

# Mold Technologies Division



Division of Society of Plastics Engineers

Volume 40, Issue 3, Spring 2019

## Message from the Chair

Hello division members. Spring is in the air! Take a moment for a deep breath and welcome this new season.

Amerimold 2019 is next on the agenda for our segment of the plastic's industry. This year's location is Rosemont, IL and the dates are June 12-13, 2019. Mold Technologies Division (MTD) is accepting nominations for Mold Designer of the Year and Mold Maker of the Year. Each award includes a monetary honorarium to an educational program of their choice. Both awards are presented at Amerimold. Peruse through this newsletter for the list of criteria and nomination form.

While at Amerimold, please stop at our booth to converse how MTD can contribute to your organization and contribute to an educational program.

As an exhibitor at Amerimold 2019, please be mindful that every unfamiliar individual who enters your booth is a potential customer. With regard to attendees who do not fit the traditional profile (i.e., youthful-looking attendees or women), be conscientious and do not expect them or require them to share their qualifications prior to receiving your attention and respect. This occurs more frequently than most people realize. If you witness this behavior on the show floor, please speak up as this is not okay. That non-traditional individual may very well be the decision maker to award a \$1MM project.

Please look for an upcoming special edition of this newsletter sharing highlights of ANTEC 2019 and Molding 2019 Conferences.

Calling all mold designers and mold design managers...UW Milwaukee is offering two mold design courses April/May 2019 and September/October 2019. Plastic Injection Mold Design Basics and Plastic Injection Mold Design Advanced. For further information: [https://uwm.edu/sce/program\\_area/engineering/plastics-technology/#tab-courses](https://uwm.edu/sce/program_area/engineering/plastics-technology/#tab-courses)

Mold Technologies Division is always on the lookout for great talent to compliment the current dynamic board of directors serving your immediate industry. Seriously consider joining this team. This is a brilliant opportunity to give back to the community of Mold Design and Mold Making. Interested parties, please submit your bio to myself at [renee.nehls@outlook.com](mailto:renee.nehls@outlook.com) by May 31, 2019. We look forward to your array of innovative ideas how MTD will promote Mold Design and Mold Making to live well and prosper!



**Renee Nehls**

SPE Mold Technologies Division Chair

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## Editor's Commentary

What is your company doing to progress – to ensure you are successful for the remainder of this year, two years from now and beyond ten years from now? Are you investing in the very latest high-performance machining technologies? Is your suite of CAD/CAM applications updated to the very latest revision? Is your IT infrastructure current, enabling secure asset usage onsite and off? Do you maintain exemplary accounting practices and control your cash flow to your best advantage? Are you actively recruiting, hiring and retaining the top talent in your area? This last question is every bit as important as the technical and commercial side of your business.

Good people want to be surrounded and supported by other good people. Top performers want the tools they need to grow and exceed expectations. How do we attract, hire and retain the best? Workforce development is destined to be a weighty topic for years to come. I contacted a few nice people in my network and asked them what their company is doing to fuel growth and maintain their team. It turns out that this subject is on the front burner everywhere.



**John Berg**

SPE Mold Technologies Division  
2018/2019 Newsletter Editor

**E**

**ERLER INDUSTRIES**, with facilities in North Vernon, Indiana and Guadalajara, Mexico, is a company “dedicated to the decoration of plastic parts.” They serve the automotive, appliance and consumer electronics markets. Visit the ABOUT US (<http://www.erler.com/about-us/>) page on their web site and be greeted by a wonderful picture of their team. You will also notice that Erler specifically mentions their employees in both their mission and

vision statements. Here is their response to my inquiry regarding their workforce development strategy:

At Erler Industries, our employees are our greatest asset. That is why we strive each day to ensure that each member of our company has not only the appropriate training and skill set, but also the motivation to excel. The result is an economically productive environment that benefits both employees and the company.

Our management team fosters this environment using tools that help them better understand and lead each team with competence and knowledge befitting of Erler Industries. These tools include leadership development, mentoring and coaching, and effectively communicating problem solving strategies.



**A1 TOOL CORPORATION** (<https://www.a1toolco.com/>), in Melrose Park, Illinois, has been in the business of crafting steel for over 70 years! They build a wide variety of high-performance injection molds for leading OEMs and brand owners in nearly every industry. Because customers rely on their Design-for-Manufacturing expertise, A1 is well-staffed with

## Sponsor's Index

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experienced toolmakers, engineers, designers and programmers. A1 understands the importance and value of training:

Workforce recruitment, development, and training are the essential core to making A1's high quality molds. A mold is just a piece of steel, the ability to design and craft that steel for the best molding requires skilled and motivated employees.

A1 starts by focusing on local connections with relationships at the local high schools and colleges. A significant part of our young workforce comes from these relationships. We use apprenticeship programs, high school work study programs, internal job rotation programs, tuition assistance plans, and vendor partnerships for on-site education. In addition to recruiting from local high schools, A1 also offers referral bonuses, unusual perks, and benefits. For instance, A1 offers our workforce 12 paid holidays, company events, activities, workout facility, free uniforms, and NO COST health and dental insurance, just to name a few.

Finding good skilled employees is extremely challenging in today's market. At A1, we strive to retain our existing skilled workforce and complement them with quality new additions, by providing personal and financial gain for all.

footprint to support their hot runner technologies and is headquartered in Auburn Hills, Michigan. They feel their people and culture are their advantage in the industry. INCOE focuses on the individual and the team. Here is how they describe their approach:

We are committed to preserving and continuously improving our culture by fostering employee growth and providing the benefits necessary for family health and work-life balance. We achieve this by starting with communication and employee engagement. This promotes a team approach and keeps our employees informed which helps drive continuous improvement.

Beyond true open-door policies, we participate in annual Engage surveys to further capture employee feedback. INCOE provides educational seminars on items such as benefits, physical wellbeing, and 401k and investment strategies. We support team development by providing all-employee monthly luncheons, annual picnics/events, Christmas raffles, monthly anniversary dinners, and group events. We encourage employees to give back to the community by sponsoring quarterly charities which employees vote on and donate to (for jean days), along with various Christmas charities.

While salary is important, we recognize that employee's lives can be greatly affected by outside influences such as physical and mental wellbeing, both personally and within their families. We therefore offer very comprehensive medical plans as well



**INCOE CORPORATION**

(<https://incoe.com/hotrunners/homepage.aspx>), has a global

as an Employee Assistance Plan which anyone in their household is eligible to use free of any cost. We fully recognize employees have increasing family obligations and therefore offer flexible schedules as well as a “work remote” program for a better work-life balance.

INCOE also builds our team by offering tuition assistance. We are also looking into partnering with Oakland University and Oakland Community College to create a formal apprenticeship program. We maintain an employee referral program to encourage applicant recommendations from employees, compensating them after those applicants complete a probation period. We continuously develop, train, and educate our employees both in-house and out, and endorse cross training wherever possible. And most recently, our new facility in Auburn Hills, Michigan, was designed to offer the latest trends in workplace amenities to help create an environment that fosters connectivity and interaction, including

many collaborative spaces and conference rooms, a café with a self-check market and connected patio, commons areas for coffee with open seating, a fitness center and associated locker rooms and a large convertible seminar space for big groups. Our employment philosophy has been to find the best talent and retain them, which has contributed to our elevated company-wide experience level and focus on customer success while at the same time reducing costs associated with rehiring and retraining.

My aim is to collect and share these insights and best practices, so we can both inspire and be inspired by each other’s efforts and experiences. Your input is welcome and appreciated. If you have a success story to tell or simply wish to share the methods you use, please send it to me at [jberg@sussexim.com](mailto:jberg@sussexim.com).



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## In Memorium

The SPE and the plastics industry lost a dear friend and colleague on February 7, 2019, with the passing of Jerry Fischer. Jerry was an active contributing member of the SPE since 1966, serving on the international board of directors of the Mold Making and Mold Design Division. He presented papers and moderated technical sessions at the Annual Technical Conferences and was named Mold Maker of the Year in 2005.

A graduate of Oklahoma A&M College (OSU) with a degree in mechanical engineering, Jerry's career included post-graduate work at Iowa State University, tenures with John Deere, the United States Military, and All Plastics Molding. He was adjunct professor at Western Oklahoma State College where he taught computer-aided drafting. In 1975, he started his own business, Tools and Troubleshooting, where he specialized in mold building and consultancy.

Not content to merely excel in engineering, this remarkable man was also:

- An instrument-rated pilot
- Proficient in both keyboards and trombone
- A ballroom dance instructor
- Chairman of the Hobart Zoning Board of Adjustment
- Chair of the Kiowa County Metropolitan Area Planning and Zoning Commission
- A Boy Scout Master (all three sons earned Eagle Scout honors)

Jerry authored three well-regarded books during his career: Inside Design CAD, ABC Design CAD, and How to Predict and Control Shrinkage and Warpage While Injection Molding Plastics.

Jerry is survived by his loving family – his wife, three sons and their wives, nine grandchildren and



four great-grandchildren. He leaves behind his legacy of involvement in his community and industry, his devotion to Christianity, and his passion for furthering the lives of others.

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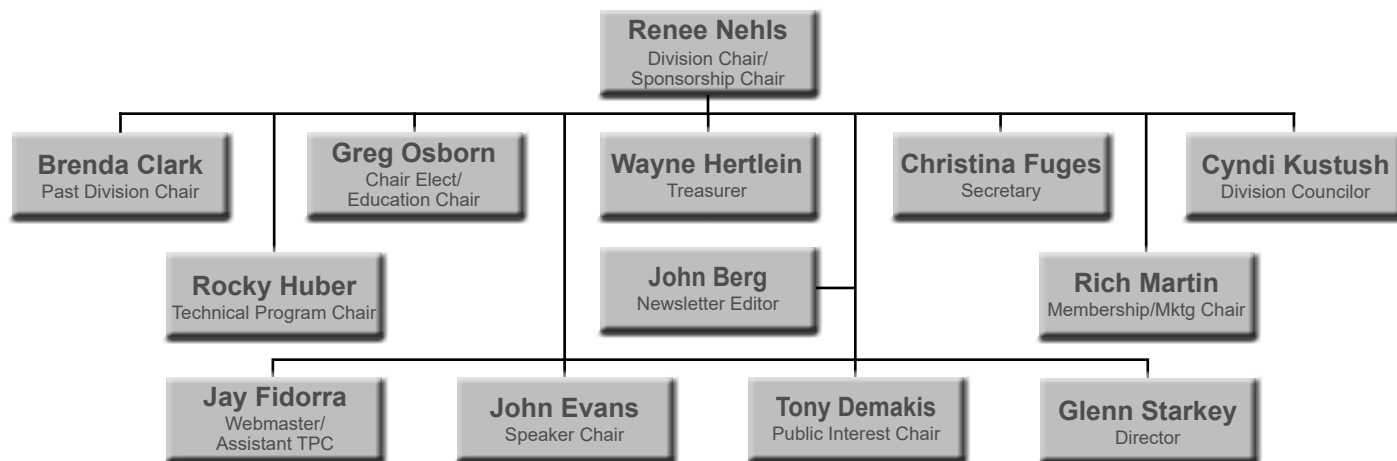
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## OUR MISSION

*"To be the leading industry resource for technical information to advance plastic mold engineering technologies, while fostering industry growth, education and leadership."*

## CONTACT INFO.

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Sponsorship Chair  
ORBIS Corporation

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### Brenda Clark

#### Past Division Chair

HASCO

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### Greg Osborn

#### Chair Elect/Education Chair

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### Christina Fuges

#### Secretary

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#### Division Councilor

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#### Membership/Marketing Chair

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### Jay Fidorra

#### Webmaster/Assistant Technical Program Chair

HASCO

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### John Evans

#### Speaker Chair

Prism Plastics

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### Tony Demakis

#### Public Interest Chair

Alliance Laser Sales

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### Glenn Starkey

#### Director

Progressive Components

[Glenn.Starkey@procomps.com](mailto:Glenn.Starkey@procomps.com)

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## Progressive Releases New Components for Medical Molds

**Progressive Components** recently added new products to support the unique needs of medical tools for clean room molding.

New product advantages include:

- Tapered Series Date Plugs, made from Stainless Steel, feature a tapered seal between the Date Plug and the Date Ring. Low viscosity resins commonly used in medical applications easily flash, and the tapered seal prevents that, eliminating potential non-conformances with the molded part.
- Stainless Steel Support Pillars eliminate the allocation of labor and cost for medical mold builders to make custom pillars in-house.

These items join over a dozen products that Progressive has introduced with features that offer advantages within cleanroom environments.

“Our roots are in the medical mold market, being located in one of the world’s largest medical mold-

ing corridors,” states Glenn Starkey, President of Progressive Components. “Early on, we recognized that a high-demand, high-cost mold for medical applications should not have rusty mold base components, nor should the shop that built it make mold base components such as Locating Rings and Press Knockout Extensions. Whenever practical, we’ve made components from Stainless Steel or black oxidized items for corrosion resistance, and now Support Pillars joins these items. And for the critical cavity/core area, the Tapered Series Date Plugs join exclusives such as friction-free Slide Retainers, Needle Bearing Locks and UltraPins treated for lubricity.”

Visit Progressive Components online at [www.procomps.com](http://www.procomps.com). For Customer Service or Tech Support, dial 1-847-487-1000 or email [customer-service@procomps.com](mailto:customer-service@procomps.com).

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## Recruiting and Retaining Your Next Game-Changing Employees

Employee recruitment and retention strategies have evolved significantly in the last five years. Successful companies now market their corporate culture as ardently as they do their manufacturing or service capabilities. While competitive salaries and traditional benefits will always be important to a prospective employee, the personality of the organization’s work environment also plays a major role in their decision.

A significant reality that employers face today is how the concept and value of loyalty has changed. To the modern workforce, tales of tenures measured in decades are now considered quaint. Three different jobs in four years used to be a red flag on a resume. Today, it denotes assertive and aggressive career exploration. When job opportunities are plentiful, employees are far less likely to resign themselves to bend and accept the things



they dislike and cannot change about their employer. If you can make the same amount of money elsewhere, why put up with a company's antiquated internal politics, the temper of the person to whom you report or the self-serving infighting of other team members. Whatever the reason, if the job doesn't seem like the good fit it originally looked to be, it's easy enough to start over somewhere else.

Are you familiar with Undercover Boss? In this television show, a business owner pretends to be a new employee of their own company. The owner quickly learns that life in the actual business trenches of their organization isn't nearly as easy as they assumed. They learn that the system of management they created looks great from the top

but is stifling at the bottom. The bosses are invariably surprised to hear that their employees have many great ideas for improvement and see the business, good and bad, from a perspective unique to that of management. One of the first things the newly enlightened boss does is eliminate the walls between employees and management by encouraging feedback, improvement plans and legitimate collaboration.

An intrapreneurial environment is one characteristic of a company's culture that is acknowledged as attractive to bright and energetic people. This practice encourages employees to challenge existing thinking and protocols to solve problems. It asks for a clean slate to begin project planning and is as reliant on instinct as it is education and experience.



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*Create an atmosphere of employee empowerment and facilitate collaborative results by actually listening, understanding, and taking action. A business thrives on the energy and initiative of its employees. For decades, we've all seen versions of the adage, "Hire smart people and get out of their way." It's a popular saying because it's true. Trust the stars you've hired and facilitate their opportunity to shine.*

The opposite of the assembly-line approach where employees' work output is isolated and collected, it empowers the employee to see the project through and to be responsible for the creation and execution of the plan and the final delivery of the results. This approach is similar to being an entrepreneur but with company support and appropriate guidance.

A business must market and sell itself to its customer base. We now must market and sell our business to our employees. But, just like your product or service, what you market and sell must be based on the reality of quality and truth. You can advertise that your product lasts twice as long as your competitor's version, but if it doesn't, you'll never make the second sell. If you espouse a culture of employee ownership and support for creative thinking, but your reality is that upper management is smarter than everyone else and you've always done it that way, your recent employee will quickly become someone else's new employee.

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# CALL FOR CANDIDATES

## SPE MOLD TECHNOLOGIES DIVISION

### Mold Maker and Mold Designer of the Year 2019 Award

Are you an innovative mold designer or mold maker? Do you know someone who deserves to be honored for their mold making skills or mold design creativity and expertise? If so, please consider nominating them for the 2019 SPE Mold Technologies Division (MTD) Mold Maker of the Year and Mold Designer of the Year.

Each year, the SPE MTD honors two top-notch individuals in mold making and mold design. The criteria are pretty simple. Candidates should have:

- Made a contribution to the industry or the SPE
- Strong technical experience
- A reputation for conducting business in a fair and honest manner

Anyone may submit a candidate for either of these two prestigious honors and the recipient need not be an SPE Member. Fill out your contact information and the contact information for the award candidate and send it with the required supporting documents by May 1, 2019.

Please identify the award that for which you are submitting the candidate, be it Mold Maker of the Year, or Mold Designer of the Year. Please include information on the candidate (bio, description of accomplishments, etc.) to explain why you feel that your candidate should receive the respective award.

The MTD Board of Directors will select the award recipients based on the merits of the candidates.

Your contact information:

Full Name: \_\_\_\_\_

Mailing Address: \_\_\_\_\_

\_\_\_\_\_

Phone Number: \_\_\_\_\_ Email: \_\_\_\_\_

Please indicate which award applies to the candidate (check the box that applies):

☐ Mold Maker of the Year 2019      ☐ Mold Designer of the Year 2019

Please note that in some cases, a candidate can be suitable for consideration for either award if their background is in both mold making and mold design.

Contact information for award candidate:

Full Name: \_\_\_\_\_

Mailing Address: \_\_\_\_\_

\_\_\_\_\_

Phone Number: \_\_\_\_\_ Email: \_\_\_\_\_

Bio for candidate is attached. (Note: Bio/Description must be submitted for consideration.)

Send Nominations to Wayne Hertlein - email: [wayneh7758@aol.com](mailto:wayneh7758@aol.com)

# Board of Directors

## SPE Mold Technologies Division

### February 21, 2019

	Present	Excused	Absent		Present	Excused	Absent
Renee Nehls, Chair	X			Wayne Hertlein	X		
John Berg	X			Rocky Huber		X	
Brenda Clark		X		Cyndi Kustush		X	
Tony Demakis	X			Rich Martin	X		
John Evans	X			Greg Osborn	X		
Jay Fidorra	X			Glenn Starkey	X		
Christina Fuges	X			Kathy Schacht–SPE HQ		X	

#### Chair Report – Renee Nehls

- Call to order AT 3:03 PM, and welcome comments
- Inspirational challenge updates: Wayne: Engineering Society of Detroit, Middle School competition includes reward of six Plastivan visits to six winning schools; Renee: Spent time with 7th-grade “future” engineer (friend’s daughter)

#### Votes

- *ANTEC 2019 Student Activities*
  - *Online vote on ANTEC 2019 Student Activities*
  - Sunday, February 10, 2019, 10:27 AM
  - Board passed a motion to donate \$1,000 to the *ANTEC 2019 Student Activities*
- *Online vote on SPE Injection Molding Division ANTEC 2019 Reception Sponsorship*
  - Thursday, January 24, 2019, 5:51 PM
  - Board passed a motion for a \$500 Bronze sponsorship for the SPE Injection Molding Division ANTEC 2019 reception.

#### Chair-Elect Report – Greg Osborn

- Pinnacle Awards

- Division activity at ANTEC, Amerimold, and Career Fair participation (presentations and theoretical instruction hot runner workshop) will enable us to qualify for two of the Awards by the April submission.
- Renee: Requests that we submit as many applications as possible by April 15 to qualify for 2019 Award (Outreach, Education, Communication, Programming, Students and Young Professionals)
  - Greg focusing on Communication via Career Fairs and Outreach via ANTEC
  - Wayne recommends we take pictures of the event, submit PPTs to support our efforts
- <https://www.4spe.org/i4a/pages/index.cfm?page-ID=3582>
- Submission deadlines are January 15, April 15, July 15, and October 15 each year

#### Secretary Report – Christina Fuges

- December 20, 2018 meeting minutes approved January 7, 2019

#### Treasurer Report – Wayne Hertlein

- Treasurer Update



- Checking Total: \$68,951.45
- Investment Accounts Total: \$90,326.04
- Mold Technologies Div Total \$159,277.49
- Michigan Department of Treasury Total: \$536.99
- Investment Account
- ITQ Foundation Total \$536.99
- Mold Technologies Div Net Worth \$159,814.48

### Mini Tech / TPC Chair Report – Rocky Huber & Jay Fidorra

- Mini Tech / TPC Update
  - ANTEC
    - The Joint session with the Injection Molding Division is on Wednesday afternoon, so the original schedule has been corrected.
    - All of our speaker/presenters have uploaded their biographies.
  - Rocky contacted Steve LaPointe (Director of the Advanced Manufacturing Center) via email for the names of students involved in the plant tour, with no response. Rocky will call him, and if he doesn't hear from Steve, he has asked for any pictures that he or his team may have.
  - Rocky needs to step down due to personal reasons. He is looking for someone to take over soon, as there is a TPC Final planning meeting for ANTEC 2019 February 22 at 2 pm.
  - Glenn and Renee are working on ANTEC 2019 presenter recognition plaques.
- Technical Tour – Greg & Glenn
  - No update

### Councilor Report – Cyndi Kustush

- Attending Councilor meeting before ANTEC

### Membership Chair Report – Rich Martin

- Membership Update (down three members; but

with a shift in the categories)

- 526 members
- 405 U.S. (up 18)
- 121 from 27 other countries
  - 2 Distinguished
  - 83 Students (up 28)
  - 12 Emeritus
  - 32 Young Professionals (up 6)
  - 397 Professionals (down 27)

### Sponsorship Chair Report – Renee Nehls

- Sponsorship / Collection Update
  - No change.
  - Renee has had no success with securing Synventive's commitment to newsletter sponsorship. Greg will follow up.

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- John suggested going with a theme and has selected workforce development; he is repurposing an article on workforce development for the next newsletter
  - John shared feedback on current newsletter content and asking questions about its delivery and promotion
    - Purpose: newsletter informs members of the Division what the Division is doing
    - Delivery: Members are emailed a cover page and link to the newsletter
    - Data Analytics: Pedro can get newsletter data
    - Budget: \$500 fee to Eileen who designs the newsletter
    - Content: Newsletter editor solicits content/updates on efforts from various board members to include in the newsletter
    - Minutes: provide a link to minutes online
    - Sponsors (advertisers): Sign up for the entire year and select size based on sponsor level
- John: Asking board members to push the newsletter after he posts (via LinkedIn); Like, share and comment
- John will create division LinkedIn page and provide administrative access to two other board members (Renee and Christina)

### Awards Chair Report – Wayne Hertlein

- History Update
  - Wayne is working with Glenn to wrap up history in April.
- Mold Maker of the Year and Mold Designer of the Year
  - Wayne has one moldmaker nominee; still seeking other nominations from the board

### Education Chair Report – Greg Osborn

- Grant Status Update
  - UMass Lowell applied for \$2,500 for a pin grinder to build MUD units (total machine cost is \$4,000)
  - Greg made a motion to accept the application with the understanding that UMass Lowell will provide promotion of grant with Division logo in some of their publications; Rich seconded the motion; motion passed to approve this grant request
  - Wayne suggests getting photos for coverage in our newsletter
  - Wayne suggests we present a grant check to UMass Lowell during their graduate get-together event at ANTEC; Greg is checking with the professor who applied.



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## Marketing Chair Report – Tony Demakis & Jay Fidorra

- Website / microsite
  - Jay: Division site has been down for half the year; Jay waiting to hear from Pedro/Chris Barry as to where it stands. Early March touch point. Jay will check back then and if no progress will connect with Kathy Schacht as the Division has paid for a site for a full year
- Twitter account: [@mtd4spe](#)
  - Tony: 25 following and 40 followers
  - Tony: Stresses importance of being active on Twitter or it does not make sense to use this platform
  - Christina: Recommends surveying membership to make decisions based on member feedback
  - John: Will provide an action item to members in his message in the next newsletter about social media usage
  - Jay said he will connect with Pedro about the type of member data we can capture from SPE MTD site and conducting occasional member surveys via Survey Monkey.
  - John: will give the survey process some thought and report back to the board.
- Booth update – Rich
  - MTD booth design is officially approved.
    - Costs: Backdrop: \$839.79 and throw: \$179=\$1,018.79 for updated booth materials
    - Rich will send the updated quote to Kathy and copy Renee. The plan is that Corporate SPE will submit a purchase order to 2020 Exhibits direct to avoid any paperwork on Mold Technologies part. This is all due to the new logo.

## New Business

- Greg: 2019 grant is in honor of Jerry Fischer who recently passed away and who was sponsorship

chair for more than 15 years. We will also run past MoldMaking Technology magazine in March 2019 newsletter in honor of him.

- Renee: Glenn Beall should be tagged to one of the other two grants.
  - Wayne: Renee is going to look into the policy that the Milwaukee Section has for the bereavement of their longtime members. Renee will forward to the BOD for review and comments and a possible update to our bylaws. This way we will be consistent on our decision-making process going forward.
- Renee: Put a call out for a replacement for Rocky in the TPC Chair position; Greg and Wayne have candidates who may be interested in a board position.

## Next Meeting

April 18, 2019

## Adjournment

- Rich made a motion to adjourn the meeting; Wayne seconded the motion.
- Meeting adjourned at 5:06 pm



## Newsletter Sponsorship

The SPE Mold Technologies Division Newsletter is now issued four times a year, with readership composed of individuals involved in all aspects of the mold making industry. These issues are made possible through the support of sponsors shown in this Newsletter. SPE Mold Technologies Division thanks these sponsors for their generosity and encouragement in the publishing of our Newsletter.

For information on sponsorship of future issues, please contact:

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## Publication Release Dates

Fall Issue  
October 2018

Winter Issue  
January 2019

Spring Issue  
March 2019

Summer Issue  
June 2019

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