

ANNUAL SUMMARY



**PA Manufacturers Pathways to
Performance • Profitability • People**



LEAN Manufacturing

"In researching the value of LEAN Manufacturing and then implementing LEAN, it seemed we were practicing many of its elements in isolation. What we needed was a roadmap to tie it all together. A private consulting firm was considered, but past experience with experts like that made us wary. I didn't want bells and whistles; I wanted substance.

"The MANTEC staff who delivers LEAN have real, practical experience."

"The MANTEC staff who delivers LEAN have real, practical experience. They have enabled me to locally expand my networking with others who have varying levels of LEAN implementation. We appreciate the single point of contact MANTEC provides and the cost-effective manner in which they deliver services."

*Baird McIlvain
President
TBM Hardwoods
Hanover, PA*

Pathway to Performance

MANTEC, Inc., is one of the seven Industrial Resource Centers in Pennsylvania, that assist small-to-medium-sized manufacturing enterprises to respond to changing markets, new technology, and the competitive pressures of today's global marketplace.

Our clients' successes depend on MANTEC's exceptional service, partnering with organizations, and opening doors to practical opportunities and business solutions.

The Pathway Starts with a Mission

To assist the manufacturers of South Central Pennsylvania to continuously and strategically strengthen their businesses.

Market Positioning Statement

To manufacturing CEOs, Presidents, and General Managers in South Central Pennsylvania, MANTEC is an objective business advisor that provides access to strategic pathways for growth and profitability.



"Excellence in business concepts, practical applications!"

Pathway to Improve Manufacturers Competitiveness

Today's business leaders compete in a highly competitive market. To compete, they must grow their top line, improve their bottom line, and add innovative skills and high tech workforce skills. Areas of service offered by MANTEC include:

- **BUSINESS GROWTH SERVICES**

MANTEC introduces a suite of services that use proven best-practice strategies to evaluate your business and put you on the fast track for growth. Business Growth Services (BGS) is designed to help companies chart the course to success – increased output, efficient work processes, and increased return on investment. Four major areas include:

- Strategy development
- Market development
- Sales development/Export assistance
- New product development

- **CONTINUOUS IMPROVEMENT**

Process improvement. Waste reduction. Profit Increase. Changing the way you do work. Culture change, expectations, measures and performance are all part of your bottom line success. MANTEC will assist your company to improve its bottom line through all facets of LEAN Manufacturing, ISO certification, and six Sigma certifications.

- **WORKFORCE DEVELOPMENT AND HUMAN RESOURCE MANAGEMENT SUPPORT**

Attracting, retaining, and cultivating a skilled pool of dedicated workers is critical to success, if not survival. MANTEC's human resource services will help your organization build and maintain a workplace environment that answers high performance through effective employee stewardship. From human resource policies and procedures to wellness, from structuring training around strategic goals and objectives to accessing state funding dollars, MANTEC is committed to serving you, the South Central region's manufacturers.



MANTEC as a Resource

"J. Walter Miller is a small operation. We could not have accomplished what

"We need to take care of them and MANTEC helped us develop the plan and implement our programs."

we have and position our company for the future alone. People are an important asset to us and to the company's success. We need to take care of them and MANTEC helped us develop the plan and implement our programs."

Milton K. Morgan, III
CEO
J. Walter Miller Company
Lancaster, PA





MANTEC as a Resource

“Initially we didn’t want to get involved with MANTEC because we thought it would involve too much red tape. But our MANTEC representative cut through the red tape. He expanded our resource base and made it easy for us.”

*Thomas Leister
President
Leisters Furniture, Inc.
Hanover, PA*

“Partnering with MANTEC enables our chamber of commerce to deliver quality programs and services to businesses in the Hanover area.”

*Gary Laird
President
Hanover Area Chamber
of Commerce*

2006 Impact Scoreboard

Increased Sales	\$39,615,000
Retained Sales	\$38,825,000
Cost Savings	\$13,360,801
Jobs Retained	836
Jobs Created	434
Plant Equipment	\$20,760,000
Information Systems	\$749,500
Workforce Practices	\$1,125,000
Other Investments	\$450,700
Investments Avoided	\$10,320,850
Savings on Investments Made	\$466,700

2006 Client Projects

Workforce Development/ Human Resource	62	
BGS* Market Development	47	
Process Improvement/LEAN	32	
BGS* Strategy Development	29	
Business Systems	28	
Accounting/Office Systems	21	
Quality Systems/ISO 9000	19	
BGS* New Product Development	16	
BGS* Sales Development	15	
Plant Layout/MFG Cell	14	
Environmental/Compliance	12	
CAD/CAM/CAE/EDI	3	

*Business Growth Services

Pathways to Partnerships

MANTEC develops and implements collaborative partnerships, communications, and research strategy, which includes projects and activities to better understand its manufacturing community. Ongoing dissemination of information to small-and-medium-sized manufacturers allows client company access to trends in the global marketplace.

- **MANTEC Partners**

MANTEC has an extensive network that encourages sharing of knowledge, best practices, and collaboration to advance their mission. These resources are made available to take manufacturers toward profitability.

- **MANTEC Communications**

MANTEC reaches into the manufacturing community in a variety of ways. Newsletters, emails, websites, and collaboration with other publications keep our clients, partners, and consultants up-to-date on the latest industry trends and developments.

- **MANTEC Research**

MANTEC is committed to staying in the forefront of manufacturing. The Forum on “How CEOs Learn” began an analysis on how CEO’s learn and apply knowledge to position their company as learning organizations. The study intended to allow the IRC’s, like MANTEC, to better understand the CEO’s needs and to develop new products and services to support growth for PA’s small-to-medium-sized manufacturers.



Adventures In Technology

This pilot program connects high school students to real-life manufacturing situations. Students at South Western High School were paired with McClarin

“...programs put a unique real world spin on what is possible for their future.”

Plastics, Inc., giving them a perspective on what lies beyond high school in the ever changing world of manufacturing.

“When students are allowed to be creative and inquisitive, it gets their attention. The Adventures in Technology and Introduction to Manufacturing programs put a unique real world spin on what is possible for their future.”

*Lisa Dennis
School to Career Coordinator
South Western High School
Hanover, PA*



MANTEC as a Resource

"MANTEC, Inc. has made it possible to bring all the needed resources used by Fortune 500 companies to our small operation. They made the contacts for us, provided guidance and options, then provided us with the tools to achieve our goals."

*Russell Robinson
President*

*&
Robert D. Alyanakian
Vice President of Operations
Lancaster Threaded Products, Inc.
Lancaster, PA*

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Businesses That Understand Value

MANTEC, Inc., was created to assist companies willing to commit to obtain measurable improvement in productivity, profitability and competitiveness. This is a sampling of those assisted by MANTEC this past year.

- Abbottstown Industries, Inc.
- ASF Keystone, Inc.
- Bri-Mar Manufacturing, LLC
- Buck Company, Inc.
- C. L. Sturkey, Inc.
- Colonial Craft Kitchens, Inc.
- Die-Tech, Inc.
- Dorma Door Controls, Inc.
- Dutchland, Inc.
- Flinchbaugh Engineering, Inc. (FEI)
- Hamilton Precision Metals, Inc.
- International Marketing, Inc.
- J. F. Rohrbaugh & Co., Inc.
- Keener Kitchen Manufacturing Company
- Kercher Industries, Inc.
- Lafferty and Company, Inc.
- Lancaster Level-Flo, Inc.
- Master Solutions
- MGS, Incorporated
- Mount Joy Wire Corporation
- National Bearings Company
- Niche Electronics Technologies, Inc.
- Pennex Aluminum Company
- PoolPak Technology Corporation
- R. T. Grim Company (Electronics)
- RAM Industrial Services
- Raycom Electronics, Inc.
- Solar Innovations, Inc.
- Specialty Screw Machine Products
- Tech Casting, Inc.
- Techtrol Cyclonetics, Inc.
- Triangle Refrigeration Company
- Tuff Stuff Design Mailboxes
- Turbine Airfoils Designs, Inc.
- Valley Precision Tool, Inc.
- Wilke Enginuity, Inc.
- Wilton Armetale
- York Imperial Plastics, Inc.

The MANTEC Staff

John W. Lloyd, President and CEO
Tammy Cooke
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David Freimuth
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David Hanan
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Kent Keller
Bradley Kreidler
Herbert R. McIlvaine, Jr.
Patrick Meese
Peter Pasquariello
Mark Robertson
Scott Sipe
Mary Staub
Carol Morton Tebo

Regional Offices – Multiple Locations to Serve You Better

The MANTEC region covers the South Central Pennsylvania area to include the counties of Adams, Cumberland, Dauphin, Franklin, Fulton, Lancaster, Lebanon, Perry, and York.

Corporate Office
227 W. Market St., P.O. Box 5046, York, PA 17405-5046
Phone: 717.843.5054 • Toll Free: 888.843.5054
Email: info@mantec.org • Website: <http://www.mantec.org>

Field Offices

Carlisle

(serving Dauphin, Cumberland & Perry Counties)
Murata Business Center,
453 Lincoln St., Carlisle, PA 17013
Phone: 717.873.3450
Fax: 717.245.0653

Chambersburg

(serving Adams, Franklin, Fulton Counties and Shippensburg area)
1144 Kennebec Drive
Chambersburg, PA 17201
Phone & Fax: 717.263.6100

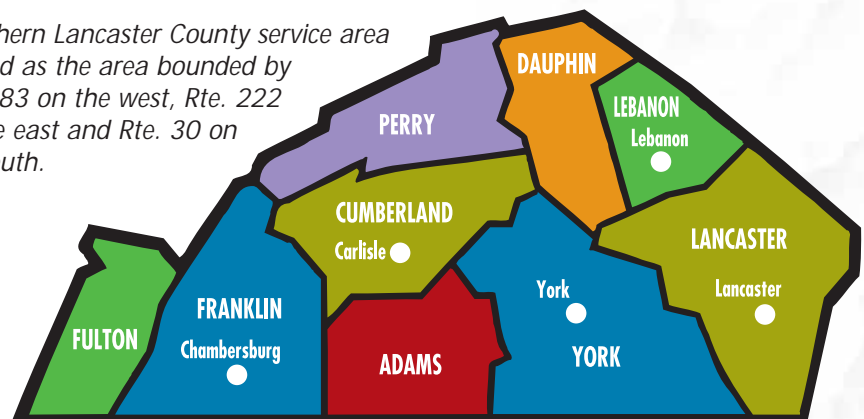
Lancaster

Greenfield Industrial Park
1812 Colonial Village Lane
Lancaster, PA 17601
Phone: 717.843.5054

Lebanon

(serving Lebanon and Northern Lancaster Counties*)
735 Cumberland St.
Lebanon, PA 17042
(HACC Lebanon Campus)
Phone: 717.968.6252
Fax: 717.270.6385

*Northern Lancaster County service area defined as the area bounded by Rte. 283 on the west, Rte. 222 on the east and Rte. 30 on the south.



Experience at Hill Day 2007

"As a small manufacturer in a competitive world, I am not ashamed to admit we need help. Because of the programs offered through entities like MANTEC, Inc., we get assistance and guidance that allows us to

"...assistance and guidance that allows us to compete globally and provide quality jobs locally."

compete globally and provide quality jobs locally."

Chris Tarsa
President
C. L. Sturkey
Lebanon, PA



a NIST | Network
MEP | Affiliate



The Smart Market
live smart. work smart.



Workforce Development

"Six years ago, we had the theories and the desire, but it took MANTEC's expertise to get our comprehensive, in-house training program organized. From building management skills to cross-training our entire plant workforce, they've taken us step-by-step along the road to success."

**"It took
MANTEC to get
our in house
training program
organized."**

*Beth Tice
HR Director
Sylvin Technologies, Inc.
Denver, PA*

The MANTEC Board of Directors

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NTM Incorporated

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Mr. Larry W. Smeltzer
Littlestown Foundry

Mr. Michael E. Smeltzer
Manufacturers' Assoc. of
South Central PA

Mr. Chris Tarsa
C. L. Sturkey, Inc.