

April 6, 2020 - 10:00am ET
Georgia Manufacturers Alliance - Ma

Host: Jason Moss, Founder and Executive Director GMA

- Guests: - Sloan MacKarvich, CEO of TieDown, manufacturer of fabricated metal products
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- James Nesmith, Sr Account Executive, Peachtree Tents and Events
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 - Joe Freedman, CEO, Peachtree Tents and Events

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Welcome by Jason Moss - Today's topic is Manufacturing Town Hall

It's the start of Q2, the most interesting one we've ever seen! Even though the world is changing, GMA's mission is the same, only the tools have changed to all digital. Check our upcoming events on our website for all the upcoming calls. These calls are designed for manufacturers and for those who support the manufacturing industry throughout Georgia.

All calls are via Zoom and lasts approximately one hour. Please register so you can get the links to the calls, any resources discussed on the call, and its show notes.

Weekly formats:

Mondays - 10:00am Town Hall

Mondays - 2:00pm Task Force call for those who want to help fight the COVID-19 crisis

Tuesdays, Wednesdays, Thursdays - 10am Variety of Specific subjects such as legal, insurance, HR

Fridays - 4:00pm Fun Friday where we share best practices, experiences and learn from each other.

First Guest: Sloan MacKarvich, CEO, Tie Down Engineering and Manufacturing

We are in our 50th year this year with seven divisions: Manufactured Housing Components; Trailers below semi tractor trailers, think boat trailers and utility trailers; Agricultural Industry, Thermal Management, Liquid Cooling Division; Contract manufacturing; Safety Products for construction industry. We have eight facilities, 300 floor personnel, 600,000 sq ft of manufacturing.

Last year I was in Wuhan, China sourcing parts for the solar industry battery powered hoisting systems. I was there for 10 days, and now the situation has turned a full 180. We were tracking the situation early, waiting for components to come in from overseas. We knew that at the start of the Chinese New Year, the country shuts down for about two-three weeks and we knew the effect it would have on the supply chain. We received crucial shipments the beginning of March and it wasn't until March 16 we realized this crisis would hit us.

Right now we need to assure our employees that we will do whatever needs to be done to make them feel comfortable coming to work. We are an essential business which makes our employees essential. The challenge is for the people to feel safe coming to work.

Changes we have put into place:

- Hand sanitizing dispensing stations at key card entry doors
- Forklift trucks get cleaned more than usual
- Forklift cupholders now are filled with cleaning agents bottles

We keep emphasizing what works.

Today:

- about 20% of our employees will not arrive.
 - Shipping and Handling is short so we need to move people around
 - This puts us at 65-70% production capacity so we are not shipping to non-essential customers.
- We allow employees to work from home, we do what we need to do. Zoom is the answer. My dad founded the company, he is quarantined in South Florida. He finally joined on Zoom last week and he was elated to see his company.

Personal message:

I want to see normalcy again, but really as a manufacturer, what do we have to do to collectively fight this virus - same as war time - we could be doing so much better. We need to get together more to fight this virus.

Jason Moss: We are hosting a 2pm Task Force call today. Sloan was one of the first proponents of this task force. Sloan can retool to make whatever. GMA will take a more active role this week to coordinate the resources of this call. The last three weeks GMA had to reinvent itself in order to serve its members, but this week the Task Force will get the attention it deserves.

Question from Jason:

What are you seeing on the supply chain, incoming and outgoing, orders for primary products and what do you think is ahead in the next 30 days:

Sloan: Open order reports keep going down.

- Some of the essential business orders are staying steady, for instance refrigeration for semis.
- We are 40% production rate from two weeks ago.

- The largest Agri supplier had a second virus case so they had to shut down which means no more orders for us.
- Essential business is off 30%, non essential is down 30% from before.
- Usually Q2 is the busiest of the year but we are projecting a 40% drop.
- We had to cancel orders for three smaller companies because they shut down their business. We are in the early stages, the country cannot afford to have this go on for long.

Tie Down is a strong company and we predict we will be OK. Hopefully, we will all go back to work quick, if not, it will get worse.

Jason, comments from Tom Bowen at Valentine Freight who was a guest last week:

- If a truck cannot deliver freight or the order is refused, it creates a bottleneck.

As leaders we need to take the time now for the exit strategy, what are we doing now, and when we go back. Rally people to plan for the future, it makes a difference!

Sloan: communication is key.

- Communication between suppliers, key customers, as well as communication with your own people, on the floor, they are scared and want security.
- As leaders you need to project that confidence, it makes a difference, your employees are looking for empathy. This is an unique opportunity to do our best.
- We have had hard times before in history, we will come out of this.
- Support your employees daily, your community and friends, do what you can to offer security; but keep a physical distance!

Second guest: Peachtree Tents and Events, James Nesmith and Joe Freedman

James: The hospitality and events industry are very hard hit. This is the time when testing tents would start at eight other cities in SE. In the last ten days, large manufacturers and employers have started to hold screening operations outside. For instance:

- 1) Delta Airlines have screening canopies at their employee entrances, and at six gates for employees to enter their corporate campus. Screening tent, 10x20, gives screeners coverage for rain or shine, employees will be screened with questions and thermo test their temperatures.
- 2) Fresh Express, manufacturing in Morrow GA. First 1, then 2, now 3 additional breakroom tents in parking lot. Salad bag products are biggest in demand.
- 3) Duracell Manufacturing has ordered additional tables and chairs
- 4) Fiserv, 5 loc with employee access tents
- 5) Next innovation, restaurant take out, do best to keep employees safe.

Joe: we have been in business since 2006. We have always done disaster work, lots weddings/events, Steeplechase SE, Live Nation, Music Midtown. We supply temporary structures, flooring, facilities for all these events. Now we deploy all inventory specific to disaster relief. We are in Nashville, Birmingham, Myrtle Beach, Savannah, Jacksonville. Anything to keep workers and customers safe and practice social distancing like workstation 6 ft apart, drive through testing.

Anything temporary shelter related. Emory Hospital, State of TN, office of emergency management, FEMA. We also have personal hand cleaning stations, restrooms, etc

Jason: thanks this would be good to know for our members.

Joe: Bad weather is not good for regular pop-up tents, then they call us. Recently identified: N95 masks, we have access to supply. Not competing with masks for hospitals.

Jason: thanks, we need to hear about these resources. Do you have any special offer for GMA members?

James: please send any questions to me at james@peachtreetents.com.

Note Jason:

Please register for these Zoom calls so we can send you these show notes, other information, resources and reminders.

Changing Behavior:

Sloan: GA Governor said it is now mandatory to prescreen employees upon entry, they have thermometers. Also you are no longer allowed clock-in touch keypads. It has to be manual. Behaviors are changing.

Jason: Tomorrow we will have roundtable discussions on HR and Safety training. Joe and James will be back as far as what they see other manufacturers around the state are doing as far as what they are implementing and using tools for best practices. You know Daniel Defense has snug security, they are manufacturing firearms, they manage security through their main entrance but they are propping doors open to minimize handle touching.

CARES Act and PPP

James: My bank, Synovus Bank, was one of the first banks to make sure they are actively involved in access to the Federal funds such as PPP. The guidelines to PPP available funds are 2.5 x average monthly payroll. There are two or three different ways to calculate that. Be in touch with your bank. New guidelines are continually coming in, so have patience!

Mike McShane: I am a broker in the industrial RE business. Independent contractors: as of April 10 they can be part of PPP. Not sure about the details. Commercial brokerage business is driven by residential RE business. Real Estate is usually the 2nd most expensive item of your business. Payroll first, facilities next. Cost to run a facility effectively, energy cost and WELL certification which is similar to Lead Certification, but tests air quality. Next phase to better operate: facility.

Roger Grabman: if someone needs a manufacturer of plastic bottles, Roger has a contact.

Jason: find each other in the member page of GMA to connect.

Sloan: CK packaging who does for packaging for Coca Cola, can do that as well probably.

Heather thinks it was Thermapack but Jason will find out.

Keaton Smith: hand sanitors that are ethanol based, 80% alcohol, 5 and 55 gln drums are available. It is more viscous so use at each location point, to fill empty hand sanitizers. Be aware as people are making fabric masks, they'll ask for cash up front! Prepay by ACH or wire transfer.

James Moss: We need a project manager or people with time to help with the GMA Task Force. We need hands! Please volunteer, if you have access to resources of any kind.

Closing remarks James, what was your favorite part of this call?

Keaton Smith: Sloan mentioned logistics. His vendors sent shipments via truck, if not open then holding charges by logistics co. If ship, make sure customers are there!

James: communication is key - try to avoid the legal route per Taylor English. Engage, not fight.

Heather: the information on tents for break rooms, check points - great things to do, great to know.

Michele Murphy: loved getting all this info. Will pass GMA info to other networking organizations.

Joe: Initially hand sanitizer was mentioned, we are always looking for partners. You are a great resource. Thank you. Keep operating, stay safe.

James: thanks for everyone on the call. Working together to conquer the challenge. These calls are for best practices and new relationships or someone to chat with. If you know someone in your community who can benefit from a touch of communication, please do so. I urge you to chat with 2-3 people via text or phone, whatever. Keep it positive. We are all working on solutions for the best outcome. I will share this call on Facebook and LinkedIn. Please "like" our posts and comment on your favorite part, and invite others who can benefit from this call.