



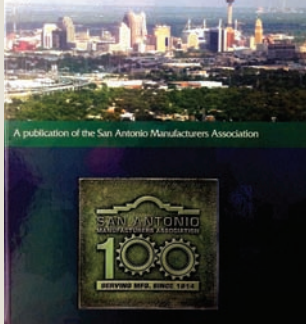
The Voice of over 1,600 Manufacturers in the 11-County Alamo Region

1st Quarter Issue 2014

*Celebrating 100 Years
Advancing Manufacturing*



MAKING SAN ANTONIO
The Story of San Antonio Manufacturing
by Joe Carroll Rust



Walton Signage is changing how sign manufacturing is done

Choosing 'attitude' over 'aptitude' is key to building dynamic teams



“Our founding principles have helped guide us along. Of course with the help of SAMA mentors and members, we can truly say we are building something AMAZING!”

Jim Calhoun
General Manager
Walton Signage

Headquartered in San Antonio for 25 years, Walton Signage designs, manufactures, and installs signage systems across a wide variety of markets nationwide serving a diverse list of clients including Crate & Barrel, Gap, Inc., Firestone, Old Navy, Nike, Toys ‘R Us, Bank of America, T-Mobile, and Travel Centers of America.

Recently Walton Signage set out to change how its signage systems are manufactured. Prompted by a significant financial loss in manufacturing, Walton Signage examined its processes and people.

General Manager Jim Calhoun credits their association with the San Antonio Manufacturers Association (SAMA) in helping guide the way. “Consulting with SAMA’s professional mentors, we were able to obtain intensive and

introspective leadership training. Strengthening our ‘servant leadership’ philosophy has had a dynamic affect on our organization and unbelievable results on our bottom line. We now have a dynamic team working better while maintaining original Walton Signage values.”

The next step required Walton to undertake a rigorous self-examination of their talent. Calhoun, an advocate of Jim Collin’s “Good to Great”, says “We needed to make sure we had the right people on the bus. I’d take attitude over aptitude every time. We took a risk in choosing our plant manager by choosing Saul Tellez, a young man with a can-do attitude, willingness to learn and thirst for growth over a more experienced manufacturing individual.”

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Contact SAMA to order this hard bound publication on the History of San Antonio Manufacturers

*100th
Annual Gala*

*Saturday, October 18, 2014
RSVP at sama-tx.org*

**www.sama-tx.org
210-979-7530**

*Official Publication of the
San Antonio Manufacturers
Association (SAMA)*

SAMA Celebrates 100 Years of Manufacturing Advocacy

By John Dewey, Innovation, Technology, Machinery, Former Chairman (2006-2007) and current Board Member, San Antonio Manufacturers Association (SAMA)

In the last century, the Manufacturing Industry in both the United States and in San Antonio has seen significant change take place. It has grown and retracted and then grown anew. It has evolved to meet regional as well as global economic and market changes. Throughout all of this, our manufacturing industry has remained a key element to San Antonio’s economy. The products that are produced today in San Antonio are different than those made in the early 1900’s. The advancement of technology has played a large

role in this evolution, changing both the types of products made as well as how they are made. Manufacturing is no longer the labor intensive, dirty business of shoveling coal into a blast furnace. Today’s manufacturers are highly automated, using computers to control large segments of the manufacturing process and robots to perform tasks too complex or hazardous for people to perform. With technology playing a large role in the evolution of manufacturing in San Antonio, the manufacturing industry has remained a key element in the

growth of our community. Today, San Antonio’s manufacturing industry is very diverse, ranging from food to robots, furniture to aircraft, medical implants to vehicles and everything in between. This year marks 100 years of the San Antonio Manufacturers Association (SAMA)’s leadership in the development of the San Antonio’s manufacturing industry and its contribution to our community. It is our hope that you will enjoy participating in this year of celebration of our regional manufacturing heritage as much as we have in being part of its legacy.



Chairman's Report...



"Our common objective is the success of manufacturing."

Javier Garcia
Branch Manager

Regal Plastics Supply Company, Inc.

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SAMA Chair is not looking back but forward

2013 was a great year for SAMA! We had great successes with our events. We published our 100 Year Anniversary Book, documenting our rich history in a beautiful book and well received by everyone. We moved our Trade Show to a better venue, expanding vendor participation.

With Alamo Colleges and Workforce Solutions – Alamo, we developed a 90 day Just-In-Time training program, graduating 75 students and placed them into industry vacancies – a significant achievement! Lastly, we created a

value proposition statement, defining what we do and enriched our marketing efforts to promote SAMA.

I am very proud of these accomplishments! Now, where will SAMA be in 10 years and will it continue to produce successes? I say yes, because all of us are goal oriented, we don't focus on the successes or failures of the past. Our common objective is the success of manufacturing. We must expand; push where we need to and look forward, not backwards.

We have huge opportunities facing

us and with our new marketing objectives, and new 2014 leaders, I know we will have another dynamic year. So, get involved in committees and continue to promote SAMA. Our organization benefits manufacturing. Also, don't forget our 100 Year Anniversary Gala on October 18th. We need to support it!

In conclusion, thank you for the Great Year and I will cherish the experience of being in a team of professionals with one common goal: the success of manufacturing in San Antonio.

2013 Highlights

During 2013, the San Antonio Manufacturers Association (SAMA) provided the following benefits for its membership and the manufacturing industry at large:

- Provided Industry leadership and coordination with Alamo Colleges and Workforce Solutions-Alamo in the development of the "Just-In-Time (JIT) Training Program for Manufacturers", a 90-day adult training program for Production Technicians and Machinists. Seventy-five (75) students were trained in critical manufacturing skills, received Manufacturing Skill Standards Council (MSSC) and National Institute of Metalworking Skills (NIMS) nationally recognized certifications. Graduates of the JIT Program were hired by San Antonio's manufacturers to support skilled workforce demands. SAMA received national recognition for the JIT Program.

- Provided key input and assistance in obtaining approval of Texas House Bill 5 (HB5) by the Texas Legislature to allow development of secondary school technical skills curriculum in support of regional career opportunities. SAMA subsequently worked with local Region 20 educational leaders to define manufacturing-related curriculum requirements for the 2014-2015 school year.

- Participated with regional research, governmental and academic organizations in the preparation of a joint proposal for the establishment of a National Institute of Manufacturing Innovation (IMI) in San Antonio.

- Established agendas for Federal and State Legislative initiatives related to Manufacturing Industry issues and provide formal testimonies regarding education, workforce, economic issues, health care, safety and environmental issues impacting the regional and state Manufacturing Industry.

- Publication of four quarterly Newsletters highlighting regional Manufacturing Industry companies, educational initiatives, legislative activities and Industry-related items of interest to over 3,500 key regional leaders.

- Continued support and provided 33 internships for Alamo Colleges' Advanced Technology and Manufacturing Academy (ATMA) programs, with 64 students currently enrolled and 35 students graduating from the program.

- Developed and published a hard-bound book, "Making San Antonio, The Story of San Antonio Manufacturing", providing a history of manufacturing in San Antonio in recognition of SAMA's upcoming 100-year anniversary in 2014.

In addition to the above, SAMA provided the following educational and training programs attended by over 1600 SAMA members and regional manufacturers:

- SAMA's Employment Law Seminar training program

- SAMA's Aerospace Forum conducted during SAMA's Industry Trade Show

- SAMA's Environmental Seminar training program

- SAMA's OSHA 10-hour Safety Certification Program

- SAMA's "Achieving Excellence in Leadership" seminar

- SAMA's Project Management Fundamentals Workshop

- SAMA's Lean HR for Small Organizations program

- SAMA's & TMAC's Manufacturing Supervisor Certification Program

- 110 Companies exhibited at SAMA's annual Trade Show with over 670 interested participants

- Over 1,104 people attended SAMA's monthly luncheon meetings to network with other members as well as gain knowledge on pertinent topics for manufacturers, including Affordable Care Act; San Antonio's Bio-Med industry; Federal Reserve Bank economic update; Texas Legislature update; among other topics of interest

- Annual Tour of Manufacturers, showcasing diverse regional manufacturing firms and their production processes

- Annual "CEO Event", featuring Texas Workforce Commissioner Hope Andrade as the keynote speaker, and to meet and network with other manufacturing executives.

In addition, SAMA sponsored a number of social and community networking activities for our membership in 2013, including:

- Coordinating a drive that raised a new record of over 197,800 lbs. of food for the San Antonio Food Bank

- Hosting the annual SAMA Bowling tournament for SAMA members, with 160 members attending

- Hosting the Annual Spring and Fall Golf Tournaments, with 257 SAMA members attending

- Approximately 443 people attended the SAMA quarterly Mixers, with each Mixer highlighting a manufacturing firm and providing a networking forum

- 176 members and spouses attended SAMA's Annual Membership Banquet



SAEDF's Business Retention and Expansion Program

By Misty Mayo, Executive Vice President, San Antonio Economic Development Foundation

The San Antonio Economic Development Foundation (SAEDF) recognizes that our community is only as strong as the people and businesses that comprise it.

That is why, as part of our expanded economic development initiatives, an integral part of our mission is to lead Business Retention & Expansion (BRE) activities in our San Antonio community.

The SAEDF works in partnership with our stakeholders, workforce agencies and other members of the community, including the San Antonio Manufacturers Association (SAMA), to assist

companies in the manufacturing industry to grow and prosper. The collaborative nature of the BRE program provides solutions, including logistical, public works, export support, permitting, and workforce.

Additionally, the SAEDF BRE team is prepared to lend its expertise to local manufacturers with the site selection process when they are ready to expand.

Since SAEDF began leading the BRE program in 2011, 31 local companies have been assisted with their expansion needs, resulting in nearly 5,000 new jobs in San Antonio. Nearly one-third of those assisted companies are in the

manufacturing industry.

SAMA is a vital partner in our BRE efforts as they work alongside the BRE team identifying manufacturing companies that may need assistance.

Our BRE expertise has been utilized by numerous SAMA members and the SAEDF looks forward to assisting its SAMA manufacturers who may be considering expanding.

Call Misty Mayo at 210.226.1394 to schedule a meeting.



2011 FACTS MANUFACTURING INDUSTRY IMPACT

One of the largest sectors of the San Antonio economy, Manufacturing provided an economic impact of over \$30 billion in 2011.

San Antonio's Manufacturing Industry has grown more than three-fold since 1991.

San Antonio's Manufacturing Industry is very diverse, spanning virtually every industrial product line.

San Antonio's 1,556 manufacturers employed over 51,000 people, earning an average wage of \$47,499 – consistently higher than the San Antonio average.

The evolution toward high-tech manufacturing has resulted in significant wage gains as the workforce skills requirements increase.

80% of San Antonio's Manufacturers are small businesses employing 50 or less employees.

“Manufacturing companies, and the employees who work for them, help San Antonio remain a vibrant and diverse city in which to live and do business, and SAMA has been their voice and advocate.”

Joe Straus
Speaker
Texas House of Representative

Walton Signage *continued from page 1*



Walton then looked at how to improve their manufacturing process. Turning to SAMA members, such as Jim Caldwell (TMAC) and Gary Arnold (IPS), Walton established a configuration that provided the best opportunity to bring efficiency to their manufacturing processes. Walton also implemented more aggressive procurement strategies that helped maintain control of material costs.

So what was the result of their efforts? Calhoun admits that initially, it was rocky, but says that

over time, “our decisions paid off.”

Here's a brief list of the significant changes Walton has implemented:

- Removed the obstacles and bottlenecks making the plant more productive. Walton now boasts a 97% first run, which is much lower than their rate in the mid 80's.

- Decreased turnover rates are the best in 3 years. As result Walton has been recognized by The San Antonio Express-News as “Top Places to Work” two years in a row.

- Created a safe work environment. Through the efforts of their Safety Manager, Clay Rodriguez, and his work with TEEX (Texas A&M Engineering Extension Services), Walton Signage's EMR rate fell to its lowest levels ever.

- Calhoun adds that “most importantly, we have reversed our trend of losses to break even, and

have returned to profitability. Our founding principles of Quality, Integrity, Responsibility, and Growth have helped guide us along. Of course with the help of SAMA mentors and members, we can truly say we are building something AMAZING!”

Walton Signage has been recognized in INC. 5000, The San Antonio Business Journal, The Express-News, and Frost and Sullivan's Manufacturing Leadership Summit.

Walton Signage has an aggressive growth strategy that will propel it to \$100M gross sales by 2018. Calhoun adds “we are diligently preparing ourselves for another cycle of rapid growth and expansion while making sure our operation is scalable and poised to take on the challenges that lay ahead.”



*The Voice of Over 1,600
Manufacturers in the
11-County Alamo Region*

ADVOCACY

Manufacturing's Voice to
Local Government
& Regulatory Agencies

Assuring the Next Generation
of Skilled Trades

Monitoring Water
& Energy

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& Networking

www.sama-tx.org
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ATMA needs sponsors for summer interns Students gain career building experience

The Advanced Technology and Manufacturing Academy (ATMA) is one of the five national award winning, innovative, STEM-based instructional models operated by the Alamo Academies. The program utilizes contextualized industry-driven curricula resulting in 94% of graduates entering higher education or high-wage careers.

San Antonio Manufacturing Association (SAMA) has

Monday through Friday, 40 hours a week, totaling 320 hours. While students must be paid at least Minimum Wage, many internships have averaged \$9.00 an hour.

Manufacturers find the internship program very valuable. Interns are typically assigned duties within their training regime and capabilities that include inspection, light maintenance and process control. Academy coordinators help Internship sponsors develop



ATMA student interns sponsored by Toyota Motor Manufacturing, Texas.

partnered with the ATMA to create a curriculum reflecting the needs of San Antonio's diverse manufacturing community.

Students participate in a mandatory paid internship program the summer between their junior and senior year. The program runs eight weeks long,

a training plan while providing a real-world learning environment with hands-on projects.

Sponsors are needed for the 2014 Summer Internship Program. *If interested contact Troy Kettell, Alamo Academies Chief Coordinator, (210) 485-0834, tkettell@alamo.edu.*

MARK YOUR CALENDAR

SAMA 2014 TRADE SHOW

April 30, 2013
Expo Hall A at Freeman

ADMISSION FREE

9 AM to 11 AM

*"Manufacturing –
Then, Now and Tomorrow"*
Forum

Presented by First Investors

11 AM to 5 PM

Trade Show & Exhibit Hall

Presented by

regal
PLASTICS

4 PM to 5 PM

Social Hour

Presented by BBM Staffing

(Complimentary appetizers and open bar)

To reserve your exhibit space
go to sama-tx.org or scan QR code



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