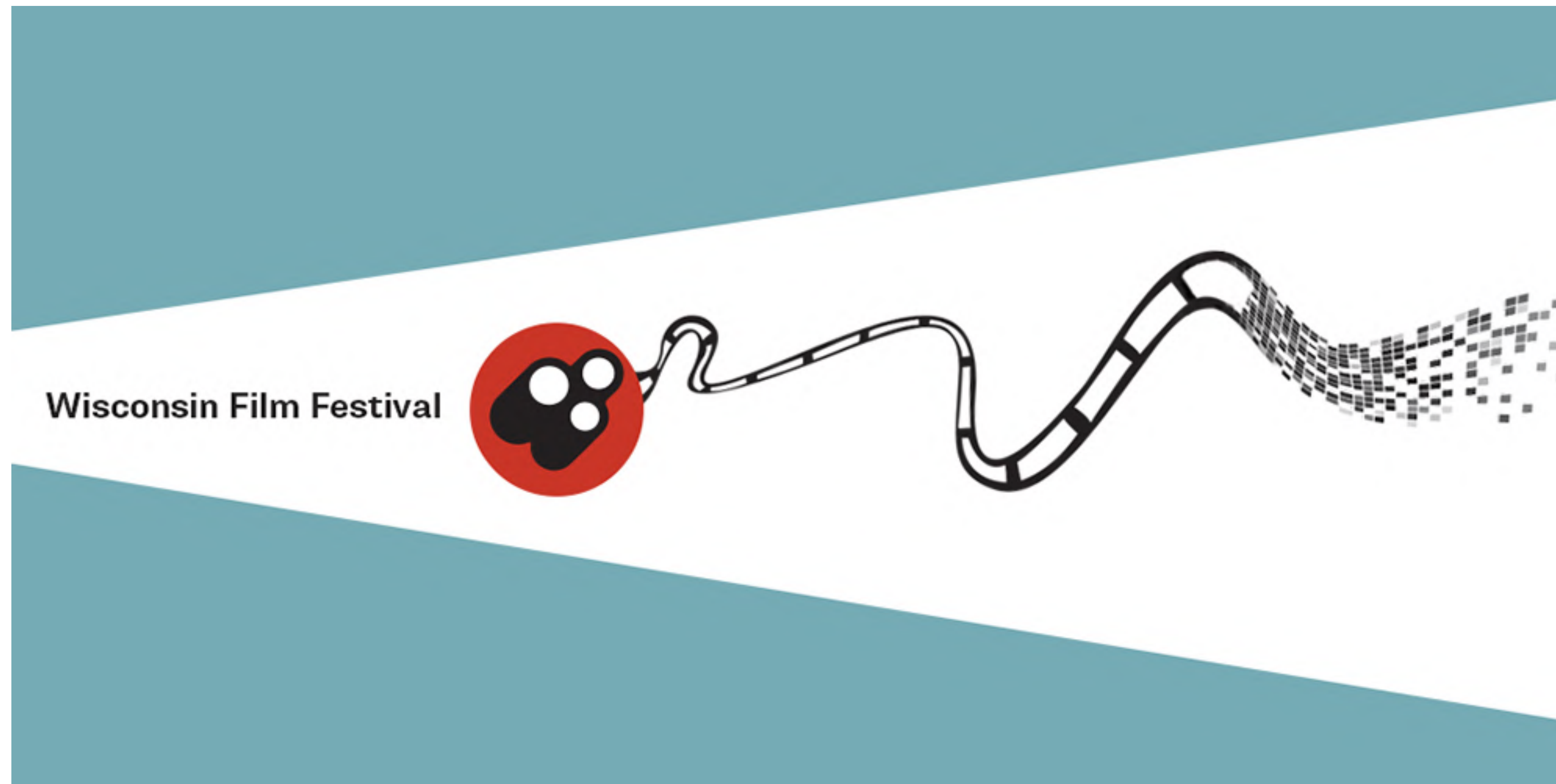
Purchase fresh fare at the largest producers-only farmer's market in the US. Nearly 300 farmers and vendors set up stands around the Capitol Square in downtown Madison Saturdays from April–November. Trust us — don't sleep on the spicy cheese bread.



LIVING IN MADISON

SPRING: WISCONSIN FILM FESTIVAL

Sit back and watch your choice of more than 150 films over eight days at the largest university-produced film festival in the US. (Cue Wilhelm scream.) The Wisconsin Film Festival showcases films from national and international cinema, including experimental films, shorts, documentaries, and restored classics.



LIVING IN MADISON

SPRING: MADISON AREA CHEF'S NETWORK WEEK

Eat and be merry — the city's food scene punches way above its weight. All that cooking talent coalesces during the annual Madison Area Chef's Network Chef Week, featuring a week of experimental collaborations, restaurant takeovers, and pop-ups



LIVING IN MADISON

SPRING: CRAZYLEGS CLASSIC

Get your heart beating at the Crazylegs Classic, a much-anticipated 8k race benefitting UW Athletics. Roughly 20,000 runners participate in the race each year, which begins downtown and ends inside Camp Randall stadium, home to the Wisconsin Badgers football team.



LIVING IN MADISON SPRING: STATE STREET

Stroll the homegrown goods shops, independent bookstores, and lively restaurants and bars on State Street, Madison's cultural heart. The pedestrian zone is lively all year round, but especially in spring, when the city's famous food carts set up on either end.



LIVING IN MADISON

SUMMER: MEMORIAL UNION TERRACE

Enjoy summer nights on the Memorial Union Terrace: You don't have to be a UW alum to appreciate this ubiquitous gathering place. Round up a group of friends on a Friday or Saturday night to relax by the water and catch free concerts, movies, or simple peace of mind.



LIVING IN MADISON SUMMER: IRONMAN

Turn out to volunteer or cheer along the Ironman Wisconsin race route, which the city has hosted for the past 16 years. Throngs of locals gather to see the starting mass plunge into Lake Monona and the racers who run across the finish line 10 hours later.



LIVING IN MADISON

SUMMER: ISTHMUS PADDLE AND PORTAGE

Dress up and grit your teeth for the Paddle and Portage race, which takes advantage of Madison's unique geographic characteristic of being straddled by two lakes. Costume-clad racers paddle across one lake, portage across the Capitol Square, and paddle across the second lake to the finish line.



LIVING IN MADISON

SUMMER: ART FAIR ON THE SQUARE

Peruse 500 artist booths at the annual Art Fair on the Square, which draws almost 200,000 visitors to the Capitol Square and is one of the largest art fairs in the country. Even if you're not buying, looking is free, and the variety of paintings, prints, photographs, sculpture, jewelry, and handmade clothing is worth it.



LIVING IN MADISON SUMMER: HIKING

Adventure on foot — the area is teeming with trails for the day packer or overnighter. Try out segments of the 1,200-mile Ice Age Trail, which like The Appalachian Trail is a National Scenic Trail, or knock on the Devil's Doorway formation at Devil's Lake State Park.



LIVING IN MADISON

SUMMER: TASTE OF MADISON

Eighty participating restaurants, 27 beverage stands, three entertainment stages, and one very busy Capitol Square make Taste of Madison one of the city's flagship festivals. The event raises tens of thousands of dollars for local non-profit and charitable organizations, so enjoy all the tastes, sips, and sights guilt free.



LIVING IN MADISON FALL: BADGER FOOTBALL

Live up to our Big 10 college football town reputation by sporting red on Saturdays and watching the Wisconsin Badgers vanquish the opponent. Catch the action live from Camp Randall Stadium or join the throngs of fans tailgating in parking lots, backyards, and alleyways around the stadium



CAMP RANDALL

LIVING IN MADISON

FALL: BIKE THE BARNS

Raise money for community supported agriculture by barn hopping on bike during the annual Bike the Barns ride. At each barn stop a local chef awaits with gourmet grub. Madison is one of five US cities deemed a Platinum Bicycle Friendly Community, but its rural rustic roads deserve recognition too.



LIVING IN MADISON

FALL: MADISON NIGHT MARKET

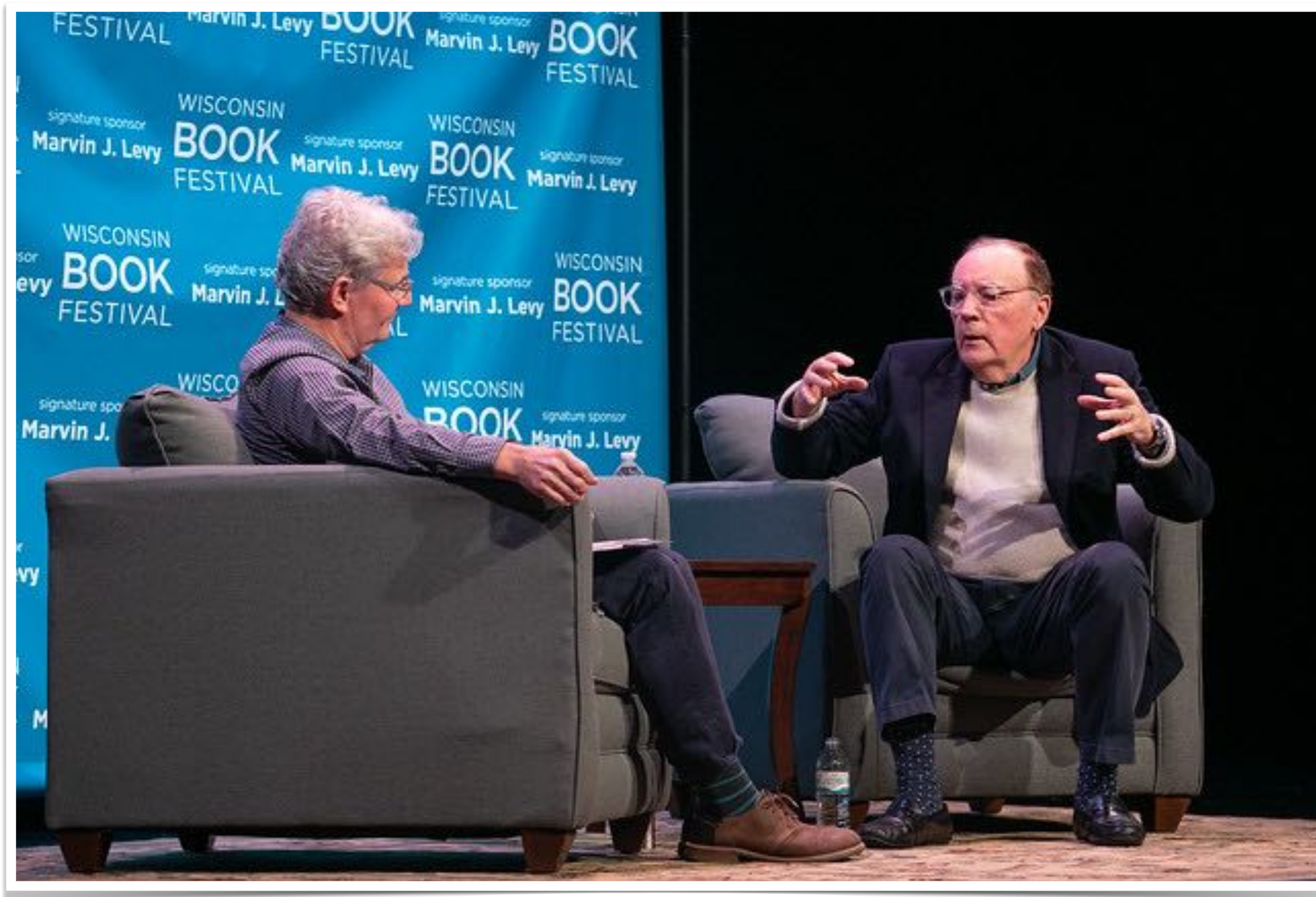
Catch the last Madison Night Market of the year. Against a backdrop of live music, street artists, and the night sky, vendors line State Street to showcase handmade products, local art, prepackaged foods, and fresh produce.



LIVING IN MADISON

FALL: WISCONSIN BOOK FESTIVAL

Hear well-known and should-be-known authors give readings and lead discussions and workshops at the annual Wisconsin Book Festival. The public library system holds hundreds of other book events throughout the year to cater to our reader and bookstore culture.



LIVING IN MADISON

FALL: BROADWAY IN MADISON

Madison's Overture Center for the Arts hosts sensational Broadway shows, and the season begins in the fall. Past seasons have included heavyweight hits like *Wicked*, *Les Misérables*, and *Book of Mormon* and *Hamilton*.



LIVING IN MADISON FALL: LIVE ON KING STREET

Take your love of live music to the streets at Live on King Street, a free outdoor concert series that takes place downtown on King Street. The stage has hosted national-touring acts like Shakey Graves, The Head and the Heart, and Ziggy Marley



LIVING IN MADISON

WINTER: ISTHMUS BEER & CHEESE FESTIVAL

Mingle with more than 100 brewers and cheesemakers while sampling new tapplings, old classics, and creative pairings at the Isthmus Beer and Cheese Festival



LIVING IN MADISON

WINTER: FROZEN ASSETS FESTIVAL

Fundraise on ice at the Frozen Assets Festival. This free, three-day festival is held on top of frozen Lake Mendota and inside The Edgewater Hotel downtown. The festival includes a fat bike race and 5K run/walk on the ice, as well as a Winter Carnival ball (indoors).



LIVING IN MADISON

WINTER: WINTER SPORTS

Snowshoe or cross-country ski Madison's hiking trails in winter at night during candlelight events. Or go big — the Madison area sports three ski hills within 45 minutes of downtown, and slopes for weekend stays are only a few hours away.



LIVING IN MADISON

WINTER: RESTAURANT WEEK

Warm the soul with a great meal at an even better price during Winter Restaurant Week. Restaurants across the city create prix-fixe menus that let you sample some of Madison's most iconic dishes that are as easy on your wallet as they're dangerous on your waistline.



EDUCATION IN WISCONSIN YOUR REGION

One thing Wisconsin's regions all have in common is how unique they are. Every community in Wisconsin holds its own individual charm and characteristics, making our state one of the best options for fulfilling your personal and career goals.

From the natural playground of our forests and lakes to the vibrant communities hosting world-renowned festivals and farmers markets, schools and universities. Wisconsin balances enriching experiences with the essentials of a superior education and high-quality healthcare. Regardless of what you're looking for, one of our safe, diverse neighborhoods is a good place to start being more you.



Wisconsin

EDUCATION IN WISCONSIN

YOUR REGION: SOUTHEAST CENTRAL

Major cities along with top public schools:

STOUGHTON

-Elementary Schools

- Sandhill Elementary School
- Fox Prairie Elementary School

-Middle Schools

- River Bluff Middle School

-Highschools

- Stoughton High School



INVESTING IN EDUCATION STOUGHTON: NEW HIGH SCHOOL NOW OPEN



EDUCATION IN WISCONSIN

YOUR REGION: SOUTHEAST CENTRAL

Major cities along with top public schools:

MCFARLAND

-Elementary Schools

- Waubesa Intermediate School

-Middle Schools

- Indian Mound Middle School

-Highschools

- Mcfarland High School



EDUCATION IN WISCONSIN

YOUR REGION: SOUTHEAST CENTRAL

Major cities along with top public schools:

OREGON

-Elementary Schools

- Prairie View Elementary School

-Middle Schools

- Oregon Middle School

-Highschools

- Oregon High School



EDUCATION IN WISCONSIN

YOUR REGION: SOUTHEAST CENTRAL

Major cities along with top public schools:

VERONA

-Elementary Schools

- New Century School
- West Middleton Elementary School
- Core Knowledge Charter School

-Middle Schools

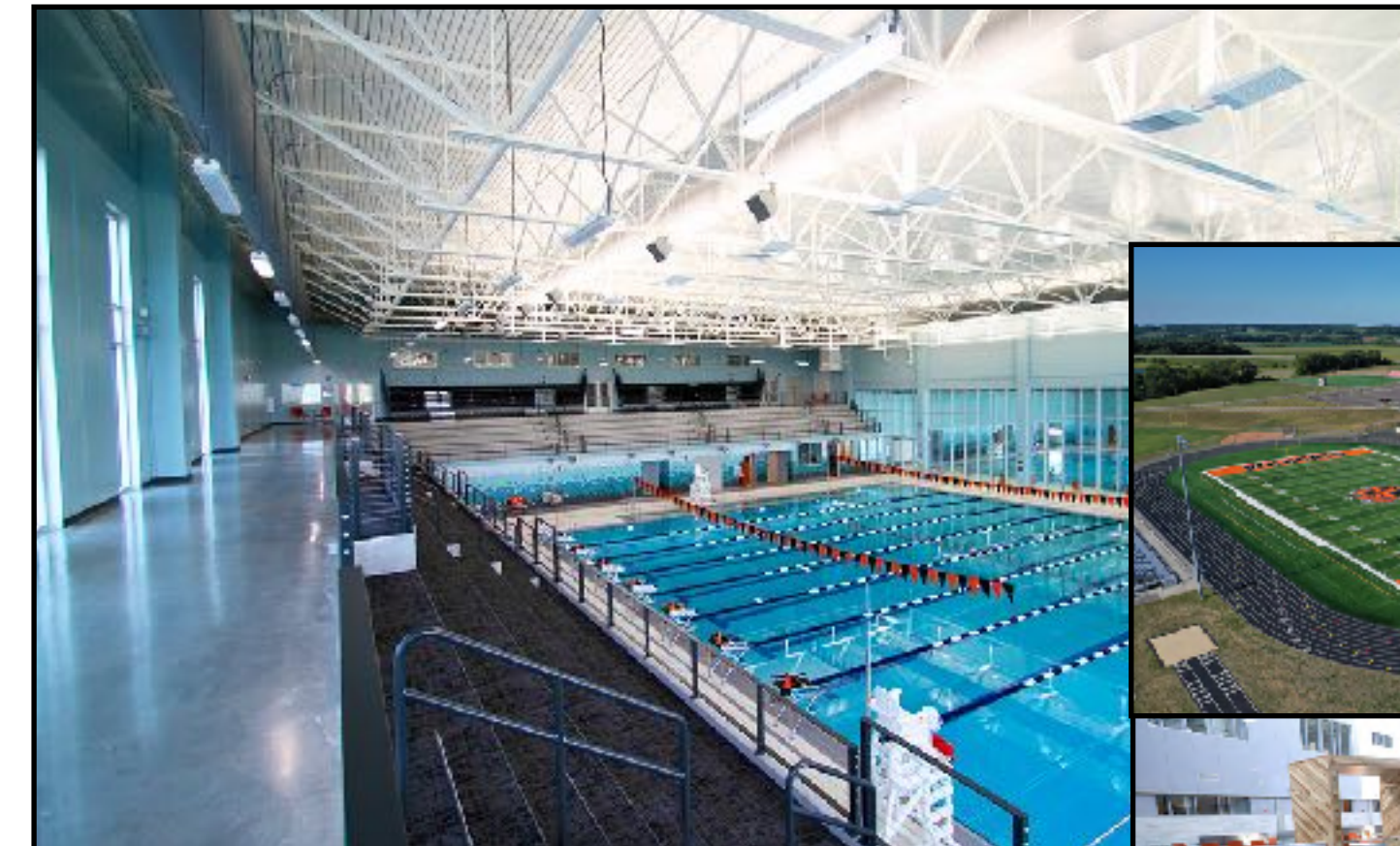
- Core Knowledge Charter School

-Highschools

- Verona Area High School



INVESTING IN EDUCATION VERONA: NEW HIGH SCHOOL NOW OPEN



On April 4, 2017 Verona Area School District (VASD) voters approved a nearly \$183 million referenda to build a new high school with a warm water swimming pool and outdoor athletic competition fields, as well as renovate two existing facilities and maintenance activities district-wide. **NOW COMPLETE**

Source: Verona Area School District;
New Verona Area High School Construction Progress Video <https://www.youtube.com/watch?v=HiqYt8mPI4A>

EDUCATION IN WISCONSIN

YOUR REGION: SOUTHEAST CENTRAL

Major cities along with top public schools:

MIDDLETON

-Elementary Schools

- Sunset Ridge Elementary School
- Northside Elementary School
- Elm Lawn Elementary School

-Middle Schools

- Kromrey Middle School

-Highschools

- Middleton High School



EDUCATION IN WISCONSIN

YOUR REGION: SOUTHEAST CENTRAL

Major cities along with top public schools:

MADISON

-Elementary Schools

- Van Hise Elementary School
- Shorewood Hills Elementary School
- Elvehjem Elementary School

-Middle Schools

- Hamilton Middle School
- Spring Harbor Middle School
- O'keeffe Middle School

-Highschools

- Monona Grove High School
- Memorial High School
- West High School



EDUCATION IN WISCONSIN

YOUR REGION: SOUTHEAST CENTRAL

Major cities along with top public schools:

JANESVILLE

-Elementary Schools

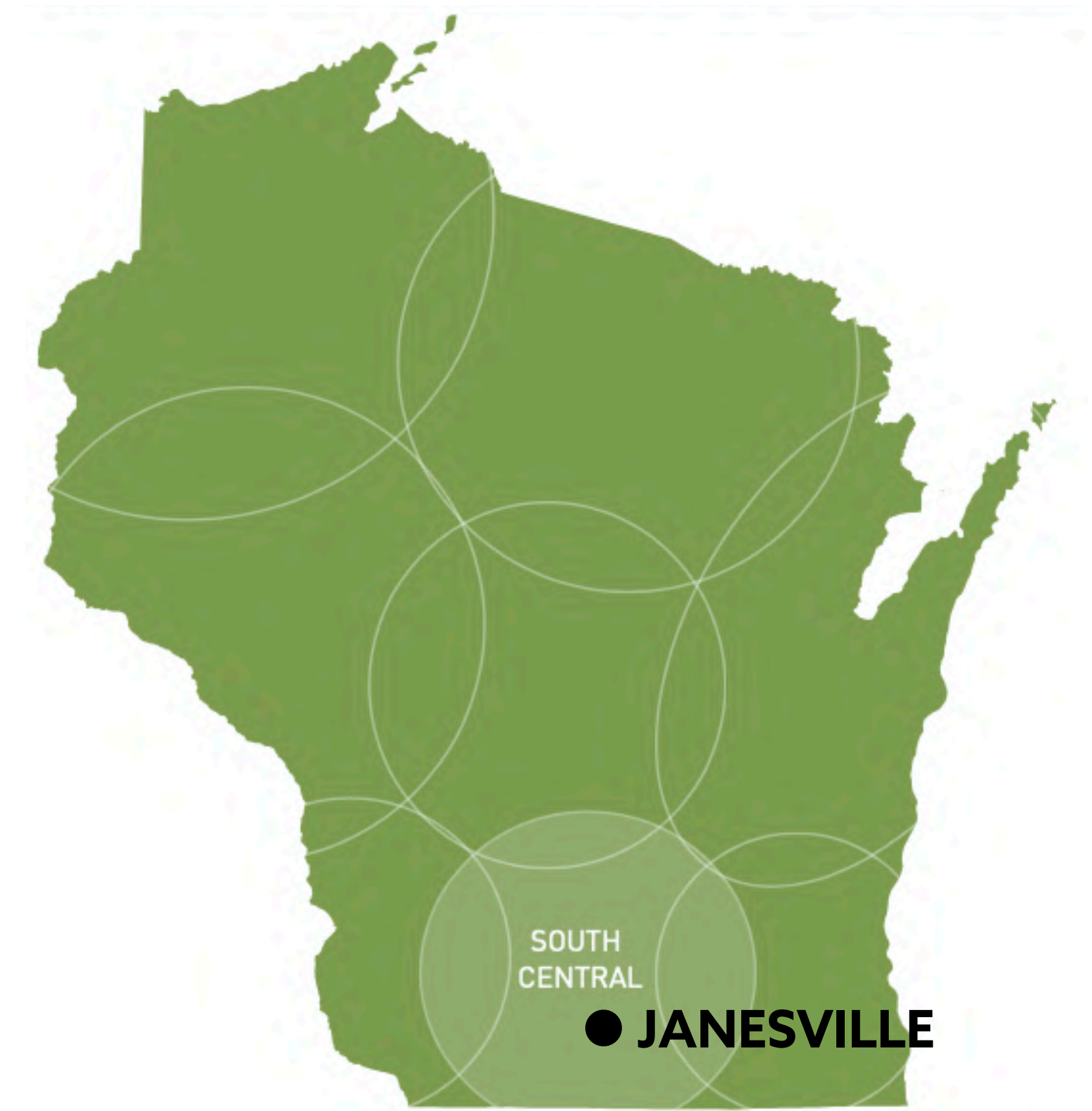
- Rock University High School
- Harmony Elementary School
- Roosevelt Elementary School

-Middle Schools

- Arise Virtual Academy
- Edison Middle School
- Franklin Middle School

-Highschools

- Rock University High School
- Craig High School
- Arise Virtual Academy



EDUCATION IN WISCONSIN

YOUR REGION: SOUTHEAST CENTRAL

Major cities along with top public schools:

BELOIT

-Elementary Schools

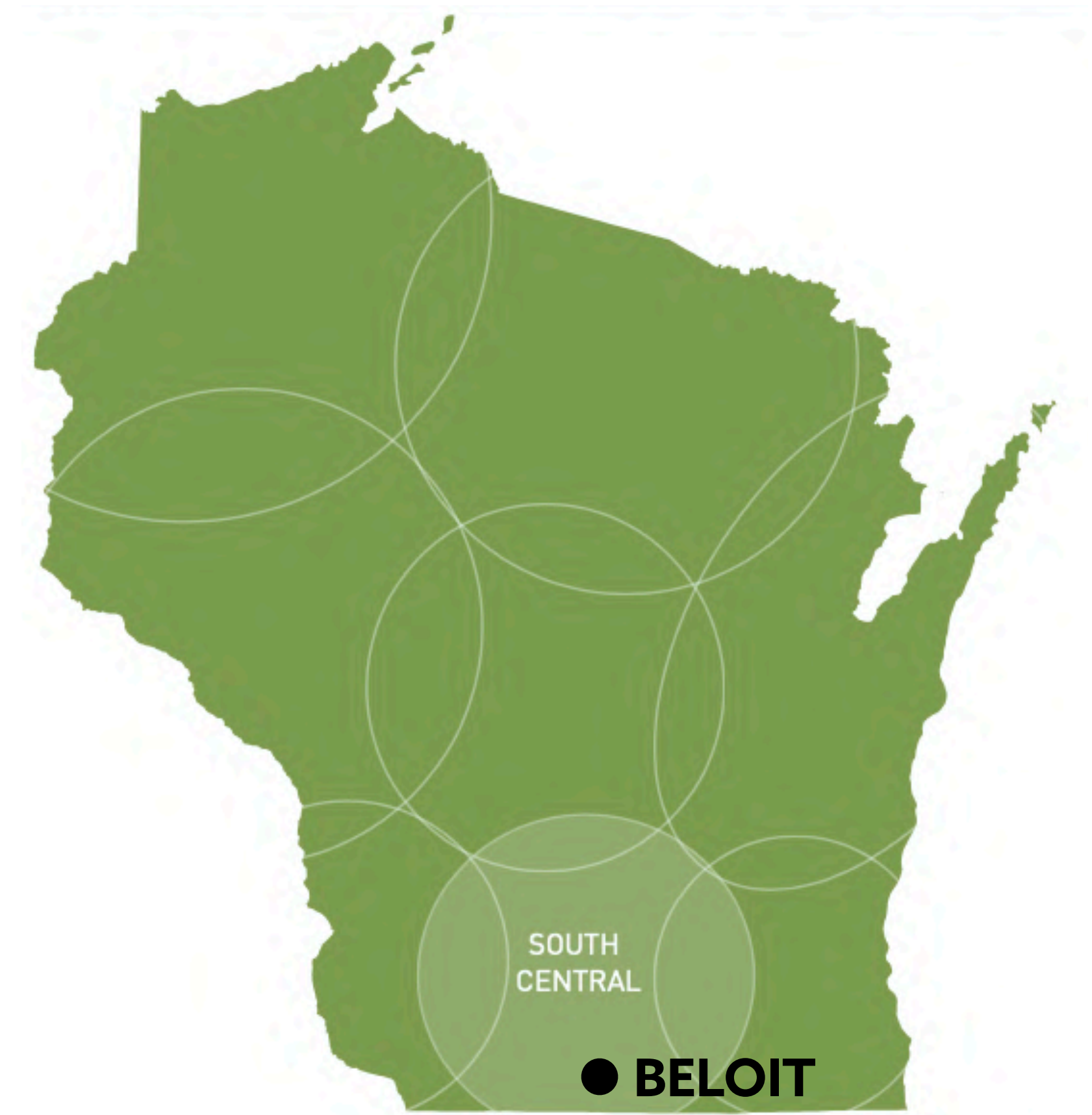
- Townview Elementary School
- Converse Elementary School
- Gaston Elementary School

-Middle Schools

- Turner Middle School
- Aldrich Middle School
- Cunningham Elementary School

-Highschools

- Turner High School
- Memorial High School
- Beloit Learning Academy



An aerial photograph of Madison, Wisconsin, taken at sunset. The city's skyline is visible on the left, with various buildings and green spaces. The city is situated on the edge of Lake Monona, which fills the right half of the frame. The water is a deep orange-red color, reflecting the vibrant sunset sky. Numerous sailboats are anchored in the lake. The sky is filled with dramatic, colorful clouds in shades of orange, red, and pink. The overall mood is peaceful and scenic.

THANK YOU!

MADISON