

wim

FALL 2016

The Official Publication of Women in Manufacturing

IMPACT



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FROM OUR PRESIDENT



Several months ago, one of our local community chapters hosted an event entitled “Why WiM?” and nearly 70 people were in attendance. A key chapter lead gave a presentation on how being a member of the only national association for women in manufacturing has drastically improved her career opportunities, and has made her feel like she’s truly a part of an engaged community that is working together to advance the industry. By taking full advantage of our educational offerings, networking events and numerous online resources, she has well equipped herself for a prosperous and fulfilling career in manufacturing.

Each day, more and more industry women join our growing organization, and they do so for different reasons. Many are encouraged by their colleagues and companies, some just happen to come across our website and are excited by what they find, and some are those we’ve met during our travels to manufacturing-related events and the like. More importantly, however, is not how they became familiar with WiM, but what prompted them to ask “Why WiM?” and made them answer “Yes, WiM!”

As WiM’s president and founder, I think I have a pretty good idea, but I think it’s far better to hear it from those who know best – our members themselves.

“I originally decided to join WiM on the recommendation of a senior leader in my company. I am so glad I did! The connections and support provided by this organization have been absolutely phenomenal. I am able to connect with other women of like backgrounds and learn from and seek advice from those who have more career longevity.” – Sherrika Sanders, Authentix

“Women in Manufacturing quickly came to the forefront for its data, education and networking opportunities. I joined just last year, and I’ve already learned a lot. I’m grateful to have an organization like WiM as a resource, and I’m looking forward to having greater involvement in the future.” – Philicia Weaver, Blount International

“I joined WiM to be a part of the local Wisconsin chapter, and now I currently serve as the chairperson of this chapter. The Wisconsin chapter provides incredible value due to the numerous networking resources. I have found that being a part of this national association has been very helpful to me in my career.” – Antonia Stone, Busch Precision

If you’re not currently a member, I hope that you will join us and give yourself the opportunity to experience all that WiM membership has to offer. Connect with hundreds of your peers from around the country, advance your career, stay up-to-date with the latest industry information, and become a role model for future generations.

For more membership information, please visit: www.womeninmanufacturing.org/join.

Warmest regards,

A handwritten signature in black ink that reads "Allison Grealis".

Allison Grealis
President and Founder, Women in Manufacturing

 @allisongrealis

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 Women in Manufacturing

TARYN WEST

Vice President
K.R. West Co.

Please tell our readers a little bit about your job and what your work looks like every day.

Being in a small family business, my day is influenced by the company's current needs. My job currently consists of hydraulic power unit documentation. This means I quote/design power units, process orders, build bill of materials, create schematics, track parts for assembly and when required create drawings. I also do some marketing and am responsible for our web presence. I started in bookkeeping and now manage the accounts payable and receivables. When needed, I deal with customer and supplier issues, and help in inside sales and purchasing.

How did you arrive at your current position? What attracted you to a career in manufacturing?

The company was started by my grandfather 36 years ago and has been run by my father since I was little. I gained an interest in hydraulics when I built hydraulic lube panels for cranes. I thought it was so cool that I was able to build panels that were used on cranes and looked into other applications. I started working in the office in high school and worked hard to gain my current position of vice president.

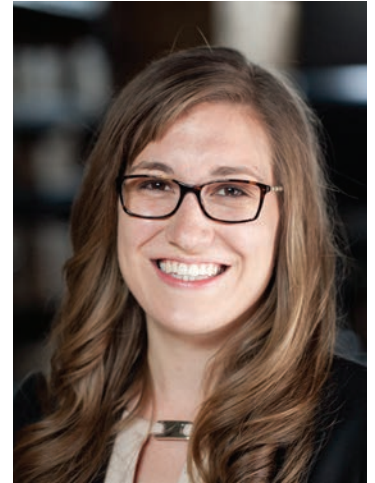
At WiM, much of our work is dedicated to refuting outdated stereotypes about the manufacturing sector: stereotypes like the workplaces are dirty and dangerous and that the field and skills required are a better fit for men. Have you encountered stereotypes like these in your education or career and how did you overcome them?

I have definitely encountered the stereotypes in this male-dominated field. I often get asked if I have any male siblings or an older brother who are in the business. I do have an older brother that is not interested and I often share this information. Being a young female, I feel I have had to work harder in situations to gain respect. I try not to let this bother me and face the challenge head on. In school, I fell into the "hidden curriculum." Since I was little I excelled at math, science and even language. When I was in middle school, I was friends with other girls that did not excel in these fields and I stopped trying as hard in math. I also stopped reading, which looking back was so unlike me. I had teachers in high school who helped me see my potential and professors in college that inspired me.

Research shows that women, especially women in STEM fields, do better if they have a mentor. Has mentorship played any role in your career?

Definitely! My dad is my mentor and even though he is a male, he has taught me a lot about our company and our industry. Recently, I have gained a female mentor who is president of a similar organization through the FPDA (Fluid Power Distribution Association). I am excited to get another female perspective from a very talented woman.

One of the key findings in WiM's survey is that there is significant overlap between what young women want in careers and the attributes of careers in manufacturing today. But the survey also found that, too often, young women are not aware of the opportunities available in manufacturing. What do you think can be done to spread the word to women about career options in modern manufacturing?



K.R. WEST CO.

I am a big believer in STEM programs and believe there needs to be a push to get more girls involved at a young age. Recently I started helping at the local Boys and Girls Club in the STEM program. The teen girls were unaware of the STEM careers they could pursue, but did not take enough interest in the program (because I believe they have all been heavily influenced by the hidden curriculum that STEM is a “boys club”). We found it was much easier to get the younger girls excited in STEM programs.

Our survey also found that the majority of women in manufacturing today would recommend the sector to young women considering career options. Would you recommend a career in manufacturing? And, if so, why?

I would highly recommend manufacturing to young women. Manufacturing can provide very rewarding opportunities and there are many good jobs available that can appeal to different mindsets. Many of these manufacturers care for their employees and provide great pay and benefits. Manufacturing also has great educational options. Along with my business degree, I have Electro-Mechanical certificates from FVTC. I really enjoyed my program at the Tech.

Why did you decide to join Women in Manufacturing? How do you personally find value in WiM membership?

I decided to join Women in Manufacturing after attending a presentation at the Manufacturing First event in Green Bay. I met members of WiM and saw value in networking with these women. I have attended professional women’s groups before and found there were no members in my field. I have also found value in the forum on WiM’s website. When I was looking for ideas to get girls interested in STEM, I had multiple women respond with helpful insights.



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Terex is proud to sponsor Women@Terex – a global initiative to increase the attraction, development and retention of women in all career categories, toward building our competitive advantage.



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TALEA LUND

Industrial Engineer

Harley-Davidson

Please tell our readers a little bit about your job and what your work looks like every day.

I am an Industrial Engineer at Harley-Davidson Powertrain Operations in Menomonee Falls, WI. Our group focuses on capital investment projects and supporting the operations group within the powertrain manufacturing facility. My work ranges widely, from supporting my co-workers' projects, to systems support, capacity planning, workplace standards, ergonomic initiatives and process improvement projects. The best part of my job is that I support the entire plant, so I get to learn a lot every day.

How did you arrive at your current position? What attracted you to a career in manufacturing?

As I was working toward my Bachelors of Science degree in Industrial Engineering I obtained an internship at Harley-Davidson, and ended up working part time my senior year of college. Shortly before I graduated, I interviewed for a full-time Manufacturing Engineer position within the assembly department and got it. I moved around within assembly for two years and then took a position within the project group, which covers the entire plant. My interest in manufacturing mostly stemmed from my childhood. My mother worked in manufacturing and it greatly increased our quality of life after my parents' divorce. It showed me the impact manufacturing jobs have on the community. I also love being where things are made, and working in a fast-paced environment. In manufacturing, you can have direct hands-on experience and learn so much.

At WiM, much of our work is dedicated to refuting outdated stereotypes about the manufacturing sector: stereotypes like the workplaces are dirty and dangerous and that the field and skills required are a better fit for men. Have you encountered stereotypes like these in your education or career and how did you overcome them?

The facts are the facts, there are more men in this industry, and I saw that immediately when I entered engineering school. I never thought that it is a "better fit" for men versus women, but I do understand that it can be intimidating for a female to enter a male-dominated industry. Manufacturing has evolved so much when it comes to keeping employees safe and providing quality work. In most cases, it is highly automated, clean and safe. According to the U.S. Bureau of Labor Statistics, the private manufacturing industry actually had a lower safety incident rate than the private health care industry in 2014. This shows the perception of danger in manufacturing is outdated. One of the ways I work to overcome those stereotypes is by being involved in an event the local chamber of commerce organizes, the Manufacturing Career Expo. This event is aimed at educating junior high and high school students on the career possibilities within manufacturing.

Research shows that women, especially women in STEM fields, do better if they have a mentor. Has mentorship played any role in your career?

Formal mentorship has not played a role in my career. That being said, I have been beyond blessed to have many informal mentors/coaches who have helped me (and still do) along the way. This has been through informal meetings, career advice and helping me manage difficult situations. One of the key things to always keep in mind is that everyone knows something you do not, so you have the opportunity to constantly learn through others.



One of the key findings in WiM's survey is that there is significant overlap between what young women want in careers and the attributes of careers in manufacturing today. But the survey also found that, too often, young women are not aware of the opportunities available in manufacturing. What do you think can be done to spread the word to women about career options in modern manufacturing?

Events like the Manufacturing Career Expo help tell women about their career opportunities. While this isn't just focused on young women, it is focused on young people in general, and organizations should have a strong focus on reaching out to this next generation of employees. I also think it is critical that organizations stay involved in their communities. Attending career days and supporting tech-ed programs are ways to help correct the perception of manufacturing and promote all of the wonderful opportunities. Many schools do not have well-developed tech-ed programs, so organizations should be focusing on sponsoring them to increase awareness of manufacturing. We need to focus on parents! The reason many young women may not know about the opportunities is because their parents do not know, or their parents have an outdated perception of what manufacturing is and what it offers. There should be a focus on educating parents, because they have a tremendous influence on their children's interests and what they are exposed to.

Our survey also found that the majority of women in manufacturing today would recommend the sector to young women considering career options. Would you recommend a career in manufacturing? And, if so, why?

Manufacturing careers are such a solid foundation for anyone, and I would argue all of the skills you learn in manufacturing are very transferable. Many manufacturing employers provide benefits like tuition reimbursement programs, generous paid time off and healthcare benefits. Manufacturing is also very rewarding. Being around where things are made and where you can directly affect processes gives you information you may not get elsewhere.

Why did you decide to join Women in Manufacturing? How do you personally find value in WiM membership?

I decided to join Women in Manufacturing because it is an organization that does not focus on any one role within the industry; it's for all roles that fall within manufacturing. I can network with anyone from human resource professionals to machinists. It's the diversity within WiM that makes it so incredibly valuable. WiM's publications and webinars significantly help me with my development.



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LEADERSHIP LAB FOR WOMEN IN MANUFACTURING: WORTH THE INVESTMENT



Seventeen outstanding women in manufacturing traveled to Cleveland, OH this past spring to participate in our first-ever Leadership Lab for Women in Manufacturing. Our partnership with Case Western Reserve University’s Weatherhead School of Management, and the generous support of the General Electric Foundation, enabled us to provide this truly one-of-a-kind program specifically created for women in mid-to-high leadership roles in manufacturing careers. Over the course of three sessions spanning over eight days, participants received peer and executive coaching, an Emotional and Social Competency Inventory assessment, emotional intelligence training, and negotiation and communications training. This program is facilitated by Weatherhead School of Management faculty Diana Bilimoria, PhD, Kathleen Buse, PhD, and Ellen Van Oosten, PhD.

This feature celebrates our Class of 2016’s involvement in this new endeavor, and highlights key takeaways from the program.



“I cannot recommend this program enough! This is a truly transformative experience that has positively affected both my professional and personal life. Not only does it afford the opportunity to learn from world-class instructors, but being part of a cohort of professional women was outstanding. The professional and peer coaching was extremely valuable, and I will be something that I will continue to use throughout my career. The practical, research-based materials and assignments immediately put our learning into action. I was encouraged and challenged in a way you have to experience for yourself to understand. I would like to say thank you to my company, Automation Tool & Die, for investing in me, and also to CWRU and WiM for developing such a remarkable program!”

– **Jennifer Compton, Human Resources Manager, Automation Tool & Die**

“I am honored to have been a part of the inaugural Leadership Lab for Women in Manufacturing held at Case Western Reserve University. Kathy, Ellen and Diana are extremely knowledgeable women with industry experience who taught me many different skills to become a better leader. From creating a personal vision, 360 personal feedback by colleagues and peers, peer coaching to negotiating skills, just to name a few, I have already seen personal growth within myself. Furthermore, the women who also participated in the class were second to none. I can say I have gained a new support group and mentors of fabulous women. I am proud to be a Leadership Lab for Women in Manufacturing graduate and would highly recommend for companies to continue to put their female leaders through the course!”

– **Dana McCallum, Business Development Manager, Carbon3D, Inc.**





“Every female manufacturing professional with aspirations for executive management ought to attend Weatherhead’s Leadership Lab for Women in Manufacturing. It is an impressive, immersion-style course geared toward growing professional women to become even more effective with greater recognition as leaders in their manufacturing organizations. My “engineering side” appreciated that the curriculum and feedback was data-and-science-based. The professional coaching, class collaboration, 360 review, and individual exercises were integral components in recognizing my leadership strengths and how to leverage them. I appreciated the safe, collaborative, and action-focused class environment Ellen, Kathleen and Diana facilitated. I feel very fortunate to have attended. I hope the program will be available for many years to come.”

– **Andrea Loppnow, Vice President, Engineering, Fisher Barton Group**

“The Leadership Lab for Women in Manufacturing was the most emotional class in which I’ve ever participated. I was not expecting to meet so many fabulous, strong, smart women in one place, from such different levels of leadership, whom I now consider good friends. Anyone who thinks that women don’t support each other would be very pleasantly surprised by the support felt in that classroom! The tools that were shared with us by the knowledgeable professors has helped me to put on paper my thoughts and dreams, shifting my focus from dream-state to future-state. My goals have been verbalized, and may now become a reality far sooner than I expected. The two most valuable takeaways are; the conviction of knowing my strengths, and being able to make the most of them, for both myself, and the organizations with which I work, and; the recognition of the necessity for a strong network of support from my peers, which I’ve just strengthened with the addition of my fellow classmates. Knowing yourself is the key to giving your best self to the world.”

– **Tammy Noxon, Manager Credit and Collections, Commissions and Expense Processing, TRUMPF Inc.**



CLASS OF 2016

- Alexsandra Bowers**, Engineer, New Product Development, Vitamix
- Stacey Broom**, Engineering Program Manager, Pridgeon and Clay, Inc.
- Kristi Browne**, Vice President, Client Solutions, Authentix
- Jennifer Compton**, Human Resources Manager, Automation Tool & Die
- Leticia Garcia**, Electrical Engineer, Vitamix
- Jenna Geisler**, Human Resources Manager, Pridgeon and Clay, Inc.
- Allison Giddens**, Director of Order Management, Win-Tech, Inc.
- Tamina Haddad**, Quality Assurance Manager, Tektronix
- Molly Hopper**, EHS Manager, Monogram Refrigeration LLC (GE)
- Andrea Loppnow**, Vice President, Engineering, Fisher Barton Group
- Dana McCallum**, Business Development Manager, Carbon3D, Inc.
- Christy Mudd**, Lean Transformation Leader, GE

Tammy Noxon, Manager Credit and Collections, Commissions and Expense Processing, TRUMPF Inc.

- Hannah Oreh**, Senior Staff, Skoda Minotti
- Maria Rivas**, Human Resources Manager, Termax Corporation
- Sherrika Sanders**, Director, Research & Development, Authentix
- Krystal Sullivan**, Environmental, Health and Safety Engineer, Alcoa



ENROLLMENT FOR OUR CLASS OF 2017 WILL BE OPEN SOON!

The dates of the program are: March 28–30, May 23–25, and July 25–26. If you know that you will be participating, you may reserve your seat by signing up here: www.womeninmanufacturing.org/leadership-lab/register





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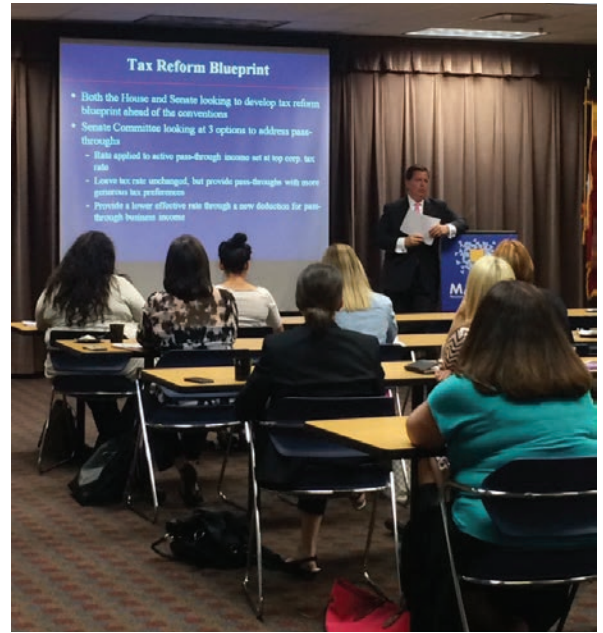
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COMMUNITY CHAPTER CONNECTION

WIM OHIO'S ROAD TO THE WHITE HOUSE MANUFACTURING ISSUE LEGISLATIVE BRIEFING



WiM Ohio held an event at MAGNET's headquarters in downtown Cleveland on Wednesday, June 15 entitled, 'Road to the White House,' which focused on important legislative updates affecting manufacturers. Attendees enjoyed continental breakfast and a presentation given by policy expert John Guzik, partner at The Franklin Partnership in Washington, D.C. John explained how much impact the upcoming November election will have on the industry, and discussed the One Voice advocacy initiative, which gives a voice to the millions of middle-market manufacturing companies and employees who supply tooling, components and other manufactured products to original equipment manufacturers and their Tier I and Tier II suppliers. After the presentation, an optional tour of Cleveland Whiskey was available and those who participated saw how their "flexible and scalable JIT manufacturing environment" produces some of the best whiskey around.



WIM ILLINOIS' SUMMER BREAKFAST SESSION WITH CEO OF HYDRAFORCE

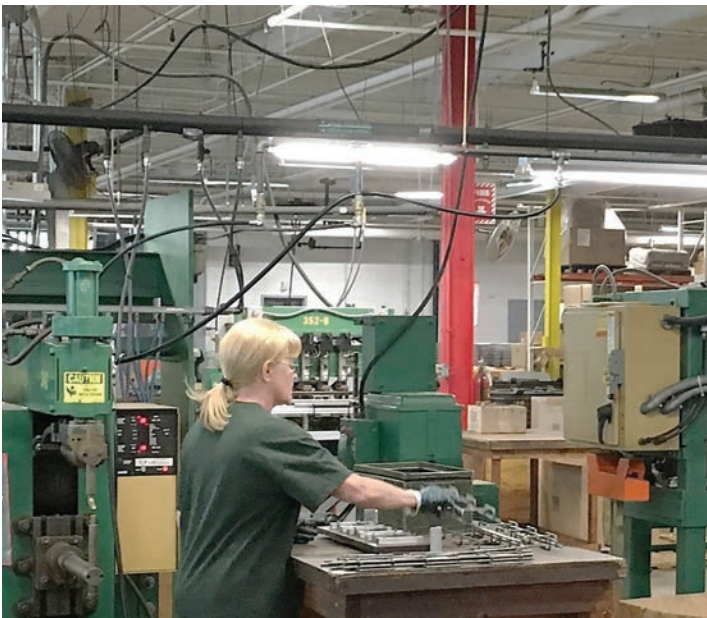


On Wednesday, July 27, WiM Illinois was joined by Jim Brizzolara, president, founder and CEO of HydraForce – a global, 1200+ employee hydraulic and electrohydraulic control solutions facility – for their 'Summer Breakfast Session' event in Schaumburg. Jim outlined the company's mission to remain an independent provider of innovative technical and business solutions, while providing the most responsive customer support. Attendees received an inside look at the details attributed to their staggering growth numbers and success, while conversing over breakfast. The event was sponsored by MB Financial Bank.

WIM CONNECTICUT'S TRAVELING HAPPY HOURS AND PLANT TOUR AT ACME WIRE PRODUCTS



This summer, WiM Connecticut hosted not just one, but two 'Traveling Happy Hour' events! 'Traveling Happy Hour' is a regular WiM Connecticut event held throughout the state, providing a social opportunity for WiM members and their guests. Their first fun, networking get-together was at Rooftop 120 in Glastonbury on Wednesday, July 13, and their second was at the Inn at Mystic in Mystic on Wednesday, August 3. Before the happy hour on August 3, attendees had the opportunity to visit Acme Wire Products for a tour. Acme Wire Products, a metal fabrication company, specializes in custom wire forming of metal parts and components for industrial use.



WIM CALIFORNIA'S NETWORKING EVENT WITH JOHNSON & JOHNSON AND CARBON



WiM California's networking event took place on Tuesday, August 23, at Carbon's headquarters in Redwood City. WiM members mingled with other local manufacturers and heard remarks from Johnson & Johnson's Worldwide Vice President of Supply Chain, Kathy Wengel, and Carbon's CEO and Co-Founder, Joseph DeSimone. Kathy has enterprise leadership responsibility for all aspects of Johnson & Johnson's supply chain, including accelerating the company's innovation objectives, meeting the diverse needs of the business, and ensuring the delivery of a reliable supply of products and services to patients, consumers and customers around the world. Under Joe's direction, Carbon is marrying the intricacies of molecular science with hardware and software technologies to advance the 3D printing industry beyond basic prototyping to 3D manufacturing.

HOW EDUCATORS IN GEORGIA ARE ADVANCING THE STATE OF MANUFACTURING WITH WIM GEORGIA



On Wednesday, August 24, WiM Georgia hosted a tour and panel discussion at the Chattahoochee Technical College in Acworth. Panelists discussed the German Apprenticeship Program and how it relates to the Georgia Consortium of Advance Technical Training. The students work as apprentices. Most graduate with a diploma, and many also leave with an associate's degree, a German Apprenticeship Program certificate, up to \$25,000 in earned income, little-to-no debt and the skills to apply to jobs with starting salaries of \$30,000 - \$40,000 per year. Students are drawn to the technological aspect of manufacturing, and teachers and counselors can help direct students toward this path. After the presentation, the group toured the lab, CNC training and electrical training facilities, which are set-up to resemble the workplace.





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Founded by Jamsetji Tata in 1868, the Tata group is an \$108.78 billion global enterprise, headquartered in India, comprising over 100 independent operating companies. The group operates in more than 100 countries across six continents, with a mission "to improve the quality of life of the communities we serve globally, through long-term stakeholder value creation based on Leadership with Trust."

Combining deep ethical values with proven business acumen, the Tata group has more than 65 years of experience in the United States, where its presence spans a range of sectors including steel, beverages, automotive, chemicals, IT services, telecommunications and hospitality. Tata group's U.S. presence includes Tetley, Eight O'Clock Coffee, Good Earth Tea, Jaguar, Land Rover, Tata Steel Europe, Tata Chemicals, Tata Consultancy Services (TCS), Tata Communications, Tata Technologies, The Pierre Hotel in New York, the Taj Boston and the Taj Campton Place in San Francisco. The United States is one of the Tata group's leading international markets and it has grown to become one of the largest India-based employers in the U.S. across 12 companies.

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TOP-TIER INDUSTRY EXECUTIVES MADE THEIR WAY TO MADISON FOR SUMMER LEADERSHIP CONFERENCE



Corporate Partnership Council

Women in Manufacturing hosted its first-ever Summer Leadership Conference on August 7 – 9, 2016, in Madison, WI, which brought together the National Board of Directors and Corporate Partnership Council (CPC). Members of the CPC are WiM corporate member company representatives, and corporate member companies were invited to send up-to-two delegates to participate in this thought-leadership conference. Professionals from Hialeah Metal Spinning, Inc., Ingersoll Rand, Eaton, Altria, BMO Harris Bank, Dassault Systemes, CliftonLarsonAllen LLP, TRUMPF Inc., AGCO Corporation, Foley & Lardner LLP, General Electric, Interlake Industries, Inc., Visionary Center for Sustainable Communities, MillerCoors, Win-Tech, Inc., Zierick Manufacturing Corporation and others were in attendance. The group spent time networking, discussing factors that impact the industry and its workforce, and brainstorming ideas for future WiM initiatives.

While in Madison, the group met with local legislators and visited downtown. The Board of Directors dined with Wisconsin Senator, Tammy Baldwin, on Sunday night at Cento Italian restaurant. On Monday night, the group enjoyed dinner and discussions on a “Betty Lou” cruise on beautiful Lake Monona. To conclude the conference, Lieutenant Governor Rebecca Kleefisch gave an inspiring presentation on “The Importance of Manufacturing” and Caitlin Andrews, director at Bracewell LLP, gave insight on how to be “Responsible Stewards of Manufacturing.”

A special thank you to Foley & Lardner LLP for hosting the Summer Leadership Conference in their Madison office.





"As a new corporate member of WiM, MillerCoors was eager and excited to participate in the Summer Leadership Conference. Not only was the conference engaging and thought provoking, but we were able to network and build great partnerships while having fun at the same time."

– **MillerCoors**

"After the Summer Leadership Conference, we are one step closer to a better integration of women into the manufacturing world."

– **AGCO Corporation**

"This is Visionary Center for Sustainable Communities' first year of corporate membership. We are proud to be involved with this organization, and supporting the efforts to promote and inspire women in manufacturing and those desiring to join the industry. As an organization focused on helping our industry obtain and retain skilled workers, we are excited by the opportunity to work with WiM and its members to provide valuable information and resources."

– **Visionary Center for Sustainable Communities**

UPCOMING INDUSTRY EVENTS

SOURCING SOLUTIONS
September 29, 2016
Indianapolis, IN

TASTE & TOUR WITH WIM WISCONSIN
OCTOBER 4, 2016
Sussex, WI

BREAKING THE MANUFACTURING MOLD WITH
WIM MINNESOTA
October 19, 2016
Jackson, MN

AMERICA'S MANUFACTURING SUMMIT
October 24 – 25, 2016
Chicago, IL

ASSOCIATION FOR MANUFACTURING EXCELLENCE
2016 INTERNATIONAL CONFERENCE
October 24 – 28, 2016
Dallas, TX

NEW MEMBERS LIST

As of August 22, 2016

CATHY BACHER
Acuity Insurance

BELINDA BLACK
Canon Virginia, Inc.

TERI BLUMENTHAL
Rockwell Automation

LESLIE BOYD
CliftonLarsonAllen LLP

JASMINE BROWN
Virginia Polytechnic Inst

DEBRA BULTNICK
DB Inc.

JEZABEL CARDENAS
Rockwell Automation

TIFFANY CHAN
Nomiku

SHUAN CHAVARRIA
Western Michigan University

ROSEMARY COATES
Reshoring Institute at the University of San Diego

AUNDRIA COHEN
Metal Essence and Machining Training Solutions

DEBRA COHN
Colorado Community College System

NICOLE COONS
Springs Fabrication - Advanced Technology Group

SANDY CRAWFORD
Mead Metals, Inc.

M JUDITH CROCKER
MJ Crocker & Associates

MICHELE DALESSANDRO
Merck & Co., Inc.

ALISON DAMKROGER
University of Illinois at Chicago

BETHANY DENTLER
Medina County Economic Development

EMILY DESIMONE
Carbon 3D

ROSE OF SHARON DEVOS
Pioneer Service Inc.

MEGAN DOWNEY
Cartesian Corporation

BETHANY EVINK
University of St. Thomas

COLLEEN FELLOWS
Carolina Metal Castings

TAMEA FRANCO
Global Metal Finishing, Inc.

JULIA GAHWILER
DCT Industrial Supply Company

SARITA GAVHANE
Canal Holdings LLC

KATIE GENOVA
Vectra Bank

KATHY GILMORE
Valley Industrial Association

HOLLY GOTFREDSON
American Metalcraft Inc./Finishing Dynamics LLC

SARAH GRAHAM
Brigham Young University

SUSI GRIFFITHS
IQMS

ANJALI GUPTAEMANUEL
Glowtronics Pvt. Ltd.

ERIN HENSELER
CliftonLarsonAllen LLP

ROSA HERNANDEZ
SEI Metalforms

NANCY HILLERY
The Hillery Company

LESA HOBBS
Lexmark International, Inc.

GRACE HSIA
Warmilu

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TIFFANY KEEN
CSU-Global

LAURYN KING
Eaton Corporation

LORI KOSTIUK
Moyer Machine and Tool, LLC

JESSICA LUND
CliftonLarsonAllen LLP

ANA MARIA MARIN
A-Z Sophisticated Solutions

JANEL MAYFIELD
Brigham Young University

TYKEARA MIMS
Visionary Center for Sustainable Comm.

CARY MOODY
Integrated Combustion Solutions

GAIL MOORE
Custom Plastics and More

MARIA MORALES
CliftonLarsonAllen LLP

LESLEY MOZINGO
SEI MetalTek

PATRICIA NICHOLS
Dinesol Plastics

KRYSTYNA PALUCH
Phoenix Manufacturing, Inc.

BELINDA PARKER
Liberty Mutual Insurance Company

DEANNA PATTERSON
Toyota Motor Engineering and Manufacturing
North America

WILLIAM PAULSON
Binghamton University

MICHELLE PIPITONE
Termax Corporation

MARTHA PROU
Phoenix Manufacturing, Inc.

ANGELA REGAN
Dassault Systemes

PATRICIA ROY
Acme Industries

SAMANTHA RUOF
The Proctor & Gamble Company

CASEY SACKS
Colorado Community College System

CETRA SAMPER
LAMATEK

KATHLEEN SARNIAK-TANZOLA
Jeannette Specialty Glass

NISHI SHAH
The Dow Chemical Company

JENNIFER SHOEMAKER
Spartan Tool

MEGAN SIAS
The Dow Chemical Company

TRICIA SIMON
South Central College

MARILYN SMITH
Colorado Community College System

JEANETTE SMITH
Smitty's Rancho

MARNI SPENCE
CliftonLarsonAllen LLP

BROOKE STAMBERSKY
Thermo Fisher Scientific

KACEY STOTESBERY
GORIGHT Plastics, Printing and Logistics

ERIKA SWARTZ
Shaw Industries Group Inc.

OMOLOLA TAIWO
Confederation of British Metalforming

VALERIE THOMAS
CliftonLarsonAllen LLP

AMY TURNBULL-WEEGRAM
General Cable Corp

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Curtiss-Wright Sprague Products

JENNA WILBUR
Lesa Nichols Consulting

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