

wim

Holiday 2016  
The Official Publication of Women in Manufacturing

# IMPACT







## Manufacturing Quality Careers

TRUMPF is well known for its high quality sheet metal fabrication equipment and industrial lasers. In addition to manufacturing industry leading products, TRUMPF offers lucrative careers. Women make up a significant portion of TRUMPF's employees in North America and around the globe and contribute to all facets of the organization, from the shop floor to management. TRUMPF is proud to be a corporate member and supporter of WiM.

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# FROM OUR PRESIDENT



Season's greetings to our wonderful WiM members! I hope that you are enjoying this fun and festive holiday season with close friends and family, and able to take a moment to reflect on all of the accomplishments that you've achieved within this past year.

Our association has made significant strides in 2016. From expanding our educational offerings, such as launching our Virtual Learning Series and establishing the Leadership Lab for Women in Manufacturing (LLMFG), to experiencing rapid growth within our community chapters, we are grateful for the generous support we have received in order to make this possible.

As you read this latest edition of IMPACT, you will notice on page 9 that we have embarked on another exciting endeavor – our Education Foundation (WiMEF) has been designated as a 501(c)(3)!



This means that we have created an additional WiM-related entity that will allow us to enhance our current programming and offer more professional development opportunities to women in manufacturing. Important initiatives (like LLMFG) will be funded through the foundation, and we are currently seeking donations to help us kickoff 2017 programs. Learn how you can get involved by turning to page 9.

Moving into 2017, please know that we have many great things in-store for our members and can't wait to share our progress with you along the way. If you have yet to do so, please complete our Member Satisfaction Survey, as your responses will be used as a guide to help us prioritize our plans. Feel free to contact Hayley Milloy, WiM's marketing and program coordinator, at [hmilloy@womeninmfg.org](mailto:hmilloy@womeninmfg.org) for access to the survey's link.

Wishing you a happy holiday season and New Year!

Warm regards,

Allison Grealis  
President and Founder, Women in Manufacturing

@allisongrealis



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Women in Manufacturing





## AMANDA REEL

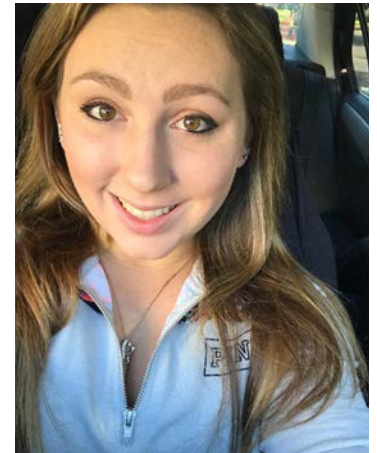
Welder  
TRUMPF Inc.

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

I am a welder at TRUMPF, but I also handle a number of other tasks in the Sheet Metal Department. Some days I weld, some days I cover drill press and other days I run the laser cutting machines. I also cover for my supervisor or lead man when they are out. Every day I come into work and do a different job, so it's always interesting. When I am welding, I have to read prints and fabricate parts, which means I have to be able to read and understand blueprints. Then I assemble the parts and weld them together. My department makes laser cutting machines for TRUMPF, our most popular product.

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

When I was just about to turn 18, TRUMPF called my high school, Howell Cheney Technical High School, and asked if they had any welders with a good welding skill set and my teacher asked me if I would be interested in an interview. I took the opportunity in a heartbeat. Within one week they contacted me and set up my initial interview. The interviewer asked me to read a blueprint and tell them everything I knew about every type of welding. I was also asked to outline my skills. I would say it went very well. I was immediately offered an in-the-field interview, to demonstrate my physical welding skills. In the field interview, I welded MIG (gas metal arc welding, or metal inert gas welding) and TIG (gas tungsten arc welding, or tungsten inert gas welding) both vertical and flat. They told me that was all they needed to see and that I would be contacted soon with my start date. I have been a welder for TRUMPF ever since.



**TRUMPF**



When I was 14, I chose welding as the trade I would study through high school. My junior year I decided to make welding my career because it's not often you get to turn your passion into a career. Also, I like the challenge of manufacturing, something about making things from scratch entices me.

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?

My whole career has been full of encounters with these stereotypes. One comment I hear far too often, when someone asks me what I do and I explain to them that I am a welder, is "Wow I've never met a pretty welder... actually I've never met a female welder!" I am TRUMPF's first woman welder, but I will not be the last! It is not true that women can't be welders. Unfortunately, many are steered away by the awful stereotypes that exist about welding such as it being a man's job, a dirty job, or a hard job. It is also untrue that welding is only performed in a very dirty environment. That is not the case at my job and at many other manufacturing companies. In fact, many facilities are cleaner than you can ever imagine! Most of the ones I've seen look like picture-perfect factories.

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

Mentorship has definitely played a huge roll in my career. I would not be where I am today without the help of my mentors. My two welding teachers, Kathy McGirr and Bob Cullen, in were my first mentors and they helped me to learn almost everything I know about welding. My mentor at my current position is our lead man, Dave Reynolds.





Dave has helped me learn new skills, like repair work and time management, through hands-on training. He has also demonstrated great work ethic, leadership skills and brainstorming to make even the most difficult problem seem easy. I try to emulate these skills as I grow in my career.

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?

Certainly organizations (like WiM) that make it their mission to support women in manufacturing go a long way towards raising awareness about manufacturing. Local WiM chapters have a strong impact here as well. For example, the WiM Connecticut chapter was established just over a year ago and has really created a buzz in the community. Promoting manufacturing as a career to middle and high school students – and not just the boys – is crucial. Teachers, guidance counselors and parents are instrumental in communicating the opportunities manufacturing presents. Many kids, especially girls, don't even know these good, high-paying, rewarding jobs exist. I'm sure if young women knew what an interesting, well paying career they could have in manufacturing they would give it a closer look.

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 definitely recommend that young women choose a career in manufacturing! There are so many opportunities out there. You can have any kind of job you want; machine operator, engineer, sales and marketing, finance, even CEO. There is literally something for everyone in the field of manufacturing, the possibilities are endless!

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 I believe it will expose me to the wide variety of opportunities that exist in manufacturing. In addition, it is a very inspiring group to be a part of! It gives me the opportunity to see first-hand that I am not the only woman in manufacturing, even though it may feel like it sometimes. And, WiM is here to support its members and help them grow. I also want to be part of a group that has a positive influence on the way the world views women in manufacturing!



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Altria salutes Women In Manufacturing.



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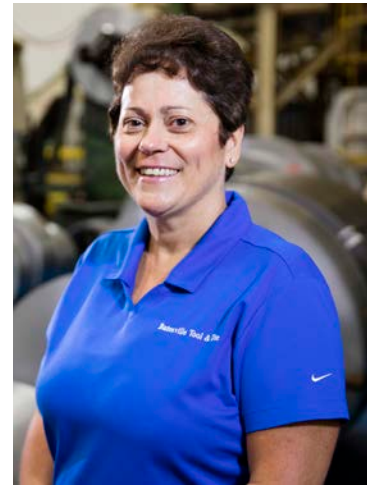
## CARLA ENZINGER

Human Resource Manager

Batesville Tool & Die, Inc.

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

My current position is the human resource manager at Batesville Tool & Die, Inc. (BTD). I have the privilege to assist our employees in many avenues. My activities include: implementation and administration of our benefit plans, employee relations, manage on-site health clinic, community involvement/boards, department budget, planning company events and activities, compliance, overseeing and supporting company training, the hiring and terminations, evaluation process and payroll, etc.



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

I needed a change from the accounting field. My sister, who at the time was already employed by BTD, recommended I apply for the Human Resource Manager position at BTD. My sister was having a very successful career in manufacturing at BTD, starting in entry-level accounting and moving up, eventually becoming VP of Finance. Also, my father was in manufacturing so this was what I grew up knowing. I was not a natural "people person" and when accepting this position that was my largest fear. I had a great boss, Mary, who worked with me and coached me through many "firsts" in my life. She took a risk with hiring me, (no HR experience) and because of hard work, dedication and great leadership from the company it has turned into a successful career for me. BTD, through the Fledderman family, have instilled within the company and its employees a family atmosphere. This caring, personal touch that I've had the privilege to partake in is an added attraction to manufacturing and my desire to work at BTD. I have been in this position for 27 years and have a strong desire to help others. My current position not only allows me to help our employees, it allows me to work within our community, region and state to help others which fulfills my dream of giving back.



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?

This is a constant issue and remains a work in progress. For me personally, I had a great male mentor who pushed me to stand up for myself against the stereotyping. He was quick to ask me my opinion, never leaving me out where others might have. He reminded me to grow by thinking of both sides of every situation, to think big and to speak up even when looked over by others. Having the complete opposite opinion at the table was a challenge he instilled in me to help me grow my knowledge and experience which in turn, helps make the most beneficial decisions. This mentor knew that it took all sorts of people to make a business a true success and that included those with different thinking patterns, values and personalities.

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

Yes it has. As I entered the area of manufacturing, the president of BTD was Mary Stock. Mary helped me greatly get acclimated to manufacturing and was patient during the transition. She is the one I mentioned above that



introduced a lot of “firsts” and helped to push me through my uncomfortable zones. She had so much background in finance and understanding of manufacturing that she transferred this to whomever wanted it. Mary was my first true contact who had many travels and she opened up the world outside of Indiana to me which enlarged my ability to dream big. Mary has since retired and now I connect with friends through various business associations to help keep me in check and seek advice. PMA (Precision Metalforming Association) and WiM are two of the great associations that provide that opportunity. The networking and support is outstanding and I am so ever grateful to be a part of these organizations.

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?

BTD has started to work with the local schools on this exact topic. We have sponsored Teacher Externships which has opened the eyes of those who are teaching and preparing our young women for the workforce. BTD participates in Fearless Female which is a career awareness fair for females to explore “non-traditional” careers. Our company is also hoping to get into the lower middle school class rooms to talk to students about these great career opportunities. Our community business partners sponsor a manufacturing camp and we are working on ideas to recruit more females to this camp to include a “female only” manufacturing camp. On my wish list for the very near future, I would like to see a mentoring program developed between our community business partners and schools on this particular topic. One of the keys is getting to the parents and our community is tossing ideas around to change the past perception of manufacturing (dirty, dingy, dark place to work).

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?

Yes, manufacturing has provided for my family. It has been extremely enjoyable and fulfilling. I have reaped many professional and personal rewards working in the manufacturing world. I have been able to travel to various states as well as MX and build great working relationships with other local community businesses as well as many across the United States which in turn have become great, long-lasting friendships.

Why did you decide to join Women in Manufacturing? How do you personally find value in WiM membership? I attended a couple of WIM's conferences. These conferences were very inspiring and motivational and built up my own personal confidence. Listening to the real stories of other women's struggles and their triumphs helped me realize there is a team working on improving the stereotype. I want to be a part of that. I enjoy the communication pieces and the on line posts. Also, being part of PMA and knowing of my personal successes with PMA, I knew WiM would be able to take that even further and help broaden my growth and development. In addition, I hope to be a role model and give support in helping others in manufacturing succeed above their expectations.

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## WIM BLOG TO INFORM, ENGAGE AND UPDATE WOMEN IN MANUFACTURING

WiM's blog is changing – both in the way it looks and in the content that is shared. To ensure that WiM members (and potential future members) get the most out of our blog, we are gathering relevant, industry-related articles, interviews with manufacturing professionals, general organization updates, community chapter updates and so much more for WiM's new and improved blog!

To check out the new blog, please visit: <http://womeninmfg.blogspot.com>.



# "MFGredefined" THEME TAKES CENTER STAGE AT 2016 SUMMIT



We celebrated our 6th annual SUMMIT on September 19 – 21, 2016, in Nashville, TN and nearly 300 manufacturing professionals were in attendance. We heard from top-tier industry leaders representing Etsy Manufacturing, Coca-Cola Co., Kohler Co., Goodyear Tire & Rubber Co., Oak Ridge National Laboratory, Caterpillar, Inc. and more.

For the first time, we hosted the award-winning Minute Mentoring Workshop. Small groups of Mentees met with Mentors for rapid-fire advice sessions – akin to speed dating. Attendees also participated in hot-topic roundtable discussions, where they were given the opportunity to talk about the industry topics that matter most to them with their peers.

We visited some of Nashville's most innovative manufacturing facilities for plant tours, including General Motors, Bridgestone Americas, Inc., Tennessee Bun Co., Nissan and Lochinvar. Our Silent Auction was an enormous success as more than \$8,000 was raised to further support our association's efforts.

Our 2016 program theme was "MFGredefined" and the agenda spotlighted aspects of manufacturing that make it a top career choice for women. Stay tuned for updates regarding our 7th annual SUMMIT, which is scheduled to take place on September 13 – 15, 2017 in Hartford, CT!

## TESTIMONIALS FROM ATTENDEES

"Inspiring! It really makes me want to share everything from the SUMMIT with my colleagues and every single woman I know! I have a daughter and I want an even more inclusive world for her, it makes me so happy to realize that there are so many women out there so strong, so smart and making this possible for our younger generations. Great work WiM! Looking forward for next year in CT!!"

– **Jessica Chavez**

"I always walk away from the WiM SUMMIT with renewed inspiration, new friends and expanded perspective."

– **Karen Norheim**

"This was my first and I can't wait to get more involved and attend next year's. Very empowering for women of all ages and all levels of an organization. Loved it!"

– **Michelle Pipitone**

"I was concerned with taking three days away from work to attend the SUMMIT. However, by the end of the three days I can say this was one of the most valuable career development experiences I've had and I am grateful for the opportunity to learn from other women in manufacturing, and feel empowered to return to my business as a stronger leader who has a deeper understanding of the issues facing the manufacturing workforce."

– **Lauren Neubauer**



Nick Lombardi with Frost & Sullivan (left), Allison Grealis with Women in Manufacturing (middle), and Jennifer Hagan-Dier with Tennessee Manufacturing Extension Partnership Program, mingled during the Early Arrivals Reception.



Leadership Lab instructor Kathleen Buse, PhD, facilitates a graduate panel discussion at the 2016 WiM SUMMIT. Tammy Noxon, Stacey Broom, Christy Mudd and Dana McCallum talked about their experiences and takeaways from the program.



WiM corporate member, Altria Co., sent a large group of their team to this year's SUMMIT.



Attendees enjoyed final keynote presentation given by Amy Meyer, Vice President of Kohler Operating System at Kohler.

# WIM ESTABLISHES EDUCATION FOUNDATION

We are thrilled to announce the launch of our new Education Foundation (WiMEF) which has been officially designated as a 501(c)(3).



The WiM Education Foundation's mission is to provide women in manufacturing with year-round access to affordable and effective educational opportunities. WiMEF also aims to empower industry women by assisting them in their professional development.

We are very proud to have a dynamic and diverse group leading this important initiative. The WiMEF Board of Directors includes 12 top industry executives from around the country, including:

**Karla Aaron (Hialeah Metal Spinning), Griselda Abousleman (Ingersoll Rand), Elizabeth Engels (Tata Steel), Allison Giddens (Win-Tech, Inc.), Barri Gurau (Independent), Lisa Habe (Interlake Industries, Inc.), Una Lauricia (Eaton), Sheila LaMothe (TRUMPF Inc.), Anne Ross (Foley & Lardner LLP), Sabrina Weaver (Owens-Illinois, Inc.), Catherine Werner (GE Appliances), Gretchen Zierick (Zierick Manufacturing).**

Strong support from the manufacturing community is critical to the success of the WiMEF and, because of this, we are currently accepting funding from industry advocates. Your contribution will make the creation and execution of programs, services and resources possible. For more information regarding WiM's Education Foundation or the opportunity to become a WiMEF Founding Partner, please contact Kristin Moore, WiM's program manager at [kmoore@womeninmfg.org](mailto:kmoore@womeninmfg.org) or **216-503-5700**.





SUMMIT VIP attendees enjoyed dinner at Nashville's The Row Kitchen & Pub.



Wamwari Waichungo, vice president, global scientific & regulatory affairs, at Coca-Cola, Co., presented on opportunities for women in manufacturing.

## WIM TO LAUNCH NEW WEBSITE AFTER NEW YEAR

We are happy to announce that we have been working on the creation of a brand-new website for WiM that will be officially launched following the New Year. The new website will have a more cohesive “look and feel” than our current site and will provide several additional features and capabilities. One exciting change is that WiM community chapters will have their own landing pages, complete with photos, contact information and upcoming events specific to each chapter. Another improvement is that all WiM webinars, press releases, articles, etc. will be conveniently archived so our members can access them at any time. As always, we will continue to highlight our national and local events and programming, career center (WiMWorks), directory, membership information, and general information about WiM on our website - it will just be improved!





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# COMMUNITY CHAPTER CONNECTION



## WIM COLORADO CO-HOSTS PROFESSIONAL DEVELOPMENT SEMINAR WITH SKILLFUL

WiM Colorado co-hosted a free professional development seminar with SKILLFUL on Tuesday, August 30, 2016 in Denver, CO. SKILLFUL is a free website provider connected with LinkedIn and its' purpose is to help people turn their experiences into action-items on their resume. This "development day" was open to women looking to break into manufacturing, currently in manufacturing or students interested in joining this growing field. It included career coaching, resume building and seminars on topics ranging from leadership to building an online brand. Megan Heffernan with Coleman Coaching was the guest speaker and she discussed the importance and implementation of work-life balance. The event was held at the beautiful Tivoli Student Union Building on MSU's campus. WiM Colorado intends to make this an annual event.

## WIM COLORADO'S 'FALL GET TOGETHER' CELEBRATES NEW 2017 LEADERSHIP

WiM Colorado's leadership team met on Thursday, November 3, 2016 to announce and celebrate their new local Board of Directors for 2017. The chapter plans to host many exciting events after the New Year and is looking forward to partnering with other like-minded organizations in the area.

## WIM WISCONSIN'S 'TOUR & TASTE'



On Tuesday, October 4, 2016, WiM Wisconsin hosted their first-ever 'Tour & Taste' in Sussex, WI, which included a tour at Sussex IM and a tasting at trendy, bourbon-themed restaurant Bistro Z. Sussex IM is a custom injection molding and full-service integrated manufacturing company. As many as 60 people were in attendance and able to witness some of Sussex IM's innovative manufacturing processes in action. From the facility, the group made their way over to Bistro Z for drinks and conversation.



## WIM CONNECTICUT HIGHLIGHTED SUMMIT CONFERENCE & TOURED ULBRICH STAINLESS STEELS & SPECIAL METALS



WiM Connecticut's leadership team recapped the success of the 2016 WiM SUMMIT and the group toured Ulbrich Stainless Steels & Special Metals on Thursday, October 6, 2016 in North Haven, CT. Ulbrich is a global precision re-roller and distributor of stainless steel and special metals including strip, foil, shaped wire, fine wire, sheet, plate and bar products for use in the medical, automotive, nuclear and aerospace industries. WiM's 2016 Chairperson, Sheila LaMothe, who is also the local Chapter Champion, spoke to the group about current association plans and progress.

## WIM CONNECTICUT HOLIDAY PARTY

WiM Connecticut hosted their holiday party on December 12, 2016 at City Stream Brewery in Hartford. Attendees mingled, networked and celebrated with other women in manufacturing. Appetizers and beverages were enjoyed while celebrating the holiday season with peers in the field of manufacturing.

## WIM GEORGIA CELEBRATED MANUFACTURING MONTH WITH A VISIT TO THE STATE CAPITOL



WiM Georgia members congregated at the Capitol on Monday, October 17, 2016 for a private tour and the opportunity to meet with local legislators involved in the manufacturing space. Attendees were given a brief history of the building and learned fun facts about its construction. Georgia Representative Ed Setzler came in at the latter half of the tour and gave a special behind-the-scenes tour of the floor of the Georgia House. Representative Setzler is the Chairman of the Science and Technology Committee and he spoke about the importance of bipartisanship and respect for each other. Then, the group heard from U.S. Congressman Barry Loudermilk, who serves on the Space, Science and Technology House Committee and is regularly involved in local technical job fairs and STEM-related events throughout his district. The event lasted all morning and gave a fantastic glimpse into what makes Georgia laws and statutes tick behind the scenes.





## WIM GEORGIA HOLIDAY PARTY

On Friday, December 9, 2016, WiM Georgia celebrated the holidays at The Cheesecake Factory in Atlanta followed by a visit to Shoppe Artisan Holiday Market, where manufacturers featured unique goods and gifts. Win-Tech, Inc. generously co-sponsored gifts for the attendees of the event - a locally-made "Georgia On My Mind" coaster, sold by Georgia Crafted - a local, woman-owned manufacturing company!



## WIM MINNESOTA'S 'BREAKING THE MANUFACTURING MOLD'

On Wednesday, October 19, 2016, WiM Minnesota co-hosted 'Breaking the Manufacturing Mold' with The AGCO Global Women's Network at AGCO's headquarters in Jackson, MN. The agenda included a tech-focused plant tour (Google Glass, VR, AGV and advanced-quality testing), luncheon with a presentation given by Susan Edwards, business consultant and career coach, Enlighten Management Consulting, Inc., and tractor rides. Susan's presentation addressed seven tips for succeeding as a woman in a "man's world." Allison Grealis, president and founder of WiM, also gave a few remarks.



## WIM MINNESOTA'S 'TWIN CITIES' EVENT

As they seek to engage more industry women from around the state, WiM Minnesota hosted their first event in the Twin Cities area on Thursday, November 10, 2016 at CliftonLarsonAllen LLP's office in Minneapolis, MN. Nearly 90 people registered to attend this highly-anticipated networking event. Allison Grealis, president and founder of WiM, gave an overview of WiM and outlined ways to get involved on a local and national level.

## WIM INDIANA LAUNCH PARTY

More than 50 local leaders within manufacturing came together for a night of networking and learning at WiM Indiana's kickoff event in Indianapolis, IN on Thursday, October 20, 2016. The group enjoyed drinks, appetizers and a presentation given by Jean Neel, VP at Haynes International, that challenged the audience to take risks and focus on results. This new chapter plans to host an event once per month to further establish a unified community and support network of women in manufacturing.





### ONE GLOBAL FORCE POWERS DIVERSE BRANDS

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 Compton 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.

For more information about the Tata group of companies, visit [www.tata.com](http://www.tata.com)



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## LEADERSHIP LAB for Women in Manufacturing



### SAVE YOUR SEAT FOR OUR CLASS OF 2017!

2017 Dates: March 28 – 30, May 23 – 25, July 25 – 26

Be a part of the second annual Leadership Lab designed exclusively for top-performing women in the manufacturing industry. Women in Manufacturing™ (WiM) and Case Western Reserve University's Weatherhead School of Management have collaborated to produce this powerful, national program which delivers executive education to individuals in mid-to-high leadership roles in manufacturing careers.

During this three-course experience, you will receive:

- Emotional intelligence, negotiations and communications training
- An Emotional and Social Competency Inventory (ESCI) assessment
- One-on-one coaching sessions with a tenured executive coach
- Peer coaching, 360-degree assessments
- Presentations and group work on overcoming workplace bias, effective leadership strategies, developing and achieving your personal vision, confidence, and navigating and transforming your organization

The 2017 program will take place on Case Western Reserve University's campus in Cleveland, OH. Class size is limited to no more than 35 participants, so reserve your space by visiting [www.womeninmanufacturing.org/leadership-lab/register](http://www.womeninmanufacturing.org/leadership-lab/register).



## WIM INDIANA'S 'BEST PRACTICES PRESENTATION' AND TOUR OF FASTENAL CO.

WiM Indiana had a wonderful time visiting Fastenal Co. on Tuesday, November 15, 2016 in Indianapolis, IN. Fastenal Co. is a full-line construction and industrial supplier. The group was able to meet with several of the plant's employees and ask about their job roles and how they came into their current positions. The highlight was introducing community school cohort students to potential employers.



## WIM KENTUCKY LUNCHEON AT LEXMARK



WiM Kentucky hosted a luncheon at Lexmark International on Wednesday, October 26, 2016 in Lexington, KY and invited prominent female leaders from around the state to participate in an executive panel discussion. The panelists were Tonya Jackson with Lexmark, Catherine Werner with GE Appliances and Lesa Nichols with Lesa Nichols Consulting.

It was an interactive discussion that focused on the unique challenges that women face in the workplace, how to make tough choices and be prepared for the next career move, and how individuals at all levels can work together to close the gender gap in upper management.



## WIM OHIO PARTNERS WITH MANUFACTURING INSTITUTE TO 'STEP FORWARD'



The Manufacturing Institute travelled to Cleveland, OH on Thursday, November 17, 2016 to host 'STEP Forward: Ohio' and WiM Ohio was a proud partner of this event along with The Manufacturing Advocacy & Growth Network MAGNET and Arconic Foundation. STEP (Science, Technology, Engineering and Production) Forward is a networking

series designed for women in manufacturing to extend beyond the STEP Ahead Awards. In the afternoon, early-to-mid career women in manufacturing had the opportunity to participate in Leading from Strengths – a facilitated workshop to help women leaders understand and leverage their strengths. A nighttime networking reception followed and executives from The Lincoln Electric Co., Arconic, Tata Steel and The J.M. Smucker Co. shared their success stories and key pieces of advice.

# WIM MICHIGAN CHAPTER KICK-OFF EVENT

On Thursday, December 1, 2017, WiM Michigan held their very first event with two informative presentations on different forms of manufacturing, including large-scale 3D manufacturing and laser manufacturing. The kick-off event was held at TRUMPF's Laser Technology Center and also included a tour of the facility and a lunch to end the fantastic program.



# WIM CALIFORNIA GOES HOLLYWOOD



WiM California went behind the scenes in Hollywood on December 8, 2016 at Legacy Effects, a studio effects company who has extensive history working on very well known movies such as Jurassic Park, Star Wars, Iron Man and more.

"It was inspiring to see the creativity come out in manufacturing whether it was with silicone molding, casting, foam molding, machining or 3D Printing. They do it all!" said Dana McCallum of WiM California. The group enjoyed a tour by one of the owners of the studio effects company, Alan Scott, as well as Jason Lopes and Damon Weathers.





# UPCOMING INDUSTRY EVENTS

WINTER SOCIAL WITH WIM INDIANA  
**January 11, 2017**  
**Indianapolis, IN**

LEGISLATIVE BRIEFING WITH WIM CONNECTICUT  
**January 12, 2017**  
**Hartford, CT**

## NEW MEMBERS LIST

As of December 14, 2016

JULIE AGER  
**Wegner CPA's**

LISA ALLISON  
**Thomas Steel Strip Corporation**

SARA ANDUJO  
**Waukesha Metal Products**

LORI ATWOOD  
**Thomas Steel Strip Corporation**

VANESSA BARIGELLI  
**Critical Research, Inc.**

EVA BARRIE  
**Tata Steel International (Americas), Inc.**

APRIL BECK  
**Thomas Steel Strip Corporation**

LAURA BOTHE  
**Bothe Associates, Inc.**

CHERYL BROWN  
**St. Cloud Technical and Community College**

PAM BROWN  
**People's United**

TANYA BRYAN  
**Tata Global Beverages**

MARY BYKER  
**First Midwest Bank**

SUSAN CARLOCK  
**Mursix Corporation**

BARBARA CARSON-FERGUSON  
**Carson Manufacturing Company, Inc.**

ELLEN CLARK  
**Greenwich Capital Group LLC  
Products**

TRICIA CLARK  
**Kraft Heinz**

APRIL COOKE  
**TRUMPF Inc.**

SUSAN DAVIS  
**Tata Chemicals Soda Ash Partners**

LAURA DEROSIA  
**Aura Graphix**

REBECCA DIETRICH  
**Tata Chemicals Soda Ash Partners**

B.J. FARMER  
**Front Range Community College**

SARA FEATHERLING  
**AGCO Corporation**

SALLIANNE FICARA LAKE  
**ITT Incorporated**

ALLISON FISCHLER  
**Stanek Tool, Inc.**

TAMMIE FISH  
**DIVSYS International, LLC**

CAROL FONTANEZ  
**Waukesha County Technical College**

EMMA FOSDICK  
**Pittsfield Products**

MARIA GAETA  
**Mar-Bal, Inc.**

JULEE GERSON  
**Peterbilt Motors Company**

ROSANNE GILCHRIST  
**BWXT NOG**

AMANDA GOODSPEED  
**Lee Industrial Contracting**

DEBORAH GORDON  
**C&M Corporation**

PAUL GRASSO  
**The Development Corporation**

NICOLE HALL  
**Tata Global Beverages**

BELINDA HANNAH  
**Plante Moran**

LAURA HAYES  
**Mavpak**

KRISTIN HEINES  
**Climax Metal Products Company**

HANNAH HEUSER  
**IDI Composites**

HEATHER HUSSONG REASONER  
**Kozy Heat Fireplaces – Hussong Mfg.  
Co., Inc.**

STEPHANIE JACKSON  
**Bossier Parish Community College**

JESSICA KERRIGAN  
**Hylant**

KORY KICZAN  
**Filly Fabricating, Inc.**

CLAUDIA KOVACH  
**City Machine Technologies, Inc.**

JILL KROL  
**Standard Die**

RENEE KUHS  
**M3 Insurance**

RENE LANIER  
**Marietta Nondestructive Testing, LLC**

SHARON LINDSTROM  
**Protiviti**

AMY MANCINI  
**3M**

IRENE MARCHESI  
**Dayton Rogers Manufacturing Company**

ASHLEY MCCREADIE  
**Woodruff-Sawyer Company**

MEGAN MITTER  
**Lee Industrial Contracting**

MEAGAN MOORE  
**Brouse McDowell**

CALEENA MYERS  
**Circle-Proscio, Inc.**

JEAN NEEL  
**Haynes International, Inc.**

ANASTASIA PELLOUCHOUD  
**American Manufacturing United, LLC**

GLORIA PERNACCIARO  
**Reliable Machine Company**

OMSHRI RAJARAVIVARMA  
**Tata Chemicals Soda Ash Partners**

AMANDA RINZ  
**Tribar Manufacturing LLC**

AMY ROSAS-ROSADO  
**Clifford Metal**

BETH ROTHWELL  
**Choice Precision, Inc.**

SHELLEY RYAN CARLSON  
**Danfoss Drives**

LAVANYA SHETTY  
**Praxair Surface Technologies**

KATHRYN SMITH  
**Olin Brass**

LYNN SMITH  
**Haynes International, Inc.**

DIAHANN STANFIELD

**Standard Die & Fabricating, Inc.**  
CHELSEA STEWART  
**TruStile Doors, LLC**

LISA TARCY  
**Women in Manufacturing**

JILLIAN TORREY  
**Clifford Metal**

MARY PAT TUBB  
**John Deere**

MARIE VENNE  
**Endpoint Corporation**

ELIZABETH VONNE  
**Davis Graham & Stubbs**

PAM VOORHEES  
**Plante Moran**

NATALIE WALTERS  
**Waukesha State Bank**

JANA WARFORD  
**Almetals Company**

SABRINA WEAVER  
**Owens Illinois**

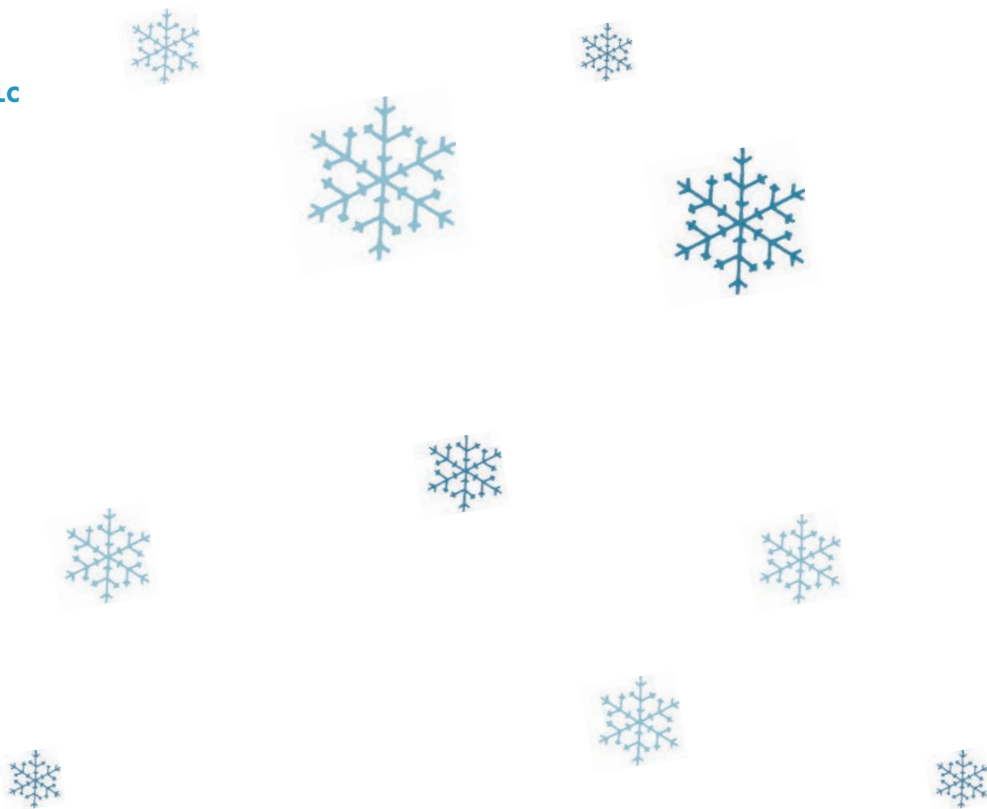
KAREN WEBSTER  
**Newco Enterprises, Inc.**

STEPHANIE WELLS  
**Indiana Manufacturers Association**

KELLY WOIZESCHKE  
**AGCO, Inc.**

LINDA WOOD  
**Oberg Industries**

CARRIE WOODRUFF  
**ITU AbsorbTech**



## Visionary Center for Sustainable Communities

### **MANUFACTURING IS COOL!**

Through our mobile classroom, we inform individuals of what the manufacturing industry looks like today and the educational and career pathways available. We come equipped with:

- 3D scanning and design
- Additive manufacturing
- Robotics
- CNC control simulation
- ...and much more!

Our goal – inform individuals across the US that manufacturing is cool and it is a viable career.

As a 501(c)(3) national non-profit organization, VCSC is funded through individuals, corporations, and grants. Help us keep the message going that **MANUFACTURING IS COOL!**

For more information, or if you're interested in supporting us, contact:  
Kirste Webb, Executive Director  
kwebb.@vcfsc.org or 865.276.1518  
www.vcfsc.org

Education and Outreach for the Manufacturing Industry



6<sup>TH</sup> ANNUAL

# WIA

women in automotive  
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**SAVE THE DATE**

**APRIL 24, 2017**

TROY MARRIOTT HOTEL 200 W. BIG BEAVER RD. TROY, MICHIGAN 48084

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