

ONE BEHLEN

FORGING AHEAD™

SPECIAL 90TH ANNIVERSARY ISSUE

July 2026

Honoring TR, Phil Raimondo We'll Continue Forging Ahead™

Success in manufacturing requires a rare balance: achieving operational excellence, meeting evolving customer expectations, and staying grounded in core values that its employees appreciate.

Now entering its 90th year, Behlen Mfg. Co. continues to demonstrate how a rich history can serve as a powerful launchpad.

Today, Behlen is united by a singular commitment to be **"One Behlen,"** a way of thinking and taking action that considers how to do a job better, imagines what processes can be improved, and works collaboratively to make change happen.



TR's son, Tony Raimondo, Jr. (left), Behlen's Executive Board Chair, was honored to receive the Hall of Fame award on his dad's behalf. "Our family is incredibly proud of his legacy. He believed deeply in hard work and treating people with respect." Patrick Raimondo (right) accepted the award on his dad's behalf.

Creating solutions for customers and being focused on a better future are legacies that **Tony "TR" Raimondo** and his son **Phil Raimondo** established. Honoring their contributions was universally recognized when TR and Phil were posthumously named to the **Metal Construction News (MCN) Hall of Fame** in April.

In recognition of TR and Phil's dedication to Behlen's culture and industry, **President and CEO Tom Boal** sees a commitment to **"forging ahead"**. This recurring theme serves as a company-wide reminder to seek high-quality solutions while keeping Behlen a superior place to work.

"Everything we do and have done, especially over the past five

years, is about ensuring Behlen is growing, and having a firm foundation to continue growing," Tony says. "The unique characteristic that everyone here has is the willingness to continuously ask, 'Where can I contribute that would help build a better Behlen future?'"

This shared mindset – that everyone at Behlen is an architect of our future – is what transforms our legacy into a company, ready for whatever the future unfolds.

The MCN article paid its tribute to TR and Phil Raimondo in this way: "...their true contribution is the bridge they built between Walter Behlen's founding vision in 1936 and the high-tech, high-standard industry of today. Their leadership was never just about steel and buildings; it was about integrity, community philanthropy, and the belief that a manufacturer has a responsibility to the people it employs and the industry it represents."



TR's business insights into achieving success not only led to Behlen's return to family ownership but also advanced the company's vision, from primarily rural buildings to highly engineered systems for commercial use.

TR's personal and professional traits led him to serve as the 1996 chair of the Metal Building Manufacturers' Association (MBMA).



Phil Raimondo's service with Behlen began in 1990, and his knowledge of engineering processes is credited with helping to set the industry's current high standards. He founded initiatives to create and expand a skilled workforce for the state and beyond and

was a strong advocate for educational programs centered on STEM (science, technology, engineering, and mathematics). Phil also was active in the MBMA, joining the executive committee in 2005, serving as chair in 2009. The Raimondo pair represents the first father-son duo to lead the national association in MBMA's history.



The Story of Tony "TR" Raimondo and the Behlen Turnaround

To purchase the book *"We All Succeed,"* please contact Juli Thelen at juli.thelen@behlenmfg.com.



Pictured (left to right): Tom Boal, Tony Raimondo, Jr, Brad Robeson

Q&A with Tom, Tony, and Brad

Behlen at 90: A View Into the Future

Keeping the lines of communication open is vital to everyone understanding their role in writing a company's success story. At Behlen, there's an ongoing effort to communicate with genuine passion and clarity, seeking to address core issues and view them through new perspectives. The willingness to make big shifts in how things are done is powerful and is becoming an exciting component of the Behlen culture.

It's fitting, then, that as Behlen enters its 90th anniversary year, **Tony Raimondo, Jr., Executive Board Chair, Tom Boal, Behlen Mfg. Co. President and CEO, and Brad Robeson, Chief Operations Officer,** reflect on the company's challenges and successes of the past five years, and show why they're eagerly—and strategically—envisioning an even brighter Behlen future.

Q. What will help Behlen compete effectively well into the future?

TONY: We're all team members striving to become better. There's a belief in the dependability of Behlen products, and that's worth pushing for. The Behlen quality reputation with our business units remains strong.

I'll go back to an old Behlen advertisement with a guy pointing to a Behlen grain bin and saying to his son, "So that's Behlen, son, that's quality." Or there's the example of Walt Behlen emphasizing that we "don't only make a sale, we make a friend." Those cultural tidbits about developing long-term relationships continue to be important.

Q. What else must we do as a manufacturing company?

TOM: An important action we're taking is investing in technical enhancements, our facilities, and equipment to continue improving our safety, performance, and quality.

TONY: And thinking about the technical aspects, for example, we had a robotic welding cell that we took offline due to quality issues. To solve the issue, our team of manufacturing engineers took a new approach. Instead of having robots weld existing gate and panel designs, they redesigned the gates and panels, resulting in better products.

Q. What other examples show the success that new thinking can bring?

BRAD: In March, we ramped up a new robotic welding cell for bracket production. The new cell reduces cycle time by two minutes per part, supporting lower product cost and improved competitiveness.

TOM: One of the other areas that we have invested in heavily is an ERP (Enterprise Resource Planning) software system. This ERP is helping us to get caught up to current systems. Because of our transition to a new ERP, many necessary changes with long-term benefits have already happened.

TONY: We see the capabilities of this new ERP as very significant. It's scheduling, deciding which work orders go to the shop, which products we make and put into inventory, predicting what customers are going to buy, automating capabilities, and forecasting.

Q. How do we ensure our growth can continue?

BRAD: It's the work ethic. To me, this is what has allowed Behlen to grow over the years. And it is more than a work ethic; it's also loyalty and pride that I haven't witnessed in other companies I've worked with.

We also believe "One Behlen" is a true competitive advantage. In a manufacturing environment shaped by supply chain volatility, rapid technological change, and rising customer expectations, the businesses we serve are not simply looking for a manufacturer. They are looking for a dependable, capable partner.

We are a company made up of many different business units, but we are all "One Behlen." We've realized that if we work together as one Behlen, that's powerful for all customers. A unified, collaborative approach gives you a value-plus formula, like $1 + 1 = 3$.

Transitioning from behaving as separate business units to "One Behlen" takes time, and I feel we are moving forward toward that goal. Different areas require different skill sets, processes, and customer knowledge, so it's not always possible to drop someone into a different area and expect them to succeed immediately.

The bigger picture: the success of every business unit depends on all of us moving in the same direction. You will continue to see us aligning people, processes, and priorities so that strong business units are supported, and all business units contribute to the success of Behlen.

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TONY: Tom, Brad, and I, along with the leadership team, want to improve Behlen. We want Behlen to perform as an industry-leading company, and that requires the kind of effort I see demonstrated every day in Columbus, Baker City, McGregor, Sarasota, and Springfield.

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Behlen Building Systems received a Superior Safety Award, accepted by Patrick Raimondo at the 57th Annual MBCEA Conference and MBMA Spring Meeting.



From left to right: Rene Perez, Aaron Howard, and Rosel Diaz accept a safety award from the National Safety Council-Nebraska.

Safety Focus Ensures a Stronger Future

In manufacturing, nothing is more important than worker safety.

Behlen has long emphasized workplace safety, and over the past five years since our 85th anniversary, those efforts have continued to grow. The results are evident in employee-led initiatives and recognition such as the 2026 Nebraska's Safest Company award from the National Safety Council-Nebraska and two consecutive Superior Safety Awards for Behlen Building Systems for outstanding safety performance.

"We believe that a safe work environment is the foundation of a great place to work," says **Aaron Howland, Director of Safety**. "By prioritizing the well-being of our people, we strengthen productivity, enhance quality, and build trust with our employees, customers, and communities."

A comprehensive safety program like Behlen's is a team effort. Safety teams at every manufacturing site give employees a direct role in identifying hazards and implementing improvements.

The teams encourage personal responsibility, whether making a small improvement or addressing a larger concern. The best results come when everyone speaks up about potential risks and helps identify ways to prevent incidents before they occur.

For example, in one production line, employee concerns about lifting a heavy object led to the addition of a new lifting device, reducing strain and the risk of injury. At many workplaces, that issue might have gone unaddressed. At Behlen, identifying safety opportunities and taking action is part of the culture. That's the strength of a companywide commitment to safety.

"Our number one goal is safety while continuing to work hard to satisfy our customers," Howland says. "We are focused on our **SCORE principles—Safe, Complete, On-time, Right, Every time.**"

Behlen Safety Efforts

The Behlen safety efforts are not limited to the production line. In addition to naming safety teams in all manufacturing facilities, other safety-centered aspects include:

- Company-wide safety reminders in the Behlen Today daily email message to all employees
- Identifying and using best-in-class personal protective equipment (PPE)
- Information sessions to discuss how to prevent or reduce injuries
- On-site nursing in Columbus, addressing not only injury issues, but also treating minor illnesses
- Physical therapy and doctor appointments on-site
- Distributing "safety alert" flyers to reinforce safety practices
- Producing videos to demonstrate safe practices
- Regular communication and discussions about OSHA regulations and directives.

Behlen's safety program also includes ongoing hands-on demonstrations, such as showing employees where fire extinguishers are located and how to use them properly.



Modern Tools and Technology Ensure Long-Term Success

At Behlen, investing in technology is about more than upgrading equipment—it's about building a stronger future for the company and the people who keep it moving. By adopting tools that improve efficiency, quality, and consistency, Behlen is positioning itself for long-term success in a competitive manufacturing environment.

Behlen is focused on capturing productivity and labor-saving benefits, yet it's vital that such solutions support employees and align with their needs.

Tony Raimondo, Behlen Mfg. Co. Executive Board Chair, understands that the significant changes Behlen has implemented and planned are essential despite geopolitical and economic headwinds. "Our goal since our founding in 1936 has been to be the best at what we do," Tony says. "Everything we do is about reaching that goal."

Technology investments at Behlen are intended to empower people, not just upgrade systems. As the company evaluates tools such as robotic welding and automated parts handling, decisions extend beyond efficiency gains to ensure they align with Behlen's culture and workforce.

While new tools require an investment of time and capital, the long-term benefits are substantial. Technology that supports Behlen's mission improves efficiency, enhances quality, and keeps the company competitive.

Recent Technology Updates



Bystronic Press Brake Upgrade

This initiative is expected to improve forming accuracy, reduce setup time, and increase operational efficiency by approximately 35%.



Bystronic 15k Fiber Laser

Replacing an older laser cutting system, this new fiber laser technology increases cutting capacity by more than 400% and reduces material waste.



Seng Feng Coil-Fed Laser System

This automation initiative improves product consistency, reduces reliance on tooling, and adds manufacturing flexibility. This change will deliver more than a 50% improvement in efficiency.



Robotic Weld Cell Modernization

This upgraded weld cell improves consistency, reduces cycle times, and enhances operator safety. Efficiency gains of up to 30% are expected.



Nitrogen Generator Installation

These on-site nitrogen generators reduce operating costs, improve supply reliability, and eliminate delivery-related disruptions. Additional benefits include improved sustainability, reduced reliance on transportation, and enhanced support for laser cutting operations.

DMG Mori CNC Machine Upgrade

This acquisition replaces three existing machines, offering consolidated operations, improved machining precision, and significantly reduced downtime and maintenance requirements.



Thinking Ahead Delivers Many Benefits

Making the right decisions at the right time often separates companies that endure from those that fall short. In 1984, Behlen Mfg. Co. was propelled forward by the ingenuity, community-minded values, and business intelligence of leaders like TR Raimondo, Dick Casey, Bob Theilen, and Steve McGill. They led a management buyout that returned the company to private ownership.

Today's management team continues to embrace those pioneering principles. Through strategic company acquisitions, streamlined resource sharing across business units, and the courage to reimagine daily operations, Behlen is setting itself on a course for long-term success.

Acquiring companies related to Behlen's core business is not new. Since 1983, Behlen has taken the initiative to acquire more than a dozen companies when the right opportunities presented themselves. For Behlen, the deciding factor is ensuring that what those companies do is complementary to Behlen's culture and reputation for high quality.

"The efforts we're making are designed to benefit our customers, our employees, and our operational effectiveness," President and CEO Tom Boal says.

Smart thinking that has helped shape Behlen's ability to expand its market reach since 2022 included:



2026

In 2026, Behlen's Hilton International Systems, an innovator in the precision winding industry, transitioned to Hilton Behlen Energy Systems (HBES). While HBES was acquired in 2003, the updated name reflects its integration within the Behlen family of companies and a commitment to offering innovative energy system solutions.



2025

In 2025, Behlen acquired the assets of Sweet Manufacturing Company, located in Springfield, Ohio. The company name was recently changed to Sweet Material Handling. The company is known for its high-quality, bulk-material-handling systems for industrial and agricultural users.



2024

In 2024, Behlen developed a partnership with DonoBrace®, a highly efficient tension-only rod bracing system for metal buildings from the New Zealand-based Donovan Group. DonoBrace® systems, manufactured by Behlen for the U.S. market, do not require sizing or cutting materials for the needed brace length, saving time at worksites.



2022

In 2022, Behlen signed an agreement with Freeland Industries, Inc. and Freeland Trucking, Inc., adding Freeland's product lines to the Behlen Country portfolio. These products included steel stock tanks, troughs, feeders, and structural foam plastic tanks, expanding Behlen Country's offerings. Since then, the Freeland name and brand have been transitioned to Behlen Country.

Improving the Way We Work

Not all efforts in Behlen's focus on continuous improvement are about looking outward. New internal policy and process efficiencies are always being explored.

In 2025, for example, one "future-focused" idea was to transition away from an in-house print shop and begin taking advantage of new printing technologies and vendor options, a shift that is already saving money and time because they cost less, and this is increasing Behlen's marketing capacity to reach new markets for products.

Internal reviews have also extended to business processes. A major effort to improve all phases of Behlen's operations has resulted in the implementation of a new high-capacity, highly adaptable Enterprise Resource Planning (ERP) system. That change is expected to help all departments access information faster and more effectively, leading to more efficient workflows that benefit customers.



As part of the new ERP system implementation, terminals and scanners have been installed throughout the plant to streamline workflows and improve efficiency.

Building Skills. Strengthening Teams.

A greater emphasis on cross-training is underway, helping workers expand their skills beyond their original roles. This initiative directly benefits employees by broadening their range of skills. In today's competitive job market, multi-skilled workers enjoy significantly more career mobility.

For Behlen, a robust cross-training action plan ensures we have the operational flexibility to quickly shift resources and meet increased product demand across different production areas.

The mindset needed is for everyone to think, "Who needs my skill set at this time? How can I add value to another group to help take care of customers?"

Despite changes being made to ensure a solid future, don't expect Behlen to deviate from its family-minded focus.

"Yes, we want to leverage all the good parts of being a family business," Tony says, "and we recognize that change can be seen as impersonal. We also know this: success often depends on the ability to change faster than the competition. So, when we search for better ways to do what we do, it means we are managing this family business well."

The high standards for Behlen welders are reflected in the paid multi-week training for our new Partners in Progress. In our Columbus training center, instructors use a comprehensive, hands-on program to teach foundational and Behlen-specific welding techniques. The center also provides cross-training, supporting the expansion of skill sets and helping meet changing manufacturing demands.





From left to right: Brad Robeson, (Powers group: Ricardo Larez, Oscar Garcia, Jason Paris, Troy Menossi) and Tom Boal



How New Ways of Thinking Deliver Excellent Results

To grow and remain competitive, companies must embrace new perspectives and continuously improve. With that goal in mind, Behlen Mfg. Co. partnered with The Powers Company, a consulting firm specializing in manufacturing and service industries, to evaluate management systems and identify opportunities to strengthen performance across all business units.

“The Powers group has brought deep expertise in operational effectiveness to us and has worked cooperatively with our teams to help identify and strengthen ways we plan, schedule, manage, and measure success,” noted **Brad Robeson, COO.**

The initiative centered on three core priorities:

- Standardizing planning and scheduling across business units
- Strengthening frontline leadership decision-making
- Implementing consistent performance metrics to improve responsiveness.

Rather than applying a one-size-fits-all approach, the Powers consultants dug deep, gathering vital input from everyone between the shop floor and the front offices. This inclusive collaboration yielded practical, sensible insights that have delivered meaningful benefits for individual employees and the company’s operations.

A team coordinated by **Emily Williams, Sr. Director, Operational Effectiveness & Continuous Improvement,** found that working with the Powers group has been so beneficial that she refers to them as “Behlen cousins” rather than third-party consultants.

From Assessment to Action

Although the scope of Powers’ involvement initially focused on a value stream in the Behlen Country business unit, the benefits of the relationship were so positive that the Powers’ role was later expanded more broadly.

The results of the assessments and recommendations were all aimed at improving the systems and tools in place. Actions included development workshops designed to improve daily decision-making and communication on the production floor, as well as processes used from ordering to product delivery.

“Our goal,” Brad emphasized, “is to ensure we have the proper structure in place to help every Behlen employee be more effective, every process more efficient, and every resource better utilized.”

For customers, this work ensures Behlen continues to deliver consistent quality, dependable timelines, and responsive service, supported by stronger systems and better-informed decision-making.

Key topics and questions are being answered by the Behlen partnership with the Powers Company:

Management Systems: Are we getting timely, accurate information to plan, schedule, and manage materials and performance? Are we using the tools available effectively?

Leadership and Supervisory Effectiveness: What’s helping us perform well, and where could we simplify or improve?

Effective Supervision: How well are we using our systems and information to lead people and manage results? What training or development opportunities are needed?

Best Practices: What’s working in one area or business unit that could benefit others?



Investing in People, Building the Future

Behlen continues to invest in skill development across the workforce, encouraging employees to grow their abilities and posting new opportunities as widely as possible.

By expanding opportunities for cross-training and hands-on learning, employees are better prepared to adapt to new processes, technologies, and customer requirements. This approach supports operational flexibility and reinforces employees' long-term career growth.



On the workforce side, there's strong recognition that Behlen's employees are important to the company's success, so meeting their needs has also been stepped up, says **Jon Rauner, Director of Human Resources**.

"Three things stand out to me when I think about our Behlen team and our future success," says Jon. "There's the willingness to learn and grow, a strong sense of community, and pride in what we do. These things are a strong indicator of how successful we can be...even 50 years from now."

Jon emphasizes that he's seen a strong commitment to helping employees grow their skill sets, which sets Behlen employees apart. The way he sees it, a deep sense of pride, rewarding, safety-minded work, and supportive management practices are helping catapult Behlen above the competition.

Through the adoption of beneficial technology, ongoing process evaluation and improvement, and a motivated workforce, Behlen continues to focus on adding value in ways that directly support its customers.

"Together, we're adding on to our legacy of continuous improvement," **President and CEO Tom Boal** acknowledges. "A strong mindset and smart planning are positioning us for greater success in the years ahead."

Voices from Across Behlen



Emily Williams

Sr. Director, Operational Effectiveness & Continuous Improvement

"Not only did our Partners in Progress accept changes, but they also embraced them and made them their own. The Powers group became our friends, and all of us at Behlen became better friends as well. Working on a project like this has been a once-in-a-lifetime opportunity for our team members to have a say in their work and has had a big impact."



Ulises Fuentes

Manufacturing Supervisor

"I'm really grateful for the Powers group to be here and be part of the Behlen team. In my department areas, they helped us standardize work processes and define roadblocks. That really helped us improve efficiencies. Any questions that I have had, they've always been available."



Tim Coughtry

Manufacturing Supervisor

"By breaking down processes, we went from having 2,180-some minutes of downtime one month to about 500 minutes."



Kandie Fiala

Production Scheduler

"The Powers group helped create some formulas within my spreadsheet to help identify and separate data a lot better and a lot quicker."



Scan the QR code to watch a special Thank You video presented to the Powers group team members as they concluded their time at Behlen.



During the week of June 1, Columbus Partners in Progress celebrated the 90th Anniversary with a cookout and community open house. Every employee received a commemorative anniversary t-shirt, and each location is taking a group photo to mark this milestone. The Raimondo family also shared a company update. The week concluded with the annual softball challenge and company picnic.







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THANK YOU

to everyone who helped us not only celebrate 90 years in business, but also achieve this remarkable milestone.

Our success would not be possible without our dedicated Partners in Progress and our loyal, valued customers. As we honor our Great Heritage, we are also forging ahead™—building on our legacy, embracing new opportunities, and shaping a Bright Future together.



Columbus Partners In Progress gather for a photo to commemorate the 90th anniversary.



Sweet Material Handling • Springfield, Ohio



Behlen Southeast / Hilton • Sarasota, Florida

Plants located in McGregor, TX and Baker City, OR will be celebrating at a later date this summer.