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July 2021



WINSLOW AUTOMATICS, INC.

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**Stronger Together:
The Need To Get More Women
Involved In The Trade.**

SEE PAGE 15

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Two years. It's been two years since we took over the Gateway Magazine from the kind and caring hands of Bill and Sharon Bryson. In some ways it's felt like forever, and in others it still feels fresh. This marks our 24th issue, which means we've written (nearly) 48 features and have gained infinite insights into the world of manufacturing. We've learned so much from all of you and hope that you've learned something in return. Don't hesitate to reach out with story ideas, or if you're looking to have a feature showcased about your company. We're all ears!

Speaking of which, this month we're happy to shed some light on Winslow Automatics, a contract manufacturer out of New Britain, Connecticut, providing custom metal fabrication services who have been serving the aerospace, commercial, and medical industries (and a whole lot more), since 1956. We're so pleased to tell a small piece of their story and to watch them grow as they continue to expand and serve different needs throughout a plethora of industries. What we appreciate about Winslow, is their desire to continually do right by their customers and never back away from a challenge, even when that means investing in the means to see a unique job (challenge) through to fruition.

Our feature this month, which was submitted by our own Molly Hart, takes a look at women in manufacturing and how we might work together to improve the underrepresentation of females in the manufacturing workforce. We know some of you are women owned businesses, and we'd love to hear your thoughts and ideas on this for future articles on the topic.

Thank you all so much for your patronage over these last two years of existence. It means the world.

July 2021

THE Gateway MAGAZINE

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"YOU HAVE TO GO WHOLEHEARTEDLY INTO ANYTHING IN ORDER TO ACHIEVE ANYTHING WORTH HAVING." – FRANK LLOYD WRIGHT

WINSLOW AUTOMATICS: TACKLING ANY CHALLENGE HEAD ON



George Podlasek began Winslow Automatics in 1956 with a contract to produce a single airframe fastener. His organization was comprised of two employees, two machines, and a 3,000 square foot plant in New Britain, Connecticut. Under his leadership, Winslow's name became synonymous with quality, reliability and productivity. Today, under the guidance of his grandson, J. George Podlasek, and granddaughter, Wendi P. Scata, this family-owned business has grown to over 65,000 square feet of climate-controlled manufacturing area; and 10,000 square feet of office facility. But the basic mission of Winslow Automatics has never changed; produce high quality parts, on time, and at a reasonable price.



COMPANY SHOWCASE: WINSLOW AUTOMATICS

Winslow Automatics, Inc. is a contract manufacturer providing custom metal fabrication services which has been serving the aerospace, commercial, and medical industries since 1956. The company is a well-respected aerospace and aircraft parts equipment manufacturer with an outstanding reputation for CNC milling and turning as a contract manufacturer and job shop producing quality machined products. Through a combination of precision CNC machining, engineering expertise, innovative CNC programming production techniques, and a diverse array of CNC machinery and equipment, Winslow can handle both large and small milling and turning production lots. Winslow's substantial equipment inventory also allows it to serve as a job shop, performing single or multiple operations on existing parts.



Winslow is exceptional at difficult to machine alloys and tight tolerance parts. Through their expertise and vast experience in the demanding defense and aerospace markets, they are able to handle the challenging new markets in stride. Winslow is looking to expand their overall customer base further, with eyes on the medical, firearms, and commercial markets. They welcome any inquiries from medical device, surgical device, or firearm related activities and needs.

Winslow Automatics, Inc. specialize in low to high volume run quantities and difficult to manufacture parts. With their AS9100D, and ISO9100D certifications, Winslow has typically catered to the aerospace and defense markets. With their recent FFL Application nearing approval, and an ISO 13485 certification process underway, they will soon be ready to handle anything from aircraft parts to medical devices, to complete firearms building and assembly. In short, they are super excited and proud of the ongoing steadfast growth they've long worked to accomplish.

The company has recently added Wire EDM capabilities with plans for Sinker EDM as well in the near future. Their NADCAP certification of the WEDM process is also underway. As opportunities arise, Winslow is open to adding equipment to capitalize on those engagements and improvements to their strategic capabilities offerings. Winslow even offer assembly services from the simplest installation of rivets and Heli-Coils, to complicated assemblies with strict mechanical, electrical and visual inspection criteria. In short, if you've got a need, they're happy to sort a solution.

Winslow currently has a CNC stable of over 35 CNC machines is constantly being upgraded.





Recent additions include:

- 2 - 5 axis machining centers
- 5 - Mill Turn Lathes
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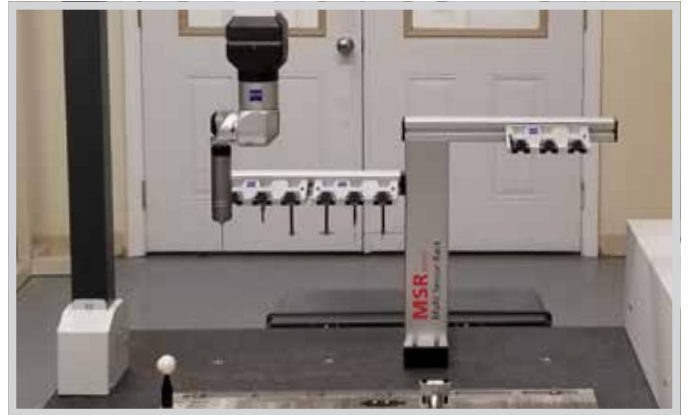
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They run all their CNC's off of Solidworks® based models utilizing program simulation software to speed up the programming process and reduce mistakes and costly crashes and downtime. The company also offers a full-time program manager, expeditor, and shop floor control specialist to keep customer's work moving smoothly through the shop and with outside vendors. If a customer needs some reverse engineering or engineering assistance relating to manufacturability, they are always open to offering assistance to see what they can do to meet the challenge head-on.

Winslow Automatics, Inc.'s quality department is of the highest caliber with recently acquired state-of-the-art:

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- ***Zeiss O-Inspect CMM/Vision Systems***
- ***Benchmark Vision system***
- ***Keyence LM Vision System***
- ***Keyence handheld CMM***
- ***and a Lynx Evo Stereo Microscope, to ensure all parts are meeting the toughest standards of quality.***

Strict material and process traceability is always kept utilizing their in-house ERP system. They are currently in the process of upgrading the ERP system to E2 Mfg. This upgrade will enable Winslow to have live status boards on the shop floor, and individual tablet data entry per operator. This upgrade will also enhance their ability to maintain their ISO9001 status and achieve the impending ISO 13485 certification.



Winslow's main objective has always been to produce the highest quality precision machined parts, on time, and at a reasonable cost to each of their customers.

A commitment to lean manufacturing is the cornerstone of Winslow's approach to solve productivity problems. For Winslow, there's a lot of pride involved in their innate innovative problem-solving capability and the overall continuous improvement of existing processes married with appropriate technological investment which yields superior results at a lower cost for their customers.

This philosophy makes it possible for Winslow to produce large quantity precision machined part production runs or small quantity experimental production cheaper than their competition. Further, this also happens to be the reason that Winslow has been able to serve very diverse industries and continues to expand that reach for future growth.

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Winslow is a recognized aerospace contract manufacturer and aircraft part and equipment manufacturer who has provided precision jet engine parts, components for the space shuttle program, parts for orbiting satellites in addition to high-speed train brake components for transportation industries and experimental dental implants for medial manufacturers. If you need parts made, Winslow's precision machining services can produce them.

Although they specialize in low run, difficult to machine parts, they have the capacity and the ability to produce high volume parts, and are continually investing in more sophisticated and automated equipment each and every year. Winslow works well with development projects where they assist the customer in the design phase with manufacturability and design improvements. With the implementation of a New Velocity® Scheduling System, and their new E2 ERP system, Winslow will be able to push work through the shop faster than they ever have before.

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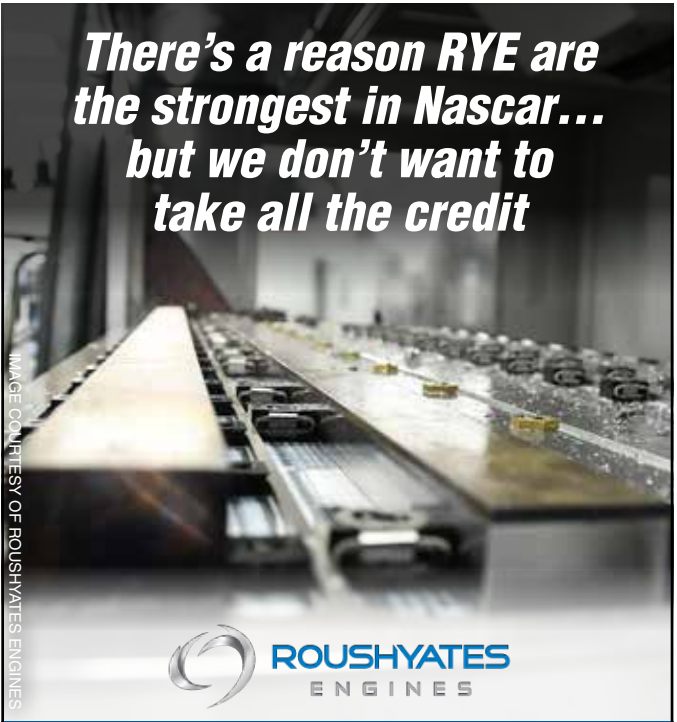
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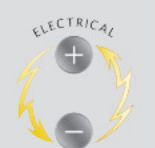
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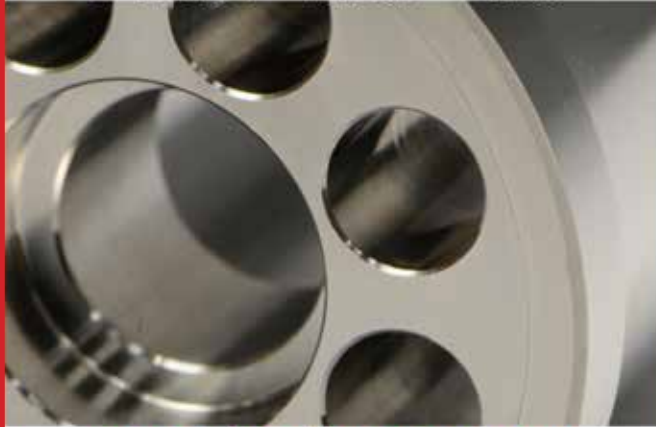
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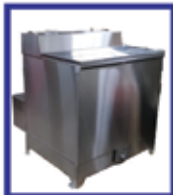
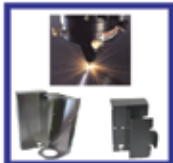


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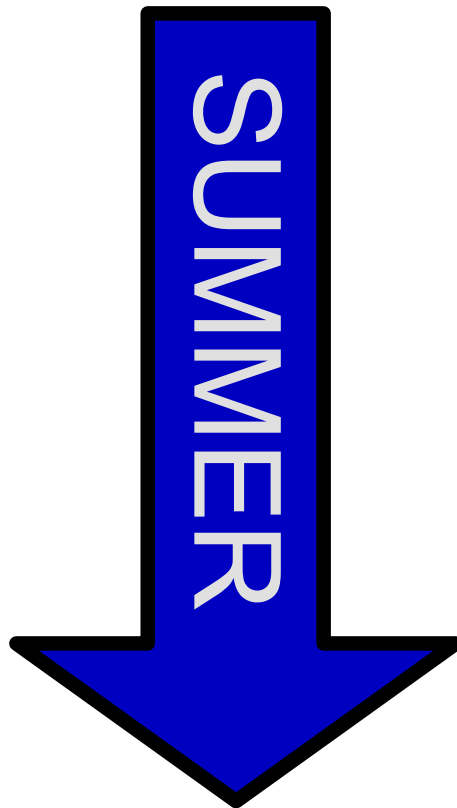


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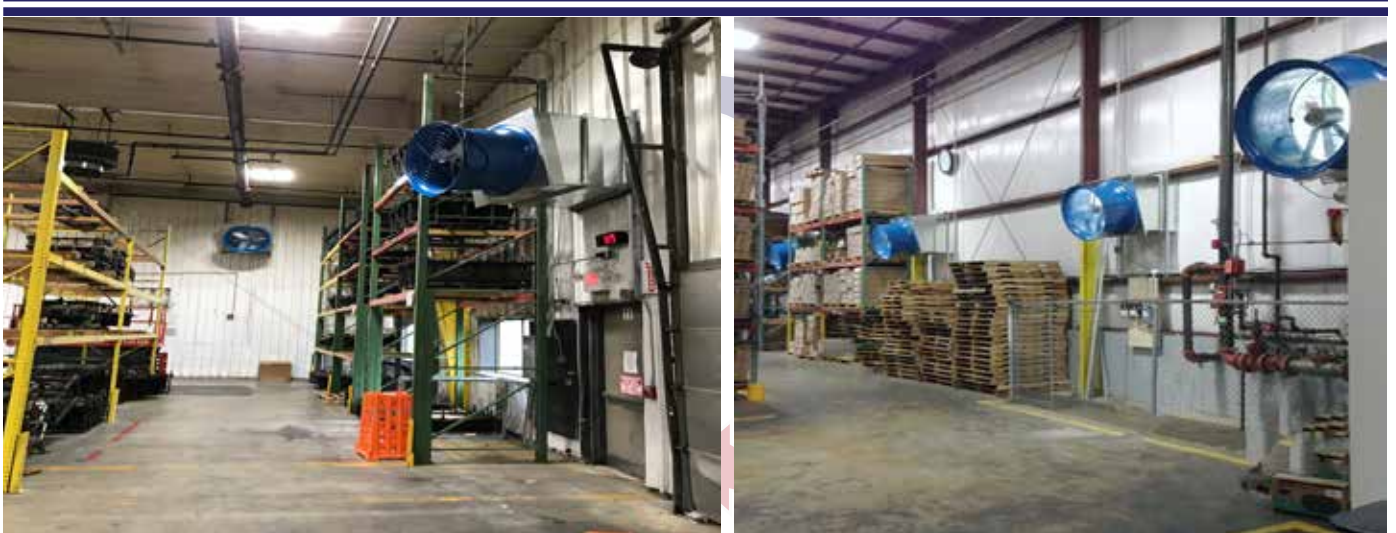


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STRONGER TOGETHER: THE NEED TO GET MORE WOMEN INVOLVED IN THE TRADE.

WOMEN IN THE MANUFACTURING INDUSTRY

Manufacturing has been a male-dominated industry through and through. Many industries, like tech or medicine, began as male-dominated. As time went on, those industries shifted into a more equal split. Throughout the 20th century, the manufacturing industry began a shift to lessen the gender disparity but leveled off in the 1970s and hasn't progressed again in the last five decades. Since the 1970s, the percentage of women in manufacturing has stayed around 30%, barely fluctuating. According to the 2017 United States Census, women make up nearly half of the working population in the U.S. but make up only one-third of the workforce in the manufacturing industry.

Within the industry, a variety of roles are distributed differently for males and females. For example, transportation and material moving is roughly 27% female and the rest male. This could be due to a various number of things like, the more obvious, safety. On the other hand, the sales and office roles in the industry are almost 52% women. This includes administrative assistants, sales representatives, customer services, and supply chain management.

So why is there a lack of equality in the more hands-on or technical roles?





LACK OF VISIBILITY

Starting in high school, women are less likely to be encouraged or informed about jobs in manufacturing. In 2017, Deloitte surveyed 600 women in manufacturing and conducted 20 executive interviews to research how well companies are recruiting, promoting, and retaining women in the manufacturing field. Deloitte's study says that only 29% of women report they were actively or somewhat actively encouraged to pursue a career in manufacturing. Not only do young women not feel encouraged to pursue a career in manufacturing, but they also don't know they even have the option to.

When pursuing a degree, women are also less likely to pursue a degree in science, technology, engineering, or mathematics (STEM). Even though the number of women who attend college has surpassed the number of men, there is still an underrepresentation of women in STEM. Technology is constantly advancing which means there is more of a need for workers with highly specialized skills in STEM. Encouraging women into degrees in STEM will directly increase the number of women who pursue careers in manufacturing.

BENEFITS OF WOMEN IN MANUFACTURING

In the same Deloitte study, they found that gender diversity increased innovation, return on equity, and profitability for manufacturing companies. This also goes for diversity of all kinds. Having a range of ideas, skill levels, and mindsets can facilitate an open and creative workplace. A more inclusive work environment enables better business performance for all employees.



KEEPING WOMEN IN MANUFACTURING

So why aren't women staying when they begin careers in manufacturing? According to Deloitte, women cited many reasons for leaving the manufacturing space:

- Unattractive pay—41%
- Lack of opportunities or promotion—41%
- Poor working relationships—39%
- Lack of work-life balance—37%
- Lack of challenging assignments—36%

Overall, women have less of a chance to advance their careers in manufacturing, less respect when it comes to work-life balance, and less pay.

In most industries, there is still a looming pay gap between men and women. In an industry that is only 30% women, there is even less of an incentive to close the gender pay disparity. When women are underrepresented in an industry, there is almost always a lack of space for women in that industry to grow within that company. Nearly 72% of women in manufacturing believe they are underrepresented in their organization's leadership team. Without seeing someone like you in a position of authority or as an executive in a company, it perpetuates the glass ceiling holding women down. The biggest obstacle women face is the first step toward management.

A lack of a work-life balance is also a significant issue for women when pursuing a manufacturing career. According to research done by Gallup, women are actively looking for flexibility, inclusiveness, and respect in a job. Deloitte follows up and says that out of the 600 women,



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“Less than 15% of women surveyed believe the industry is accepting of family/personal commitments. Meanwhile, more than 40% of women are either responsible for the majority of or equally share responsibility for home responsibilities.” Women leave work every day to then go home to have a life as a mother or wife. They hold the majority of household responsibility which isn’t always respected by their companies.

FUTURE OF MANUFACTURING

There are nearly half a million jobs open in manufacturing right now. Hundreds of thousands of positions will go unfilled unless there are drastic changes to the composition of gender distribution in manufacturing. Women are a huge untapped talent pool when it comes to manufacturing jobs. Beginning to talk to and empower young women about manufacturing careers, will change the number of women applying for those half a million jobs.

The easy part is including women in the conversations; what happens after is the hard part—changing the system by giving leadership opportunities to qualified women and making the path to management as obtainable for women as it is for men. Holding men and women at an equal standard can open leadership roles for qualified people. This will hopefully create a domino effect for more women in leadership and manufacturing roles in general. The untapped potential of almost half the population can do more for any industry if there is a seat at the table.

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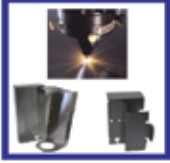


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CONSOLIDATED COATING COMPANY OWNER JEFF RUDMAN NAMED TO NSBA LEADERSHIP COUNCIL

Jeff Rudman, Owner/President of Consolidated Coating Company, out of Bellingham, MA, was recently named to the National Small Business Association (NSBA) Leadership Council. NSBA is the nation's oldest small-business advocacy organization and operates on a staunchly nonpartisan basis. Rudman, a recognized leader in the small-business community, joins the NSBA Leadership Council alongside other small-business advocates from across the country as they work to promote the interests of small business to policymakers in Washington, D.C.

“As a small-business owner, I see daily the importance of being involved and active when it comes to laws and regulation,” stated Rudman. “Joining NSBA’s Leadership Council will enable me to take our collective small-business message to the people that need to hear it most: Congress.”

Rudman is a serial entrepreneur from Sharon, MA, and has owned Consolidated Coating Company since 2009.

Rudman joined the NSBA Leadership Council as part of his efforts to tackle the many critical issues facing small business, including tax reform, regulatory restraint, health care costs and how the Affordable Care Act will impact small business. The NSBA Leadership Council is focused on providing valuable networking between small-business advocates from across the country while ensuring small business a seat at the table as Congress and regulators take up key small-business proposals.

“I am proud to have Jeff Rudman as part of our Leadership Council,” stated NSBA President and CEO Todd McCracken. He came to us highly recommended, and I look forward our coordinated efforts for years to come.”



Jeff Rudman,
Owner/President
Consolidated Coating Company

For more on the NSBA Leadership Council, please visit www.nsba.biz

ANDRE NADEAU PROMOTED TO PRESIDENT OF SIROIS TOOL CO., INC.

Owner Alan Ortner to remain with the company in the role of CEO.

Berlin, Conn. (June 17, 2021): Sirois Tool announces today that longtime employee Andre Nadeau has been promoted from Operations Manager to the position of President of the company. Nadeau has been a member of Sirois’ management team for 12 years, and as president, he will be responsible for overseeing day-to-day management of sales, customer service, engineering, and quality assurance. “Andre has been my right hand since 1994,” said Sirois Tool owner Alan Ortner. “He understands every aspect of the business and has a great relationship with all our existing customers. He’s shown his commitment to being fair and honest with customers, vendors, and employees.”

Ortner was recently elected Chairman of the NTMA (National Tooling and Machining Association), and in that role he will serve on their board as well as the board of AMPED (Advanced Manufacturing Practice and Education Development). These two non-profit organizations are focused on supporting and funding manufacturing education, with the dual goals of building skills and increasing awareness of career opportunities in the industry. Because of the extensive travel involved in his new position, Ortner has chosen to hand off day-to-day operation of Sirois Tool to Nadeau and promote him to President. Ortner will retain the title of CEO and will oversee long-term planning as well as financial and legal matters.

“Andre has earned this promotion, and the time is right to recognize him for his outstanding contributions to this company,” said Ortner. “This transition will be seamless, because he is already both knowledgeable about and committed to our high standards of customer service, quality, and responsiveness. This move is a win for everyone involved.”

MASSACHUSETTS PLASTIC BLOW MOLDING COMPANY BREAKS GROUND ON EXPANSION PROJECT

Addition makes way for top-of-the-line equipment and future growth

Meredith-Springfield Associates, Inc., a world-class plastics manufacturer specializing in bottles and hollow technical articles manufactured through extrusion blow molding and injection stretch blow molding, celebrated a new era and commitment to global growth and its hometown community by breaking ground on an expansion in Ludlow, Mass. The project will add 5,000-square-foot of light manufacturing space, 12,000-square-foot of warehouse space, and three new loading docks in a 1,000-square-foot addition, bringing the total facility to 83,000-square-foot. The larger footprint makes way for six top-of-the-line machines that will help to automate production and increase capacity.

“Meredith-Springfield was chartered in 1979,” shared President and CEO Mel O’Leary. “Through our years of incredible growth, we’ve called Massachusetts home, so to be able to expand our headquarters where our company was born is important to who we are.”

Since its founding, Meredith-Springfield has offered extrusion and coextrusion (double and triple layer) blow molding and injection stretch blow molding of PET, HDPE, PP, PVC, PA, ePET, TPE, TPU, ABS, LDPE and fluoropolymers for clients spanning the globe. Notable customers include American Distilling, B&G Foods, Henkel, Honeywell LifeMade Products, PepsiCo, Reebok and more.

“It’s been a challenge to meet the needs of our growing business with our existing space,” O’Leary added. “This investment in the building and manufacturing equipment allows us to better plan for the future and increase efficiencies. It will give us room to grow while enhancing our manufacturing and warehouse spaces.”

In the coming months, Meredith-Springfield will install two new extrusion blow molding machines, a Bekum 155 and R&B/Sika 850 long stroke, as well as an Aoki AL-1000 injection stretch blow molding machine. In addition to the molding machines, the manufacturer has acquired three new, fully automatic Dyco Baggers, and a MexanAutomation Semi-automatic Bagger. These machines will automate bottle discharges from

the machines after their production with attached conveyors offering leak checks and visual inspections. Then, the baggers will palletize the finished products, readying them for shipping while eliminating the use of corrugated boxes.

“Ultimately, our goal is to serve our customers with reduced lead times, higher quality products that are more sustainably packaged,” concluded O’Leary. “We’ll soon have the space and equipment we need to move forward to the next level as a company while providing the service our clients expect and deserve. We’re all very excited to start this next phase in our company’s evolution.”

Occurring just before and an effort Meredith-Springfield continued through the Pandemic, was the recruitment and training of additional skilled employees and the cross-training of existing workers to operate and repair more automated manufacturing systems. An SQF-certified business, Meredith-Springfield has extensive experience working in the food and spice, liquor, and health and beauty industries.

To learn more about the company or its custom packaging solutions, visit meredithspringfield.com.

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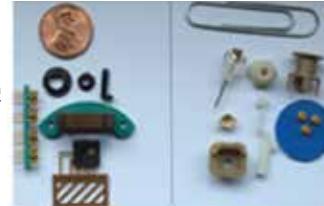
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