



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

3rd Quarter Issue 2013

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www.sama-tx.org
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Official Publication of the San Antonio Manufacturers Association (SAMA)

Manufacturers Association delivers world class trade show

New venue highlights value packed show and unprecedented results



“The show had great attendance and good quality buyers that were looking for new vendors for their products.”

Javier Garcia
Branch Manager
Regal Plastic Supply Company, Inc.
Chairman, San Antonio Manufacturers Association

Highlighted by the new venue at the Exposition Hall at the Freeman, and an event filled day, the 2013 Annual San Antonio Manufacturers (SAMA) Trade Show could be characterized no less than a smashing success. All 114 booths were sold out well in advance, and the flow of enthusiastic attendees was solid throughout the day.

The event kicked off with a standing room only workshop, as facilitated by Jim Randel, on “21 Steps to Primetime,” an Interactive Workshop on how to successfully navigate the contractor “Procurement Maze.”

Randel stressed that potential suppliers must understand the contractor’s “Rules of Engagement” and be prepared with the right stuff at the right time. This workshop

went well beyond the engagement and networking variable of potential business relationships, it focused more upon how prospective suppliers can actually get targeted prospects to respond.

The “21 Steps to Primetime” Workshop was amply followed by a “Soaring to the Stars” Aerospace Forum assembled to define what these companies are looking for from our local supplier base.

An elite panel representing the Aerospace Industry, including Boeing, Danbury Aerospace, Gore Design, Lockheed Martin, and Standard Aero, provided specific strategy and tactics about how to best utilize them, when best to contact them, and how best to do it.

The morning events concluded with an extensive and participative

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Focus is on revitalization of U.S. manufacturers

Reshoring and implementation of lean sighted as key factors

The Association for Manufacturing Excellence (AME) held a spring conference in San Antonio and it was well received. There were enthusiastic discussions on re-shoring, additive manufacturing, business innovation, and proper implementation of lean.

Keynote speakers highlighted the need for innovations and strategies in manufacturing. Drew Greenblatt, President, Marlin Steel, said he transformed his company into a growth business while continuing to build in the U. S.” His secret sauce - “quality, engineered quickly!”

Harry Moser, founder of the Re-shoring Initiative, said “Changes in the economic environment such as easier transportation and shorter lead times were making re-shoring more attractive.”

Lean experts Jerry Bussell, President of Bussell Lean Associates, and Art Byrne, Author of The Lean Turnaround, commented lean is the best productivity tool invented and it needs to be a strategy, not “lean manufacturing”, in order for manufacturing to prosper.

Bottom-line, re-shoring is happening! In the future, only the bold will thrive and those who

say they can’t won’t. We need to be innovative in making our businesses successful. Alvin Law, our closing speaker, said it best: “There is no such word as can’t.”

“Changes in the economic environment such as easier transportation and shorter lead times were making re-shoring more attractive.”

Harry Moser
Founder
Reshoring Initiative



Chairman's Report...



"To be without SAMA is to be without a service manual for your equipment. You need it when it is broken, but you can use it for preventive maintenance."

Javier Garcia

Branch Manager

Regal Plastic Supply Company, Inc.

Networking and advocacy key in 3rd quarter successes

The San Antonio Manufacturers Association (SAMA) provides great networking and educational opportunities for members to make connections and develop business.

Many exhibitors at the recent SAMA Trade Show stated they got a great return on their investment with the new business generated more than paying the cost of the booth.

Additionally, the Fiesta mixer and Spring golf tournament provided a great networking opportunity that connected many businesses while promoting partnerships.

Our third quarter started off with a bang due to our advocacy efforts. House Bill 5 passed both chambers and was signed into law by Governor Rick Perry. Heavily endorsed by

SAMA and our members, House Bill 5 will change public education in Texas for the betterment of both our students and our industry's future. More details will be forthcoming in a later newsletter.

Mark your calendars for other events coming your way. On August 6th, the Dallas Federal Reserve will talk about the San Antonio Economy and the Manufacturing Community.

The SAMA OSHA 10-Hour Certification program will be on July 18th and 19th. Did you know all employees must be trained by the end of the year on the new "Global Harmonized System of Hazard Communication?" I encourage you to attend the program and find out more about this new requirement.

The "HR for Small Organizations" workshop will be on July 25th and will focus on Background Checks and the Fair Labor Standards Act. Check the SAMA website at www.sama-tx.org for more info or to register.

In addition to these programs, SAMA would like to hear from you what future programs and events would be of interest to developing and growing your business. Call or send an email to Rey, Debbie or Mindy at the office with your suggestions.

Remember, SAMA is here for you and provides a great ROI. Get involved and make a difference for your business and your employees. As the saying goes, "you get what you put in."

Hiring veterans brings leadership, experience, and adaptability

Each year approximately 250,000 people transition out of the US armed forces. Wherever they have served, they have tested their mettle, proven their leadership skills, and undergone rigorous training that is impossible to replicate in the civilian world. These men and women are a tremendous resource for private-sector companies and organizations.

Service members switch military occupations every four years, and thus are highly adaptable and trainable. In the armed services, there typically is a three-to-six month ramp-up period for a new job, and then the person is considered the expert. This background enables the former-military employee to become productive much faster than someone without a military background. Reduced time-to-productivity is money for your business.

Another advantage is that, much

like recruiting college graduates, hiring military veterans leverages a fresh talent pool for thousands of jobs that open every year. In light of future labor projections (which include predicted shortfalls of talented labor), more and more companies are choosing to hiring former military as component of their recruiting strategy.

M2 Global Technology is a San Antonio company that has made it part of their strategy to hire and retain veterans. In 2012 the Texas Workforce Commission honored M2 Global with the Texas Manufacturing Star Award, recognizing the company's positive impact on manufacturing and veterans in Texas - over 25 percent of M2 Global's workforce is comprised of veterans.

"The military is a great source of talent," says Patti Meisetschleager,

M2 Global's chief financial officer and chief human resource officer. "As we compete with other companies for qualified candidates, we recognize that veterans offer a combination of experience, confidence, leadership and bring both technical skills and personal attributes that fit well with M2 Global."

In times of tight resource dollars and high competition for trained talent, one of the smartest things a company can do is hire military veterans.

How to find veterans

Here are some places to start...

www.militaryvettjobs.com

www.militaryhire.com

www.hireveterans.com

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Wellness programs can mean healthier, happier workforce

Cox Manufacturing sees 0% increase in 2013 health insurance renewal

Cox Manufacturing partnered with Baptist Health System to offer employees a comprehensive wellness program to better manage their health care, stay healthy, and prevent illness.

The partnership was cultivated by Frost Insurance, Cox Manufacturing's commercial and benefits insurance broker. Frost's wellness team helped define the strategy, and Baptist delivered the solution.

Bill Cox, CEO of Cox Manufacturing says, "We invested in a wellness program because we know health care costs will never be under control, if we ignore the lifestyles that are causing our national health crisis."

Through the Baptist Healthy Solutions wellness program, employees receive weekly visits from health care professionals, periodic health risk assessments, and monthly seminars.

Health screenings include LDL, cholesterol, HDL, triglycerides, glucose, blood pressure, BMI, height and weight. Monthly seminars cover topics such as nutrition, fitness, heart health, women's health, and preventing disease. Cox says what's most important is that each employee is mandated to attend these monthly wellness presentations and "confront the realities of our national health crisis and the personal lifestyle choices, especially

diet, that largely define our health."

Cox adds "We could not be more pleased with the results." A third of the company participated in a "Biggest Loser" weight loss challenge, losing almost 500 pounds.

According to Andrew Lowe of Frost Insurance, "In one years time, Cox Manufacturing has seen a 14% reduction in obesity, an 8% reduction in high blood pressure, a 5% reduction in blood sugar risk, a 24% reduction of risk for low "good cholesterol" levels, and a 5% reduction in triglycerides levels. The data analysis and confirmed risk reduction led to a 0% cost increase for 2013's health insurance renewal."

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

Trade Show *continued from page 1*



Q&A session.

The doors opened at 11 AM and the show proceeded throughout the afternoon with its outstanding booth displays, relationship building and networking.

Door prizes were raffled off hourly and graciously provided refreshments by Kiobassa Sausage and Fresh Horizons Creative Catering were enjoyed by all.

The day concluded with a

relaxing social hour, and final networking activities from 4 to 5 PM sponsored by Regal Plastics.

The success of the day's event could best be summarized by the overriding comment heard throughout the day from the exhibitors, that "the quality of the attendees was top notch," and that the leads captured were far greater than previous years.

Terri Millmeyer, Chairman of

the Trade Show, attributed the success to the focus on the quality of the participants.

Millmeyer stated that the committee utilized a targeted and extensive outbound phone bank specifically focused on the buyers and decision makers of perspective participants. A special thanks to her Committee for all the hard work they applied to make this event the best ever.

The show was made possible by the generous support of TechForce - A Tri-Star Personnel Company, the Presenting Sponsor, and Sustaining Sponsors CPS Energy, Jaco Roofing, Regal Plastics, and Reliant Staffing.

Terri, her team, the SAMA Staff and all the supporting sponsors delivered what we can all best relate to as a "world class event!"

**San Antonio Manufacturers
Association**

*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**

BEST PRACTICES

Cultivating Leadership

**Manufacturing Skills
Development**

Team Building

Manufacturing Plant Tours

Special Interest Groups (SIGs)

Seminars and Training

Lean Practices

**Business-to-Business Forums
& Networking**

Career awareness program providing solution to skilled labor shortage
Skills gap study shows moderate to severe shortage continues

The concern among industry leaders of finding qualified, motivated employees continues. According to the most recent Skills Gap study conducted by the Manufacturing Institute and Deloitte Consulting, two-thirds of business respondents report a moderate to severe shortage of qualified, available workers.

To provide a solution, The Alliance for Technology Education in Advanced Manufacturing (ATEAM) will partner again this summer with Alamo Area Council of Governments (AACOG) and Junior Achievement of South Texas on a career exploration program that introduces area high school students to the high-skill, high-wage careers in advanced manufacturing.

The program, recently held in Natalia, will be offered this summer in several surrounding communities including Boerne, Floresville and Pleasanton area, Kerrville, Medina County, and New Braunfels and Seguin area.

Summer sessions include the Junior Achievement's Success Skills Program that teaches necessary workplace skills such as communication, teamwork, and problem-solving.

In addition, tours will be conducted at several advanced manufacturing facilities in the 11-county Alamo region.

ATEAM's mission is to create clear educational pathways toward careers in advanced manufacturing and related industries.

ATEAM is looking for corporate sponsors to help fund the program and continue to help students succeed in the Advanced Manufacturing field. *For more information email info@ateamsa.org.*



"By engaging students on tours of local manufacturing operations, students gain insight about the industry, and learn first-hand about career opportunities."

Bill Cox, President
Cox Manufacturing
Board Chair, ATEAM

**Here's how to host
students at your
facility**

Several SAMA members have served as hosts and shared their career opportunities with students. With the program reach expanding rapidly, ATEAM needs you! Here's what hosting entails:

1. Providing an overview of your company, industry, and the career opportunities that are available.

2. Taking students on a tour of your location so they are able to see these careers in action.

3. The use of classroom/meeting space for your presentation and the implementation of the Junior Achievement Success Skills activities.

4. Providing lunch for the participants (*if scheduled over lunchtime*).

Interested! Please contact Bill Cox, President, Cox Manufacturing and ATEAM Board Chair, at bill@coxmanufacturing.com.

Sponsors



**www.sama-tx.org
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