

2022 - Issue #3

Helping New Jersey Manufacture Success

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# and the winners are...

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'MADE in New Jersey' **Manufacturing Day** 2022 'Manufacturer of the Year' Awards

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# MANUFACTURING MONTHLY THEMES MOVING 'MADE IN NEW JERSEY' FORWARD IN 2022

Manufacturing once again is making headlines in the first half of 2022. From the CHIPS and Science Act to more business moving their operations back to the United States, the industry is in the midst of a transformation. All of these positive steps forward will be dependent on a strong workforce and domestic manufacturers, ability to remain efficient and productive. Companies will need to explore automation and invest in their people. Innovation, both in terms of technology and how they upskill new hires will be key to their success as 2022 comes to a close.

The New Jersey manufacturing industry is coming together on October 7th to celebrate 'MADE in New Jersey' Manufacturing Day, and work together to identify solutions to the greatest challenges facing the industry. In this quarter in Manufacturing Matters, you will read about critical themes including Engaging the Veteran Community, Advanced Manufacturing, and Automation/ Material Handling. Explore these themes to gain invaluable knowledge on the latest trends impacting the industry.

### **VETERAN ENGAGEMENT**

Many veterans are excited to reenter the civilian workforce once they finish active service; however, they need help finding sustainable career options. There are organizations that bridge employers with veterans and work with the

veterans to ensure they have the skills needed to become an even more attractive hire. These organizations play a crucial part in helping veterans successfully transition back to the civilian world after their service.

NJMEP's Pro-Action Education Network™ (PEN) & Workforce Development team is the ideal example of a program that prepares veterans for these incredible careers.

The programs provided through the PEN team prepare veterans for successful industrial careers outside of the military so they can become invaluable employees to their employers. Most veterans have the skillset and the ability to work in industrial careers; however, their responsibilities in the military don't translate well on resumes when applying for jobs. The Workforce team assists veterans with adjusting their resumes to ensure they have a higher chance of getting hired while also building on top of their already valuable skill sets.

Veterans have sacrificed so much for our country, it's time for their communities to give back. Many of them are ready to enter the workforce. They just need the tools and opportunities to enter themanufacturing industry. This is why it's vital for employers to cooperate with workforce development programs and apprenticeship programs focused on veteran communities. The industry must accelerate the ability of veterans to fill the open roles to address the industry's workforce challenges.

### ADVANCED MANUFACTURING

The semiconductor chip shortage shows a need to support domestic manufacturing in the United States. Semiconductor chip manufacturing is a perfect example of advanced manufacturing. The CHIPS and Science Act brings with it a host of benefits for the domestic manufacturing industry. The CHIPS Act will not only improve semiconductor availability and help the nation



rely less on foreign chip production, but it also adds new, advanced manufacturing careers to the job market. Domestic manufacturing has evolved into a high-tech industry and the only way this new initiative of bringing semiconductor manufacturing back to the U.S. will succeed if training programs are supported and utilized.

Advanced manufacturing technology is becoming a necessity for manufacturing companies looking to increase productivity and boost the bottom line. As technology improves so does manufacturing. Advanced manufacturing boosts innovation that allows for businesses to develop new products in a more efficient and cost-effective way. Manufacturers benefit from using advanced manufacturing technologies in all of its forms by increasing quality, productivity, and efficiency. Having legislation like the CHIPS Act is a big step in the right direction and the country can expect to see more initiatives that will create more interest in STEM education and training programs to develop a future talent pipeline.

### **AUTOMATION**

Industry 4.0 is revolutionizing manufacturing. Industry 4.0 includes so much more than just automation systems can offer countless value to a modern manufacturing operation. Companies implementing automation into their operations are seeing incredible gains in efficiency, productivity, and

when including AI and machine learning, quality skyrockets. Machine learning uses high-tech sensors to check for quality and defects to ensure products moving through an automated line are up to stands. As manufacturers explore automation and the technologies that compliment this material handling option, the value will become clear.

The combination of conventional automation systems, advanced collaborative robots, modern sensors, and analytics can be overwhelming to business leaders. With more opportunities to start small and scale up available, now is the perfect time to begin experimenting with the right partners and technologies. There are also concerns that automation will eliminate the human workforce. That's far from the truth. Automation, especially in Industry 4.0, can compliment the human workforce. People are needed to work alongside modern manufacturing technologies.

2022 has been an interesting year for the manufacturing industry. As the year comes to a close, it's critical business leaders take into consideration the leading trends shaping the industry. Taking a new approach to rebuilding the talent pipeline, expecting new advanced manufacturing incentive programs coming down from the state and federal government, and exploring automation options will all be essential in maintaining a competitive manufacturing

operation in 2022 and beyond.

The human workforce will never be replaced entirely in the manufacturing industry. However, finding reliable people today to fill the over 40,000 job openings in New Jersey manufacturing today is weighing heavily on the industry. Making a more conscious effort to engage veteran communities will provide immediate benefits for 'MADE in New Jersey' manufactures. Without employers collaboration with these employment centers and training providers, the industry will not be able to close the loop on upskilling and placing veterans at local manufacturing operations.

Automation and Advanced Manufacturing can often be discussed in the same conversation. It's critical to remember that not all automation has to be highly advanced. At the same time, adding advanced manufacturing technologies like machine vision and hightech sensors to an automated production line can help drastically improve efficiently while also reducing waste. Now more than ever its easier for manufacturers, large and small to explore automation options and advanced technologies. Without staying ahead of the curve and pushing the boundaries of what's always been done, domestic manufacturing will not be able to compete with foreign competitors no matter how much support is funneled into the industry.

Check back every quarter to review the manufacturing themes driving the industry forward. Explore a focused snapshot of how the industry is transforming here in New Jersey and throughout the United States. There are countless ways businesses can improve, so being able to cut through all the noise will be key. Set aside time to focus on Apprenticeships, Human Resources opportunities, and Lean Manufacturing. Discover how these themes can impact your business and uncover the latest ways to get involved.

Follow the latest from New Jersey manufacturing by following @NJMEP on Twitter, Facebook, and LinkedIn. Stay engaged all year long to help protect and support the industry.





# WHY CELEBRATE THE 10TH ANNUAL

# MANUFACTURING DAY







Manufacturing Day is a national celebration. Recognized by states, businesses, and schools throughout the country. It's a day to celebrate the domestic manufacturing industry and the value of these incredible organizations. Manufacturing is easy to overlook, especially in a state like New Jersey.

'MADE in New Jersey' Manufacturing Day was developed to highlight the New Jersey manufacturers that contribute so much to not only the state but the entire nation. New Jersey might be named the Garden State, but there are over 10,500 manufacturing businesses that call the state, home. Primarily thought of as a service-based economy, manufacturing contributed over \$175.3 billion to the state's

GDP. Manufacturing combined with life sciences industries brings in more than 30% of the total GDP for New Jersey. There are so few opportunities for the entire industry to come together, discuss their progress, collaborate to overcome their challenges, and connect with partners, potential suppliers, and representatives from the state and federal government. 'MADE in New Jersey' Manufacturing Day is designed to provide this opportunity for the businesses that attend. 2022 marks the 10th annual 'MADE in New Jersey' Manufacturing Day and each year the event evolves to meet the growing needs of the industry. With dozens of supporting organizations and hundreds of manufacturers, this event has come incredibly far from its origin.

# 'MADE in New Jersey' Manufacturing Day is a content-driven event that includes the best parts of a tradeshow, educational conference, and awards ceremony.

On the first Friday in October, New Jersey manufacturers can experience critical breakout sessions focused on topics and themes that will have a direct impact on their business. See below for the sessions being delivered at the 10th Annual 'MADE in New Jersey' Manufacturing Day:

- Mitigating Supply Chain Disruptions Strategies, Tactics, Real-world Examples
- Cyber Security Made Simple The Threats and How to Avoid Them
- Strategies for Manufacturers to Improve Cashflow
- Best Ways to Retain Your Current Workforce
- 'Year of Women in Manufacturing' -Collaborating to Drive Forward Progress
- How Manufacturers can Work to Rebuild the Talent Pipeline
- Reaching More Customers and New Markets
- Bridging the Divide Connecting Manufacturers and New Jersey Policy Makers

High-school robotics teams came out to showcase their creations and their engineering prowess. These events help bring young adults and industry together. Building a bridge between academia is incredibly challenging for a manufacturer to manage on their own. Adding these portions to 'MADE in New Jersey' Manufacturing Day provides a direct way for manufacturers to connect and engage with students and local high schools to create those relationships.

Exhibitors from businesses both inside the industry and those that directly support the industry are a vital part of 'MADE in New Jersey' Manufacturing Day. Their support not only ensures NJMEP can develop the event, but each adds unique value to the trade-show aspect of the event. These organizations not only sponsor the event but actively contribute to the run of show. From sharing expertise to providing manufacturers with additional resources, the exhibitor room is filled with value.

Last but not least, 'MADE in New Jersey' Manufacturing Day honors and celebrates the stand-out manufacturing

businesses found throughout the state. Manufacturers were nominated for the Manufacturer of the Year awards in unique categories at the beginning of the year. After a rigorous selection process, finalists are chosen in each of the six unique categories. This year two new awards were added to the Manufacturer of the Year award ceremony, "Leaders in Life Sciences" which is being presented by the Healthcare Institute of New Jersey (HINJ), and the "Rising Stars Award", in celebration of the 'Year of Women in Manufacturing' initiative to bring attention to the incredible women manufacturing leaders that drive the industry forward.

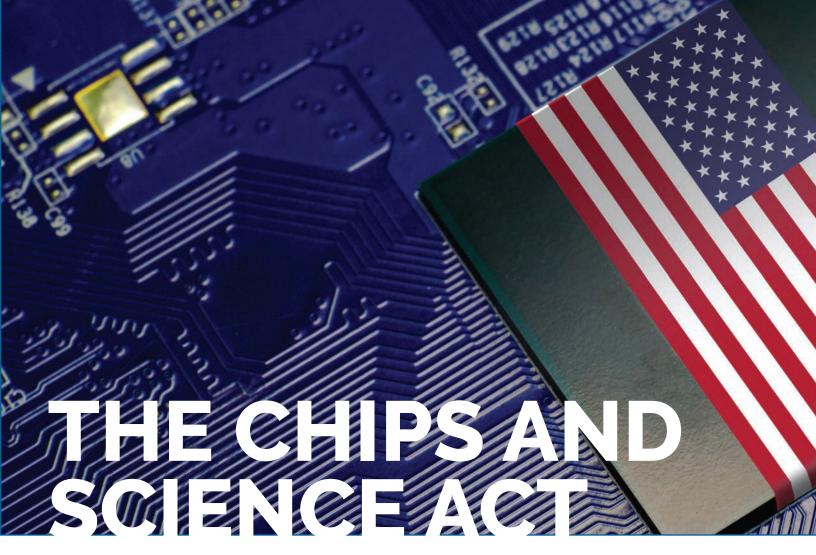
Finally, on the day of the event, the Manufacturer of the Year awards are named. To see who took home the awards on October 7th, flip to page 33

# Continued Support for a Strong Domestic Manufacturing Base

Manufacturing is making headlines. A renewed effort to bring more manufacturing back to the United States can be seen nationwide. However, without providing the industry the ability to collaborate and connect with public and private partners, they will not be able to sustain a strong industrial base.

The workforce continues to be a persistent challenge. There is a limited talent pool that needs to be rejuvenated. Women are incredibly underrepresented in the manufacturing space, even though they hold key leadership positions and are a driving force for the industry. Supply chain challenges continue to loom. The industry still hasn't received the recognition it deserves. All these issues put unfair pressure on the domestic manufacturers that have contributed so much to the state and national economy. A single day is not going to be the entire solution but 'MADE in New Jersey' Manufacturing Day is the catalyst for progress.

'MADE in New Jersey' Manufacturing Day is NJMEP's way of ensuring the industry can connect on a large scale. Without these opportunities, manufacturing will remain in silos. Engaging in events like this provides incredible value to all involved and industry leaders must continue to come out, connect, and collaborate with their peers. There's no telling the value that can be uncovered from all the opportunities being presented at New Jersey's largest manufacturing networking event of the year, 'MADE in New Jersey' Manufacturing Day.



# A HUGE BOOST FOR DOMESTIC MANUFACTURING

The looming semiconductor chip shortage shows why domestic manufacturing is needed in the United States. The recently signed CHIPS and Science Act is promising to massively support domestic chip production while easing the backlog built up from companies and consumers. This will mean more manufacturing jobs, increased semiconductor availability, and less dependence on foreign chip production.

President Biden signed the bipartisan Bill that will pump \$280 billion into high-tech manufacturing and scientific research, including over \$50 billion towards research and manufacturing of semiconductor chips in the US. \$39 billion will be used to expand semiconductor manufacturing over the next five years and provide companies with incentives to build, expand and modernize US facilities and equipment. In addition, a 25% tax credit will be given to companies that invest in semiconductor manufacturing equipment or the construction of manufacturing facilities. Nearly \$13 billion will go towards STEM education for high schools, community colleges and universities. This enormous package will not only give domestic manufacturing a big boost, but it invest in STEM education to bolster the talent pool which will be needed to support the growing industry.

# SEMICONDUCTORS NEEDED FOR COUNTLESS PRODUCTS

Many key US industries require products made with semiconductor chips. Semiconductor chips are used in a wide range of products from vehicles to medical devices and consumer products. This historic Bill encourages manufacturers to produce chips domestically rather than entirely rely on foreign production. The nation found out the hard way that this industry relied too heavily on other countries. It was clear the damage this can cause after experiencing the chip shortage caused by COVID-19. With an increase in domestic chip production, more semiconductorenabled products including computers, phones, ATMs, MRI machines, and even manufacturing equipment will be readily available to ensure consumers have access to the products they need, and the nation can stand on its own. The US is among the top semiconductor chip manufacturers in the world; however, the total quantity of chips produced is only a fraction of what the top countries, Taiwan and China produce. The US currently accounts for only 10% of global production. Whereas 24% of the advanced chips are made in China, 21% in Taiwan and 19% in South Korea with the number expected to rise significantly within the next three years in Asia, according to a recent Zippia article. By increasing domestic production, it makes the US less reliant on foreign countries while easing concerns of national security.

US manufacturers will no longer be constrained by supply chain bottlenecks holding up production of many high-tech products caused by the COVID pandemic lockdowns in other countries if it becomes self-sustaining. Taiwan Semiconductor Manufacturing Co. controls more than half of the world's market. New Jersey can instead become an

industry leader. The Garden State is home to semiconductor technology manufacturers including Sarnoff Corporation, Toshiba America Electronic Components, Inc. and Hybrid-Tek. The CHIPS Bill would allow for more companies to produce domestically while increasing employment opportunities to many US residents here in New Jersey and nationwide.

### A LONG ROAD TO PROGRESS

The CHIPS Act has been in the works for a while but has finally received the greenlight and plenty of bipartisan support spearheaded by New Jersey's legislators such as US Senators Bob Menendez and Cory Booker. According to the US State Department, the passage of the Bill strengthens US industries' future, bolsters the domestic supply chain, and helps ensure America becomes a global leader in science and technology.

One of the provisions in the Bill establishes the implementation of a National Supply Chain Database, which was co-developed and initiated by Sen. Menendez and the New Jersey Manufacturing Extension Program (NJMEP). Having a National Supply Chain Database will minimize future US supply chain disruptions by highlighting domestic manufacturing capabilities and their ability to retool in critical areas to meet product demand. There is a need to have such an extensive and centralized database and the National Supply Chain Database addresses these concerns.

The CHIPS Act encourages more individuals to explore and pursue manufacturing careers through apprenticeships and STEM education. Part of this Bill will focus on workforce training opportunities. Billions will go towards workforce development to ensure there's an adequate workforce who's qualified to support semiconductor chip manufacturing. In addition, the \$13 billion that's going towards STEM education includes scholarships and fellowships which will strengthen the workforce to support the industry.

Federal funding provided to workforce development programs such as NJMEP will benefit small- and medium-sized manufacturers to better prepare workers to support semiconductor chip production. Businesses will now have the support needed to adopt new technology and strengthen their own supply chain, according to an NJBIZ article. Now that this key piece of legislation has been signed, manufacturing has a promising future, more workforce development opportunities will be available, and most importantly, less supply chain interruptions compared to what we're currently facing.



edition of Manufacturing Matters. General Technical Services, LLC. &

Falstrom Company

# **General Technical Services, LLC.**

General Technical Services, LLC. (GTS) is the embodiment of an innovative 'MADE in New Jersey' manufacturing business. They provide technical, management, and administrative support to US Government agencies, universities, and industry partners. GTS has a staff of scientists and engineers that bring their knowledge and experience to help clients develop some of the most advanced RF technologies, directed energy weaponry, power sources, and work to solve some of the greatest challenges facing the world today.

When people think of a manufacturing company, an organization like GTS doesn't often come to mind. However, 'MADE in New Jersey' manufacturing is an incredibly diverse industry. Businesses like GTS are manufacturers and part of the Science, Technology, Engineering, and Mathematics (STEM) community. These businesses help drive the world forward. GTS is not only a unique organization in the services they provide, but their leadership also exemplifies forward thinking. Run by two Co-CEO's, both leaders recognized in the 'Year of Women in Manufacturing' initiative, the organization believes in empowering their workforce and providing the very best service to their customers. Read about their CMMC journey to ensure they are following the necessary cybersecurity measures to protect their clients' privacy and intellectual property by turning to page 12.

# **Falstrom Company**

Falstrom Company primarily works with second-tier US defense and aerospace manufacturers producing their custom, battle-proven large enclosures, precision machined parts, and electronic assemblies for mission-critical shipboard systems and platforms. Founded in 1870, they have grown and evolved over its 152-year history. Now a leader in the US DoD supply chain, they have a strong reputation for their reliable products which must stand up to some of the harshest environments. A former NJMEP 'Manufacturer of the Year', Lockheed Martin's "Small Business Subcontractor of the Year", Northrop Grumman's "Preferred Suppliers" and countless other accolades only support the fact that 'MADE in New Jersey' manufacturers play a vital role in national security and the entire DoD supply chain.

Those in the DoD space are facing an impending deadline for a new certification they must achieve in order to maintain their government contracts. Businesses in the DoD supply chain will need to comply with the appropriate CMMC standards. See how this 'MADE in New Jersey' manufacturer managed to overcome this challenge and ensure they comply with all CMMC requirements by reading the full success story on page 14.

New Jersey manufacturing is Built to Last. These businesses and the employees that make it all possible are truly, 'Unsung Heroes'.

Check back in Manufacturing Matters every quarter to see the Built to Last manufacturing list. To be included, contact Mike Womack at mwomack@njmep.org and show the world your company is Built to Last.

# **GENERAL TECHNICAL SERVICES, LLC OVERCOMES THE CMMC CHALLENGE** WITH NJMEP EXPERTISE AND SUPPORT



### **BACKGROUND**

General Technical Services, LLC (GTS) provides technical, management, and administrative support to US Government agencies, universities, and industry partners. Their staff of scientists and engineers have an incredible breadth of knowledge and experience to support the development of advanced RF technologies and sensors, advanced electro-optical technologies, directed energy weaponry, electronic materials and devices, and power sources. With a track record of success, they support clients through complex R&D program management, providing Engineers, Scientists and Technical Staff to DoD laboratories and technical centers which helps ensure the US remains a technical leader.

GTS leadership is not only innovative but incredibly proactive. Since they work closely with the Department of Defense, they are continuously monitoring the latest policies and regulations to ensure they remain compliant and provide the highest level of service. Cyber Security policies and regulations have now taken a very high profile role for companies under contract or seeking to do business with the Federal Government.

### **CHALLENGE**

Contract clauses and regulations are flowing down from the DoD that will impact every organization that handles Controlled Unclassified Information (CUI) on their contracts. Businesses that handle CUI will need to comply with the Cybersecurity Maturity Model Certification (CMMC) to qualify for DoD contracts as well as retain their current contracts.

GTS is a New Jersey business that is required to abide by CMMC regulations. Ensuring a facility is compliant with the correct CMMC control level requires a significant effort. The process requires a (NIST 800-171) self-assessment which results in a score that gets posted in the Suppliers Performance Risk System (SPRS) database. Contracting officers can now check this database prior to contract award or exercising an option year to ensure the selfassessment is complete, a score is posted and a plan of action and milestones is available to close any gaps

found in the self-assessment. It doesn't stop with the selfassessment. Contract Requests for Proposal will soon be requiring CMMC compliance to be considered for award. The CMMC level will depend on the contract and type of work. Bringing an organization up to CMMC compliance is a big task for a Firm that isn't in the Cyber Security business and really requires a credible, experienced partner to get there. The consultative support required to get a business in-line with all the separate controls required at any CMMC level can be costly. Many service providers will also not offer the comprehensive consultive support required to ensure the client succeeds. Although GTS' self-assessment resulted in a highly favorable score, they were facing the challenge of finding a partner to help close identified gaps and get positioned for a CMMC audit without overspending on this extraordinarily specific service.

### **SOLUTION**

Knowing CMMC enforcement was upon them, GTS began shopping around in search of a partner that could provide the support they required at a reasonable price. During the search, they found plenty of businesses that said they could help but the services they would provide were either incomplete or exorbitantly overpriced.

"I started searching for programs around the state and came across NJMEP. Once I made contact, I became educated about their relationship with NIST and the relationship they had with expert vendors, it was all the things we needed in addition to an incredibly fair rate!" Kurt Kovach, EVP of Strategy and Business Development, GTS explained.

A CMMC project requires substantial commitment on the part of the service provider as well as the client. This journey required multiple steps to ensure GTS complied with the correct CMMC requirements.

### The following steps were taken:

Cybersecurity Assessment - Based on the DFARS 252.204-7012 and the DoD designed set of controls as prescribed in the NIST SP800-171 revision 2

- NIST SP 800-171 Rev2 Gap Analysis and cross reference with CMMC V1.02 Level 1-3
- Cybersecurity Monitoring and Detection Services Monitoring and Detection Service based on the DFARS and DoD controls
- Cybersecurity Security Operations Center Service (SOC) - Providing outsourced monitoring and detection to include real-time visibility of data reflecting the state of risk to security posture, the network, endpoints, cloud devices, and specific applications

Each of the above points requires dozens of individual steps to complete. CMMC is not an easy certification to achieve without the right support and partner. However, with the right team, a manufacturer will be guided through every individual requirement to ensure compliance and audit readiness will be reached as quickly and efficiently as possible.

### **RESULTS**

GTS completed its CMMC requirements and have fulfilled the Cybersecurity requirements to secure future contracts and have options on current contracts exercised. Through the support of NJMEP and their Cybersecurity service provider, GTS was able to quickly and efficiently meet their contractual requirements and stands ready for inspection and audit. Without reaching the correct CMMC level, they could be at risk of losing business. The below results reflect the impact GTS experienced while engaging with NJMEP over the past 12 months:

- RETAINED SALES: GREATER THAN \$15,000,000
- JOBS CREATED: 1
- EMPLOYEES RETAINED: 7

"NJMEP made this [CMMC compliance] as painless as it could be."

Kurt Kovach, EVP of Strategy and Business Development, GTS





# **FALSTROM COMPANY COMMITTED TO CONTINUOUS IMPROVEMENT AND** PARTNERS WITH NJMEP



### **BACKGROUND**

Falstrom Company is a 'MADE in New Jersey' company that primarily serves large and second-tier US defense and aerospace manufacturers by producing custom, battle-proven, large enclosures precision machined parts and electronic assemblies for avionics to mission-critical shipboard systems and platforms. Falstrom was founded in 1870 by Gustav Falstrom, an immigrant from Sweden, as a supplier of fabricated metal products including skylights, metal roofing, cornices, leaders, and gutters. In its 152 years of business, Falstrom has become a leader in the US DoD supply chain building a reputation for its reliable electronic enclosures, electromechanical assemblies, precision parts and integrated systems. Headquartered in Passaic, NJ, this local manufacturer has received many accolades and awards including being named NJMEP's "Manufacturer of the Year", Lockheed Martin's "Small Business Subcontractor of the Year", Northrop Grumman's "Preferred Supplier", Rockwell International's "Subcontractor of the Year" and receiving a letter of appreciation from DRS. They proudly provide their customers and the warfighter with the highest reliability solutions for electronic enclosures and electromechanical assemblies for a range of systems that help complete missions safely.

### **CHALLENGE**

Manufacturers nation-wide are experiencing a wide range of challenges that are impacting their ability to grow. Cybersecurity Renewal SOC 2019 and 2020 and employee development and training, particularly with lean manufacturing principles and technical skills were top priorities for this specific New Jersey business. They're federally mandated as a defense manufacturer to be compliant with the new CMMC regulations. Organizations are required to manage cyber security threats and apply effective processes and controls in place to respond and recover from breaches.

The biggest challenges smaller manufacturers like Falstrom face are having limited resources and a staff to address these needs to train talent and at the same time ensure they're compliant with the latest rules and regulations like CMMC. As a smaller company, they needed support. They

enlisted NJMEP's experts to help them address workforce challenges, earn the necessary certifications and become compliant on SOC 2019 and 2020 by the deadline dates in order to maintain their defense contracts.

With a small staff and fewer resources, it's incredibly challenging for Falstrom to be compliant with all the latest CMMC certifications required in the industry, keep their team trained, and their business continuously improving.

### **SOLUTION**

Falstrom reached out to their NJMEP Account Manager, Stacy Cooke for assistance on all their specific needs including certification and upskilling. They've had plenty of success with NJMEP's services in the past, so they knew exactly how to get started enlisting the MEP's help. Stacy, who has had decades of experience working with DoD manufacturers, discussed the current business environment, reviewed Falstrom's operations and what their needs were, and worked to uncover ways they could address those specific needs.

A comprehensive solution was developed. Falstrom would work with NJMEP's experts to become CMMC compliant, work with Lean trainers to create a customized curriculum. Thus, ensuring that Falstrom would be compliant with the latest DoD rules and requirements.

### The following steps were taken:

- 1. Cyber Security Renewal Managed SOC 2019 and 2020 – 24x7 Network Security Monitoring/Intrusion Detection, Annual Vulnerability Scan, Customized Threat Intelligence and SIEM
- 2. Lean and Technical Skills Training Training for Blueprint Reading, Metrology GD&T and Advanced, Shop Mathematics and Fixturing and Tooling
- 3. Compliance Assistance New NIST 800-171 Cybersecurity requirements including remediation

Each of the points above requires multiple individual steps to finish. CMMC isn't an easy certification to achieve without the right support and partner. Lean is an easy concept to understand but takes buy-in and effective training to ensure it carries once the trainers and consultants are gone. However, with the right team, a manufacturer will be given every single tool they need in order to thrive.

"I think that the consultative way in which NJMEP works with clients like Falstrom Company really helps tailor the solution in a way that's really unique for each company and really benefits the company," Falstrom President & CEO, Clifford Lindholm explained.

### **RESULTS**

Falstrom was able to successfully meet all the CMMC requirements, provide their team with all the knowledge needed to apply lean manufacturing principles, as well as receive the technical training to remain complaint with the new DoD rules.

Retained Sales: \$12,000,000 Increase Sales: \$500,000 Cost Savings: \$800,000

Jobs Created: 2

**Employees Retained: 95** 

"If you're a manufacturer looking to improve your social media presence but haven't decided which service company to use, I recommend contacting NJMEP. They vet the service provider and supervise the project to make sure goals have been met.'

Clifford Lindholm, Falstrom President & CEO

# New Jersey: The home of life sciences innovation...



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# Celebrating the Companies of the "Year of Women in Manufacturing"

Highlighting Essential 'MADE in New Jersey'
Manufacturers that Drive NJ Forward



GENERAL TECHNICAL SERVICES L.L.C. (GTS) Founded in 1986, this women-owned small business provides technical, management, and administrative support to US Government agencies, universities, and industry partners. This Wall, NJ, company is led by two trailblazing Co-CEOs, Barbara J. McGivney and Mari C. Kovach. Both of their extensive backgrounds as government and industry employees have turned GTS into an industry leader. Their team has been instrumental in supporting clients through complex R&D program management that ensures the US remains a technological leader. These women are incredible role models, and their company is a tremendous example for the 'Year of Women in Manufacturing'.



GROEZINGER PROVISIONS, INC. Headquartered in Neptune City, NJ, this women-owned business produces two food brands that are nationally renowned. This 'MADE in New Jersey' company is led by Alexandra Groezinger who is President and CEO of her family business. Her background and familiarity in the business has put Groezinger in a better position for growth. This manufacturer uses the highest quality of ingredients free of artificial colors, preservatives, fillers, hormones, and antibiotics and their brands such as Alexian Pâté & Specialty Meats and Groezinger Brand European Style Meats are distributed nationwide and throughout parts of the globe. Her exceptional leadership has turned the business into an amazing success story and one that exemplifies the 'Year of Women in Manufacturing'.



STRATAS FOODS This Englewood, NJ manufacturer is a leading supplier for dressings, mayonnaise, mustard, vinegar, sauces, and oils. Bella Baker, Human Resources Manager has been instrumental in Stratas Foods' success. Through her determination and dedication, this company has been a North American food manufacturing industry leader and innovator with facilities across the country, This manufacturer's RDI Center is recognized for developing, testing, and creating a prototype for a vast array of innovative oil and sauce products. Stratas is a wonderful example of companies that fit the 'Year of Women in Manufacturing' theme. They give women like Baker the ability to explore and grow in the manufacturing field.



STATEWIDE HISPANIC CHAMBER OF COMMERCE OF NJ (SHCCNJ) - This organization, located in Lyndhurst, NJ promotes the continued growth and development of New Jersey businesses. Aixa G. López, P.E., their Operations Oversight embodies the organization's mission to encourage businesses growth in the state. Her extensive background in manufacturing and engineering has been invaluable for SHCCNJ and its partners. This CTI Certified Chamber organization assists their members find business opportunities, promote trade for the NJ business community and serves as an advocate for small business in the political process. SHCCNJ is a perfect example for the "Year of Women in Manufacturing" because they value talented women like Lopez and give them the opportunity to flourish.

The businesses mentioned above have leadership that were interviewed over the course of 2022 as part of the 'Year of Women in Manufacturing' initiative. This section in Manufacturing Matters Magazine is usually set aside for new 'MADE in New Jersey' manufacturing companies but there is no better way to end the year than to recognize the organizations and the women that helped shine a light on the incredible women driving the industry forward.

Manufacturing is a critical part of the New Jersey economy. These businesses play a vital role in their local community and have proven to be essential to the state and nation. 'MADE in New Jersey' is a complimentary program that helps highlight these businesses which are incredible economic stimulators and providers of competitive employment opportunities. With over 11,000 manufacturers that make their products right here in New Jersey, be sure to check back every week for the latest 'MADE in New Jersey' manufacturer shoutouts! Sign up to become a MADE in NJ member by contacting mwomack@njmep.org.

# 'MADE IN NEW JERSEY' BENEFI

**ALL NEW 'MINJ' MEMBERS ARE LISTED IN MANUFACTURING MATTERS MAGAZINE** 

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# OF MANUFACTURING IN NEW JERSEY FROM THE COLONIAL TO MODERN ERAS

continues...

By Ken Schwemmer, Advocacy and Operations Support, NJMEP

# America's history has always been impacted by manufacturing.

Manufacturing has a rich history across the United States, from the colonial cottage industries to the massive industrial plants that were in the "Rust Belt." While it is easy to point to the famous car factories that were in Michigan, or the steel plants in Pennsylvania, there was another state that also has deep historical ties to manufacturing, New Jersey. New Jersey has a very long history with manufacturing that stretches far back into colonial times and was considered one of the main manufacturing centers in the United States for decades. This essay is going to provide a historical overview of New Jersey's manufacturing sector and its impacts not just within the state but also how it impacted the rest of the United States.

With the outbreak of the Civil War in 1861, New Jersey was put into a hard spot due to economics and the questions about slavery. Since New Jersey exported plenty of manufactured goods to the South and had a divided state over the issues of slavery, there was a great debate over whether to stay in the Union or join the Confederacy. To understand why this was such an important economic issue for the state, one must turn to the 1860 census data for New Jersey. New Jersey was manufacturing 254 separate items by 1860, which were valued at \$76,306,104 and produced by 56,027 workers, who were employed by 4,173 companies.[1] Out of that \$76,306,104, over thirty-three million dollars came from Newark, Jersey City, and Paterson.[2] These numbers made New Jersey sixth in the nation for the annual value of manufacturing production.[3] These economic numbers and the issues of slavery explain some of the reasons why New Jersey greatly debated why they should join the Confederacy or stay with the Union.

This debate even brought in Former New Jersey Governor Rodman Price (1854-1857), who wrote a letter to the Newark Journal arguing that New Jersey should join the Confederacy because of how important the South's markets were for the state and that Europe would take these markets if New Jersey joined the Union.[4] Despite the economic concerns and the prevalent questions about slavery, New Jersey stayed in the Union and supplied close to 80,000 men to fight in the war.[5] For the duration of the war, New Jersey's original concerns about their economic situation would be proven wrong for the four years the war waged on.

Throughout the Civil War, some of New Jersey's leaders cried about the possible dire economic consequences that the war would bring to the state. However, from 1861 to 1865, New Jersey's manufacturing sector continued to prosper in the state's manufacturing hubs. The Morris Canal, which transported a variety of materials throughout New Jersey, was the most profitable during the Civil War years because of the high amount of cargo that needed to be transported.[6] New Jersey's factories were also able to pump out weapons, knapsacks, clothing, boots, and other war supplies needed for the Union war effort.[7] One example of this was clothing manufacturer, and New Jersey Congressman, Nehemiah Perry, who made a massive fortune by selling army uniforms to the Union.[8] Newark became such a great location for manufacturing during the Civil War that William and George Clark founded the Clark Thread Company in 1864.[9] The company was so successful that they were able to build an \$800,000 new factory that was employing over a thousand workers by 1866.[10] Newark's success during the Civil War years led to a population boom that the city was home to over eighty-thousand people, a rise of

nearly twenty thousand people in two years.[11] The war period had produced a massive economic and manufacturing boon for New Jersey; however, the following decades would see New Jersey unleash its manufacturing power.

After the Civil War, America went through a period of great change that drastically changed the country's economy. This economic period has often been dubbed the "Second Industrial Revolution," America would see innovations in the fields of electricity, telecommunications, transportation, materials, and chemicals as well as improving old industries like steam power and mechanized production.[12] These innovations would also impact New Jersey and helped the state with its growth of the manufacturing sector. All over the state, manufacturing companies would grow year after year and had their goods delivered to new places within the United States as well as to new foreign markets.

During the Second Industrial Revolution, New Jersey's manufacturing sector continued to grow and further industrialize. In this period, the main manufacturing hubs across New Jersey were able to develop and specialize in certain manufactured goods. In the city of Newark, it retained a highly diversified manufacturing sector but that was not the case with other manufacturing hubs. Jersey City focused on rail terminals, docks, sugar refining, and tobacco processing, while Paterson became a hub for the silk and locomotive manufacturing industries. [13] Bayonne developed major oil refineries and coal docks; Elizabeth was dominated by the Singer sewing machine factory. [14] New Brunswick became the hub for rubber factories; Trenton had iron and pottery works; Camden's major manufacturing

industries were shipbuilding and glass manufacturing [15] These centers of manufacturing were able to develop in this period because of the innovations and government actions.

The innovations and government actions of this period helped the manufacturing sector continue to grow in New Jersey. Specifically, New Jersey industries were able to reach larger markets due to the development and expansion of the nation's telegraph and railroad lines. There were also innovations made for steamboats so they could travel faster across the Atlantic and the development of telegraph lines that laid across the ocean floor, which increased telecommunications to other parts of the world.[16] The New Jersey state government also passed a general railroad law in 1873 that spurred railroad development across the state. [17] These innovations and developments helped increase demand for manufactured goods because they could be sent all over the country at a pace never seen before, as well as, they could be transported around the world for foreign consumption. These factors all contributed to the high growth rate of New Jersey's manufacturing sector.

There are several examples of the high growth and success for manufacturing that can be found in New Jersey's history. During the Second Industrial Revolution, Newark boasted in having 41,510 workers employed in 1,291 manufacturing companies that operated within the city and their products were worth \$66,985,766 in 1880. The prevalence of Newark's manufactured goods across the nation was summed up in a New York Times article, which stated:

"The trunk you travel with is, nine times out of ten, of Newark manufacture...The hat you wear was made there, the buttons on your coat, the shirt on your back, your brush, the tinware you use in your kitchen, the oilcloth you walk on, the harness and bit you drive with, all owe to Newark in their origin." [18]

This shows just how much of Newark's manufactured goods were being used and how they were common everyday items that most people were using. While Newark had a myriad of manufactured goods to sell and grow from, Elizabeth's growth in manufacturing production came from one major company called the Singer Sewing Company.

# to be continued...again...

[1] States at War, Volume 4: A Reference Guide for Delaware, Maryland, and New Jersey in the Civil War, ed. Robert F. Miller (Hanover: University Press of New England, 2015), 562-563.

[2] States at War, 563

[3] States at War, 563

[4] Larry Greene, "Civil War and Reconstruction: State and Nation Divided," in New Jersey: A History of the Garden State. Eds. Maxine N. Lurie and Richard F. Veit (New Brunswick: Rutgers University Press, 2012), 159.

[5] Greene, "Civil War and Reconstruction,"159-160.

[6] Russell Roberts, Rediscover the Hidden New Jersey (Rutgers University Press, 2015), 4.

[7] Tuttle 58-9.

[8] Tuttle 59.

[9] Tuttle 59.

[10] Tuttle 59.

[11] Tuttle 59.

[12] Paul Israel, "The Garden State Becomes an Industrial Power: New Jersey in the Late Nineteenth Century," in New Jersey: A History of the Garden State. Eds. Maxine N. Lurie and Richard F. Veit (New Brunswick: Rutgers University Press, 2012), 177.

[13 Israel, "The Garden State Becomes an Industrial Power," 178.

[14] Israel, "The Garden State Becomes an Industrial Power," 178.

[15] Israel, "The Garden State Becomes an Industrial Power," 178.

[16] Israel, "The Garden State Becomes an Industrial Power," 179.

[17] Israel, "The Garden State Becomes an Industrial Power," 179.

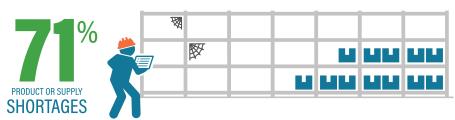
[18] Tuttle, 65.

# **COVID BUSINESS RECOVERY**



 $% \mathbf{0}$  of businesses say their on-going business plan has been altered by the pandemic

#### AREAS DISRUPTION OF









NEED WORKERS DUE TO INCREASING DEMAND



\*Within the next 6 months. Those who indicated this need to increase staffing levels cited increased business demands, and overall business growth as mitigating factors. Those who had a decrease in staffing levels found it hard to find people to do the work.

### OUTLOOK

when conducting business in NJ over the next 3 to 5 years





NJMEP and Delta Dental conducted a survey and found that New Jersey's manufacturers continue to struggle with disruptions caused

from the pandemic.

Don't let these issues impact your business any longer. Reach out to an expert at NJMEP who will work with your business to create a plan to succeed and mitigate disruptions.



△ DELTA DENTAL

# NJ ROBOTICS CLUB WANTS TO INSPIRE STUDENTS TO PURSUE STEM WITH INNOVATIVE MALL COMPETITION

Robots are a fantastic way to get students exposed to the STEM field early in their lives. One way to encourage participation is to have them join a robotics team/club and take part in competitions. Adding a competitive element allows there to be a more compelling reason to explore their passion for engineering, technology, and even business development. Modern robotics clubs are often designed like a business, with a C-suite that leads the team, engineers, students that handle the programming and electronics, and even public relations-focused team members.

There has been a massive push by both the public and private sector to increase the exposure of robotics teams across the nation and members of the host committee, Robotics of Bound Brook & Ethicon (R.O.B.B.E.), FRC Teams 56, 75, 102 and 3637 are looking to accomplish that goal by hosting the first ever Raritan Valley Robot Rumble. This unique event is a part of the Raritan Valley Science & Technology Showcase (RVSTS) taking place at the popular mall, Bridgewater Commons on October 1 and 2.

The main purpose of R.O.B.B.E.'s decision to host such an event is to foster interest in STEM. What makes this event unique is it's inside a busy mall. Bridgewater Commons is an ideal location to draw plenty of interest. During RVSTS, there will be a robotics competition, For Inspiration and Recognition of Science and Technology (FIRST) Lego League Challenge (FLL) practice session, college and career fair, community STEM fair, and educational activities throughout the mall. Approximately 30 to 40 companies and non-profit organizations with STEM aspects such as EMS and a volunteer fire department will have information tables on site. Spectators can catch the competition at the mall's "Center Court".

### NEW JERSEY ROBOTICS TEAMS BREAKING THE MOLD

These types of events usually happen at schools during weekends. Those who aren't affiliated with a participating team often don't know these events even take place. This is a chance to get the competition in the public eye







without any barriers to entry. Anyone can be a spectator. R.O.B.B.E. sees this as an advantage for hosting a robotics competition.

"This is an opportunity for people to see how they can launch themselves into something STEM related, career wise or if they're kids, activity wise. This event is where people can broaden their horizons and learn about things they didn't know existed," explained R.O.B.B.E. member, Tyler Kazar. "Competitions are really not good opportunities for outreach because everyone going to them already knows about it or has some connection to someone involved in it. RVSTS is going to have people that have no clue that these kind of competitions even exist."

R.O.B.B.E. member and event organizer, Gregg Talewsky expressed the group's long-term plan for this competition. "The hope is to make this an annual event," said Talewsky. He explained the program's value is "to inspire kids to pursue careers in STEM."

R.O.B.B.E. is a member of FIRST and its league FRC (FIRST Robotics Competition). FIRST is a robotics community that prepares young people for their future through inclusive, team-based robotics programs that can be facilitated in after-school programs. FIRST is beginning to receive media exposure including a Disney+ documentary and on Real Sports with Bryant Gumbel. It has a global support system of volunteers, educators, and sponsors that includes some of the top Fortune 500 companies. Being a part of the FIRST program includes benefits like access to exclusive scholarships, internships, and other opportunities that create connections and career opportunities.

The program used to be national under the name US FIRST but has expanded globally since Talewsky's involvement. In his first year, there were under 100 teams. Talewsky now estimates there are 5,000 teams around the world just in FRC alone. Kazar stated there are even more teams involved under other

FIRST leagues such as FLL which has over 38,000 teams.

Joining this club gives students the ability to learn certain life skills that aren't taught in schools. These lessons can be carried over to their personal lives and brought with them into their professional lives.

## STEM ENGAGEMENT LEADS TO THRIVING CAREERS

"It's the 21st century skills that really can't be taught in the classroom. We have this big problem that we have to solve very quickly. We're teaching kids not only how to do critical problem solving which they do learn at school but you're going to work with a group of people that aren't going to share the same ideas as you. So now we have to teach you how to resolve conflict with each other in an amicable way," Kazar mentioned. "We have to teach you how to be a leader. On our team, we give our kids debit cards to the bank account. Six of our kids have debit cards. We give them the responsibility, 'Hey if you need to buy something to do your job, you need to do that!' No other club is giving kids that opportunity to take on that leadership role."

Members, Talewsky – Team 56 Mentor and FIRST alumni, Kazar – R.O.B.B.E. Event Oversight and Sommerville High School's Robotics Team Fleet Advisor and Andy Tonato - R.O.B.B.E. Marketing Committee Member and Team 56 alumni have been operating R.O.B.B.E. from a former shoe store on the first floor inside Bridgewater Commons since January 2022 after relocating from their previous space at the Ethicon-Somerville Campus due to the mall's proximity to all three teams' locations each member represents. Trademark Property Company, the mall's operator, offered the teams affordable rental space because their work aligns with the company's mission to enhance communities and enrich lives.

"The mall has been extremely receptive of all of us," Kazar stated.

They are currently experiencing many of the challenges that come with organizing a new event. Presently, three teams are registered to participate, and four teams are producing the event. They need a total of 24 competing teams for the event to be a success. The registered competing FIRST Robotics Competition Teams are: 3314 from Clifton, NJ, 303 from Bridgewater, NJ and 1279 from Somerville, NJ.

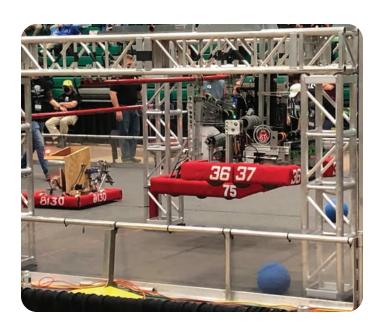
The group has raised \$10,000 but needs an additional \$20,000 to completely cover the costs of everything including AV rental, chairs, and shirts. However, their biggest obstacles are finding students available to register during their summer vacation schedules and being new to planning the competition in a space that's not designed for events in less than 3 months. R.O.B.B.E's hoping this competition becomes a success, so Trademark invites them to host a competition at their super regional mall, Galleria Dallas in Dallas, TX.

Kazar is hopeful more teams will sign up once the school year begins. He explained the challenge of getting these teams involved in the October event.

"We wanted to get the communication out there before most schools ended for the year. There's also a realistic possibility that all these schools saw it but were going through graduation and then they'll revisit registration," Kazar stated.

Encouraging students to explore STEM and offering them the resources and space needed to put these interests into action is an essential part of rebuilding the modern manufacturing workforce. Robotics are used in countless ways throughout the manufacturing and the logistics industry. From automated systems to collaborative robotics on the shop floor, the industry needs to support students that have an interest in the field. Manufacturing is an incredibly diverse industry, but it continues to face a workforce challenge.

Not enough people are exploring the industry as a viable career option. When the industry collaborates with groups such as FIRST and their local teams, businesses can invite these students to be part of their community. Employers that participate and contribute to local events such as the Bridgewater Commons RVSTS event can give students the chance to experience the true face of manufacturing while supporting their education and encouraging them to hone their industry-relevant skills. Connecting with local teams can be a challenge for New Jersey manufacturers. The most effective way to collaborate with robotics teams is by connecting with industry conduits like Michael Remshifski, NJMEP's MAR Outreach Coordinator: mremshifski@njmep.org. When industry and academia come together, true progress will be made in finding a bridge to the skills chasm that continues to hinder the domestic manufacturing industry.



### CELEBRATING

# The Year of Women in MANUFACTURING

# HR Manager Creates a Path for Women in the Industry

The gender gap is beginning to close in manufacturing. Women are starting to take on roles in this industry that was previously male dominant. Even with this upward trend, there's still much more work to be done. To help highlight the incredible women leaders in the industry, 2022 was named the "Year of Women in Manufacturing". Shining a light on those incredible women who are already leading the industry will inspire more to do the same. These leaders are being celebrated through a year-long series of interviews, giving them a platform to share their experience working in the industry.

Bella Baker, HR Manager for Stratas Foods in Englewood, NJ is a tremendous example of a woman blazing her own manufacturing career path. Stratas Foods is a leading supplier of fats, oils, mayonnaise, dressings, and sauces to the food service, food ingredients, and retail private label markets in North America. Their RDI Center located close to their headquarters in Memphis, TN, is recognized for developing, testing, and creating a prototype for a variety of innovative oil products and sauce products. Stratas has production facilities and distribution centers across the country, including right here in the Garden State.

NJMEP had the wonderful opportunity to learn Baker's incredible story of how she found herself in manufacturing. She shared her personal experience and career advice for women exploring this professional field. Read the conversation between Baker and NJMEP's Marketing & Communications Manager, Mike Womack.

Mike Womack (MW): Can you tell me a little bit about yourself? I'd like to know your impression of manufacturing and how you found yourself in the field?



Bella Baker (BB): "My current role is a human resources manager supporting operations for Stratas Foods. I've been with the company for roughly 2 1/2 years and my main responsibility is overseeing HR for 2 of our locations. One of those is in Englewood, NJ and the other is in Nashville, TN. The 2 locations that I oversee are 2 out of 8 locations. These locations are unique in the sense that they are in the dressings, sauces, and mayonnaise portion of the business. So that comes with its own individual challenges. I came into Stratas Foods from sheet metal manufacturing. From a much smaller company. Manufacturing operations, understanding the area in particular was very helpful for me and I've been very happy here so far!"

Most people were exposed to manufacturing after high school or even later, Baker is an exception. Baker was around the industry as a kid, so she has plenty of familiarity seeing products being made. She knew what to expect growing up in the manufacturing sector and that helped set the direction for her industrial career. Because Baker spent part of her childhood around a factory, she saw the career trajectory for working in manufacturing. It gave her better insight into overcoming challenges the industry is currently facing.

BB: "I grew up in a factory. I grew up seeing things being produced. Whether it was through sheet metal. Whether it was in other industries, in food industries that my extended family members had businesses in. I always had things being created around me and that was always very interesting to see raw materials come in and go through whatever processes necessary and watch them go out the door as parts or products being sold directly to customers. More so than just a service base. That's just

something that I feel has been with me for many years: Production and operations. Coming from a much smaller company, there were a lot of different kinds of challenges that came with that, and it helped me feel prepared to work for a larger company with some more responsibility."

MW: What do you find interesting about your current role? What do people often overlook about your work?

BB: "Peoples' first impression when I meet them when I say that I do Human Resources for manufacturing it's almost like they don't connect those two things. We have 8 different locations, our headquarters and RDI center all of which include an extremely wide range of positions and just under 1,000 employees. We have to keep plants staffed, we need to continuously be training and developing skills across our workforce, there are employee dynamics and relations issues. We're creating policies. Creativity and adaptability is everything! During COVID specifically, we had to create and update ever changing policies based on CDC guidelines. How we would handle scheduling during that time. Different kinds of restrictions. How to support employees on a personal level. Going through certain things throughout the pandemic or otherwise. The great thing about working in HR for manufacturing is you reach a lot of people of many different groups. We have such a wide range of positions here to think about. Being able to offer developmental opportunities to people who may just be getting started in the manufacturing industry that one day might find themselves in a management level position is exciting. It's very hands-on HR when you're working in a manufacturing environment."

"You have to consider when you're writing a policy or you're creating something for your company that you can't disrupt production for example. How can we implement certain rules or processes that are consistent and fair with all of our employees. While considering that we can't stop. We're a 24-hour operation. We're three shifts. Five days a week. Sometimes we go to six."

MW: Can you give me some examples of hurdles you had to overcome, personally and professionally in your role as HR Manager for a manufacturing business?

BB: "A major hurdle for me is coming from a much smaller organization and being able to be recognized by a larger company as someone who was capable and had the skillset to be able to do this job. Speaking to somebody interviewing with them when all of my career experience was with a company with 30 or less people and now coming into an organization where I'm asking to be considered for a job that I'm managing two separate locations was a big jump. So that was a large hurdle for me. But I found something we overlook in larger companies is the value of people and employees who work in smaller businesses. Generally, not in all cases but in most cases, smaller businesses have fewer resources. Less employee support. A lot of people coming out of those companies have a very wide range of diverse skills because they have to wear a lot of different hats. That's invaluable. You can't teach those kinds of skills, being able to juggle so many different things because you might not have a department for benefits. You might not have a department to recruit. You must do a lot on your own. So those multitaskers or self-starters, that helped me get into the position that I'm in now. I try to recognize those

types of candidates for jobs when I'm recruiting for managers at Stratas"

MW: Did you have a role model growing up that pointed you toward the manufacturing space? If so, who were they and when did they first inspire you?

BB: "My dad has always been somebody that I've looked up to. He had a wonderful education and he worked for other larger corporations before ending up in the manufacturing space. So he had lots of opportunities before ending up in his current role as a business owner. Manufacturing has no cap on it. There's no limit in this industry. There are so many different areas you can be involved in and will always need to produce as long as you're creative and adaptable, you can be successful. I've seen him prove that in so many different ways."

MW: What advice would you give to young women that are currently exploring career opportunities?

BB: "Do not limit yourselves to spaces that you feel most comfortable in. You should always expand and network as much as you can. Get involved in competitions, go to career fairs, meet people from different industries and companies, getting on LinkedIn. Having that exposure. First of all, you don't know who you will meet, whose path you'll cross, what kind of advice you'll receive. The thing that's most important to me is the more diverse these manufacturing companies become with having men and women from different nationalities and cultures provides such a benefit to the company. You create a more successful organization in that way. Different perspectives. Different ideas. Problem solving abilities that women can offer to manufacturing spaces that can make it a more efficient environment."

MW: Why do you think there are so few women in the manufacturing industry?

BB: "I think because you if you keep the same workforce or a very similar group of people offering their perspectives or their ideas, you're boxing out different solutions. You need a range of age groups. Women, men, different nationalities. You're offering up diverse perspectives and you're able to adapt to the market. You hear a phrase in manufacturing so much and it's funny because I know anyone in manufacturing will laugh when they hear this: "This is the way we've always done it". That kind of complacency does not lead to growth. Continuing to bring on a diverse workforce and really listening is what will allow manufacturing companies to grow and be more profitable."

It's important for manufacturing companies to be open to change. This is particularly important when it comes to addressing workforce challenges hindering the industry. Businesses that listen to their staff's recommendations for improvement and encourage diversity retain and attract talent. As someone with an extensive manufacturing background, Baker encourages companies to be receptive to change.

MW: Is the trend starting to change? Have you noticed more businesses take on more women manufacturing leadership?

BB: "Just speaking from my own experience, since I started working full time in manufacturing in 2008, I have seen a huge change. I'm seeing more women in the workforce and not in positions that "traditionally" one would expect. Before I started working with Stratas, they opened this location in 2017 as an example, the vast majority of employees were

men on the production floor and now I am proud to say that we're close to 50/50. That's changed a lot in a very short period of time. We have a much higher percentage of women working in production that we didn't have before I started here."

2022 is NIMEP's 'Year of Women. in Manufacturing' for a reason. Stories like the one shared here are instrumental in encouraging more young women to explore fruitful careers in the STEM (Science, Technology, Engineering, and Mathematics) space. Throughout the year NJMEP (New Jersey Manufacturing Extension Program) will be connecting with more women business leaders and giving them a platform to share their experiences and shine a light on these incredible individuals through articles and speaking events.

More women are entering the field than ever before. These incredible people need role models to look up to and learn from as they've already walked the path and can now help guide others. If you're a woman in manufacturing, engineering, or any STEM discipline or know of one that has a story to share, reach out to Mike Womack, NJMEP Marketing & Communications Manager to set up an interview or learn about upcoming Women in Manufacturing-focused speaking opportunities, today.



MIKE WOMACK

MARKETING AND COMMUNICATIONS

MANAGER, NJMEP



# Groezinger Provisions is 'MADE in New Jersey' with an International Reach

Groezinger Provisions produces two unique and revered food brands that are sold across the USA, and in Central America, South America and the Caribbean: Alexian Pâté & Specialty Meats and Groezinger Brand European Style Meats. Alexian is one of the leading pâté brands produced here in the U.S., sold in high-end supermarkets, specialty stores, and wine & cheese Their pâtés are all natural, shops. made with top quality ingredients which are free from added hormones and antibiotics and free from anything artificial such as colors, preservatives, and fillers. This 'MADE in New Jersey' manufacturing business also produces its Groezinger Brand, a line of meats and sausages that extends into Eastern European stores throughout the United States. The old world flavors of this line are reminiscent of European charcuterie which many of their European customers enjoyed before immigrating to the United States - it is a little taste of home! Experiencing accelerated growth, outpacing the competition, and embracing a productive and supportive workplace culture, Groezinger Provisions is not just an incredible business but one that continues to innovate and improve. This progress and spectacular success are not an accident. It requires exceptional leadership which is now in the hands of Alexandra Groezinger.

# No Career Path Follows a Straight Line

Alexandra Groezinger shares the same name as Groezinger Provisions, and that is no coincidence. The business was started by her parents Ewald and Laurie, in 1982, and was inspired

by her father's German heritage and expertise in sausage-making. In 1994, the sudden death of Ewald left her mother with the challenge of keeping a manufacturing business moving forward and caring for two young children. Their unexpected loss was not only a massive hit to their family but the business as well. Struggling to make ends meet and survive dayto-day in a business who had lost its leader, Laurie and the company's loyal employees (some who are still with the company today!) came to the plant everyday and figured it out together. Over the years, both brands have experienced tremendous growth and success which Alexandra attributes to her mother's strength and leadership.

Growing up, Alexandra always loved the family business but she wanted to explore the industry on her own first, before joining her mother at the helm. She worked for Cabot Creamery in Vermont, where she learned about marketing and operations. After almost six years with Cabot, Alexandra left to join Groezinger Provisions.

At first, there was an entire plan for how Alexandra was going to progress through the organization. That plan changed almost immediately when the Operations Administrator at the time notified the organization of a sudden and serious health condition which would put her out of work immediately and indefinitely.

A month prior, Alexandra was given a light overview of this position, but it was supposed to be only enough training to allow the Administrator to take a short vacation. Now, Alexandra faced the reality of having to fulfill the shoes of such a critical position to ensure the company could maintain its current operations and continue fulfilling orders.

# Alexandra's Leadership Revolutionized Groezinger Provisions

The Operations Administrator plays a significant role in the day to day operations of the organization. purchasing to processina From customer orders to logistics to office management, without someone that could step up and take the lead, the business may have faced delays and disruptions that would be impossible for it to withstand. Alexandra did not miss a beat and instead, just as her mother did before her, faced and overcame the challenge regardless of the hurdles that stood in her way.

Her time handling this essential function in the organization not only allowed her to learn the company from the ground up but also built a reputation among the workforce. Every employee knew the importance of the role she was thrown into and how challenging it would be for anyone, especially someone so new to the organization to manage. Alexandra's tenacity and undeniable success allowed her to gain the respect of those that worked at Groezinger's for decades. Once Alexandra set this position up to be handed off to a new hire and trained that individual, she was ready to continue contributing to the success of the company.

Alexandra is happy to say that the Operations Administrator who laid the groundwork for her, is fully recovered and living a happy and healthy life with her family in North Carolina.

One of Alexandra's goals in joining the business was to be there to support her mother so she would be able to retire and enjoy her life. In March 2020, Alexandra's track to



the role of President fast forwarded when COVID shut down the world. As a manufacturer, Groezinger was considered an "Essential Business", and remained open as a critical component to the food supply chain. To protect her mother from this strange new virus, Alexandra took the reins and ran the company so Laurie could be in the safety of her own home. The tremendous challenges and lessons learned from running a business during a pandemic has equipped Alexandra to now sport the title of "President and CEO" of Groezinger Provisions, and she is looking forward to the company's bright future.

## Advice From the Industry Leader

Alexandra shared some incredible advice while sitting down with NJMEP's 'Year of Women in Manufacturing' team to capture her story. She was

asked, if she could share insight with every single young woman currently exploring career opportunities, what would it be? Her response should be shared with every young girl as they work their way through school.

"Always ask, because if you don't ask, the answer will always be 'No' or you will never have the opportunity," Alexandra shared.

She continued, "I say that because I got my start in manufacturing with Cabot, and the only way I got that was by marching myself down to the Cabot offices and asking if they had any internships available. At that time they didn't, but I called back a few months later and asked again. They brought me in for an internship but then close to the end of that internship, I asked if they had any full-time jobs available and that ask is what opened the door and uncovered that opportunity. I asked for different positions, different types of work, raises when I believed I deserved them."

"All of these things I earned because I asked for them. I think it's so important to talk to people, ask questions, because the more you talk to people the more you find out, the more people you know, and the more opportunities open for you," Alexandra concluded.

The story above and the advice shared are prime examples of the twists and turns a career can take. No two people are identical, and no career path will be either. Alexandra had a family business but that didn't mean it was a straight road to her current position as President. Her determination, passion, and willingness to stand up and speak out drove her to become the industry leader she is today.

2022 is NJMEP's 'Year of Women in Manufacturing' for a reason. Stories like the one shared here are instrumental in encouraging more young women to explore fruitful careers in the STEM (Science, Technology, Engineering, and Mathematics) space. Throughout the year NJMEP (New Jersey Manufacturing Extension Program) will be connecting with more women business leaders and giving them a platform to share their experiences and shine a light on these incredible individuals through articles and speaking events.

More women are entering the field than ever before. These incredible people need role models to look up to and learn from as they've already walked the path and can now help guide others. If you're a woman in manufacturing, engineering, or any STEM discipline or know of one that has a story to share, reach out to Mike Womack, NJMEP Marketing & Communications Manager to set up an interview or learn about upcoming Women in Manufacturing-focused speaking opportunities, today.



# Aerospace and Defense Industry Leader Peter C. Connolly Joins NJMEP as Chief Operating Office

NJMEP (New Jersey Manufacturing Extension Program) officially welcomes former ShockTech, Inc President, Peter C. Connolly as the Chief Operating Officer (COO). Connolly's wealth of experience and background in the industry combined with 14 years of serving on NJMEP's Board of Directors is an invaluable addition to NJMEP's team.

Connolly's experience serving on NJMEP's board and success with aviation leader, ShockTech, Inc is invaluable as the organization continues to grow, expand, and develop more ways to be an asset to the industry.

"I'm proud to be serving the manufacturing industry in an entirely new way. After 40 plus years in the industry itself, I'm thrilled to be taking that knowledge to NJMEP and working to strengthen the entire 'MADE in New Jersey' manufacturing community. Manufacturing provides so much to so many, from providing incredible career options to supporting national security. NJMEP is an organization focused on ensuring this industry can continue to thrive

and ensures it is not forgotten. I look forward to be an active member in pushing the industry forward and being a partner to every manufacturing business that calls New Jersey, home," Pete Connolly, COO stated.

Connolly has been a long-time member on NJMEP's Board of Directors, most recently serving as the Board Chair. He has a long and diverse history working within the manufacturing space, most notably with over 30 years with DRS Technologies in multiple operational and executive positions. He also served as Alion Science and Technology Vice-President for the US Army Picatinny office as well as Vice-President for Surveillance Systems for Telephonics Corporation.

His leadership, insight, and 40 years of extensive experience in operations, business development, and general management in the Aerospace and Defense industry will continue to ensure 'MADE in New Jersey's' manufacturing community remains strong.



About NJMEP: NJMEP is a private, not-for-profit organization that improves the profitability and competitiveness of New Jersey's manufacturers. Backed by the National Institute of Standards and Technology (NIST), NJMEP enables organizations to enhance their productivity and efficiencies, reduce costs, and improve employee performance. For more than 20 years, NJMEP has used its extensive network of connections and proven track record of success to help manufacturers adapt to the latest innovative technologies and best practices to realize more than \$6.03 billion in value. Our services are categorized into the following three areas: Operational Excellence, Innovation and Growth and Workforce Development.















Jersey Guys 7 Golf Outing was once again an incredible success this year raising a new event fundraising record of \$32,147. The popular golf outing made dreams come true for students and young adults looking to pursue higher education. 140 golfers played a round while enjoying the beautiful weather at the Minebrook Golf Club in Hackettstown, NJ on July 22. Those in attendance included New Jersey's manufacturing leaders, community organizations, industry partners, and NJMEP team members. The annual charitable golf outing raised funds for young adult scholarships, mentoring programs, and food banks across the state.

NJMEP's philanthropic Manufacturing Cares program teamed up with the Team Eagle Foundation, a nonprofit foundation that recognizes the need for continued support of youth through training in "applicable leadership for the real world," for the seventh year to host the Jersey Guys Golf Outing. 100% of the proceeds go towards scholarships and community food banks. NJMEP presented over \$32,000 in scholarships and grants at the event. Many of these students and young adults were invited to the outing so they can receive their scholarships in person.

# THE MANUFACTURING COMMUNITY GIVES BACK

"This is one of those events that gets the whole NJMEP team, and the entire industry excited each year. John W. Kennedy started this golf outing 7 years ago and every time it takes place, we raise more and more money for those who really need it," Mike Womack, Marketing and Communications Manager explained. "It's an affordable golf outing which allows so many organizations to take part. The best part is, every single dollar raised goes directly to student scholarships and food banks, it's hard not to get excited about the event."

Costs are kept to an absolute minimum for this outing to encourage as many organizations and individuals to participate as possible and ensure the maximum amount of money can be contributed to the scholarships and community food banks. The dozens of sponsors that helped support the outing are an absolutely vital part of the day. Without these incredible organizations listed below, the Jesey Guys Golf Outing would not be able to contribute nearly as much to these incredible causes.



# ANGEL SPONSORS

- Team Eagle Foundation
- John & Cecelia Kennedy
- Noreen & Bill Beaman
- Alan Zakin Associates
- IMMS

- Provident Bank
- Harold Henrich Company
- NJ Advance Media
- The Beaman Family

# JERSEY GUYS BUSINESS SPONSORS

- Stuyvesant Press, Inc.
- The Printer's Place
- Creative Workforce Solutions
- UNEX
- Withum
- ZAGO
- Brewster Washers

- Weiss-Aug Group
- Inradoptics
- Steve Gerber
- NJBIZ
- Hy-Tek
- HINJ

### FRIENDSHIP BANNER SPONSORS

- Morris Habitat for Humanity
- The Moritz Family
- Sean Kennedy & Jim Hogan
- The Mdeway Family
- Concord Energy Services
- The Boyle Family

- The Lami Family
- Diane Dorsi
- Employment Horizons
- Bill & Nelia Kennedy
- · Louis Palomeque & John Roman
- The Hogan Family

# SEVEN YEARS OF GIVING BACK AND MANY MORE TO COME

Jersey Guys was established by NJMEP CEO John Kennedy seven years ago as a fun way to raise money to support students and young adults' plans to further their education. Charity events like this one are a way of giving those students and young adults a "helping hand" to develop the critical life skills they need to enter the working world.

"The Team Eagle Foundation is important to me and those students that used to take part in the summer camp I developed. Every year that summer camp was the highlight for dozens of students, but COVID caused us to put the camp on hold. Just because we couldn't host a camp didn't mean we had to stop giving back. Now more than ever people, especially young adults need a helping hand. The contributions to the foundation go directly to supporting these students as they develop critical life skills and enter the working world," John W. Kennedy, CEO, NJMEP and founder of the Team Eagle Foundation shared.

The Jersey Guys Golf Outing is dedicated to members of NJMEP's community that have passed including Tony DeSantis, Bob Beaman, Chris DePace, and John Kennedy's late brother, Bill Kennedy.

The outing is one of many ways NJMEP helps communities across the Garden State. Jersey Guys opens the door for opportunities for students and young adults. One way to continue making these dreams into a reality is for the community to continue supporting events like this and the Manufacturing Cares program.



# 'MADE in New Jersey' Manufacturing Day 2022 'Manufacturer of the Year' Finalists

Each year manufacturers from all over New Jersey are nominated for their chance to take home a 'Manufacturer of the Year' award and be honored during NJMEP's 'MADE in New Jersey' Manufacturing Day awards ceremony. This year, there have been two new categories added to the mix, the Rising Stars Award which honors the women leaders driving the industry forward and the Leader in Life Sciences. After careful consideration, finalists were selected for the Manufacturer of the Year, Rising Stars, and Leader in Life Sciences awards. The Innovator of the Year Award showcases the achievements of the top innovator in New Jersey. These top innovators were specifically selected by NJMEP CEO John Kennedy for their industry-changing contributions to and earned the chance to represent New Jersey as a true leader in manufacturing innovation. All these awards are a way to show the value and contributions of these individuals and companies to the Garden State and the country.

The Manufacturer of the Year finalists were separated into three separate categories based on company size. The categories are small-sized, medium-sized, and large manufacturers. All the winners were announced on October 7 during the 'MADE in New Jersey' awards ceremony on National Manufacturing Day for their outstanding contributions and achievements in the industry.



# 'MADE in New Jersey' Manufacturer of the Year Small 50 or Less Employees

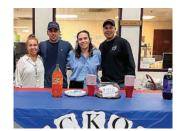


# Hickory Industries, Inc.

Old Hickory is a recognized name in food service equipment industry and has been for the past 75 years. A trusted brand known for its longevity and scientific precision in chicken cooking, Old Hickory is proud to continue being made in the USA. They pride themselves on their quality and transparency. Old Hickory stands by their products. Restaurants trust their brand and ovens to produce qualify food for their customers.













# ModTek

ModTek was founded by the mother and son team of Vicki Wilkinson and Shawn Borman, both of whom grew up in the label industry working in every department. Vicki and Shawn started with one press, one rewinder, a plate-making system, and the desire to make their dream a reality.. The primary directive was simple: "Do what you say you are going to do". Over the course of 12 years and this simple directive, they built a solid foundation of quality-oriented employees, meticulously maintained equipment, and a loyal customer base. Together with great vendor relationships, ModTek provides a world class product that it stands behind with pride.











# 'MADE in New Jersey' Manufacturer of the Year Small 50 or Less Employees





# Prince Sterilization Services

Prince Sterilization Services is a rapidly growing family operated critical component of the health care supply chain. Year-over-year revenues have increased, on average, 66% over the last five years. Their services are essential for the delivery of safe and effective vaccines, related drugs and medical devices. The company differs from competitors because their sterilization services are both highly effective and environmentally friendly. Senior management is recognized as subject matter experts having most recently published a chapter "Sterilization by Heat" in the industry bible, Block's Disinfection, Sterilization, and Preservation 6th Edition.









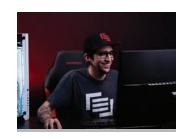


# 'MADE in New Jersey' Manufacturer of the Year Medium 50-250 Employees

# MAINGEAR 🗐

# **MAINGEAR**

MAINGEAR in Warren, NJ is a private, self-funded manufacturer of high-performance PC systems that offers custom built laptops and desktops, small form factor, media center and workstation PCs. Each system is assembled by hand with stringent benchmarks for maximum performance. The units contain custom wiring, a specialized liquid cooling system, are custom painted, configured and tested.













# Worldwide Glass Resources

Worldwide Glass Resources® is a premier solution provider offering engineering and technical expertise in the design and production of laboratory vials and accessories. WWGR Inc "Serving Scientists Worldwide" through its global network of distributors, OEM's and diagnostic companies in such markets as Pharmaceutical R&D, Petrol-Chemical, Biotech, Environmental, Food & Fragrance, University and Government.











# 'MADE in New Jersey' Manufacturer of the Year Medium 50-250 Employees



### **IPAK**

**IPAK** 

IPAK is a certified HUBZone, disadvantaged, disability- and women-owned small business that manufactures, warehouses, kits, and distributes sales, marketing, and educational tools for clients in highly regulated industries. Primary industries served are education/assessment, pharmaceutical/medical device and flooring coverings. The company's integrated approach facilitates innovation, lowers the total cost of ownership and increases speed to market.











## 'MADE in New Jersey' Manufacturer of the Year Large 251 or More Employees

## sanofi

Sanofi

Sanofi is an innovative global healthcare company, driven by one purpose: we chase the miracles of science to improve people's lives. This manufacturer provides potentially lifechanging treatments and the protection of life-saving vaccines to millions of people around the world while putting sustainability and social responsibility at the center of our ambitions. The Ridgefield campus is proud to contribute to this ambition by producing in excess of 576 kilos of hyaluronic acid, 54 million syringes, and 24 million vials per year. Additionally, over 40M syringes are labeled, packed and shipped.











### *s*tryker

Stryker

Stryker Advanced Operations has ingenuity regarding commercialization of Low Pressure -Metal Injection Molding (MIM). Low Pressure MIM is a simple yet elegant solution which has many benefits from a finishing machining aspect along with major sustainability wins. Simply starting with CoCr powder, and then several simple steps including Mixing, Injection and Heat Treat, you are left with a net shape component to be finished machined.











# 'MADE in New Jersey' Manufacturer of the Year Large 251 or More Employees



#### **MAROTTA®**

#### Marotta Controls

Every person throughout Marotta Controls understands the importance of delivering worldclass support to their customers. Since 2018 Marotta has doubled its revenue with year over year compound annual growth rate. As a result of this growth, they have opened a new 250-person facility in Parsippany. The 'MADE in New Jersey' manufacturer also provides STEM support to local schools and support volunteering to a number of community events including soup kitchens and Toys for Tots.













## 'MADE in New Jersey' Manufacturer of the Year Innovator of the Year

#### MAINGEAR 🗐

#### MAINGEAR

MAINGEAR is also a Manufacturer of the Year finalist that was chosen by NJMEP CEO John Kennedy to be an Innovator of the Year finalist for their work manufacturing high-performance PC systems. Each system is assembled by hand with stringent benchmarks for maximum performance. The units contain custom wiring, a specialized liquid cooling system, are custom painted, configured and tested.



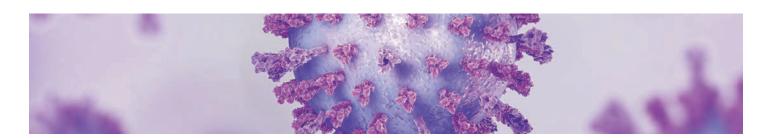


## sanofi

#### Sanofi

Also a Manufacturer of the Year finalist, Sanofi was hand-selected by NJMEP CEO John Kennedy for their tremendous work developing life changing treatments and life-saving vaccines. Sanofi is an innovative global healthcare company, driven by one purpose: they pride themselves on chasing the miracles of science to improve people's lives. They provide potentially life-changing treatments and the protection of life-saving vaccines to millions of people around the world while putting sustainability and social responsibility at the center of their ambitions.







## 'MADE in New Jersey' Manufacturer of the Year Innovator of the Year



#### Intelligent Material Solutions, Inc. (IMS)

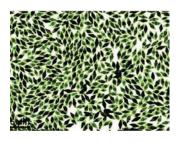
Intelligent Material Solutions, Inc. is a material science and technology company that develops rare-earth crystals, as well as custom sensors. The company has a portfolio of patents around rare-earth crystals covering devices, methods, systems, and composition of matter.

















# 'MADE in New Jersey' Manufacturer of the Year Leaders in Life Sciences



#### CorePharma LLC

CorePharma LLC was founded in 1998 as a Pharmaceutical Manufacturer of OTC, Generics and Branded Pharmaceuticals. Upon the acquisition of the company by the new ownership team, at the age of 32 Arpit Patel was appointed as the CEO of the company. The CEO was tasked with leading and re-establishing the company to its rightful position in the NJ Pharmaceutical Manufacturing industry. His appointment was a special accomplishment because he started his career my with CorePharma in 2006. They are now one of the fastest growing pharmaceutical manufacturers in the State of New Jersey with over 100 employees and a manufacturing volume of 500 million dosage units per year.

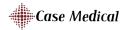












#### Case Medical

Case Medical is a privately held manufacturer who traces their roots back to 1943. They have been innovators in the design and manufacture of surgical sterilization trays and supply to all the major OEM instrument manufacturers. They have also developed a line of green cleaners that complements their main product line. This line of chemicals has been awarded the Safer Choice label by the U.S. Environmental Protection Agency for its cleaners and lubricant. The company's instrument chemistries are safer to use, safer for disposal into the waste water stream, and validated in independent laboratories for outstanding cleaning effectiveness.











# 'MADE in New Jersey' Manufacturer of the Year Leaders in Life Sciences





#### Celularity

Headquartered in Florham Park, NJ, Celularity is a clinical stage biotechnology company leading the next evolution in cellular medicine by developing allogeneic cryopreserved off-the-shelf placental-derived cell therapies, including therapeutic programs using unmodified natural killer (NK) cells, genetically modified NK cells, T-cells engineered with a CAR (CAR-T cells), and mesenchymal-like adherent stromal cells (ASCs). These therapeutic programs target indications in cancer, infectious, and degenerative diseases. In addition, they develop and manufacture innovative biomaterials also derived from the postpartum placenta. Celularity believes that by harnessing the placenta's unique biology, it can develop therapeutic solutions that address significant unmet global needs for effective, accessible, and affordable therapies.











## 'MADE in New Jersey' Manufacturer of the Year Rising Stars

2022 marked the first year of NJMEP's 'Year of Women in Manufacturing' initiative. The entire team took it upon themselves to make a concentrated effort to highlight women in manufacturing that are so often overlooked. The goal is to ensure women in the manufacturing space are recognized, supported, and given the opportunity to inspire the next generation of industry leaders. Over the course of the year, dozens of women manufacturing leaders have participated in interviews, collaborative events, breakout sessions, webinars, and more, all to ensure their voice reaches the young women and their fellow manufacturing peers.

This year at 'MADE in New Jersey' Manufacturing Day, NJMEP provided another way to draw attention to the incredible women that lead the way in the 'MADE in New Jersey' Manufacturing industry. The Rising Stars award was added to the event. Nominations came in and the individuals below were all in the running to be named the first Rising Star 'Manufacturer of the Year.' The winner was announced on October 7th during the Manufacturer of the Year awards ceremony but each of these nominees are worthy of recognition for the value they bring to the industry.



#### Catherine Nkoutche | Quality Lab Engineer



Catherine Nkoutche has been a role model at Power Container. As a Quality Lab Engineer with Power Container Corp., she is not only representing women in plastic manufacturing. She is paving the way for new women engineers to start their careers at Power Container and within the Aerosol industry.



#### Micaela B. Alvarez | Director of Operations & Engineering



Micaela B. Alvarez is the Director of Operations & Engineering at Universal Nutrition. She ensures everyone understands the opportunities for growth both within the Operations team and cross-functionally. She is responsible for automation, innovation, capital projects, process engineering, maintenance, and training. Prior to Universal Nutrition, Alvarez brought new consumer products to the world, from lab innovation to full-scale manufacturing at P&G and DuPont.



#### Cari August | Manufacturing and Technology Transfer Manager



Cari August is the Manufacturing and Technology Transfer Manager for OFS Fitel. In this role, Cari takes advantage of her manufacturing knowledge and technical background to create a bridge for products to move from an R&D setting into pilot production.

# 'MADE in New Jersey' Manufacturer of the Year Rising Stars







#### **Devon Winter** | COO

Devon Winter is the Chief Operations Officer of F. W. Winter Inc. & Co. As COO, Devon oversees the overall management and operations of the company globally representing the company in Russia, China, Europe, Asia, and Africa. She currently serves on the Board of Women in Manufacturing (WiM) which is the only national and global trade association dedicated to providing year-round support to women who have chosen a career in the manufacturing industry.



#### Ellen Pietrowitz-Phillips | President



Ellen Pietrowitz-Phillips is President of L-E-M Plastics & Supplies, Inc., a woman-owned fabrication company. Ellen is a force in the manufacturing industry and a leader for company culture. Her passion and spirit carry over as L-E-M Plastics & Supplies, Inc. takes pride in the final product and how their effectiveness truly impacts the globe.

#### **Honorary Mentions**

Kristina Cimo | CEO & Founder, Bellus
Cheryl Curry | Chief of Staff, Winglts
Ellen Garfunkle | CEO and Owner, GAR Products
Michelle Megala | President & CEO, Hickory Industries Inc.

Cortney McLain | Customer Experience Manager, Hickory Industries Inc.

Kaitlyn Neroladakis | Operations Manager Quality & Procurement, JAKTOOL

Ebonee Norris | Quality Assurance Director, United Premium Foods

# CONGRATULATIONS TO ALL THE FINALISTS

#### SPECIAL THANKS TO OUR SPONSORS

#### **PLATINUM**





















#### **GOLD**

























#### **SILVER**

















**BRONZE** 



























CITRINCOOPERMAN®



































# 'MADE IN NEW JERSEY' MANUFACTURING DAY

# CONGRATULATIONS TO THE 'MANUFACTURERS OF THE YEAR'



#### SMALL

(50 or less employees)
Prince Sterilization Services

#### **INNOVATION**

Intelligent Material Solutions, Inc. (IMS)

#### **MEDIUM**

(51 to 250 employees)

#### LEADER IN LIFE SCIENCES

Celularity

#### LARGE

(251 or more employees)
Marotta Controls

#### **RISING STAR**

Ellen Pietrowitz-Phillips President at L-E-M Plastics & Supplies, Inc.



# **CELEBRATING THOSE THAT** STAND UP FOR 'MADE IN NEW JERSEY' MANUFACTURING

### New Industry Allies Added to the 'Manufacturing Honor Roll'

'MADE in New Jersey' Manufacturing Day is filled with celebrations focused on New Jersey businesses. However, the industry could not progress without some stand-out partners and individuals. Time is set aside to honor some of these incredible people that do so much for this vital industry. The 'MADE in New Jersey' Manufacturing Day Awards would not be complete without the 'Manufacturing Honor Roll' category.

The following individuals are being recognized for supporting the more than 15,000 manufacturing, life sciences, and STEM firms and their 400,000+ employees in the Garden State. Each of the 'Manufacturing Honor Roll' recipients will be given an award to immortalize their contributions to this critical industry. Manufacturing and the longevity of the industry depends on collaboration, innovation, and people. Those that are being recognized as part of the 'MADE in New Jersey' Manufacturing Day 'Manufacturing Honor Roll' have proven to be allies to the industry, supporting its development and continued progress in New Jersey.

See below for all the 2022 'MADE in New Jersey' Manufacturing Day 'Manufacturing Honor Roll' recipients:

- First Lady of New Jersey -**Tammy Snyder Murphy**
- Congresswoman Rebecca Michelle "Mikie" Sherrill
- Congresswoman Bonnie M. Watson Coleman
- NJ Assemblywoman Nancy F. Munoz
- Carroll A. Thomas Former NIST-MEP Director
- Debbie Hart, MS, CAE, APR BioNJ, President/CEO
- Senator Ronald L. Rice
- John W. Kennedy, Ph.D. -NJMEP, Chief Executive Officer

New Jersey brings with it countless advantages to businesses, from its geographic location to its dense concentration of resources and highly educated workforce. There's still no escaping that manufacturers in the state have long been forgotten and neglected. Over the past two years, a light at the end of the tunnel presented itself. A new-found respect for manufacturing by the public has been catching on. The local businesses that stepped up to offset the PPE shortages or donate supplies and resources to their local community garnered positive and well-deserved attention. These businesses never stopped. They helped ensure we all had access to food and did their part in helping the supply chain recover and progress. The 'Manufacturing Honor Roll' recipients showed they are willing to speak up for these accomplishments and are working to make sure the industry doesn't go unnoticed any longer.

On behalf of the entire industry, NJMEP would like to thank all those that continue to help contribute to manufacturing's progression in New Jersey and the United States of America.

# MANUFACTURING DAY

# CONGRATULATIONS TO THE 2022 MANUFACTURING HONOR ROLL



First Lady of New Jersey -Tammy Snyder Murphy



Congresswoman Rebecca Michelle "Mikie" Sherrill



Congresswoman Bonnie M. Watson Coleman



NJ Assemblywoman Nancy F. Munoz



Carroll A. Thomas - Former NIST-MEP Director



Debbie Hart, MS, CAE, APR -BioNJ, President/CEO



Senator Ronald L. Rice



John W. Kennedy, Ph.D. -NJMEP, Chief Executive Officer

## TRENTON



Manufacturing continues to make headlines. The U.S. manufacturing industry has been overlooked and under-served for decades. That is all beginning to change. As domestic manufacturing proved itself to be one of the nations most resilient and important assets, it has garnered the attention of both federal and state policymakers. The delegates below leaped at the opportunity to share their voice and stand with the 'MADE in New Jersey' manufacturing industry. For the first time since offshoring became the narrative these decision-makers are putting their time and attention into the national manufacturing base to explore how they can support these incredible businesses that strengthen our national security.

Manufacturing is the backbone of the American economy, and with more than 600 employers and 10,000 employees across New Jersey's Fifth Congressional District, North Jersey is no exception.

Thanks to our small and mid-sized manufacturers all across the Garden State, and the work of NJMEP. hard-working women and men are unlocking new technologies, helping strengthen our supply chains, and ensuring our economy can strengthen and grow.

In Congress, since day one, I've worked with New Jersey's delegation, across the aisle, and as Co-Chair of the bipartisan Problem Solvers Caucus, to support the incredible work of New Jersey's manufacturers. I've also consistently fought for lower taxes and less red tape, and worked to support our local manufacturers whenever they have an issue.

We've made vital progress over the past year — especially with the Bipartisan Infrastructure Bill, which I was proud to help shape and get signed into law. This bipartisan bill is the greatest infrastructure investment in a century and a huge win for New Jersey families. It will help build the new Gateway Train Tunnel, fix our crumbling roads, bridges, rails, and NJ Transit, help fight climate change, invest in our ports, expand broadband access to the unconnected, and get lead out of our children's drinking water. Our bipartisan legislation will also help create nearly 500,000 new manufacturing jobs over the next three years, helping our equipment manufacturing industry ensure that these infrastructure improvements become a reality.

We also just fought to get the bipartisan CHIPS and Science Act signed into law, which is critical legislation to invest in American competitiveness and address major supply chain issues. This bipartisan bill will also boost domestic manufacturing, accelerate U.S. production of semiconductor chips and related equipment, reduce our reliance on foreign countries like China, and help lower costs for North Jersey families and small businesses - all while creating new jobs here in the U.S. It is estimated that the CHIPS and Science Act will create tens of thousands of construction

jobs and thousands of high-skilled manufacturing jobs.

Both the Bipartisan Infrastructure Bill and the CHIPS Act are products of Democrats and Republicans coming together, working with the President, and crafting critical legislation to support our nation. This is a great example of how our government is supposed to work: coming together across party lines to get things done for our families, small businesses, and vital Jersey industries.

By working together — just like we did to get these bills across the finish line — I know that we can keep Jersey's manufacturing industry strong, and keep our businesses and our jobs here in the Garden State.



**CONGRESSMAN JOSH GOTTHEIMER** 5TH CONGRESSIONAL DISTRICT

To our builders, innovators, and connectors who make our communities better everyday, my name is Andy Kim and I am honored to represent New Jersey's Third Congressional District in Congress. It is my honor to serve the amazing manufacturers who call the Garden State home.

On this 10th Annual 'MADE in New Jersey' Manufacturing Day, we are celebrating the benefits of American manufacturing and the Americans creating products and new technologies every single day. As the only member from New Jersey on the Small Business Committee, I want you to know that I will continue looking out for manufacturers here in Jersey, and look forward to continuing our work together to bolster American manufacturing. Raised in New Jersey, I know the huge role you all play in our lives and our future. The work you put in each and every day helps connect us and move us forward.

When I work to put American manufacturing first, I am working to put you first. This Congress, I was proud to vote for the CHIPS and Science Act that prioritizes American manufacturing with good-paying jobs and critical tech investment. On August 9th, 2022, President Biden signed our legislation into law, revitalizing science and innovation in the United States. I also voted for the Inflation Reduction Act that incentivizes clean energy production so we make the next generation of great technologies here at home.

But this work isn't just about investing in more jobs, it's about investing in you too. Your well-being at work and protecting your job is one of my top priorities. The COVID-19 pandemic exacerbated weaknesses in our global supply chains. It demonstrated how critical you are to the health of our nation, our economy, and the dire impacts disruptions can have on inadequate global systems. Our economic health continues to rely on

the health of global production systems and since the pandemic began, I have been fighting to make sure we strengthen these as much as possible.

Here in New Jersey, I have the privilege of working closely with local community members responsible for making American manufacturing the best in the world. Building a better America means building more in America and I am looking forward to continuing our partnership to keep the hard work going.



CONGRESSMAN ANDY KIM
3RD CONGRESSIONAL DISTRICT

As a member of New Jersey's Ninth Congressional District I am honored to serve as my neighbors' Congressman during both good days and bad for our great nation. In North Jersey we are blessed to live among some of the most diverse and beautifully vibrant communities in our entire country. But the challenges in front of us are immense. The sense of unease and despair among so many of our neighbors is understandable. Now is a moment for urgency in our government. Our Garden State delegation has been leading the way for positive change.

Our Congress has been active and aggressive in passing a forward-looking agenda to right America's course over the last 20 months. Our record of action is strong. We sought

to end price gouging at the gas pump. We have acted to cap the price of insulin for millions of Americans. We moved to supply more baby formula to stores shelves. We voted to send you stimulus checks and to extend life-changing child tax credits. We passed background checks to keep guns away from maniacs. We have demanded Roe v. Wade remain the permanent law of the land. We have coaxed American jobs and industry back to our shores. We provided cancer care to veterans. We have moved to combat rising domestic extremism. We have toiled to protect American democracy from fascism.

Some of these have become law and some have not. But I hope our neighbors know that we are pushing every single day to finish the job for all of them. This moment demands urgency for America. I share your urgency to protect our great nation from the challenges we face. Each morning, our office comes into work in North Jersey and Washington with clear goals: to take on the powerful, to preserve democracy, and to improve your daily life. Together I still believe our national future is bright. God bless you and God bless America!



CONGRESSMAN BILL PASCRELL
9TH CONGRESSIONAL DISTRICT

Congressman Donald M. Payne, Jr. is a Democrat from Newark who represents New Jersey's Tenth Congressional District, which includes sections of Essex, Hudson, and Union counties. Currently, Congressman Payne, Jr. is the Chairman of the Subcommittee on Railroads, Pipelines, and Hazardous Materials for the House Committee on Transportation and Infrastructure. In that role, the Congressman works to improve passenger and freight rail nationwide. In addition, he sits on the House Committee on Homeland Security, where he protects Americans through his work to improve communications between emergency agencies and provide greater resources to aid victims during and after national emergencies.

As the Chairman of the Subcommittee on Railroads, Pipelines, and Hazardous Materials, Rep. Payne, Jr. introduced the INVEST in America Act, which became the \$1.2 trillion Bipartisan Infrastructure Law. The law provides critical funds for local road and rail projects, such as New Jersey's Portal North Bridge and Hudson

River Tunnel in the Gateway Program. One reason why the Congressman is a strong supporter of the Gateway Program is because it will help New Jersey manufacturers get materials for products faster and get products to market more efficiently.

But Congressman Payne, Jr. is always looking for ways to support New Jersey manufacturers. Recently, he helped pass the Creating Helpful Incentives to Produce Semiconductors (CHIPS) and Science Act into law. This new law is the largest investment in manufacturing in a generation and provides \$52 billion to help manufacturers build, expand or modernize their facilities.

The law has several provisions to provide more support for manufacturers. It creates advanced regional technology hubs to make sure that communities across the country can participate in research and development. It strengthens research and development in next-generation technologies at the National Science Foundation, the U.S. Department of Energy, and the

National Institute of Standards and Technology (NIST). It diversifies the country's Science, Technology, Engineering and Mathematics (or STEM) workforce to be inclusive so that our nation's brightest minds are driving American innovation. In addition, the law contains the \$1 billion COMPETES grant program to improve American manufacturing competitiveness and aid distressed communities with good paying jobs that meet local economic needs.

The manufacturing industry has been one of the cornerstones of the American economy since the founding of our country. Congressman Payne, Jr. continues to work to expand opportunities for New Jersey's manufacturers in the future.



CONGRESSMAN DONALD PAYNE JR. 10TH CONGRESSIONAL DISTRICT



After graduating from the United States Naval Academy, Rep. Sherrill spent almost 10 years on active duty in the United States Navy as a Sea King helicopter pilot and Russian policy officer. She attended law school after leaving the Navy. She went on to serve at the U.S. Attorney's Office as the Outreach and Re-entry Coordinator and a federal prosecutor.

Rep. Sherrill was elected in 2018. She currently sits on the House Armed Services Committee, Science, Space, and Technology Committee, and Education and Labor Committee. Through her work on these committees, she is continually looking for opportunities to bring federal funding back to New Jersey, including to further develop and strengthen our local economy and our manufacturing base across all sectors.

Her top priorities in Congress are affordability, strengthening our workforce, and improving the quality of life for her constituents. As a member of the Education and Labor Committee, she has strongly supported the New Jersey Manufacturing Extension Partnership and has worked hard to expand federal assistance for their workforce. supply chain, and expert advising services. She was proud to cosponsor the National MEP Supply Chain Database Act, has submitted requests for additional funding for the national MEP program to the House Appropriations Committee, and has led outreach to the Chairs of the COMPETES/USICA conference committee urging them to include robust funding for the MEP program in their final legislation. She also serves on the Defense Critical Supply Chain Task Force, which formed early in the pandemic to address COVID-related

impacts on our supply chains and national security.

Rep. Sherrill appreciates the partnership of NJMEP and their strong advocacy for New Jersey manufacturing. She deeply values meeting with and hearing from manufacturing companies in NJ-11 to strengthen her advocacy for New Jersey through her work in Congress. Please reach out to her office if we can be assistance on these or other issues.



CONGRESSWOMAN MIKIE SHERRILL 11TH CONGRESSIONAL DISTRICT

I have long championed the work of American manufacturers and have fought to ensure they have the resources needed to support good paying jobs for workers in New Jersey and across the country. During my time in Congress, I have consistently advocated for robust funding for the Manufacturing Extension Partnership program in annual federal funding bills. I was also happy to show my support for manufacturers during a recent visit to Individualized Shirts in Perth Amboy after securing increased funding for a federal program that supports apparel manufacturers adversely affected by the COVID-19 pandemic. The company is the largest maker of custom clothing made in the United States and employs more than 200 employees in the Perth Amboy factory. It was great getting a chance to tour the factory and meet with many of the workers organized under Workers United.

More recently, my committee helped negotiate and pass the bipartisan Chips and Science Bill that President Biden signed on August 9, which will help bolster high-tech manufacturing here in America. The bill provides \$52 billion in funding for domestic semiconductor manufacturers to incentivize construction of semiconductor fabrication plants. The bill also includes \$100 billion in funding over five years for programs including expanding the National Science Foundation's work and establishing regional technology hubs to support start-ups in areas of the country that haven't traditionally drawn big funding for tech. This will strengthen the United States' competitiveness and self-reliance in these critical industries.

I currently serve as the Chairman of the House Energy and Commerce

Committee, which has one of the broadest jurisdictions of any congressional committee. I have served as Chairman since the beginning of the 116th Congress in 2019 and before that I was the Committee's Ranking Member in the 114th and 115th Congresses. The Committee's jurisdiction includes issues pertaining to health care, energy, environment, commerce, food and drug safety, consumer protection, telecommunications, and the internet.



CONGRESSMAN FRANK PALLONE, JR. 6TH CONGRESSIONAL DISTRICT



I'm Bob Menendez and I have the immense privilege of representing the people of New Jersey in the United States Senate, I'm honored to have the opportunity to talk directly with the readers of the Manufacturing Matters Magazine and share a little bit about the work I have been doing in Washington, D.C. to lower costs and make life better for families all across my home state — including by supporting New Jersey's manufacturers through the NJ Manufacturing Extension Program (MEP).

At the start of the COVID-19 pandemic, our communities suffered as millions lost their jobs, small businesses shuttered their doors, and our manufacturing capabilities were strained in a way we have never seen. And as this pandemic has persisted, it has found new ways to affect our daily lives with each passing month. Unfortunately, we continue to see significant supply chain breakdowns

and disruptions, which drive up costs for manufacturers and families alike.

In the face of these unprecedented challenges, I have remained singularly focused on lowering costs for New Jersey families while working to supercharge our national recovery. Last year, we delivered on that promise by passing the American Rescue Plan. This year, I have also worked on shoring up our manufacturing capabilities and improving our supply chains by working to pass the bipartisan Infrastructure Investment and Jobs Act and most recently my National MEP Supply Chain Database Act as part of the historic CHIPS and Science Act, which will establish a national database of our most critical manufacturing capabilities. During the height of the pandemic, all of us in New Jersey saw how businesses, hospitals, and government agencies struggled to find personal protective gear, testing equipment, and countless other goods. The database established by my bill will help prevent supply chain disruptions in the future by offering the federal government and U.S. manufacturers up-todate information on manufacturing capabilities around the country. This will help American manufacturers find reliable domestic suppliers, showcase their products and expertise to other American firms, and enable the U.S. manufacturing sector as a whole to

make decisions on how to best retool to meet the demand for critical products. such as defense supplies, food, and medical devices. I also worked with my colleagues this year to pass the Ocean Shipping Reform Act to crack down on foreign-owned carriers' unfair shipping price hikes, strengthen maritime supply chains, and reduce consumer costs.

All of these efforts, paired with the recent Inflation Reduction Act which I proudly voted for, is a part of an all hands on deck approach my democratic colleagues and I set forth to help families, workers, and small businesses all across the country. This is part of our long-term strategy to support more manufacturing right here at home and build back better a more resilient economy where working families can thrive and succeed.

I again want to thank the NJMEP for their continued partnership and for the opportunity to share some thoughts with the broader manufacturing community in New Jersey.



**SENATOR BOB MENENDEZ** 

New Jersey has a storied manufacturing past—from the silk mills that lined Paterson, to shipbuilding at the Port of Camden, to the tanneries in my own city of Newark. After years of steady growth, our manufacturing sector today employs 6.3% of our workforce while contributing 10.1% of our state economic output.

In August, I embarked on a tour of all of New Jersey's 21 counties. In Mercer County, I visited the Innovation Center of Shiseido Americas, which houses the company's manufacturing and development departments. I toured the center's expanded facility, saw goods being produced, and met with workers from all walks of life, including lifelong New Jersey residents and newly arrived New Jersey residents who immigrated from places like Africa, Latin America, India, and China. They represent the talented workforce of our state and are an essential reason that New Jersey is a desirable place to build and grow a business.

On my tour, I also spent time at Rowan University, where students and professors are performing federally funded research and development that will help our nation maintain its competitive advantage against peer nations. The research has implications for the manufacturing and infrastructure industries, helping create safer, more efficient, and environmentally sound transportation systems.

My stops at Rowan and Shiseido reinforce my belief that a strong manufacturing base is essential to a healthy New Jersey economy. It's also critical to our nation's security: vulnerabilities in our supply chain, as seen during the COVID-19 pandemic, force us to rely on other countries for everything from advanced medical equipment to semiconductors. In recent months, we've passed laws like the Infrastructure Investment and Jobs Act and the CHIPS Act to address these liabilities.

But I still believe our nation has more work to do. We need to further invest in workforce development, funding apprenticeship programs that provide young people the specialized training and skills needed to enter the manufacturing industry. We must expand access to capital for small business manufacturers that often have innovative ideas but don't have the funding needed to bring them to fruition. These steps will ensure that manufacturing continues to grow in our state and that more people are able to access the high-paying jobs this industry offers.

I have worked with my colleagues in Congress on a bipartisan basis and with President Biden to support America's manufacturers. We've passed significant legislation supported by Republicans and Democrats. I'm optimistic that we can build on this momentum and continue our efforts in the coming months to continue to support New Jersey's critical manufacturing industry.



**SENATOR CORY BOOKER** 





# As reliable and loyal workers become harder to find, more and more companies are turning towards the Neurodiverse community, a virtually untapped pool of potential employees.

There are **5.4 million autistic adults** in the United States today, and an estimated 700,000 - 1 million autistic teens will graduate from high school in the next 10 years. However, despite their desire to work and great potential to be successful and loyal employees, only 15% of autistic adults are employed.

On the other hand, many companies are experiencing labor shortages and are struggling with high-turnover rates amid the "Great Resignation of 2022". These companies want to cultivate diverse, inclusive workforces but they need support to identify, engage, and integrate marginalized groups like autistic individuals into their D&I and hiring initiatives. Spectrum Works has made it their mission to educate companies and their employees on the untapped potential of autistic individuals as loyal, hardworking, and talented employees.

Spectrum Works is a Secaucus-based nonprofit that provides job training and employment to high school students and post high school individuals on the spectrum, by cultivating inclusive and empathetic workforces at companies through education and opportunity. The program combines on-the-job training with workplace readiness training and job exploration. Young autistic adults enter a workplace as interns/ trainees, with the potential to be hired full time contingent on job openings and training success. Interns work alongside Spectrum Works job coaches and neurotypical partner company mentors to develop professional skills. They also spend time learning other important workplace competences like self-advocacy, stress management, and punctuality.

This unique and scalable program model helps young autistic adults live up to their potential for stable, successful, economically self-sufficient lives and, at the same time, helps partner companies employ and integrate autistic people into their workplace.

Currently Spectrum Works partners with seven companies, three of which are in the Manufacturing and Distribution industries. Within these companies, trainees work hands-on in roles ranging from ticketing, bagging, and scanning to office administration and graphic design.

Green Distribution, a leading custom heat transfer and apparel decoration manufacturer now named FM Expressions, was Spectrum Works' first ever partner company. Over the years the program has flourished at their Secaucus location, resulting in the hiring of many former program trainees. The company's founder, Robert Butters, had this to say about the program, "Teaming up with Spectrum Works has been the most impactful and worthwhile initiative Green achieved since it started in 2013. I am proud of my employees who tirelessly champion the message that true integration for all people regardless of disability should be a nationwide initiative. Every person that has come through the Spectrum Works program is valued and contributes positively to our company."



Another thriving partner of Spectrum Works is Bergen Logistics, a global third-party order fulfillment and logistics company. The President and COO, Charles Ickes, worked with Spectrum Works at his previous company (Rent the Runway) and having seen the benefits for the autistic individuals and the company overall. spearheaded the launch of the program at Bergen Logistics in early 2022. The program was quickly and successfully integrated into their operations. and then expanded into a second location. Bergen Logistics remains eager to expand the program further, hiring more former trainees to full time positions and promoting the value of hiring autistic employees to their 400 retail customers!

Most recently, NJMEP client ZAGO Manufacturing, has become a Spectrum Works partner company and will begin hosting the job training program later this year. ZAGO's CEO, Gail Friedberg, was excited by the social impact Spectrum Works is making in the world and wanted to be a part of it, as it aligns with their company mission and goals.

If your company is interested in learning more about the mission and program opportunities Spectrum Works offers, please reach out to their Development Associate,

Christina Grzybowski at christina@ spectrumworks.org.



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