Making Your Future: Regional Manufacturing Just Got Easier

Making Your Future is a new initiative to help thousands of people find a career in manufacturing. The first step is awareness. Manufacturing is still one of the largest industries for employment in southwestern Pennsylvania and northern West Virginia, but few of the residents are aware of the variety of careers available for people of all experience levels and interests. In 2017, a new website will be created that targets adults who would like to learn more about manufacturing career opportunities. The site will provide resources and links to other organizations that offer training, apprenticeships, and job search tools. Assessment tools and evaluations will be available to help visitors learn which careers match their capabilities and life goals. The site will also have information about local manufacturing companies and industry news to inform job seekers in the greater Pittsburgh region.

Making Your Future was developed by the Greater Pittsburgh Metals Manufacturing Community (a partnership of government, university, industry, workforce and economic development organizations). This initiative seeks to boost metals manufacturing businesses and jobs in a way that can support struggling companies and dislocated workers in the declining coal sector, consistent with the Administration’s POWER initiative. This partnership was designated by the U.S. Department of Commerce as one of twelve Investing in Manufacturing Communities Partnership (IMCP) regions across the country.

If you or someone you know could benefit from a new career in manufacturing, visit: www.MakingYourFuture.org
MANUFACTURING EXPANSION & EXCELLENCE TOURS Two Manufacturing Expansion & Excellence Tours (MEET©) were offered in 2016 to allow manufacturers and members of the community to visit a manufacturer who has recently grown and/or achieved operational excellence. MEET© is a new series that is much more than company tours. The host companies share insights, lessons learned and strategies that put them on their current path of success. The manufacturing and business communities have embraced these opportunities to come together and learn about companies in their own backyard. The MEET© events take only a couple of hours but it gives a chance for participants to network and build business relationships with their peers. 

MEET@UEC Universal Electric Corporation (UEC) staff discussed how the successful integration of market growth, global expansion, new product development, operational excellence, workforce development and a strong corporate culture has led to their need for an 80,000 square foot expansion and the creation of new jobs.

MEET@ISC Industrial Scientific Corporation (ISC) hosted the MEET© for their new 200,000 square foot building that serves as the company’s global headquarters located in Robinson Township along Interstate 376. As the global leader in gas detection, Industrial Scientific provides gas detection products and services that keep workers safe in hazardous environments.

MEET© in 2017 Catalyst Connection is looking forward to more MEET© events in the future. If you would be interested in hosting one, please contact us.

www.catalystconnection.org

EFFECTIVE APPRENTICESHIPS Catalyst Connection has undertaken a new project to help manufacturing employers who are interested in developing employees through an apprenticeship program. Catalyst Connection’s Effective Apprenticeship program will help position these companies as an Employer of Choice in their region and/or industry, emphasizing the career opportunities they can offer. We are offering an apprenticeship toolkit that manufacturing companies can use as a guide to start a new program or enhance an existing apprenticeship. Catalyst Connection can also provide an assessment of an employer’s needs and customize an apprenticeship program with a combination of online training, local classes and on-the-job learning experiences.

The Effective Apprenticeship Toolkit includes the following information:

• Why a company should choose the Catalyst Connection Apprenticeship Program
• An overview of the Catalyst Connection Apprenticeship Program
• Manufacturer and apprentice requirements
• Process for a manufacturer to join the program
• Process for an apprentice candidate to join the program

“Oberg Industries began the Apprentice Program as a means of training their own workforce; we now find Don Oberg’s idea more relevant than ever due to the shift in public education to push students to enter college versus vocational programs. Oberg is one of many companies throughout this region that simply cannot find enough qualified employees through normal recruiting channels, so we must focus on training our own through the Apprentice Program.”

— Linda Wood, Training and Learning Experience Coordinator, Oberg Industries, Inc.
THE MANUFACTURING ACADEMY

A common theme to successful manufacturing companies is the need for strong leaders at every level of the organization. Catalyst Connection created the Manufacturing Academy to help managers and supervisors obtain the skills required to keep their employees productive, motivated, and happy!

Our leadership training has been expanded to offer comprehensive programs that can match the experience and needs of each individual. The content includes world-renowned materials with a manufacturing focus from developers like Development Dimensions International (DDI).

- **Essentials of Leadership** transforms supervisors and managers into leaders and coaches. Participants learn how to support ambitious change efforts, address poor performers, develop employees using developmental feedback, and improve the organization’s overall culture.

- **Emerging Leaders in Manufacturing (ELM)** is suggested for any person in a manufacturing company who has been identified as a candidate for a manufacturing management career.

- **Manufacturing Executive Forums** is a group for senior managers of manufacturing companies to participate in quarterly sessions that focus on topics of interest that are discussed by the group.

- **Tactical Leadership Skills** places a focus on building the skills every leader needs to be successful and confident. Participants will have access to skill sustainability resources including: micro lessons, manager guides, develop accelerators, and mobile learning. Each participant will receive ten hours of one-on-one coaching to focus on specific individual needs to achieve leadership growth.

EXPLORE THE NEW MANUFACTURING STUDENT VIDEO CONTEST

Catalyst Connection expanded the Explore the New Manufacturing Student Video Contest in its second year to connect more young people with local manufacturing companies to build a future pipeline of talent. Twenty-eight middle schools were each paired with a local manufacturing company to create a video with the theme, “What’s So Cool About Manufacturing?” Each team received video equipment and training on video production and planning. Two regional recognition ceremonies were held in Pittsburgh and Johnstown with awards for the following categories: Best Manufacturing Message, People’s Choice, Most Creative, and Best Marketing Plan.

**Program Outcomes**

- Create regional awareness of careers in manufacturing among students, parents, teachers, and the community at large
- Provide teacher professional development through training and experiential learning
- Development of videos that will be shared online to promote manufacturing and possible career opportunities through the perspective of middle school youth
- Address the need for a skilled workforce within the manufacturing industry
- Show students the interconnectedness between the arts and manufacturing
- Engage local manufacturing companies with education
MAKING A DIFFERENCE

WE SEEK TO HELP EACH MANUFACTURER BE AS PRODUCTIVE AND SUCCESSFUL AS POSSIBLE THROUGH ONE-ON-ONE.

For 28 years, Catalyst Connection’s primary focus has been on making a difference in a direct and individual way. We get to know the people who work in the manufacturing companies of southwestern Pennsylvania. We walk through the shop floors, the offices and the break rooms. We hear first-hand from the workers what makes these businesses great and what they would like to change. Our consulting services are often provided at the manufacturer’s facility or in a classroom with a small group of participants from local companies. Catalyst Connection has made an effort to keep that personal connection with our clients; however, we have had some great opportunities to reach out in a broad way.

The news stories in this annual report show some examples of how this region is making a difference that impacts the world: Making Your Future brings together the Greater Pittsburgh Metals Manufacturing community to focus on helping thousands of people find a career in manufacturing. Manufacturing Expansion & Excellence Tours allow manufacturers to step behind the curtain and see how successful manufacturers are running their businesses. The Manufacturing Academy brings a comprehensive program to develop leaders and professionals at every level. The Explore the New Manufacturing Student Video Contest is expanding to connect more young people with local manufacturing companies to build a future pipeline of talent.

The driving force behind all of this activity is the manufacturing employees of southwestern Pennsylvania. They are making a difference with products and services that exceed $13 billion annually! Catalyst Connection is honored to help make positive changes for this manufacturing community in both big and small ways. Please join us and get involved, visit our website at www.catalystconnection.org, come to an event, or call us directly at 412.918.4300.

Our best wishes to you for a prosperous 2017.
IMPACT RESULTS

OUR WORK LEADS TO HELPING SMALL MANUFACTURERS COMPETE IN A GLOBAL ECONOMY, GROW THEIR BUSINESS AND ULTIMATELY CREATE AND RETAIN JOBS.

Petra Mitchell, President and CEO, Catalyst Connection

Sales Increased $13,200,000.
Sales Retained 115,100,000.
Cost Savings 14,200,000.

Investment Made

<table>
<thead>
<tr>
<th>Category</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Plant and Equipment</td>
<td>9,872,501</td>
</tr>
<tr>
<td>Information Systems</td>
<td>1,018,800</td>
</tr>
<tr>
<td>Workforce Practices</td>
<td>1,136,121</td>
</tr>
<tr>
<td>Products and Processes</td>
<td>7,552,001</td>
</tr>
<tr>
<td>Other</td>
<td>4,175,001</td>
</tr>
</tbody>
</table>

Jobs Created 185
Jobs Retained 773
Total Jobs 958

Each year, the U.S. Department of Commerce’s National Institute of Standards and Technology (NIST) evaluates the impact that Manufacturing Extension Partnership (MEP) Centers have on the clients they serve. Evaluations conducted by Fosd Marsh Group, an independent third party, documented the above results based on client surveys conducted in 2016.

STATS

Companies Served by Industry in 2016

<table>
<thead>
<tr>
<th>Primary NAICS Description</th>
<th>UNIQUE ACCOUNTS</th>
<th>PERCENTAGE</th>
</tr>
</thead>
<tbody>
<tr>
<td>Fabricated Metal Product Mfg.</td>
<td>44</td>
<td>23</td>
</tr>
<tr>
<td>Machinery Manufacturing</td>
<td>26</td>
<td>14</td>
</tr>
<tr>
<td>Miscellaneous Manufacturing</td>
<td>23</td>
<td>12</td>
</tr>
<tr>
<td>Computer and Electronic Product Manufacturing</td>
<td>20</td>
<td>11</td>
</tr>
<tr>
<td>Primary Metal Manufacturing</td>
<td>14</td>
<td>8</td>
</tr>
<tr>
<td>Electrical Equipment, Appliance, and Component Mfg.</td>
<td>13</td>
<td>7</td>
</tr>
<tr>
<td>Plastics and Rubber Products Mfg.</td>
<td>12</td>
<td>6</td>
</tr>
<tr>
<td>Nonmetallic Mineral Product Mfg.</td>
<td>10</td>
<td>5</td>
</tr>
<tr>
<td>Chemical Manufacturing Materials</td>
<td>5</td>
<td>3</td>
</tr>
<tr>
<td>Transportation Equipment Mfg.</td>
<td>5</td>
<td>3</td>
</tr>
<tr>
<td>Printing and Related Support Activities</td>
<td>3</td>
<td>2</td>
</tr>
<tr>
<td>Furniture and Related Product Mfg.</td>
<td>2</td>
<td>1</td>
</tr>
<tr>
<td>Paper Manufacturing</td>
<td>2</td>
<td>1</td>
</tr>
<tr>
<td>Food Manufacturing</td>
<td>2</td>
<td>1</td>
</tr>
<tr>
<td>Beverage and Tobacco Product Mfg.</td>
<td>1</td>
<td>1</td>
</tr>
<tr>
<td>Wood Product Mfg.</td>
<td>1</td>
<td>1</td>
</tr>
<tr>
<td>Apparel Manufacturing</td>
<td>1</td>
<td>1</td>
</tr>
<tr>
<td>Grand Total</td>
<td>184</td>
<td>100</td>
</tr>
</tbody>
</table>

Companies Served by County in 2016

<table>
<thead>
<tr>
<th>County</th>
<th>UNIQUE ACCOUNTS</th>
<th>PERCENTAGE</th>
</tr>
</thead>
<tbody>
<tr>
<td>Allegheny</td>
<td>70</td>
<td>39</td>
</tr>
<tr>
<td>Armstrong</td>
<td>3</td>
<td>2</td>
</tr>
<tr>
<td>Beaver</td>
<td>13</td>
<td>7</td>
</tr>
<tr>
<td>Butler</td>
<td>24</td>
<td>13</td>
</tr>
<tr>
<td>Cambria</td>
<td>4</td>
<td>2</td>
</tr>
<tr>
<td>Fayette</td>
<td>4</td>
<td>2</td>
</tr>
<tr>
<td>Greene</td>
<td>2</td>
<td>1</td>
</tr>
<tr>
<td>Indiana</td>
<td>6</td>
<td>3</td>
</tr>
<tr>
<td>Lawrence</td>
<td>5</td>
<td>3</td>
</tr>
<tr>
<td>Somerset</td>
<td>6</td>
<td>3</td>
</tr>
<tr>
<td>Washington</td>
<td>26</td>
<td>14</td>
</tr>
<tr>
<td>Westmoreland</td>
<td>21</td>
<td>11</td>
</tr>
<tr>
<td>Grand Total</td>
<td>184</td>
<td>100</td>
</tr>
</tbody>
</table>

Companies Served by Size in 2016

<table>
<thead>
<tr>
<th>Employee Size</th>
<th>UNIQUE ACCOUNTS</th>
<th>PERCENTAGE</th>
</tr>
</thead>
<tbody>
<tr>
<td>1-9</td>
<td>16</td>
<td>9</td>
</tr>
<tr>
<td>10-19</td>
<td>16</td>
<td>9</td>
</tr>
<tr>
<td>20-49</td>
<td>36</td>
<td>20</td>
</tr>
<tr>
<td>50-99</td>
<td>39</td>
<td>21</td>
</tr>
<tr>
<td>100-249</td>
<td>47</td>
<td>25</td>
</tr>
<tr>
<td>250-500</td>
<td>20</td>
<td>11</td>
</tr>
<tr>
<td>500-1000</td>
<td>10</td>
<td>5</td>
</tr>
<tr>
<td>Grand Total</td>
<td>184</td>
<td>100</td>
</tr>
</tbody>
</table>

Revenue

<table>
<thead>
<tr>
<th>Funding Sources in 2016</th>
<th>Amount</th>
<th>PERCENTAGE</th>
</tr>
</thead>
<tbody>
<tr>
<td>PA Dept. of Community and Economic Development</td>
<td>1.1m</td>
<td>21</td>
</tr>
<tr>
<td>U.S. Dept. of Commerce, National Institute of Standards and Technology, Manufacturing Extension Partnership</td>
<td>1.2m</td>
<td>24</td>
</tr>
<tr>
<td>Fees</td>
<td>1.5m</td>
<td>30</td>
</tr>
<tr>
<td>Private Grants and Other Government Funding</td>
<td>1.3m</td>
<td>25</td>
</tr>
</tbody>
</table>

Expenditures

<table>
<thead>
<tr>
<th>Use of Funds in 2016</th>
<th>PERCENTAGE</th>
</tr>
</thead>
<tbody>
<tr>
<td>Manufacturing Consulting Services and Programs</td>
<td>87</td>
</tr>
<tr>
<td>Workforce Education</td>
<td>6</td>
</tr>
<tr>
<td>Administration and Other</td>
<td>7</td>
</tr>
</tbody>
</table>
ORGANIZATIONAL DEVELOPMENT — Employer of Choice

ORGANIZATIONS REGARDED AS AN EMPLOYER OF CHOICE ATTRACT THE MOST TALENTED PEOPLE AND THE BEST EMPLOYEES WANT TO STAY.

The world’s most successful manufacturers get superior business results by doing two simple things exceptionally well:

• They build effective programs to select, develop, and retain talent.
• They engage and invest in all employees — from the executive suite to the shop floor — by giving them tools for solving problems and leveraging opportunities.

Universal Electric Corporation

Universal Electric Corporation (UEC) is a manufacturer of customizable power distribution systems. They provide flexible power solutions to the data center, retail, health care, higher education and industrial markets across the U.S. and around the world. Increasing demand for their products has led UEC to expand their facility in Washington County and hire more employees. The management team places a focus on hiring the right employees and providing training. Catalyst Connection has been providing leadership skills training to UEC employees for many years. In recent years, the training has been updated to include DDI Essential Leadership Skills and one-on-one coaching for each participant.

“For years, Universal Electric’s front line managers and supervisors have been participating in Essentials of Leadership training, and those individuals are still able to leverage the skills and knowledge they learned for managing people.” — Stacey Wolfe

SELECTING QUALIFIED TALENT

Manufacturers find that only 30 percent of new hires actually succeed at their jobs. A proper hiring process can greatly increase that success rate.

SUCCESSION PLANNING

The sudden loss of a key person can devastate a company — take steps now to protect your future.
**ORGANIZATIONAL DEVELOPMENT** — Leadership Development

**STRONG LEADERSHIP SKILLS AMONG SUPERVISORS AND MANAGERS**

- Results in higher employee morale and productivity.
- Lower employee turnover and incident reports.

Catalyst Connection is an official educational channel partner of Development Dimensions International (DDI).

**Butler Technologies, Inc.**

Butler Technologies, Inc. manufactures custom user-interface products and printing services, ranging from sequentially numbered label and decal printing to precision graphic overlay and membrane switch components. From their facility in Butler County, Butler Technologies can provide design and consultative engineering to assist customers from concept through production. Nadine Tripodi, President and CEO, recognized that her employee, Ross Wells was doing a great job as an Estimator and that he had potential to take on more responsibility at Butler Technologies with additional leadership development. Ross signed up for Catalyst Connection’s Emerging Leaders in Manufacturing (ELM) Program, which is facilitated by Catalyst Connection’s David Rea and One Step Beyond’s Bryan Fischer. Ross joined an ELM group with other professionals in the manufacturing field for two years that focused on skills in strategy, culture and leading people. The program also included Ross implementing a leadership project at Butler Technologies. He launched a Core Values initiative at the company, with the guidance of the ELM facilitators and his mentor, Nadine.

“The ELM Program was great for Ross’ growth and he applied much of what he learned at the company. It has prompted good conversations for new ideas and programs.” — Nadine Tripodi, President and CEO, Butler Technologies

“This program is the best training I ever had. The skills we learned in class were reinforced in the homework. David Rea was a big help in assisting me with the employee survey as part of my leadership project.” — Ross Wells, Butler Technologies

**BUSINESS GROWTH — New Customers**

**ADDING NEW CUSTOMERS IS KEY FOR A LONG-TERM BUSINESS GROWTH STRATEGY. THE SERVICES CAN HELP WITH FINDING, ATTRACTION AND SELLING TO PROSPECTS.**

**T-Tygart Industries, Inc.**

T-Tygart Industries, Inc. provides custom CNC machining, metal fabrication, parts washing and remanufacturing of industrial equipment and components. In business since 1994, T-Tygart operates out of a 25,000 square foot facility in Greene County. Catalyst Connection’s Neal Raboglatti worked with T-Tygart to develop and launch a new website that is responsive and optimized for Google, with a focus around their unique remanufacturing services. The website now ranks on page one of Google searches for 11 strategic keyword phrases. T-Tygart is receiving a significant increase in traffic to the website with more qualified leads from visitors who complete the contact form.

“Neal provided us with extensive insight and advice that focused toward the manufacturing and industrial customers we wanted to target.” — Jeff Blasinsky, VP & Operations Manager.

**Business Growth — New Customers**

**STRATEGIC MARKETING**

Strategic marketing is the framework for determining where your company will compete, how you will differentiate yourself from the competition, how you will provide value to your customers, as well as when and how you will enter each market to reach customers.

**SALES PERFORMANCE**

Best practice companies that have successfully built high performing sales teams excel at: 1) hiring the right people, 2) observing, evaluating and managing their reps and channel partners, 3) providing continual product, competition and buyer training, 4) developing sales enablement tools that are aligned with the buying cycle, and 5) being vigilant to avoid disconnections and inconsistencies that can crop up over time.

**WEBSITE AND SEO**

We offer turnkey website solutions for manufacturers, which includes: messaging, photographs, specifications and other information needed for a website that delivers more leads. A proper Search Engine Optimization (SEO) plan improves a website’s ranking in search engines, thus increasing company’s visibility leading to a pipeline of qualified prospects to drive sales.

**VIDEO PRODUCTION**

Videos have become one of the leading ways companies attract customers on the web. Catalyst Connection can help plan, shoot and edit the production of a professional HD video. Catalyst Connection also helps market videos through online and social platforms to attract qualified prospects.
BUSINESS GROWTH – New Products

In today’s global environment where aggressive competition is common, innovation is perhaps THE driver of long-term success. For companies wanting to develop new offerings that generate revenue and grow market share, sustain and build competitive advantage, and maintain customer loyalty; innovation is not just important — it’s imperative.

BOSS Controls LLC

BOSS Controls LLC is a 2012 start-up company, located in Allegheny County, that designs and sells innovative WiFi product solutions (Smart Plugs) to a wide range of commercial enterprises, universities, school districts and government. BOSS Smart Plugs gives customers control over their Plug Load which in turn, results in remarkable savings upwards of 50%, on their electric bill. Utilizing grant funds, BOSS Controls was able to upgrade their Atmospheres software technology to create a virtual ecosystem between controllers, sensors, web and mobile interfaces, cloud hosted data and controls logic. Catalyst Connection’s Anna Mancuso, PMP, managed the project with local developer, B-Three Solutions. Catalyst also worked alongside partner, C-Leveled, on the redevelopment of the BOSS website, which includes a new energy savings calculator.

“We were very grateful and pleased to have Catalyst Connection assist us with the software upgrade project and a recent update to our company website. They have deep knowledge about manufacturing and business processes that is helpful for any company.” — Dan Brailer, Chief Operating Officer at BOSS

BUSINESS GROWTH – New Markets

EXPANDING INTO NEW MARKETS PROVIDES REVENUE DIVERSITY AND THE OPPORTUNITY FOR SIGNIFICANT BUSINESS GROWTH.

Alpine Packaging, Inc.

Alpine Packaging, Inc. manufactures custom printed labels and printed poly bags for the food, beverage and dairy industries, as well as a variety of industrial sectors including tire manufacturing, mining and safety. With funding assistance through the Innovation Adoption Grant managed by Innovation Works, Catalyst Connection’s Connie Palucka provided New Product Development assistance to help Alpine develop labels that incorporate new technology to allow customers to more easily track products after they are shipped to retail locations. The development and testing of this innovative solution continues as Alpine Packaging is working with one customer, a fortune 500 company, to bring this new label to market in the near future. Catalyst Connection continues to help Alpine, not only on this initiative, but also to help them identify market applications for a new digital press that the company purchased to allow them to produce 21st century labels.

“Catalyst Connection has been an outstanding partner in providing multiple resources in the development of our innovative products. Connie and the team were key in meeting our client’s requirements in a timely manner.” — Jan Lehigh, President of Alpine Packaging, Inc.

EXPANDING INTO NEW MARKETS PROVIDES REVENUE DIVERSITY AND THE OPPORTUNITY FOR SIGNIFICANT BUSINESS GROWTH.

Alpine Packaging, Inc.

Alpine Packaging, Inc. manufactures custom printed labels and printed poly bags for the food, beverage and dairy industries, as well as a variety of industrial sectors including tire manufacturing, mining and safety. With funding assistance through the Innovation Adoption Grant managed by Innovation Works, Catalyst Connection’s Connie Palucka provided New Product Development assistance to help Alpine develop labels that incorporate new technology to allow customers to more easily track products after they are shipped to retail locations. The development and testing of this innovative solution continues as Alpine Packaging is working with one customer, a fortune 500 company, to bring this new label to market in the near future. Catalyst Connection continues to help Alpine, not only on this initiative, but also to help them identify market applications for a new digital press that the company purchased to allow them to produce 21st century labels.

“Catalyst Connection has been an outstanding partner in providing multiple resources in the development of our innovative products. Connie and the team were key in meeting our client’s requirements in a timely manner.” — Jan Lehigh, President of Alpine Packaging, Inc.

MARKET DIVERSIFICATION

The greatest opportunities for a business to grow often comes from entering into a new market or industry.

MARKET ASSESSMENT AND FORECASTING

Analysis of a new market is critical prior to investing time and resources for a growing business.
Quality Improvements

OPERATIONAL EXCELLENCE ACHIEVED THROUGH QUALITY IMPROVEMENTS REDUCES PRODUCT DEFECTS AND INCREASES CUSTOMER SATISFACTION.

Companies that achieve and maintain high quality standards consistently outperform their competition and grow their sales. Quality certifications are available specific to the industry in which a company works. These certifications are recognized as the measure of a manufacturer’s excellence in quality systems. Many large corporate buyers require their suppliers to maintain current certifications. Manufacturers who are certified have a greater opportunity to gain new sales and attract new buyers. Catalyst Connection supports quality systems with — (right column)

Conspec Controls, Inc.

Conspec Controls, Inc., located in Washington County, manufactures affordable and robust gas sensors, detectors, and systems for numerous industries in a variety of diverse applications for the power generation, oil and gas, industrial, and HVAC markets. Conspec wanted to become ISO 9001 certified to meet the requirements of current and new customers. Craig Wilson, Catalyst Connection Consultant, provided assistance in developing a Quality Management System that is compliant to the ISO 9001 standard. He assisted Conspec staff with ISO quality management system development, documentation, and implementation efforts that ultimately led to the company’s goal of ISO certification.

“Craig Wilson shared his expertise in preparing Conspec for ISO Certification. We finished our certification audit and I believe whole-heartedly it couldn't have been accomplished without his guidance. We have seen returns in increased production and cost savings. Our documentation process has been standardized which allows assemblers and technicians to immediately locate work/test instructions. Also our non-conformance procedure has directly lowered our warranty replacements and repairs.” — Ben Cope, Inside Sales / Sales Support Manager.

Operational Excellence

Improvement Kata

A universal means of developing solutions in any situation is the best way to prepare for the challenges ahead.

Lean Manufacturing

These tools include a cultural readiness survey, lean assessment, high level value stream map and a review of key performance indicators as they relate to the strategic vision of the company. From there, we can help design the best approach to deploying the lean tools across the enterprise.

Six Sigma Methodology

A disciplined, data-driven approach for eliminating defects in any process.

Supply Chain Optimization

Improve the movement of product from suppliers to customers that leads to reduced costs, improved quality and shortened lead times now to protect your future.

Safety Programs

Assist manufacturers to meet compliance requirements from government agencies, including the Occupational Safety and Health Administration (OSHA).

Training Within Industry (TWI)

TWI consists of standardized programs addressing the essential skills needed by supervisors, team leaders, and anyone indirectly leading others.

ERP Selection

An advanced computing driven transformation in the manufacturing sector is inevitable.


Today’s manufacturers are already operating at a high level of performance. Each incremental improvement in quality or cost savings can have a significant impact on profitability and competitive advantage.

Quality Mould, Inc.

Quality Mould, Inc. manufactures a wide variety of products out of traditional and modern materials in Westmoreland County. They were seeking to expand into new customer markets which would require larger manufacturing facilities and additional machinery and equipment to accommodate this goal. Catalyst Connection’s Eric MacDonald facilitated a session with Quality Mould management and staff to document the process flow for the new 33,000 square foot Eastpointe facility. They used lean techniques to maximize the value-added flow of materials and to minimize travel distances. Customized training and coaching was delivered to the staff to provide a solid foundation in basic lean principles and 5S, including hands-on experience with a focus on improving visual controls across the facility.

“Catalyst Connection helped us completely re-think and re-arrange our manufacturing process. Since learning lean manufacturing techniques, we streamlined all of our equipment, avoided costly mistakes, and are well-prepared to launch efforts to new markets. We are very pleased to have Catalyst be part of our manufacturing processes.” — DJ Danko, President of Quality Mould, Inc.
FINANCIAL SERVICES

THE RIGHT FINANCING SOLUTION WILL BECOME THE FOUNDATION OF BUSINESS EXPANSION AND GROWTH.

We help manufacturers with their financial objectives by:
• Identifying the most appropriate resources and options
• Verifying eligibility for funding from a variety of public and private sources
• Customizing both public/private and commercial loan packages
• Applying for state and federal assistance through programs operated by the Industrial Development Authority, the Pennsylvania Economic Development Finance Authority, the Small Business Administration, and Small Business First
• Connecting with leaders in the banking, leasing, accounting, insurance, investment, legal and real estate sectors who can provide specialized, expert counsel

Glassautomatic / Rolf Glass

Glassautomatic is a glass cutting and engraving company that sells tabletop giftware and personalized gifts under the Rolf Glass name. They are located in Westmoreland County in the historic glass-making town of Mount Pleasant. In 2015, Glassautomatic worked with Art Tintori, Catalyst Connection’s Managing Director, Finance, to purchase additional equipment so they can expand production of the glass items.

“Engraving glass vessels is a very old craft. The work, when done manually, is very labor intensive. We have been successful by applying modern production methods. Catalyst Connection staff understands technology, we enjoyed their support for many years.” — Rolf Poeting, President, Glassautomatic

Ray Yeager, President & CEO, DMI Companies, Inc.

BOARD OF DIRECTORS

Front row: Left to right — Joel Ross, Universal Electric Corporation; Lori Albright, Stellar Precision Components; Jeffrey Kelly, Hamill Manufacturing Company; Raymond Yeager, DMI Companies, Inc.; Patrick Gerity, Westmoreland County Community College; Jason Rigone, Westmoreland County Industrial Development Corporation; Judy Wojanis, Wojanis Supply Co., Inc.

Back row: Left to right — Linda Froehlich, Ace Wire Spring & Form Co., Inc.; Gregory Boyer, S&T Bank; David Ruppersberger, Pittsburgh Regional Alliance; Thomas Polacek, JWF Industries; Nicolas Glorieux, Baker Tilly Virchow Krause, LLP; Lawrence Barger, BDO USA, LLP; Dave Sweet, MECCO Marking and Traceability; Trevor Dunbar, MCC International, Inc; Craig Heryford, Buchanan Ingersoll & Rooney PC

Not pictured — Vicki Barbur, Independent Consultant; David Bonvenuto, Oberg Industries, Inc.; Peter Ferraro, CliftonLarsonAllen LLP; Nadine Tripodi, Butler Technologies, Inc.
Catalyst Connection has developed an outstanding reputation as the go-to source for professional expertise for companies that are serious about improving their productivity, increasing revenue growth, and developing employee skills.

Ed Wagner, Regional Director; Catalyst Connection

Top row, left to right — Petra Mitchell, Matt Holjes, Bob Dopico, Allison Manziagli, Eric MacDonald, Neal Rabogiati, Allison Moux, Scott Dietz, Ed Wagner, Jim Marsillo, Craig Wilson

Bottom row, left to right — Tom Reed, Pauline Yanke, Art Tintori, Tim Clark, Jeanne Straw, David Rea, Mara Connelly, Connie Paluc-ka, Cindy Connelly

AccuTrex Products, Inc.
AccuWire Spring & Form Co., Inc.
Acuity Finishing
AcuTec, Inc.
Adams Manufacturing Corp.
AdvanTech US, Inc.
AeroTech Designs, Inc.
Aerotech, Inc.
Affival, Inc.
All-Clad Metalcrafters, LLC
Allaghany Milwork
Allaghany Performance Plastics, Inc.
Allegro Pittsburgh/Image 360
Aloma Shem & Manufacturing
Alpine Packaging, Inc.
Angstrom Science, Inc.
Applied Test Systems, Inc.
Aquatic Environmental Corp.
Aquip Power, Inc.
ARDEX Engineered Cements
Arkwood Products, Inc.
Art Flat Roll Products
Atomized Materials Co., Inc.
AUCLA Actuators, Inc.
AxinD Technical Furnishings, Inc.
Bacharach, Inc.
Bearing Service Company
Beaver Steel Services, Inc.
Berkeley Medical Resources
Berliner International Corp.
Bolkan Company, Inc.
Bos Controls
Bunting Graphite, Inc.
Butler Technologies, Inc.
Butler Winding Company
C.E.U., Inc.
Ccontrols
Cadmex
Cannon Boiler Works, Inc.
Carpenter Powder Products
Caterpillar Global Mining
Center Rock, Inc.
Chesapeake Building Products
Chief Machine
Chiswell/Price, Inc.
CMC Impact Medals
Cignus Manufacturing Company
Community Products
Computek, Inc.
Correc Technologies, Inc.
Control Analystics, Inc.
CP Industries
Cranside Springs, LLC
Curiosity-Wright Electro-Mechanical Corporation
Custom Fab Trailers, Inc.
Dawar Technologies
Diamond Wire Spring Company
Du-Co Ceramics Company
Ductmate Industries, Inc.
Dynamet, Inc.
E.A. Fischino Instruments, Inc.
EH Schwab Company
Energy Filtration Solutions
Energenix, Inc.
Ernie Industries
eV Products
Everything Ice
Ezie Station
ExOne
Exoflow USA Flowline Division
Fittlextronics, Inc.
FrontPage Engineering & Design, Inc.
Frontfront Product Design, LLC
Forum Lighting
FPD Company
FS-Elloit Company, LLC
General Carbide Corporation
Glassmatic
Global SFC Valves Corporation
Gray & Gray
Haemotronics Corp.
Harbin Manufacturing Company
Harrison/Walker International, Inc.
Homer City Automation, Inc.
Homemar Precision LLC
Hranech Steel Metal, Inc.
Hussey Copper, Ltd.
Ideal Aerosols
IGS Industries
Industrial Scientific Corporation
IngMar Medical, Ltd.
Interalva LLC
Irwin Automation, Inc.
ITI Trailers and Truck Bodies, Inc.
Jasco Mfg., Inc.
James Austin Co.
Jato Machine & Tool Co., Inc.
Jeanetta Specialty Glass, Inc.
Johnson Matthey
JWZ Industries
Kancove Farm Fence Supplies
Kerstol Manufacturing Corp.
Kongeborg Pressure Systems USA Corporation
Kropp, Inc.
Krupp, Inc.
L & S Machine Company
L. B. Foster Company
Langelott Metallurgical Co.
Lingis Manufacturing & Machine Co.
Localwood-Martin Aerials, Inc.
Magnum Plastics Company
MCC International, Inc.
McConway & Torley, LLC
McDaniel Advanced Ceramics Technologies
MECCO Marking and Traceability
Medart, Inc.
Mesta Electronics Inc.
Mitsubishi Electric Power Products, Inc.
Natural Concrete Products
Nord-Lock, Inc.
Obang Industries, Inc.
ODM Studies, Inc.
Omniscience
O’Neal Manufacturing Services
Online Stores, LLC
Painter Tool, Inc.
Penn Machine Company
Permatronics Corporation
Pennsylvania Transformer Technology
Permco Inc.
PSS Precision Casting Corporation
Pittsburgh Air Systems
Pittsburgh Plastics Manufacturing
Plieger Plastics Co.
Precision Kold Steel Co., Inc.
AeroSLV, Inc.
Process Instruments, Inc.
Product Evaluation Systems
ProMinent Fluid Controls, Inc.
PTC Alliance, North America
Q-Cast, Inc.
Quality Mold, Inc.
Quintech Electronics and Communications Inc. (QEC)
R & D Coatings, Inc.
RE2, Inc.
Reaiki Tooling
Reenerg, Inc.
Richardson Cooling Packages, LLC
Rosa Plastic USA LP
S&W Wire Company
Sarris Candies
Schaffer Manufacturing Company
Schroder Industries
Seagrid Corporation
Somerset Welding & Steel, Inc.
Speciality Tires of America, Inc.
Standard Horse Nail Corporation
Stellar Precision Components
The Comer Group
The Truks
Thermal Transfer Corporation
ThreeRivers 3D, Inc.
TIGG LLC
TMK/PSICO Hot Mill
TMK/PSICO Melt Shop
TruFood Mfg
T-Yegar Industries Inc
Tufl Mechanical Systems
U.S. Corrugated, Inc.
U.S. Liner Company
Uncle Jimmy Brand Productions, LLC
United Welding & Fabrication, Inc.
Universal Electric Corporation
Versatek Building Products, LLC
VSMPO-Tirus US
Waltex Corporation
Waters Technologies Corporation
Wheelbar Bros., Inc.
WindSlate, Inc.
Wojciesz Supply Co., Inc.
Z011 Medical Corporation
Zanasco Equipment Company

STAFF

CLIENT LIST
Above: This book was manufactured by Acuity Finishing. They are a local manufacturing facility that Catalyst Connection is proud to also identify as a client.

Catalyst Connection is a private not-for-profit organization headquartered in Pittsburgh, Pennsylvania. We provide consulting and training services to small manufacturers in southwestern Pennsylvania, accelerating revenue growth and improved productivity. Through active collaboration with our clients and the manufacturing community at large, we contribute to the growth, vibrancy, and ongoing robustness of manufacturing in our region.

Catalyst Connection is supported, in part, by the Commonwealth of Pennsylvania, Department of Community and Economic Development, and by the National Institute of Standards and Technology’s Hollings Manufacturing Extension Partnership.

2000 Technology Dr., Pittsburgh, PA 15219-3110
PHONE: 412.918.4300     FAX: 412.687.2791
TOLL FREE: 1.888.887.7472

A Pennsylvania Industrial Resource Center

www.facebook.com/catalystconnection
www.linkedin.com/company/catalyst-connection
www.twitter.com/MadeinSWPA
www.youtube.com/user/CatalystConnection
www.catalystconnection.org