

AGENDA

Wednesday, October 10

5:30 PM **Registration** MARRIOTT FOYER
Sponsored by IQMS



5:30 PM **Industry Welcome Reception** MARRIOTT FOYER
Sponsored by Amco Polymers



Thursday, October 11

7:00 AM **Registration Opens** MARRIOTT FOYER
Sponsored by IQMS



7:00 AM **Breakfast with Omelette Station** MARRIOTT FOYER
Sponsored by Chase Plastics



8:00 AM **Connecting to Treasure from Within to Inspire and Motivate** MARRIOTT 6
Troy Nix, Executive Director

There is a powerful fuel inside each one of us; a fuel that provides us with energy; a fuel that provides us the internal fortitude to do what we do each and every day despite the challenges and obstacles we all encounter. Some are better than others at tapping this energy source for inspiration, but everyone has the ability to become more in tune with their inner self. During his opening address, Troy Nix will share an inspiring story about how he reconnected with his own personal journey one Friday night that helped him better understand the power of “why”.

8:30 AM **The Trust Edge: Driving Business Results through Trust** MARRIOTT 6
David Horsager, Trust Edge Leadership Institute

Trust is a fundamental, bottom-line issue. Without it, leaders lose teams, salespeople lose sales, and organizations lose reputation, retention of good people, relationships and revenue. But with trust, individuals and organizations enjoy greater creativity, productivity, freedom and results. Through academic research and firsthand experience, David Horsager has learned what it takes to gain – and keep – The Trust Edge. Through

a captivating presentation, Horsager combines humor and illustrations with business insight and analysis. He will demonstrate how the little things, done consistently, add up to huge results. Attendees will walk away with concrete steps they can immediately use to improve their lives and careers.

Sponsored by MBS Advisors



9:45 AM **Networking Break**

MARRIOTT FOYER

10:20 AM **2018 BC LAB Session One**

The BC LABS are comprised of a series of parallel presentation sessions or learning tracks suggested for each functional area below. Each BC LAB is designed to equip attendees with indispensable insights, advice and tools to achieve the mission-critical priorities of today and build the successful organizations of tomorrow.

Below are the learning tracks for the 2018 Benchmarking and Best Practices Conference LAB:

- Executive Stakeholders/Owners
- Leadership
- Senior Leaders (Presidents/VPs)
- Human Resources/Safety
- Sales & Marketing
- Operations/Engineering
- CFOs/Finance/IT

Since the theory is different than practical implementation, this year the BC Labs will be presented by processor representation. Attendees will learn from their peers. A full listing of all the session descriptions can be found below.

Advancement with Additive Manufacturing - 3D Printing – More Processor Applications

INDIANA D

BC LAB: **Operations/Engineering**

Kevin Allison, Crescent Industries Inc.; Scott Kraemer, Carbon; Shaun Karn, Hi-Tech Mold & Engineering, Inc. and Ed Graham, Protocam

Additive manufacturing—the industrial version of 3-D printing—is being used to make niche items (such as medical implants), produce plastic prototypes, and for short run production jobs. The next level of application of this technology will extend to mass production of parts and further used in other areas in support of manufacturing. During this panel session, participants will gain a better understanding of how 3d Printing is creatively being used to support production, how 3D printing is slashing concept-to-market-time for new products, and how the technology is beginning to challenge the regular molding processes for higher volume orders.

Creating Excitement in Manufacturing's Future

BOSTON

BC LAB: **Leadership; Human Resources/Safety**

Charlie Braun, Custom Rubber Corporation and Missy Rogers, Noble Plastics Inc.

It takes a village — everyone in manufacturing — to ensure that there is a next generation of skilled workers; ones who eagerly want to pursue a career in making things. When it comes to inspiring young people, it takes a village of professionals who are passionate about manufacturing, willing to be role models, and understand that connecting individually with young adults is the most effective way to entice them to select production-based careers. During this session, learn from “villagers” who are successfully engaging manufacturing’s future employees by engaging the education community.

Internet of Things (IoT) on the Production Floor

INDIANA A

BC LAB: [Operations/Engineering](#); [CFOs/Finance/IT](#)*Doug Drewes, Phoenix Closures*

The Internet of Things (IoT) is becoming an increasingly growing topic of conversation both in the manufacturing industry and out of it. Simply put, IoT is the concept of basically connecting any device with an on and off switch to the Internet or to each other. The analyst firm Gartner says that by 2020 there will be over 26 billion connected devices... That's a lot of connections (some even estimate this number to be much higher, over 100 billion). This concept will have an impact on reducing waste, improving efficiencies and require less manpower. During this session, members will share how they are bringing IoT to life on their production floors – from devices to connectivity to advanced analytics.

Marketing: Small Budget, Big Returns

MARRIOTT 10

BC LAB: [Sales & Marketing](#)*Craig Carrel, Team 1 Plastics; Jennifer Latiolais, All-Plastics Molding*

Let's start with some "real talk." If a company only has a few hundred dollars a month to spend on marketing, and can't afford a real marketing agency or hire a consistent freelance resource, but still needs to promote itself, what should it do? During this session, attendees will learn from peer member companies who have implemented budget-conscience marketing tactics and are experiencing big returns.

Operational Excellence – Seeking to Find Hidden Sources of Profits!

MICHIGAN

BC LAB: [Executive Stakeholders/Owners](#); [Senior Leaders \(Presidents, VPs\)](#); [Sales & Marketing](#); [CFOs/Finance/IT](#)*Laurie Harbour and Scott Walton, Harbour Results Inc.*

Harbour Results Inc. has benchmarked plastics processors against other manufacturing groups across key performance indicators. During this session, Harbour and Walton will share this benchmarking data that uncovers gaps and challenges processors face and discuss the changing manufacturing landscape. Finally, participants will walk away with actionable tools and techniques that will result in improved efficiency, reduced costs and increased profitability.

Overall Equipment Effectiveness (OEE)

INDIANA C

BC LAB: [Senior Leaders \(Presidents, VPs\)](#); [Operations/Engineering](#); [CFOs / Finance/IT](#)*David Bacon, KW Container and Avril Cook, Blow Molded Specialties*

Many organizations over the last decade have transitioned or have considered transitioning to using OEE as their key performance indicator to manage their manufacturing operations. OEE breaks performance into three measurable components including Availability, Performance and Quality, and can be applied to individual work centers or rolled up to manage operations as a whole. Many view OEE as the gold standard for measuring manufacturing productivity as it identifies the percentage of manufacturing time that is truly productive. During this session, two experienced manufacturing professionals, one new to OEE and the other an OEE veteran, will explain their journeys to positively impact their businesses with OEE methodologies.

Recruitment: Good to Great

INDIANA B

BC LAB: [Executive Stakeholders/Owners](#); [Leadership](#); [Human Resources/Safety](#)*Melissa Henderson, BRP Manufacturing and Michael Klein, Bemis Manufacturing*

The United States faces a need for nearly 3.5 million manufacturing jobs over the next decade. It is projected that over 2 million will go unfulfilled. With this human workforce shortage, coupled with the "image" problem that often comes with manufacturing, many member companies have found that recruiting workers is a relentless task. Just as every company engineers its product lines, its supply chain and its production process, companies can engineer a talent pipeline. The presenting member companies during this session are set to share how they have thought outside the box to identify talent to fill their pipelines.

Servant Leadership - Why It's the Best Investment a Business Can Make

MARRIOTT 7

BC LAB: [Executive Stakeholders/Owners](#); [Leadership](#); [Senior Leaders \(Presidents, VPs\)](#); [Human Resources/Safety](#)
Derrill Rice, Plastic Components, Inc.

Leaders in business want to improve profit margins, find the best customers, have a highly engaged workforce and attract the best people, but these challenges often elude them. Examine some of the best-run organizations like Chick-fil-A, the U.S. Marine Corps and WD-40 to name a few, and they all share one thing in common – their top leaders serve as if they were on the bottom. These high-performance organizations show that people-centric environments and high performance are not mutually exclusive. During this session, Derrill Rice, president and CEO of Plastics Components, Inc., will share the lessons he has learned over nearly three decades of leading manufacturing organizations, and how he believes overall success is tied to employee fulfillment, which drives customer satisfaction and loyalty.

Strategic Steps to Maximize Business Value: What Makes One Company More Valuable Than Another?BC LAB: [Executive Stakeholders/Owners](#)

FLORIDA

Mike Benson, Stout

While demand for plastics continues to surge, in many ways, the industry's success also may be its Achilles' heel. The current environment has little to no barriers to entry with many of the characteristics of a commodity industry. As a result, plastics processors and manufacturers who experience the most success are market leaders that have carefully plotted their course, resulting in unique attributes, such as a specific product, process or market niche. Last year's inaugural Presidents and Owners learning track at the MAPP Benchmarking Conference featured a panel of business owners who candidly shared stories of successfully selling their businesses after years of hard work, investment and growth. But how does one get from here to there? The simple answer is careful planning and thoughtful decision-making that remains laser-focused on the business' end goals. Mike Benson, managing director at Stout, returns to moderate a dynamic conversation with a distinguished panel of plastics business owners about key drivers of business value, which strategic pursuits produced their greatest returns and what transition looks like when the time comes.

Featured panelists:

Glen Fish, President, Revere Plastics Systems LLC

Mike Walter, CEO, Met2 Plastics

Josef Keglewitsch, Partner, Ice Miller

How Employees Feel about the Company-The Power of the Employee Satisfaction Survey MARRIOTT 9 BCLAB: [Executive Stakeholders/Owners](#); [Leadership](#); [Human Resources/Safety](#);*Jennifer Lockman, Intertech Plastics Inc.; Erin Hlavin, Thogus*

Want to find out how an organizational culture is doing? Measure it! Wondering how various departments feel about their benefits? Ask them with an employee survey. Employee surveys are tools used by best-in-class organizations to gain feedback on and measure employee engagement, employee morale and performance. 81% of organizations turn to employee surveys to measure their workplace and discover underlying issues plaguing their workers, according to a report by HRZone. But before beginning, be deliberate with question choices. The wrong word choice or a confrontational tone can be off-putting for employees and even push them away from answering the question. Panelists will share what they've experienced as they have worked to implement their employee surveys and what they wish they would have known before they began.

The Bottom Line to Growing the Top Line – Part I (Not for the Faint of Heart)

MARRIOTT 8

BC LAB: [Sales & Marketing](#)*Doug Drummond, Revere Plastics Systems LLC; Brad Krupa, Thogus Products; and Tom Tredway, Erie Molded Plastics Inc.*

This session, delivered by three seasoned sales veterans, will cover the strategic intent of growing top-line sales by using clearly defined tactics implemented on a consistent basis. Topics covered in this exchange will include: bringing discipline to quoting and the sales process, creating customer service cultures to maintain strong relationships, saying "no" to customers, methods of identifying new customers, goal setting and maximizing profits. Although detailed presentations will be provided all three presenters, session participants

will be expected to ask questions, share their own methods and experiences and engage!

Workforce Development: Putting the Future to Work Today (Apprenticeships and Internships) DENVER

BC LAB: **Leadership**; **Human Resources/Safety**; **Operations/Engineering**

Corey Ginsburg, Intertech Plastics Inc. and Tonjua McCullough, Blair Rubber

Just as there are millions of manufacturing jobs going unfulfilled, millions of youth find themselves out of school and out of work, but have an insatiable urge to find and fulfill their potential. Corey Ginsburg, Intertech and Tonjua McCullough from Blair will discuss how their companies' internship or apprenticeship programs are proving to be a valuable investment in their business' future and an investment in the future of manufacturing.

11:25 AM Tariffs and the Economic Outlook MARRIOTT 6

Mike Jackson, OESA

Record low unemployment and record high consumer confidence have fueled a robust U.S. economy, yet uncertainty regarding tariffs and trade policy continues to weigh on business and in particular, the manufacturing sector. Policy uncertainty is compounded by complex supply chains that can span the globe limiting operational clarity. Despite strong consumer demand levels, tariffs have increased risks and have raised prices that contribute to added margin pressure. Concerns remain over supply chain risks, commodity prices and the impact of Section 232 and Section 301 tariffs, as well as details behind a prospective trilateral trade agreement in the run up to midterm US congressional elections. Jackson will share an economic outlook and address tariffs and trade policy dynamics while drawing on examples and highlighting trends from the automotive sector.

12:10 PM Lunch and Learn MARRIOTT 4

Join Keynote David Horsager for a lunchtime deep dive where he will answer burning questions attendees might have on the effects of trust within the organization and more. This is a ticket-only event.

Or

Networking Lunch INDIANA E

Take a break from the educational sessions to catch up with your peers and meet new benchmarking conference attendees.

Lunch Sponsored by RJG



1:20 PM Peer-to-Peer Exchanges

This session is back by popular demand! Growing peer-to-peer networks is a primary component of the Benchmarking Conference. Attendees will have the chance to interact with peer groups during this session on topics that are unique to their job functions in their specific groups. Driven by past attendee feedback, these focused sessions have been highly requested and are expected to be one of the biggest hits of this year's conference. They are a perfect way for professionals to find new ideas, expand their professional networks and explore new methods of improvement.

- **Executive Stakeholders/Owners**
- **Senior Leaders (Presidents/VPs)**
- **Human Resources/Safety**
- **Sales & Marketing**
- **Operations/Engineering**
- **CFOs/Finance/IT**

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2:35 PM 2018 BC LAB Session Two

A Breakdown of the North American Plastics Industry Study

MARRIOTT 1

BC LAB: [Executive Stakeholders/Owners](#); [Senior Leaders \(Presidents, VPs\)](#); [CFOs/Finance/IT](#)*Greg Alonso and Tim Erdmann, Plante Moran*

Metrics contained in the North American Plastics Industry Study (NAPIS) will be used to help attendees better understand how their performance stacks up to their competitors and industry norms during this breakout session. Both presenters will perform a deep dive into the data outlined in the NAPIS with applicable case study composites to demonstrate how the three most utilized business models operate and perform.

A New Mold – The Next Generation of Extraordinary

MARRIOTT 9

BC LAB: [Leadership](#); [Human Resources/Safety](#)*Zachary Bloodworth, Par 4 Plastics Inc.; David Hastillo, Dymotek Molding Technologies; Jordan Duhe, Noble Plastics Inc.; and Adam Wachter, Engineered Profiles LLC.*

99% of manufacturers face workforce challenges, and there is no end to the articles and anecdotes about hiring, retaining and training young professionals in the industry. However much of that conversation isn't being led by the people who know the generation best – the young leaders themselves. Today's panel will look at four industry young professionals who have distinguished themselves not only at their perspective organizations but in the industry overall. Attendees will learn firsthand from these young professionals about what their company is doing to keep them engaged and what best practices others can institute in their organization to help their next generation of leaders feel empowered.

Acquisitions from the Buyers Perspective

FLORIDA

BC LAB: [Executive Stakeholders/Owners](#)*Jonathan Soucy, MBS Advisors*

Whether you are a business owner considering a sale of your company or a plastics processor looking for an acquisition to fuel growth and expansion, buyers that have “been there, done that” can provide valuable insight. Jonathan Soucy, president of MBS advisors, will facilitate a discussion with three different buyers who have recently acquired one or more plastics processing businesses. They will share their experiences and challenges with the buying process, including what they look for in an acquisition and what they expect from selling shareholders, both before and after a sale.

Featured panelists:

Morris Rowlett – Chairman, Quantum Plastics

Steve Lunder – President, Granite State Plastics

Jim Berklas – Vice President, Westfall Technik

Disaster Plans: Knowing What to Do Is the Best Protection and the Company's Responsibility INDIANA GBC LAB: [Senior Leaders \(Presidents, VPs\)](#); [Human Resources/Safety](#); [Operations/Engineering](#)*Carolyn Himes, Bruin Manufacturing and Jeff Applegate, Texas Injection Molding*

Disaster can strike quickly and often times without warning, and having a plan in place can save the business or a life! Strategic and operational planning establishes priorities, identifies expected levels of performance and capability requirements, provides the standard for assessing capabilities and helps stakeholders learn their roles. Learn from those who have had a disaster strike on how to create a plan to protect employees, lessen the financial impact of disasters and re-open for business quickly to support economic recovery in the community.

Don't Let Another Initiative Die in Your Organization! 4DX Will Help

MARRIOTT 3

BC LAB: [Executive Stakeholders/Owners](#); [Leadership](#); [Senior Leaders \(Presidents, VPs\)](#); [Sales & Marketing](#); [Operations/Engineering](#)

Dwaine Raper, University of Tennessee Center for Industrial Services and Richard Hopson, John Deere

Most organizations ensure they integrate strategic planning into their annual list of goals to accomplish. When planning is complete, lists of action items to improve the business often get lost in the whirlwind of distractions of keeping the business running. Often the really important initiative that is going to change the company falls by the wayside. The 4 Disciplines of Execution (4DX) exists to execute a plan bringing that important initiative to fruition even in the midst of distraction. During this session, executives will share how 4DX positively impacted their focus from the production floor to improving the sales pipeline.

Improving with Lean Manufacturing - Two Unique Approaches – Two Great Results

INDIANA F

BC LAB: [Senior Leaders \(Presidents, VPs\)](#); [Operations/Engineering](#)

Carl Bartle, Wisconsin Plastics Inc. and Jerry Bienias, Donnelly Custom Manufacturing Co.

Henry Ford defined the Lean concept in one sentence: “We will not put into our establishment anything that is useless.” While the basic Lean model was introduced more than 100 years ago, it has continued to evolve over time with the ultimate goal of eliminating non-value-add activities and waste from the business. During this session, two manufacturing companies will share their unique approaches to Lean implementation (whether on one project or integrated culturally) in their own organizations to achieve new levels of success. This session will provide thought-provoking ideas for any company’s Lean improvement journey.

IT Security – Reducing the Risk

INDIANA D

BC LAB: [Human Resources/Safety](#); [CFOs/Finance/IT](#)

John Prost, Mueller Prost PC

As the world becomes increasingly digital, it has never been more important for the manufacturing professional to have a good understanding of how to protect sensitive data. This session explores data breaches and demonstrates how to protect and manage sensitive data.

Lockout Tagout during Mold Changes

INDIANA E

BC LAB: [Human Resources/Safety](#); [Operations/Engineering](#)

Changing molds on the production floor is an activity that happens thousands of times per day in the U.S. plastics industry. One question that must be asked by all manufacturing executives is “Are my employees performing mold changes in a safe manner?” With this answer, the next thought-provoking question is “Are the processes and procedures being used to change molds correctly incorporating the Lock Out Tag Out (LOTO) standards that OSHA expects?” The fact is that violations of the LOTO standard have been an Occupational Safety and Health Administration (OSHA) top ten violations for the past decade. During this panel discussion, plastics manufacturing professionals will share lessons learned through their LOTO improvement journeys and how they assess risk from both a process and legislative viewpoint.

Featured panelists:

Eric Hale, Dymotek Molding Technologies

Mark Seeley, World Class Plastics Inc.

Jim Brown, Anderson Technologies

Wilder Allen, Chore Time Brock

Meet Company Culture that Drives Performance

MARRIOTT 7

BC LAB: [Leadership](#); [Senior Leaders \(Presidents, VPs\)](#); [Human Resources/Safety](#)

Patricia Miller, Matrix 4; Gregory Washington and Allen Smith, Intralox

Read nearly any study that examines organizational performance, and you will find that companies that

focus on building people-centric cultures continually outperform those who elect to focus on other business issues. In these studies, strong culture results in greater share-price, less employee turnover, more unsolicited employment applications, less absenteeism, greater employee productivity, greater customer satisfaction levels and more. During this session, company executives who have devoted their lives to differentiating their companies with strong business cultures will explain their journeys and lessons learned. These industry professionals, including Patricia Miller (CEO + visionary of Matrix 4) and Allen Smith and Gregory Washington (senior leaders of Intralox), will demonstrate how culture-focused leadership significantly impacts company performance on all levels.

Operational Excellence – Seeking to Find Hidden Sources of Profits!

MICHIGAN

BC LAB: [Executive Stakeholders/Owners](#); [Senior Leaders \(Presidents, VPs\)](#); [Sales & Marketing](#); [CFOs/Finance/IT](#)
Laurie Harbour and Scott Walton, Harbour Results Inc.

Harbour Results Inc. has benchmarked plastics processors against other manufacturing groups across key performance indicators. During this session, Harbour and Walton will share this benchmarking data that uncovers gaps and challenges processors face and discuss the changing manufacturing landscape. Finally, participants will walk away with actionable tools and techniques that will result in improved efficiency, reduced costs and increased profitability.

Practical Industry 4.0

DENVER

BC LAB: [Operations/Engineering](#); [CFOs/Finance/IT](#)

Phil Dunn, ITW Automotive and Scott Rogers, Noble Plastics Inc.

Industry 4.0 creates the basis for technologies and solutions that enables manufacturing companies to identify shortcomings and imminent disruptions in the production process at early stages, giving sufficient time to take action before a failure occurs. An ideal, digitalized, automated Industry 4.0 world is one in which people, machinery and systems are all digitally linked. This linkage provides manufacturers greater efficiency, quality and performance for their businesses, but reaching this utopia requires careful planning. The two presenters in this session will share how their Industry 4.0 journeys have reduced organizational stress and allowed company engineers to spend more time designing and improving products and processes.

Production Floor Automation – Ideas for Improvement

INDIANA C

BC LAB: [Operations/Engineering](#)

Dan Wierenga, Byrne Electrical Specialists and Charles O’Bosky, Cascadia Custom Molding

Oftentimes, investments in automation can help manufacturers improve their competitiveness by removing labor costs, improving production efficiencies and escalating quality; however, most who have fully implemented automation projects also have experienced the “where do I start” syndrome. The participants of this BC Lab will share how they’ve uncovered the opportunity, designed a solution and executed the improvement in order to realize more efficient production operations.

Seamless Project Launch

MARRIOTT 10

BC LAB: [Sales & Marketing](#); [Operations/Engineering](#)

Michael Engler, AMA Plastics

Do all projects launch on time, at the projected manufacturing cost and run flawlessly in production? If not, then elements of the project management process need to be standardized to take control of the future. Project management and new product introduction are vital to your future. The use of phase gates are the most critical element for controlling cost, performance and schedule. Learn more about what it takes to implement phase gates within your organization and how to manage the expectations consistently.

The Bottom Line to Growing the Top Line – Part II (Not for the Faint of Heart)

MARRIOTT 8

BC LAB: [Sales & Marketing](#)*Doug Drummond, Revere Plastics Systems LLC; Brad Krupa, Thogus Products; and Thomas Tredway, Erie Molded Plastics Inc.*

Join seasoned sales veterans for round #2 of growing top lines sales as they delve deeper into the proven tactics that have significantly impacted their business. During this second exchange, participants will have the opportunity to learn how others are managing their sales process, filtering and saying no to customers based on strategic alignment, and planning for future growth. Like the first BC Lab sessions, participants will be expected to ask questions, share their own methods and experiences, and engage!

The Science of Service Design Begins with the Customer's Experience

MARRIOTT 4

BC LAB: [Sales & Marketing](#); [CFOs/Finance/IT](#)*Mike Kotecki*

Successful organizations and sales professionals no longer build their growth strategy around their product and capabilities catalogue; rather, they work backwards from a target customer experience. Only then do they craft their message, strategy, value proposition and process to drive that sensation they want the customer to enjoy. This is a science called Service Design. In this unique session, we will provide seven steps to help leaders and sales professionals rethink their customer engagement process such that it is consistent across all elements, yields the experience they desire for their end customers and services only those that are aligned with their message. Done well, the results will be improved resilience, client satisfaction and profitability!

Training Best Practices

INDIANA A

BC LAB: [Leadership](#); [Human Resources/Safety](#); [Operations/Engineering](#)*Brad Lamone, Engineered Profiles and Mary Sholtis, PMT*

Forward-thinking manufacturing leaders realize that consistent and continuous employee training results in better product quality, higher production efficiencies, better overall retention, and improved employee happiness. Companies who take training seriously start early by incorporating it in the on-boarding process, have fully documented career paths, focus significantly on cross teaching, and instill continuing education in their cultures. This BC Lab features members who will share some of their best practice training methods and how they are cultivating winning cultures to ensure brighter futures for all.

Visual Inspection Systems - Better than the Naked Eye – Zero Defects?

INDIANA B

BC LAB: [Operations/Engineering](#)*John Bellett, Custom Rubber Corporation; Grant Gundrum, Microplastics Inc; and John Kozumplik, JMS Engineered Plastics*

The continual increase in demands from OEMs and end-use customers will ultimately end with the expectation that suppliers will never supply a bad part. The process of implementing quality inspection systems can be as simple or as complex as desired, and can range from simple tasks, such as the checking of print data and the presence of labels, to complex requirements, such as pattern and character recognition. Panelists during this session will share how the implementation of their visual inspection systems significantly increased product and manufacturing quality, rapidly identified process issues and strengthened productivity.

3:35 PM

Networking Break

MARRIOTT FOYER

4:05 PM

Annual Meetings

MAPP

ARPM

MARRIOTT 6

MARRIOTT 4

4:25 PM **The Brilliance of Resilience** MARRIOTT 6

Alan Hobson, Climb Back Inc.

After seven years of preparation, Alan Hobson's first self-guided, self-organized and corporately sponsored \$500,000 expedition to Mt. Everest missed the summit by 3,000 feet when his team's high camp was blasted off the mountain by gale force winds. He returned home to judgments that he had failed. Instead of becoming disheartened and giving up, he used the hard-won lessons from his expedition to begin again more intelligently. After two more attempts, Hobson reached his goal, only to be blindsided by near-terminal cancer three years later. Defying the skeptics, he beat the odds and has been cancer-free for over 12 years. Through his spellbinding presentation - the brilliance of resilience – Hobson shows audiences how to triumph in turbulent times, turn setbacks into comebacks and overcome adversity – giving audience members the tools they need to win today — and tomorrow.

5:15 PM **Members' Choice Reception** MARRIOTT FOYER

Sponsored by Incoe Corporation



Friday, October 12

7:00 AM **Breakfast** MARRIOTT FOYER

Sponsored by Federated Insurance



8:00 AM **2018 BC LAB Session Three**

A Breakdown of the North America Plastics Industry Study MICHIGAN

BC LAB: [Executive Stakeholders/Owners](#); [Senior Leaders \(Presidents, VPs\)](#); [CFOs/Finance/IT](#)

Greg Alonso and Tim Erdmann, Plante Moran

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Don't Let Another Initiative Die in Your Organization! 4DX Will Help MARRIOTT 3

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Employee Stock Ownership Plan (ESOP)

MARRIOTT 2

BC LAB: [Executive Stakeholders/Owners](#)

Jim Chiavetta, Microplastics and Michael Cirone, GTR Enterprises

As of 2018, there are an estimated 7,000 employee stock ownership plans (ESOPs) covering more than 14 million employees. A 2000 Rutgers study found that ESOP companies grow 2.3% to 2.4% faster after setting up their ESOP than would have been expected without it. Companies that combine employee ownership with employee workplace participation programs show even more substantial gains in performance. Companies with ESOPs and other broad-based employee ownership plans account for well over half of Fortune Magazine's "100 Best Companies to Work for in America" list year after year. During this presentation, two member companies will share why they chose to convert to an ESOP, and the good and bad that has come with this decision.

How Processors Are Using IATF 16949 to Positively Impact Operations

DENVER

BC LAB: [Operations/Engineering](#)

John Danyluk, Baxter Enterprises LLC

If an organization supplies parts to the automotive sector, then there is a very good chance that it is now IATF 16949:2016 certified or at least considering the certification. The new standard is meant to better align with business strategic direction and heavily incorporates risk-based thinking relying on top management to be actively engaged. As with any new systems, there are still many questions about how well companies are utilizing the new standard to truly improve their operations. During this session, hear from experienced manufacturing professionals well versed in the IATF standard will discuss the actions they have taken to address the gaps in their quality systems.

Lockout Tagout During Mold Changes

FLORIDA

BC LAB: [Human Resources/Safety](#); [Operations/Engineering](#)

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Meet Company Culture that Drives Performance

MARRIOTT 7

BC LAB: **Leadership**; **Senior Leaders (Presidents, VPs)**; **Human Resources/Safety**

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Organizational Incentive Plans (Gain Sharing)

MARRIOTT 8

BC LAB: **Human Resources/Safety**; **CFOs/Finance/IT**

Crystal Capps, Par 4 Plastics Inc.; Rob Clothier, Team 1 Plastics; and Bonnie Turner, Elkhart Plastics

Best-in-class companies have implemented strong retention plans for employees to ensure employee satisfaction. These plans include competitive salaries, attractive bonus structures and incentives. Nearly 75% of companies have recognition programs, but only 58% of employees know about them. During this session, hear from member companies who are “putting their money where their mouth is” and have created corporate incentive programs that have impacted employee satisfaction and retention and the company’s bottom line.

Supplier Agreements

MARRIOTT 1

BC LAB: **Senior Leaders (Presidents, VPs)**; **Sales & Marketing**; **CFOs/Finance/IT**

Alan Rothenbuecher, Benesch

“The devil is in the details.” Nowhere is that saying more appropriate than when dealing with supply agreements. In this session, Alan Rothenbuecher, a plastics industry law specialist, will provide attendees with a greater understanding of the terms of a supply agreement, the pitfalls buried in those agreements and strategies for best managing risk through such contracts.

Workforce Development: Putting the Future to Work Today (Apprenticeships and Internships) MARRIOTT 4BC LAB: **Leadership**; **Human Resources/Safety**; **Operations/Engineering***Corey Ginsburg, Intertech Plastics Inc. and Tonjua McCullough, Blair Rubber*

Just as there are millions of manufacturing jobs going unfulfilled, millions of youth find themselves out of school and out of work, but have an insatiable urge to find and fulfill their potential. Corey Ginsburg, Intertech and Tonjua McCullough from Blair will discuss how their companies' internship or apprenticeship programs are proving to be a valuable investment in their business' future and an investment in the future of manufacturing.

9:00 AM **Networking Break** MARRIOTT FOYER

9:25 AM **Innovation Awards** MARRIOTT 6
Sponsored by M. Holland



9:40 AM **The Healthcare System Is Making Us All Sick – Time to Take Control** MARRIOTT 6
Dr. Brian Klepper, Worksite Health Advisors; Mick Rodgers, The Axial Benefits Group

Whether you're a regular consumer of healthcare, responsible for managing health plans for your company or purchasing annual healthcare benefits for your employees, this session will provide you with insight as to where the U.S. healthcare system is headed and what you can actually do to make things better. During this general session, Dr. Brian Klepper will focus on the mechanisms that underlie America's healthcare cost crisis and how institutionalized clinical and business practices have distorted care and cost patterns, driving unnecessary cost. While outlining these insufficiencies, Dr. Klepper will provide a unique perspective and identify alternatives that significantly favor patients, whose medical care often exposes them to needless physical risk, and purchasers, whose healthcare costs are double those in other developed nations.

10:40 AM **Transformational Leadership** MARRIOTT 6
General (ret.) Stanley A. McChrystal

A one-of-a-kind commander with a remarkable record of achievement, General Stan McChrystal is widely praised for creating a revolution in warfare that fused intelligence and operations. He is also known for developing and implementing the counter-insurgency strategy in Afghanistan and for creating a comprehensive counter-terrorism organization that revolutionized the way military agencies interact and operate. A dynamic, powerful speaker, McChrystal impresses audiences with field-tested leadership lessons, stressing a uniquely inclusive model that focuses on building teams capable of relentlessly pursuing results. When old systems fall short, he believes true leaders must look for ways to innovate and change. Citing stories from his career, McChrystal reveals a four-star management strategy, concentrating on openness, teamwork and forward-thinking. Few can speak about leadership, teamwork and transformational change with as much insight.

11:45 AM **What's Next?** MARRIOTT 6

12:00 PM **Conference Adjourned**