



RED, WHITE AND BLUE SPONSORS:



MEDIA PARTNER:





for
accessing ideas
that help drive
better business
performance.

Proactive Ideas | for the achiever in you®

With innovative and insightful ideas that are relevant to you and your industry, PNC is the right bank to help you optimize your company's performance in today's dynamic business climate. For those ready to build a relationship with a bank that proactively provides ideas, it's time to think PNC. For more information, visit pnc.com/ideas or contact Blair Ansell at 717-767-7508 or blair.ansell@pnc.com.



FINANCING • TREASURY MANAGEMENT • CAPITAL MARKETS • M&A ADVISORY • INTERNATIONAL SERVICES • INVESTMENT MANAGEMENT

PNC and "For the Achiever in You" are registered marks of the PNC Financial Services Group, Inc. ("PNC"). Banking products and services offered by PNC Bank, National Association, a wholly owned subsidiary of PNC and Member FDIC. Products and services may also be offered by or conducted through other subsidiaries of PNC. ©2015 The PNC Financial Services Group, Inc. All rights reserved. Investment banking and capital markets activities are conducted by PNC through its subsidiaries PNC Bank, National Association, PNC Capital Markets LLC, and Harris Williams LLC. Merger and acquisition advisory and related services are provided by Harris Williams LLC. PNC Capital Markets LLC and Harris Williams LLC are registered broker-dealers and members of FINRA and SIPC.

CIB PDF-0713-016-152201





LEAN Certification

Learning the LEAN Manufacturing concepts and application methods is the start of a life-long journey. LEAN Certification provides the participants with a well-planned, structured approach to becoming a LEAN leader.

Mike Adami- Four Seasons Produce, Inc.

Ross Adams- Burnham Hydraulics / U.S. Boiler Co.

Dave Amaral- Mercury Electronics

John Andes- Legacy Athletic

Andy Aponte- Ecore International

Shane Bare- Legacy Athletic

Will Brown- ImageFIRST Healthcare Laundry Specialists

Bill Caudill- Adhesives Research, Inc.

Casey Charles- Burnham Hydraulics / U.S. Boiler Co.

Yong Chen- Wire-Mesh Products Inc.

Mark Crispen- Inclinator Company of America

Matthew Day- UTZ Quality Foods, Inc.

Joshua Demshock- Wire-Mesh Products Inc.

Rande Dettinger- Dentsply Professional

Jessica Doll- McClarin Plastics

John Fletcher- Sensible Portions

Brandon Fortune- Stoner, Inc.

Tom Goff, Jr.- UTZ Quality Foods, Inc.

Coleman Graf- Burnham Hydraulics / U.S. Boiler Co.

Ron Groff- Stoner, Inc.

John Groft- Inclinator Company of America

Dave Hallman- Stoner, Inc.

Kristopher Harchuska- Phillips Graphic Finishing

Rebekah Harlacher- Tooling Dynamics, LLC

Will Harmis- Die-Tech, Inc.

Rick Hoffman- Inclinator Company of America

Richard Holtzinger- Ecore International

Mark Kehr- Legacy Athletic

Ryan Kelley- High Concrete Group LLC

Gregory D. Leach- Bollman Hat Company

Leslie Lentz- Dentsply Professional

David Marchini- Ecore International

Don Meckley- Mercury Electronics

Jeffrey Pautz- Dentsply Professional

Rob Sauro- Stoner, Inc.

Bradley Shoff- Dentsply Professional

Michael Towers- GSM Industrial Inc

Tyler Trimble- Stoner, Inc.

Jeff Tudor- High Concrete Group LLC

Jason White- Tooling Dynamics, LLC

Allen Wright- Die-Tech, Inc.

Daniel Wright- Dentsply Professional

Next LEAN Certification Level 1:

Session 2: January 7, 2016 - April 28, 2016

Session 3: March 3, 2016 - July 21, 2016



LEAN Champion

LEAN Champion is designed for those who are charged with leading the LEAN transformation in their organizations and have completed the MANTEC LEAN Certification Program. It takes determination and commitment for a manufacturer to become a LEAN enterprise.



Jason Green-
Stoner, Inc.

Richard Loesch-
Wire-Mesh Products Inc.

Daniel Wright-
Dentsply Professional

Next Champion Program- Starts November 18, 2015

Innovation Engineering Green Belt

Innovation Engineering transforms innovation from a random gamble into a reliable, scientific system for profitable growth. It accomplishes this by creating an organizational culture of never-ending innovation that delivers increased innovation speed (up to 6x) and decreased risk (30 to 80%). A certified Innovation Engineering Green Belt understands the fundamentals of Innovation Engineering and has mastered the 6 skills necessary to run an innovation project.

Graduates from Die-Tech, Inc.:

Sebachien Auman
Betsy Geise

Stew Heikes
Ryan Heller

Cole Pinkas
Brock Slothower

Scott Stewart
Susie Wright



Six Sigma

Using the disciplined and data-driven approach, Six Sigma practitioners Define, Measure, Analyze, Improve and Control operational performance. Six Sigma techniques will eliminate and prevent defects in products and processes, achieve higher customer satisfaction and ensure the problems remain fixed.

Green Belt

Joseph Antiga- Crayola
Nancy Crider- Nursery Supplies Inc
Marc Gualtieri- Ames Companies
Jacob Haas- Ames Companies
Lauren Migliore- Crayola

Jim Perry- American Products, Inc.
Elizabeth Reynolds- Alcoil USA, LLC
Raymond Scuderi- Crayola
Leigh Ann Wilson- MANTEC

Next Green Belt Program Starts October 20, 2015



Black Belt

Shawn Cherian- Glatfelter
Greg Eisenbach
Todd Fedorowicz- Crayola
Barry Fisher- Fenner
Drives, Inc.
Alice Hurst- Crayola
Michelle Mummert- R.H.
Sheppard Company
Michael Muscarella-
DENTSPLY Prosthetics





Safety First.

Our dedicated risk control team helps manufacturers improve safety and health in the workplace by focusing on key areas where employees may become injured or ill, or where OSHA citations occur. We assist with:

- Machine guarding assessments and training
- Written lockout/tagout programs
- Electrical safety surveys and assistance with NFPA 70E
- Personal protective equipment assessments and training
- OSHA 10 and 30 hour training

We're here to help you improve safety and health, reduce violations and control costs. Contact us today to learn how.

Thoughtful solutions to help clients be safer and more secure.

Risk Management | Insurance | Health Benefits
Wealth Management | Human Resources
800.533.5271 | murrayins.com

**MURRAY**
SECURUS



THANK YOU TO OUR SPONSORS!

RED, WHITE AND BLUE SPONSORS:



STAR SPONSORS:



MEDIA PARTNER:



Keynote Address:

"What is YOUR Brand?"

Ross Born- Co-CEO of Just Born, Inc.

Ross Born is Co-CEO of Just Born Inc., a family owned candy business located in Bethlehem, Pennsylvania. Just Born was founded in 1923 in Brooklyn, New York and moved to Bethlehem in 1932. Just Born produces brand names Peeps®, MIKE & IKE®, Hot Tamales®, and Goldenberg's® Peanut Chews®. Just Born products are distributed in all 50 states and internationally in countries such as Canada, South Korea and Israel.



EVENT EVALUATION

The evaluation can be accessed by the short link (case sensitive) or tap on the QR code with your smart phone:



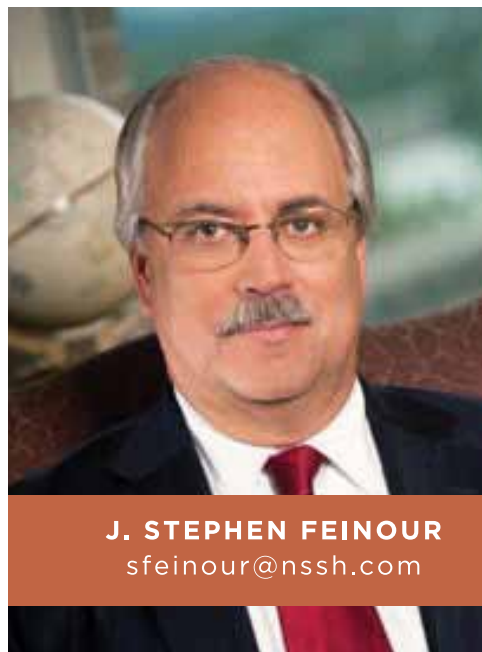
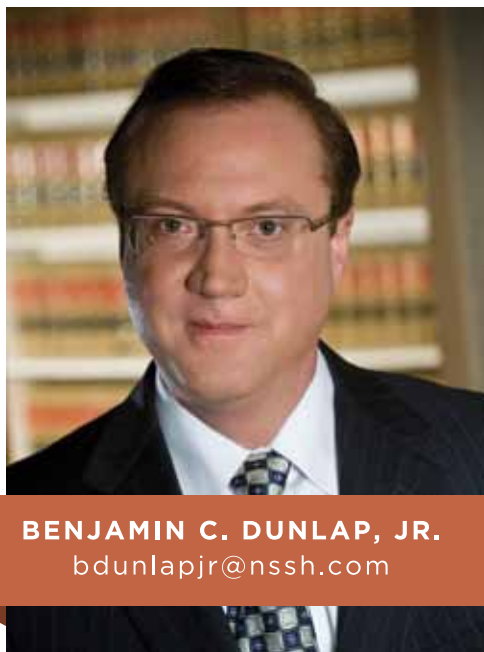
<http://svy.mk/1uNjLbw>

**WE APPRECIATE
YOUR FEEDBACK
TO CONTINUOUSLY
IMPROVE!**

SERVING BUSINESSES WITH A COMMITMENT TO INNOVATION AND RESULTS

For more than 140 years, Nauman Smith's dedication to serving clients has endured the test of time and change. Then and now, we deliver excellence in the practice of law driven by the needs of our clients. Our practical approach allows us to deliver the best possible results in the most cost-effective manner.

For your business and employment law needs,
please contact BEN DUNLAP or STEVE FEINOUR.



Nauman Smith
Attorneys At Law

200 North 3rd Street, 18th Floor | P.O. Box 840 | Harrisburg, PA 17101

NSSH.COM | (717) 236-3010



PEEPS PROJECT!

THEME: SMART MANUFACTURING







MANUFACTURING AWARDS

A PROGRAM OF:  www.mantec.org

In 2010, MANTEC developed the MANTEC Manufacturing Awards to recognize manufacturers in South Central Pennsylvania that have demonstrated a commitment to competitive manufacturing and have positioned themselves to capitalize on opportunities available in the dynamic markets of today and tomorrow. Finalists for 2015 include:

EXCELLENCE IN CONTINUOUS IMPROVEMENT

A culture of continuous improvement is necessary to enhance productivity and free up the capacity that will provide manufacturers a stable foundation to pursue innovation and growth. Finalists have a strong record and solid reputation for providing superior lean and quality services as well as other programs that target plant efficiencies.

AQUAPHOENIX SCIENTIFIC
DENTSPLY
PHOENIX CONTACT
WINNER! - RH SHEPPARD COMPANY
SYLVIN TECHNOLOGIES

EXCELLENCE IN INNOVATION

A culture of innovation is necessary to seize greater opportunities in the global economy. Finalists have a strong record and solid reputation for developing new products, adopting new technologies, and improving manufacturing processes leading to customer retention and expansion into new markets.

AIR DYNAMICS
NATIONAL BEARINGS
SENTINEL
SOLAR INNOVATIONS
WINNER! - TAIT TOWERS

EXCELLENCE IN INTERNATIONAL TRADE

International trade encompasses many facets of business including supplier development, workforce development, continuous improvement, and sustainability. Finalists have people, partnerships, and systems in place capable of engaging global markets and talents better than the competition.

WINNER! - FOX CHAPEL PUBLISHING CO. INC.
TOOLING DYNAMICS
YORK WALLCOVERINGS

EXCELLENCE IN SUPPLIER DEVELOPMENT

OEM's are improving competitive position through the development of an efficient supply base and the identification of innovative processes and products. It is increasingly important for the suppliers to understand industry needs and market drivers, as well as focus on adopting productivity improvements to remain competitive. Finalists systematically develop and deliver the capacity, tools, and services needed to put suppliers in the best position to thrive in existing and future global supply chains.

WINNER! - BOLLMAN HAT COMPANY
FOUR SEASONS PRODUCE
TL TECHNOLOGIES
VOLVO

EXCELLENCE IN SUSTAINABILITY

Sustainability has become a key driver of economic growth as global demands for diminishing resources increase, renewable and alternative energy technology needs expand, and environmental concerns heighten. Finalists have sustainable practices that embrace environmental goals and have found ways to make it profitable for their organizations.

WINNER! - DIE-TECH, INC.
ECORE INTERNATIONAL
HENRY MOLDED PRODUCTS
JF ROHRBAUGH
SCHINDLER ELEVATOR CORPORATION

EXCELLENCE IN WORKFORCE

A strong, engaged, and skilled workforce spanning all levels of the organization is a key element necessary for a manufacturer's growth. Finalists have developed and delivered training and used workforce assistance tailored to the unique needs of their organizations.

BOOSE ALUMINUM
PENN-AIR & HYDRAULICS COMPANY
WINNER! - STONER
TE CONNECTIVITY
UTZ QUALITY FOODS



Tests can gauge value derived from enterprise resource planning system

Enterprise resource planning software is ubiquitous. Every manufacturer I visit or speak to has one version or another, some of them quite expensive to install and maintain.



Richard Randall

As a manager, you have to wonder if you are getting a good return on investment. There are a few simple tests anyone can apply that will give you a sense of it.

My first test is determining who are the in-house experts on the ERP system. If the experts are all in accounting, chances are the system isn't being used properly. ERP systems are frequently installed because accountants must keep track of complex purchasing, inventory and sales transactions to produce accounting reports, make payroll and prepare taxes. Everybody else goes through whatever motions are necessary to make the accountants happy, but most of the system lies fallow.

When ERP is centered on

accounting, external control systems pop up elsewhere. A good test is to ask someone to show you a production schedule. If you are handed an Excel spreadsheet, you know the ERP system isn't being used properly, or isn't the right one for managing the particular business. The purpose of ERP is to integrate information so that production schedules can be planned and controlled in conjunction with material procurement, inventory, capacity plans and shipping schedules. When the production schedule is in Excel, integration of planning and execution is not possible.

When integration of information, activities and schedules can't come apart. When a production schedule is external to ERP, how are procurement personnel supposed to keep up with changes in the schedule? How are customer service people supposed to answer is, they use the system. All information is locked up on mental islands.

If ERP does not perform the proper function, the system is how well

Proper use of an ERP system changes everything in a business.

A simple test is asking accounting and inventory managers about inventory accuracy. If they tell you that accuracy is measured by quantity, that the accuracy is high and can be traced back to that, that is good. If they talk about dollars and how the dollars are changing when inventory is counted, that is probably not good. The manufacturer counting shipping dollars is the U.S. Mint.

It doesn't do any good to have an expensive ERP system if you can't trust the data. Accurate inventory, by item and quantity, is essential to the business. Inventory promise deliveries, inventory percent management

for large orders for which customers demand quick shipment. In a well-run system, someone in production planning will run a "what if" scenario, using the ERP system, which will show the effect of the new order on inventory and capacity. Or they might look at the capacity reports for a couple of key work centers, comparing them to the estimated hours needed to develop a workable plan. When systems are poorly used, you'll get a seat-of-the-pants estimate: a cursory look at backlogs, a glance at the inventory, a promise of eight weeks. Without a great deal of integration, delivery promises come down to rules of thumb and tribal knowledge.

A manufacturer who quotes deliveries in ranges such as six to eight weeks (that seems to be a real favorite, for some reason) either doesn't have the tools to make an accurate quote or doesn't have the ability to

percentage of items ship on-time? What are the median and mean cycle times for manufactured items and for items shipped from inventory? What are the trends?

In a business that is really managed through the ERP system, these metrics will usually be readily available and will show trends of improvement or of maintaining a very high level of performance. On-time percentages of 95 percent or more are very achievable. These demonstrations of the proper use of the tools are almost always accompanied by improving profitability and customer satisfaction.

Proper use of an ERP system changes everything in a business. Planning replaces expediting. Collaboration replaces interdepartmental finger-pointing. Waste is drastically reduced. Chaos and panic are replaced by control and confidence.

Are you getting ROI from your ERP?

Richard Randall is founder and president of management-consulting firm New Level Advisors in Springettsbury Township, York County. Email him at info@newleveladvisors.com.

We've got you covered.



Denying reality can cost you

Investing is like a lot of difficult endeavors: It involves some basic realities that many investors choose not to accept, despite abundant evidence supporting them.



Tim Decker
president of ISI Financial Group

By denying these truths, reality-resistant investors are trying to gain an advantage that just isn't achievable. As this happens, strategies and damage returns, investors should keep these realities in mind.

Among them:

• If you follow the crowd, you take a big risk because the masses of investors tend to be wrong — and at the worst possible time. Most investors tend to follow the herd — at times, off a cliff like lemmings. They clamor to buy flavor-of-the-month "hot" stocks or funds, elevating their prices and making their ensuing fall that much more precipitous and painful. The herd comes to the party late to buy high after stock prices have already risen, and leaves late, selling

ishness are increasingly speculative, attempting to out-guess the market by simply capturing the investing passion for class funds or index funds. Studies show that in the age of passive investing yields may be long-term returns than active management, primarily because of costs.

• Consistent performance doesn't really exist. Even when ac-

Each issue of CPBJ is a valuable resource for the business community. We keep our readers up-to-date and informed so they can leverage what they learn and use it to increase their bottom line.

Make the most of what we offer, from events and special publications to industry-specific news and our exclusive lists, the Central Penn Business Journal can help you take your business to the next level.

Visit www.cpbj.com/subscriptions or call 717-236-4300.

• Just about anyone can do well

geously, and fear is the more powerful influence of the two. The human species has evolved with cautionary

By keeping these realities in the front of your mind, you'll be less influenced by the crowd. That's not to say you should ignore the crowd. It's shown that investors' pain from losses significantly increase the likelihood of

• Fees and taxes make a huge difference. It's not what you earn on your investments that counts

Paths

they are vehicles — for generic

to (within pay a much has achieved idea is to term, while in line with your financial goals and financial plan.

By keeping these realities in the front of your mind, you'll be less

Tim Decker, a fee-only financial planner, is president of ISI Financial Group in Sleep-Well-At-Night investor and host of the "Financial Freedom," which airs at noon Saturdays on WHP-AM 580. Contact him at www.isifinancialgroup.com.

This content is based upon information that may not be accurate or complete.

FROM OUR BLOGS

Fast Forward

Joel Berg is editor of the Central Penn Business Journal. Email him at joel@cpbj.com. Follow him on Twitter, @JoelBYorkPa. Fast Forward is posted on Sundays at www.CPBj.com to give you a jump on the week ahead. Here's an excerpt:

I was fuming last weekend as I waited in line to deposit an old computer monitor at an electronic recycling station in York County. I should have been drafting a business plan.

That's what I realized after speaking to officials at area trash authorities. One was Ellen O'Connor, spokesperson for the York County Solid Waste Authority.

I filed out my complaints about sitting in my car for an hour last Saturday at the authority's twice-monthly electronic waste collection.

On a typical Saturday, about 400 if electronics at the station, located off Black Bridge Road in Chester Township. O'Connor said. On July 18, there were 627.

The backup stemmed, in part, from the authority's cancellation of the July 4 collection, which created some pent-up demand, O'Connor said. But at the same time, she noted, more and more homes and businesses are trying to get rid of TVs, laptops and other electronics. That, she said, is the real problem.

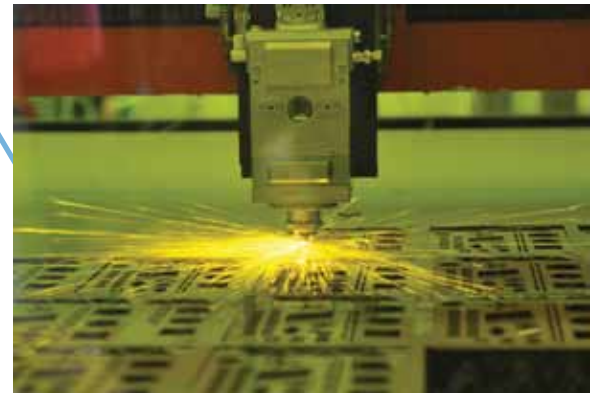
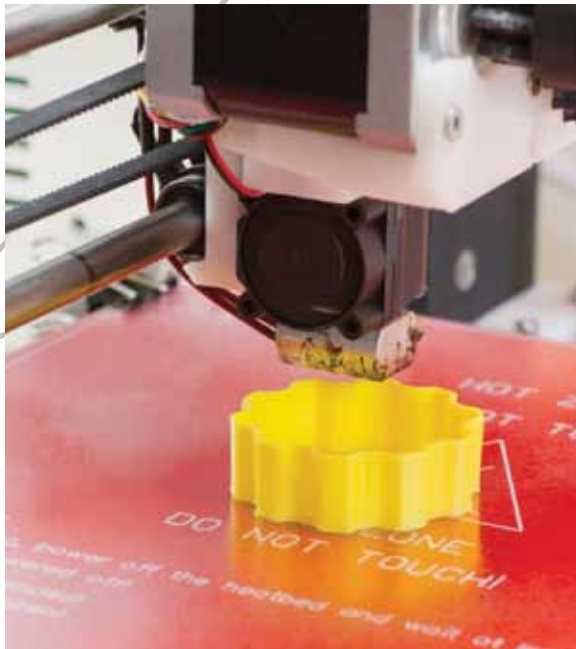


Save the Date!

Join us for the 4th Annual Business Growth Conference on March 17, 2016. Focused on:

Smart Manufacturing: The Technology Revolution

Registration and program will be available in late December 2015. Stay tuned!



Driving Manufacturing Innovation

MANTEC serves manufacturers to overcome common challenges:

- Growing profitable sales
- Enhancing productivity
- Complying with external demands
- Planning for the future

MANTEC provides manufacturers customized solutions, and delivers measurable results in:

- Productivity
- Profitability
- Competitiveness

*Serving South Central PA Manufacturers
Offices in Chambersburg, Lancaster, Lebanon and York*

Business Growth Services • LEAN/Process Improvement • Sustainability • Workforce • Information Systems

www.mantec.org