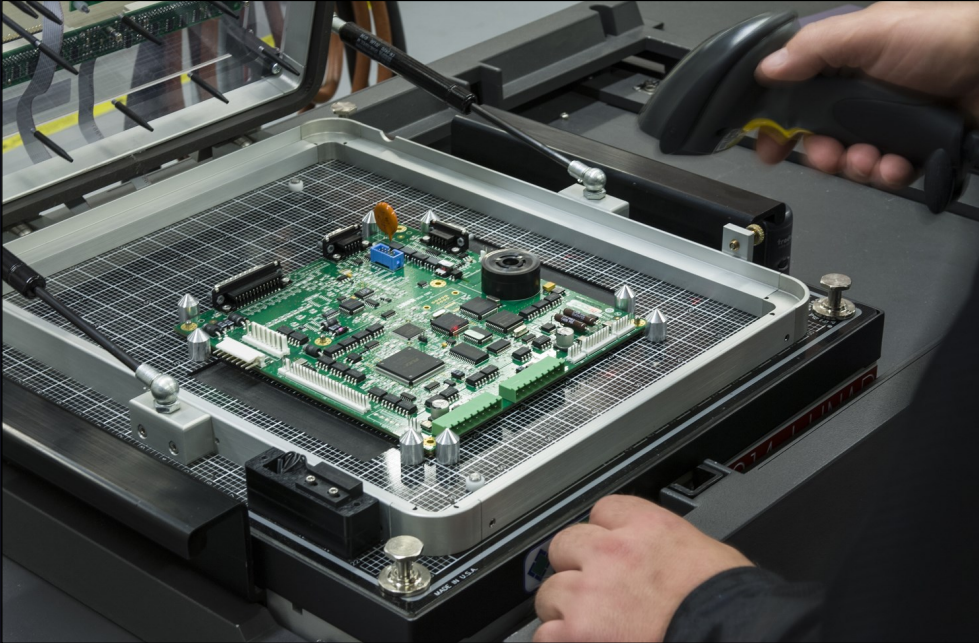




An Update on News and Trends to Watch

## Enhanced Test Capability Reduces Cost



Burton Industries' extensive test capability combined with our test engineering expertise reduces time while increasing quality.

Burton Industries has enhanced its functional test capability with the addition of a Circuit Check, Inc. CCI automated functional test platform.

"Our goal is to produce product at the lowest possible cost. That means de-

veloping an optimized test strategy and investing in equipment that tests in minimal time," said Duane Loverin, Burton Industries' Senior Test Engineer.

*(Continued on page 3)*

## Burton Industries Gets A New Look

Expect some change in Burton Industries' look over the next quarter.

"We wanted to revamp our marketing materials and website to better reflect our culture here at Burton Industries. We are people-focused. We don't just want to build your product, we want to help you make it better. We also want to do our jobs in ways that make your job easier," said Gary Burnett, President and CEO.

This issue of Connections reflects both a new look and a focus on more in-depth articles that illustrate ways the Burton team is going the extra mile. A

new video that discusses both capabilities and employee perspectives on Burton's role in its customers' manufacturing strategy is in development. The website will also shortly be redesigned to have a stronger solutions focus.

"We aren't trying to be the biggest EMS company out there or a solution to every EMS need. But we want to provide extraordinary support to the niche of the market we serve best. We want to reinforce that with everything we do," Burnett added.

### *this issue:*

Cross Training P.2  
Internship Prog. Enhanced P.3  
Team Recognition P. 4-6

### *links we like:*

[BCG Study: US Competitiveness](#)  
[Restoring the American Dream](#)  
[5 Tips For Combating Counterfeits](#)

## CUSTOM SOLUTIONS

For 35 years, Burton Industries, Inc. has had a long tradition of providing customized manufacturing solutions to OEMs in the medical, industrial, motor control, specialized consumer, security, building controls, defense and professional tool markets. We specialize in high mix, variable demand projects and support the full product lifecycle from product development through end market support services.

## QUALITY RESULTS

We've built our business by listening to customer needs and efficiently supporting high mix, variable demand projects. Our manufacturing strategy includes:

- Extraordinary communication with customers
- Teaming with suppliers
- Optimizing test
- Eliminating hidden cost drivers.

Visit Us on [Facebook](#), [LinkedIn](#) and [Twitter](#): @BurtonIndustry.



# Cross Training Force Multiplies Burton's Team

Spend some time on Burton Industries' manufacturing floor and you'll experience a sense of déjà vu. This is because many associates are cross trained and rotate among multiple work cells during the course of the day.

The cross training program is the brainchild of Anna Hill, Burton Industries' Resource Developer and Certified IPC Trainer. Anna is responsible for identifying areas of training need and production challenges that can be solved with additional training.

"Anna has worked on the production floor so she really understands the issues that can arise. She is an excellent trainer because she is patient and understands her students' learning process," said Chris Brees, Burton Industries' Director of Human Resources.

Anna works with front line supervisors and managers to understand their needs. She then does an initial associate evaluation to determine what positions they can be trained for and evaluates their training needs. The Company's training program includes basic on-the-job (OJT) training plus IPC 7711/7721 and A610 certification courses.

Sue Pedrin, Work Cell Lead, is one of the people who help ensure the cross training program gets maximum results on the production floor. She comes in 30 minutes ahead of her team and analyzes the schedule for wave and hand solderers, making sure all material is set up ahead of time at point of use and that people know ahead of time what needs to be done.

Burton Industries' highly visual factory scheduling system and daily production meetings help ensure that everyone understands production needs.

"Sue is an information sharer. She believes it is good for people to understand what is going on in the work



Above, Anna Hill (pointing at PCBA) teaches an operator training class.

area. She does a good job as a work cell lead because she sets her people up for success. Most importantly, she encourages her team to take responsibility vs. telling them what to do," added Brees.

The benefits of the program are both increased productivity and greater job satisfaction.

"This type of environment drives personal accountability because associates have control over managing their time. Cross training provides job enrichment and helps ensure associates do a variety of activities during the day vs. one repetitive process, which is more ergonomically sound. Our productivity increases because our pool of associates moves as demand changes, letting us do more with a smaller workforce," said Brees.

And, the program is working well even during a period where Burton Industries has grown over 20 percent.

"Year-over-year we've grown from 61 to 75 associates. We look for people who are flexible and can create value when demand is shifting," Brees added.

Burton Industries does have a pay-for-skills program in that job classification is

determined by level of competencies/skills. People with more skills are given preference in terms of promotion within their work areas. And in some cases, people may go from production roles to program management or other business related positions.

"One of the areas that we have improved upon is identifying potential leaders in the hiring process. We have also created two advancement tracks: one driven by excellence in production skills and the other by advancement to supervisor and manager. Previously, the quest for higher compensation drove associates who were excellent at performing production tasks to take supervisory positions that they weren't good at and didn't enjoy. Our dual track career program lets them improve compensation, yet stay focused in their areas of greatest competency," Brees said.

Our program of cross training, job enrichment and dual-track career development ensures associates can realize their potential and that our customers are supported by a team of highly motivated experts who love what they do.



# Burton Enhances Internship Program

While the media may talk about how difficult it is for college graduates to find jobs, Burton Industries has found that Michigan Tech's best and brightest often end up employed on graduation by companies they've built relationships with during college.

"We found that many of the graduates we'd like to hire already had jobs with companies they'd previously interned with, so we decided to enhance and expand our internship program. Our goal is to build relationships with promising students and also build an understanding of what their needs and our needs are. Most importantly, we want to be a top career choice for the graduates we've found to be a good fit for our needs," said Christine Brees, Burton Industries' Director of Human Resources.

This year's internship program began on May 12th, with three engineering students. Each intern moves through four departments: SMT, Test/Troubleshooting, PTH and Quality to give them an idea of the total manu-



(L-R) Interns Brady Mashak, Eric Laabs and Gabriel Wykle.

facturing process. Then they go into engineering roles shadowing an engineering coach on assigned projects. They keep a journal on their assignments and results, plus get feedback from their coach on performance.

The program ends at the end of summer, but there may be opportunities during breaks between semesters if

workload dictates.

Next year the program will be expanded to at least four participants including a business student shadowing a program manager coach. Over time, a co-op program that would give school credit may be added if the results

*(Continued on page 4)*

## Test Enhancements

*(Continued from page 1)*

The new platform cuts functional test time, typically reducing functional test time from 5 minutes utilizing the old system to about 45 seconds with the new system.

"The processors are faster than those of our previous ICT/functional test combination unit. The overall test process is more stable and robust," added Loverin.

The unit can be paired with a bed of nails fixture or a connector based test, depending on product design and test requirements. It has flash programming capability, enabling a combined program, test and ship option for configure-to-order product. It can be upgraded to support boundary scan testing should a project require that.

Burton's test engineering team can develop test programming internally and recommend the best test strategy for project requirements.

"In developing test strategy we look at card complexity, project volumes and the DPMO estimate. From that we determine the best mix of in-process inspection and in-circuit and functional test," said Loverin.

Burton's current inspection and test capability includes automated optical inspection (AOI), 2D x-ray inspection, a Checksum manufacturing defect analyzer (MDA) tester, in-circuit test, automated functional test and custom functional tests for some projects.

"We are evaluating adding boundary scan capability and enhanced x-ray inspection capability. At this point we

don't have projects that require it. However, we do have customers whose products are decreasing in size while increasing in complexity. Those are excellent candidates for boundary scan provided that boundary scan cells are included on all pins. As customer requirements head in this direction, we'll make the needed investments," said Darren Pieczynski, Director of Engineering.

To date, Burton's team has migrated two projects to the new test platform.

"The test speed improvement from five minutes to less than one minute is giving them a good return on investment (ROI) relative to buying a new test fixture. Our goal is to provide our customers with superior quality products at the lowest possible cost and this new platform supports that," said Loverin.

## Three Outstanding Team Members Promoted

Burton Industries is pleased to announce the promotions of three of its team members.



Alex Zak

**Alex Zak** is our newest Assistant Program Manager. He came onboard with Burton Industries in the production area. He very quickly presented the skills and experience in customer service, organization, communications and professionalism he gained while serving in the U.S. Army to secure this valuable role in our customer service department.

Congratulations Alex and thank you

for your honorable service to our country.



Shane Plemons

**Shane Plemons** is our new Mechanical Assembly Cell Lead. He joined Burton Industries over a year ago as a temp staff member and became permanent last year. He has good leadership experience in his previous positions including his own business.

Shane has a can do attitude and always focuses on getting things done right the first time. Congratulations Shane – your contributions are appreciated!



Cynthia O'Brien

**Cynthia O'Brien** is in our Quality Department and is a fully trained inspector. She is now moving to Quality Technician. Her people skills along with technical skills are a great fit for this challenging new role. She will assist the entire team with additional verifications, documentation completion and evaluation for continuous improvement in our processes.

Congratulations Cynthia and keep up the excellent work!

## New Interns

*(Continued from page 3)*

from the intern program prove successful. One lesson learned this year was the importance of discussing the program in great detail during the interview, since students often didn't know what questions to ask and made decisions solely based on the information presented during the career fairs where we initially met with them. However, overall the first year is progressing even better than planned.

"This is a win-win for us. Students see our commitment to their education and learning. And we get to see

whether or not they are a good fit for the challenges of the electronics manufacturing services (EMS) industry. The positive relationships we are building not only helps us recruit future members of our team, it also generates good word of mouth on campus," added Brees.

Expanding the program also benefits customers.

"We see this as a great way to ensure that top engineering talent has hands-on experience with electronics manufacturing during college. College programs teach theory well, but don't al-

ways translate that well to the issues engineers encounter in their first manufacturing jobs. The engineers in our internship program are learning skills that help them hit the ground running when they join our team. We are able to hire people we really feel confident are a great fit for our culture and manufacturing environment. This 'no surprises' approach lets us improve our bench strength with minimal turnover risk. Customers see a seasoned professional from day one, which translates to greater efficiency and overall quality," said Gary Burnett, President and CEO.

# Welcome New Team Members!

**Alex Loftus** is a graduate of Northern Michigan University. He majored in Business Marketing



Alex Loftus

and received his Bachelor's Degree in May 2014. As a highly motivated, organized individual, he has already begun his career while in college as a business development professional. His new role for Burton Industries will be developing our business relationships in the southern Michigan and surrounding areas. Alex is spending time at our Ironwood facility to gain valuable knowledge that will allow him to communicate the capabilities and personalized care our customers have come to trust when choosing to do business with us.

**Jeanette Jewell** joined our team with good previous manufacturing experi-



Jeanette Jewell

ence and the desire to build a career with Burton. She is working in our Through-Hole work area.

**Brandon Ingham** is our newest quality Inspector. He is a motivated person



Brandon Ingham

ready to take on an important role as

he begins a new career with us.

**Brad Gallo** is working on his Associate's degree in computer programming. He has been a great addition to the teams he's trained in within the company. He seeks a challenging career and an opportunity to utilize his great work ethics and his education to better serve our customers' needs.



Brad Gallo

**Charles Williams** joined the Burton Industries' team with a good deal of past manufacturing experience. He is working in our Through-Hole area and enjoys supporting the community outside of work as a volunteer in a number of organizations.



Charles Williams

**Alyssa Ahonen** is working is a Clerk in Inventory Control. Her background in customer service and team work attitude is an asset to the work area as well as our entire team.



Alyssa Ahonen

## Anniversaries

**Linda Manzanares**  
Inspector

*16 years on April 8th*

**Ken Pellinen**

Machine Operator PNP

*16 years on April 15th*

**Kristie Nygard**

Purchasing Assistant

*16 years on April 13th*

**Kathy Martinson**

Inventory Clerk

*9 years on April 16th*

**Monica Benson**

Director of Quality

*6 years on June 30th*

**Jeff Brattrud**

Project Engineer

*5 years on June 22nd*

**Alan Schneider**

Test Technician

*4 years on May 3rd*

**Carilyn Price**

Mfg. Associate, Soldering

*4 years on May 10th*

**Chris Dix**

Test Engineer

*4 years on May 24th*

**Ryan Abramson**

Manufacturing Associate

*3 years on June 6th*

**John Berto,**

Inspector

*3 years on April 18th*

**Charlie Kalla**

Work Cell Lead (Cameras)

*2 years on April 9th*

**Derek Wons**

Quality Engineer

*2 years on April 9th*

# New Team Members (Continued)

**Mary Yurchak** is in our Through-Hole work area. She is a great team participant, focused on providing quality product for our customers and is a great addition to the work area.



Mary Yurchak

**Haley Seabloom** is part of our Inventory Control area as a clerk. She brings positive attitude, eye for detail and desire to get the job done right and on time. She also has previous experience with Burton through a local staffing agency so she's brought production floor knowledge that allows for flexibility and greater value to the entire team.



Haley Seabloom

**Lora Fuchs** is working in the Through-Hole area and is a great addition to the team. She brings prior experience in manufacturing, understanding of customer needs and desire to help the team be successful.



Lora Fuchs

**Nick Booher** is a machine operator in our surface mount work area. He has valuable experience in electronics services in previous employment as well as knowledge gained while serving in the



Nick Booher

U.S. Army. We appreciate his service to our country and are happy to have him on the Burton Industries' team.

**Richard Benyo** joins the Burton industries team as a machine operator in the surface mount work area. He has a great deal of manufacturing experience specifically in machine operation and maintenance. He is also enrolled in an electronics program that will provide a valuable foundation of knowledge to help us meet and exceed our customers' expectations.



Richard Benyo

**Connor Huotari** is a hand solderer in the Through-Hole work center. His ability to learn quickly and positive attitude have provided him opportunities to gain more value to the work area and make an impact for our customers in efficiency and quality work.



Connor Huotari

**Matthew Baranski** is a new Test Technician. He is a new graduate of Northern Michigan University with a bachelors degree in Electrical Engineering Technology. He's been a great addition to our Test Department gaining knowledge and insight from our current leaders and techs in the work area.



Matthew Baranski

# Anniversaries

**Bonnie Weisinger**  
Cost Accountant

2 years on April 17th

**Jason Irvine**  
Mfg. Associate, Soldering

2 years on May 7th

**Bill Blomberg**  
Test Technician

2 years on June 18th

**Justin Brownell**  
Work Cell Lead (Inspection)

1 year on May 22nd

**Don Guglielmotto**  
Manufacturing Associate

1 year on May 27th

**Shane Plemons**  
Work Cell Lead  
(Mechanical Assembly)

1 year on May 27th

**Joe Jilek**  
Test Technician

1 year on June 24th

**Duane Loverin**  
Sr. Test Engineer

1 year on June 24th

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