

Your Resource Driving Manufacturing Innovation

Innovation Connections



John's

Corner



John W. Lloyd, President & CEO

MAKE MANTEC A KEY SUPPLY CHAIN LINK

From the advent of the Next Generation Manufacturing (NGM) Strategies, we have learned that we must be focused on such foundational practices as Continuous Improvement, Workforce, Technology Acceleration and Sustainability. By definition these are concepts today's manufacturers need to address proactively to ensure success in the increasingly complex global marketplace. Most progressive companies can point to initiatives in executing these strategies.

One NGM Strategy is sometimes overlooked. Supply Chain Management is drawing increased attention as a means for companies to improve their competitive position. We've all heard the expression that "the chain can be no stronger than its weakest link," and this is certainly true of supply chains. It's given that we cannot afford poor quality or late delivery, and now we should view our suppliers as a key resource in proactively implementing new technologies and new concepts to enhance our competitive advantage.

The term "supply chain management" was coined in the early 1980's and it has become increasingly specialized in the years since. Electronic Data Interchange (EDI) was developed as a bold new inventory communication system and was soon followed by Enterprise Resource Planning (ERP). We then

moved to an era of globalization which continues today. And now we see many firms abandon their earlier strategy of vertical integration, challenging suppliers to furnish components once made in-house. There has been an awakening that in many cases a supplier can produce components with better quality, cost, speed and reliability than the OEM.

More and more we are seeing customers demanding certification of their suppliers in LEAN principles, Six Sigma, ISO 9001 and ISO 14000. ISO 50000 appears to be the next requirement looming on the horizon. Here at MANTEC we have positioned ourselves to be a key resource for each of these needs. Every year we are graduating dozens of client personnel in LEAN and Six Sigma Certification. Our providers are guiding companies through ISO certification and now E3 – Energy, Environment and Economy.

Through our work with both OEMs and suppliers, MANTEC understands industry needs across all levels of the supply chain. With our expanded resources and partnerships, MANTEC will deliver services needed to put suppliers in the best position to thrive in existing and future global supply chains.

Recognizing that top line growth is an essential strategy, MANTEC is driving initiatives to connect our manufacturers with viable business opportunities to spark new sales. Utilizing our national network, MANTEC has partnered with the U.S. Departments of Commerce, Defense, Energy and Transportation as well as the EPA and FDA to identify specific purchase requirements of OEMs and national retail stores. We can already point to many examples of client companies which have received orders through this "Made in America" initiative.

Our objective here at MANTEC is to be "Your Resource Driving Manufacturing Innovation." Please give us a call and challenge us to work on behalf of your company to drive new sales opportunities.

MANUFACTURERS RECOGNIZED

MANTEC wishes to congratulate the manufacturing companies and partners we work with that were recognized for fastest growing, best places to work, and leaders or business of the year.

Central Penn Business Journal's Fastest 50 Growing Companies 2011

ASK Foods in Palmyra
Clark Associates., Inc. in Lancaster
Linear Acoustic, Inc. in Lancaster
PeoplesBank in York
PRL Industries in Cornwall
Schaedler Yesco Distribution in Harrisburg
Smilebuilderz in Lancaster
SunLion Energy Systems in Gordonville
Tooling Dynamics, LLC in York
Webpage FX, Inc. in Carlisle

Central Penn Business Journal's Best Places to Work in PA 2011

Glatfelter Insurance Group in York
H. B. McClure Co. in Harrisburg
HydroWorx in Middletown
Intercon Automation, Inc. in Harrisburg
International Marketing, Inc. in Chambersburg
LMA Systems Group, Inc. in Lancaster
McKonly & Asbury, LLP in Harrisburg
MXL Industries, Inc. in Lancaster
Raylon Corporation in Harrisburg
Schaedler Yesco in Harrisburg
Stoner, Inc. in Quarryville
York College of Pennsylvania in York

Central Penn Business Journal's Executive of the Year Winner

Gary Butler of Precision Custom Components in York

Central Penn Business Journal's Business of the Year (101+ employees) Finalist

Tooling Dynamics, LLC in York

MANTEC MANUFACTURING AWARDS 2011

The MANTEC Manufacturing Awards were designed to recognize manufacturers excelling in the Next Generation Manufacturing Strategies. A collaborative study across the United States concluded that leaders who adopt and integrate these strategies into their business plans will have a significant advantage over their competition.



Pictured left to right:

Excellence in Workforce

Hauck Manufacturing based in Lebanon
I. Auman Machine based in Lebanon

Excellence in Continuous Improvement
McClarin Plastics based in Hanover

Excellence in International Trade
PoolPak Technologies Corporation based in York

Excellence in Technology Acceleration
SE Moulding based in Mt. Holly Springs

Excellence in Sustainability
SPX Cooling Technologies based in York

2012 NOMINATIONS NOW BEING ACCEPTED:

www.surveymonkey.com/s/ManufacturingAwards2012

Dr. Ned Hill was the keynote speaker at Distinctly PA Made. He spoke on how PA manufacturers are succeeding and gave an overview of the current economic situation.



— Around the State

QUALITY EXCELLENCE

“Be a yardstick of quality. Some people aren’t used to an environment where excellence is expected.” ~Steve Jobs

ISO 9001:2008 is a set of standardized requirements for a quality management system (QMS). It is the only standard in which organizations can be certified and many customers look for this designation. However, certification is not required to have a QMS in place.

Companies find that establishing processes helps maximize quality and efficiency through the standard procedures. Any QMS requires vigilance to maintain and update the procedures as needed. ISO follows a 6 month or yearly cycle to review a percentage of the system. This ensures the whole system is reviewed every 3 years.

Under a January 6, 2000 IRS ruling, ISO 9000 certification/registration costs are deductible to the extent that they do not create a separate and distinct asset with a useful life which exceeds 1 year. The Independent Association of Accredited Registrars reported the following information based upon a recent study on the benefits of becoming registered:

- 84% of certified companies realized a positive return on their investment in certification;
- 11% Reported a ROI of more than 20%
- 15% Reported a ROI of 10% - 20% and,
- 27% Reported a ROI of 6% - 10%.

Congratulations to the following companies for receiving their certification in the past few years:

- Datum Filing in York
- RTI Technologies, Inc. in York
- Herculite Products in Emigsville
- Sunset Metal Works in Chambersburg
- Riley Welding and Fabricating, LLC in Hanover
- The RG Group in York

MANTEC resources provide the full gamut for ISO certification and provide ongoing assistance for internal and surveillance reviews. To start your QMS, contact your Professional Business Advisor directly or MANTEC at 717-843-5054.

LEAN CERTIFICATION GRADUATES



First Row (l-r): Shawn Watson- FCI USA, Inc., Roberta Shue-D.F. Stauffer Biscuit Co. Inc., Melissa Grubb- FCI USA, Inc., Fredrick D. Raubenstine- AquaPhoenix Scientific, Mark Robertson- MANTEC (Instructor) Second Row: Dave Freimuth- MANTEC (Instructor), Dennis Obetz- HVAC Distributors Inc., Scott Bankert- Glatfelter, Thomas Beck Jr.- Beck Manufacturing, Matthew W. Conaway- Die-Tech, Inc., Michael L. Messenger- Glatfelter Third Row: Henry Zumbrun-Morehouse Instruments, Keith Fogle- Philips HADCO, Patrick K. Briggs Sr.- FCI USA, Inc., Don Chesney- FCI USA, Inc., John Coulston- CBR Industries, Inc., Jeff Krueger- HVAC Distributors Inc. Fourth Row: Robert B. Shaw- FCI USA, Inc., Michael Kinney- Glatfelter, David Fink- Glatfelter, Ben Oswald- FCI USA, Inc., Brandon Smith- AquaPhoenix Scientific, Chris Stotler- Beck Manufacturing

LEAN CHAMPION GRADUATES



(l-r) Harry J. Shuler- YTI Career Institute, Mark Robertson- MANTEC (Instructor), Joe Margelot- Voith Turbo, Inc., Tonya Nye- Topflight Corporation, Dave Freimuth- MANTEC (Instructor)

SIX SIGMA GREEN BELT GRADUATES



Henry Zumbrun- Morehouse Instruments, Mark Robertson- MANTEC Staff, John Coulston- CBR Industries, Inc., Jeff Krueger- HVAC Distributors Inc., Dave Freimuth- MANTEC Graduate, Richard Titus- Lehigh University (Instructor)

New Classes start August 2012
www.mantec.org/events.cfm

I. Auman Machine Company, Inc. (Auman) based in Lebanon experienced deep cuts during the recession which included losing their HR Management position. As the market began to rebound the company entered a period of growth which required expanding the workforce. Auman needed an experienced HR professional to fill the void for general counseling and recruitment during the transition time.

MANTEC's Society of Human Resource Management (SHRM) Certified professional provided on-call Human Resources services to Auman, through HR for Hire. Through the efforts of this initiative, Auman received specialized guidance and management of the company's recruitment efforts. Auman wanted to hire two new CNC machine operators.

MANTEC assumed the role of an Auman representative by devising advertising and job postings which accurately portrayed the job requirements, job duties, work conditions and benefits. MANTEC assumed the contact role for all electronic and printed media job postings. Additionally, MANTEC reviewed resumes and assisted with pre-screening and the selection of candidates. MANTEC provided only viable candidates meeting Auman's hiring criteria thereby allowing Auman to focus resources elsewhere in the business.

The recruitment effort was a big success! Throughout 2010, MANTEC reviewed almost 175 resumes on behalf of Auman and submitted just over 40 qualified candidates to continue in the interview process. Sales went up by 25% which required more employees than originally projected. Approximately two months later, Auman hired 11 employees for positions in CNC Operation, CNC Technician, Shift Supervisor, and a Maintenance Supervisor.

As the company continued to grow, the HR Management position was required again. Auman immediately turned to MANTEC to handle the recruitment efforts for this position. The HR Manager was hired in mid-2011. The new HR Manager is now able to handle all HR concerns and continue the talent management processes and protocols set up by MANTEC. When MANTEC first started assisting Auman in recruitment, employee count was 40. By the end of 2011, Auman grew to 65 employees!

“MANTEC's HR for Hire program was integral to Auman's growth over the past few years. The recruitment efforts were executed flawlessly. Auman is pleased with the level of detail in selecting the right candidates for our manufacturing needs as well as filling the HR Management position.” ~Tom Dixon, President

For recruitment assistance contact Kent Keller at kent@mantec.org or 717-843-5054 x239. Use the QR code to review additional ideas through HR for Hire.



I. Auman Machine Company used MANTEC's HR for Hire to keep up with the recruitment efforts during a growth period.



When was the last time you had an objective HR audit of your employment practices?

Let MANTEC's HR Specialist conduct an independent and thorough Assessment to ensure your HR policies and practices are effective in achieving company goals and protecting the organization from costly and time-consuming litigation.

Get more information about MANTEC's comprehensive and cost effective HR Assessment:
www.mantec.org/workforce_development.cfm

MORE GROWTH OPPORTUNITY

In recent years, many companies experienced an erosion of existing market opportunities. Manugraph DGM, Inc. was no different as electronic communications technologies reduced the need for high-speed printing equipment at newspaper publishers in Europe and North America. Locally based in Elizabethtown this organization is part of a large company, Manugraph India Ltd. headquartered in Mumbai, India.

Executive management throughout the organization needed assistance to diversify into a profitable market while using existing company knowledge, experience, core competencies and values. MANTEC introduced Business Growth Services, LLC (BGS, LLC) to uncover a growth opportunity for the USA division.

It was determined to use the proven service known as Market Opportunity Research Evaluation (MORE). The MORE process consists of four phases:

- Phase 1: Primary Research- private interviews with management staff
- Phase 2: Secondary Research- investigate market segment identified in Phase 1
- Phase 3: Written Report- written description of the discovered results
- Phase 4: Assignment Unpacking- present results and review recommendations



Ralph Burns of BGS, LLC (left) meets with Manugraph leadership in Mumbai, India.

Manugraph presented an interesting scenario. In order to properly conduct the Primary Research phase, it was divided into India and US segments. BGS, LLC staff traveled to India to interview company owners, possibly the first international project for MANTEC.

The MORE approach successfully identified two potential diversification markets that are a good fit for Manugraph and are in a positive, long-term growth mode. BGS, LLC was retained for the next step to create a written company diversification growth strategy using a fully integrated, strategic acquisition process. Manugraph is now in the process of implementing its growth strategy.

To begin or accelerate your growth, contact your Professional Business Advisor directly or MANTEC at 717-843-5054.



MANTEC periodically receives notices of request looking for US Manufacturers to make production quantities for new product ideas. The products will be sold at national retail outlets and offered through web stores. The products will be varied. This is a great opportunity to bid on making products with a guaranteed large distribution channel.

Details can only be shared via email and will be under the subject- "Made in America."

If you wish to be part of the distribution please contact LeighAnn Wilson, Marketing Manager, at wilsonla@mantec.org.

SAVE THE DATE!
 OCTOBER 3, 2012
MANTEC'S ANNUAL EVENT

Featuring: **Dr. G. Terry Madonna** of Franklin & Marshall College- our local expert on Politics and Public Affairs and an Education Panel moderated by **Dr. John J. "Ski" Sygielski**, President of HACC.



The environment plays a part in your business every day. What do you take from it and what do you return? Perhaps you view the environment as a cost of doing business to maintain compliance with current legislation.

Proactive CEO's and energy managers understand there is a balance between the company's environmental management and its business requirements. Furthermore, a strategic approach can bring a return on investment in environmental measures.

ISO 14001 is an international standard for Environmental Management Systems (EMS) which establishes a framework for developing, implementing and maintaining an EMS. The standard provides continual improvement for environmental performance, practices and control. It can lead to benefits like:

- Reduced cost of waste management
- Savings in consumption of energy and materials
- Lower distribution costs
- Improved corporate image among regulators, customers and the public
- Framework for continual improvement of environmental performance

ISO 50001 is the new EMS standard designed to help organizations improve energy efficiency, make better use of energy-consuming assets, evaluate implementation of energy-efficient technology, reduce operating costs and improve profitability.

The environment can't be ignored. Are you willing to review your impact?

To reduce your environmental impact, contact your Professional Business Advisor directly or MANTEC at 717-843-5054.

THE NEXT LEVEL OF BROADBAND

Do you have access to Broadband? Does your organization rely on outside resources for IT support? If so, you may be a perfect fit for a FREE technology assessment of your business.

MANTEC, through the Industrial Resource Center (IRC) Network, has developed an initiative to support Pennsylvania manufacturers' use of "cloud" broadband technologies. The goal is to understand how technology can benefit your business to **save you time and money.**

WHAT DO YOU GET?

- A fresh eyes look at use of technology and broadband in your business.
- A written plan and recommendations for opportunities to leverage broadband in ways you haven't done yet.
- An opportunity to learn more about benefits of broadband.

This exercise can paint a picture of what your business could look like with the use of broadband technologies in new and different ways.

To learn more contact Scott Sipe at 717-843-5054 x249 or sipesw@mantec.org





www.mantec.org

Your Resource Driving Manufacturing Innovation

600 North Hartley Street, Suite 100 York, PA 17404

717-843-5054 Fax 717-854-0087

Email- info@mantec.org

www.mantec.org

a NIST | Network
MEP | Affiliate

The Industrial Resource Center Network is supported by the Commonwealth of Pennsylvania through the Department of Community and Economic Development, Office of Policy and Technology.

Non-Profit
Organization
U.S. Postage
PAID
York, PA 17405
Permit No. 242

Manufacturing Awareness Day

May 19, 2012 8:00 - 3:00

Join us for this fun and informative day highlighting the great work of manufacturers in South Central Pennsylvania.

Highlights include:

- Cruise to local manufacturers for **plant tours**
- **Poker Run**- gather cards at each stop
- Social picnic and **prizes**

Bring your friends and family!



Motorcycles and classic cars are encouraged, but not required.