



An Update on News and Trends to Watch

SMT Capability Enhanced



Burton Industries has added a new SMT line that includes an Advantis Fuzion F1-30 high speed placement machine and the Fuzion F1-11 flexible platform.

Burton Industries has recently installed an additional SMT pick-and-place line that includes an Advantis Fuzion F1-30 high-speed chip shooter and a Fuzion F1-11 flexible platform.

"We saw throughput improvements of

up to 250 percent when we upgraded another Advantis SMT line two years ago and decided to continue to upgrade our capabilities," said Gary Burnett, Sr., President and CEO.

(Continued on page 2)

Burton Industries' Recipe for a Strong Team

Burton Industries associates are special in a lot of ways. Michigan's UP region tends to attract people who love rural living, and are hardworking and focused. The team at Burton Industries shares those values plus understands the importance of putting customers first and being expert in the tasks they perform. The Company has doubled in size over the last 18 months.

"One of the challenges that can come with significant growth is attracting, training and retaining high quality associates. We do careful screening on front end of our hiring process. We've

also worked hard to create an environment at Burton Industries that ensures that new associates quickly acquire all the skills they need to do their jobs and have a strong support network. This ensures that our quality stays high and our turnover is very low," said Chris Brees, Director of Human Resources.

On the first day of orientation, Anna Hill, Resource Development Administrator and Certified IPC Trainer assesses each new production associate to develop a training plan. Every as-

(Continued on page 3)

this issue:

- Selective Soldering P.2
- Team Recognition P.4-5
- New Interns P. 6

links we like:

- [Burton Industries Blog](#)
- [Supporting Variable Demand](#)
- [Avoiding Product Dev. Surprises](#)

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.

Two Additional Selective Soldering Systems Added

Burton Industries has installed two additional selective solder machines. The Pillar House Jade units have been added to Burton Industries' existing selective soldering capability to increase available capacity for both lead-free and leaded soldering.

"Many of our customers have mixed technology product that requires some level of through-hole soldering. Selective soldering is typically a higher quality, more cost effective solution wave soldering in those cases," said Gary Burnett, Jr., Director of Business Development.

The units feature micro nozzles, enabling them to get closer to SMT parts.

"Printed circuit board assemblies (PCBAs) are getting smaller and available PCB real estate is at a premium. Our new systems allow us to support PCBAs with designs that have minimal spacing between through-hole and SMT components, which helps customers with smaller PCBA footprints," added Gary.

With a wave solder, the PCBA crosses a wave of molten solder. This means that components that could be damaged by contact with the solder or the heat need to be protected by pallets, masked off or added in a secondary



The new selective solder machines enable Burton Industries' team to run leaded and lead-free simultaneously or quickly ramp up extra capacity in either technology.

hand placement and soldering operation. Selective soldering just solders the components requiring solder, eliminating the need for protective pallets, manual masking or secondary assembly operations.

"Customers like the repeatability of this process. Manual soldering simply doesn't produce this level of quality. Plus, the units have a solder height sensor, which further helps ensure superior quality," Gary added.

ity was utilized. The new 3D inspection system will enable Burton Industries' team to better support the needs of customers with advanced technology, densely populated printed circuit board assemblies.

"In higher mix contract manufacturing, changeover speed and automated systems for ensuring that the correct parts are properly aligned during placement are critical to keeping costs competitive while keeping quality high. Our Lean manufacturing strategy is built around the concept of keeping our people and systems focused on

The units selected require less time to program. They are also faster, which reduces overall manufacturing cycle time. Finally, they are environmentally a better choice since they generate far less solder dross and require less energy than a wave solder.

"Wave soldering remains an option for customers with legacy through-hole product. Our goal is to ensure we have the capacity in both of these processes to provide the most cost effective choice for all our customers," Gary said.

building quality in by eliminating inefficient practices that create the opportunity for defects to occur. Further automating our system of inline checks and balances through these equipment additions supports our responsive, superior quality business model well," Gary added.

Both the Advantis and Fuzion lines allow for component date code traceability down to the assembly serial number for all customers and products.

SMT

(Continued from page 1)

The new line includes integrated feeder management tools, plus Fuzion software which provides advanced changeover and NPI tools designed to simplify programming and reduce time needed for changeover. It also can handle odd form parts up to 40mm in height. An on-head vertical part sensor in the Fuzion F1-30 validates part presence, orientation and thickness.

Additionally, the Company added 3D solder paste height inspection capability. Previously, 2D inspection capabil-



Team

(Continued from page 1)

associate learns about ESD safety and good component handling practices from the minute they walk in the door, since this can be a driver of defects that don't get caught until the product is in the field. Early orientation also includes viewing an IPC video that discusses the differences between original equipment manufacturers (OEMs) and electronics manufacturing services (EMS) companies. There is also strong focus on what it takes to keep a Made in USA solution cost competitive. The cost of electronics never goes up and it is everyone's job to find ways to help reduce cost by increasing quality and productivity.

There is also strong emphasis on quality requirements and best practices for the processes each associate will be involved with. New associates are taught to read and adhere to the work instructions for each project.

Associates who will be involved in any soldering activity go through IPC-A-610 training. One of the advantages of having an in-house certified trainer is the ability to train one-on-one, rather than waiting until enough associates need a class to bring in a trainer. The Company is currently training at revision E and working on integrating revision F.

All associates are certified to perform the activities they are engaged in. They go through a recertification process if the training changes or if there is an indication, based on defects or issues that have been noted, that they need to be retrained.

One of the key elements highlighted in this orientation and training process is that Burton Industries promotes from within and that individuals who are preparing for the job they'd like to have are better positioned for advancement. Part of the Company's integration of Lean manufacturing principles is a focus on cross training so that associates can do multiple ac-



Social activities such as this Company barbecue help create a sense of belonging at Burton Industries and enable new associates to socialize with the entire team.

tivities on the production floor. This enables associates to move among different work areas based on demand requirements. This is a win-win situation because in addition to increasing productivity, associates who master multiple operations are also better preparing themselves for higher level positions over time. Associates are also encouraged to take advantage of the Company's internal library, which includes self-study courses on leadership and other advanced topics. Associates are given an opportunity during performance reviews to discuss the career path they'd like to take. They can also apply for higher level jobs when they are posted.

There is also a strong focus on making new associates feel welcome. A mentor is assigned to each new associate to provide one-on-one assistance as they begin work. The Company's Wellness program is also part of this effort.

"We view 'wellness' as more than just good nutrition and healthy behaviors. Our Wellness Committee also sets up social activities such as hiking, biking, snowshoeing and bowling nights. We want our associates to feel that they are part of our team and we believe that being happy is an important part of staying healthy. This can be especially important with younger associates or with people who are new to the area,"

Chris added.

The EMS environment requires a strong team focused on customer satisfaction and building quality in every time. With a product mix that includes medical products that patients depend on, making sure that message is conveyed is critical.

"We build a wide range of products for customers that depend our team to get it right. We try to make sure that each associate realizes that his or her efforts really do make a difference and that the benefits of that don't stop at our factory door. Supporting our customers in terms of cost reduction, superior quality and flexible scheduling makes them more competitive. It simplifies the jobs of the customer representatives involved in outsourcing, because they don't have to 'manage' us. And most importantly, it helps ensure that when their end customer uses a product, it works. We feel that personalizing the chain of satisfaction that each associate has the potential to drive, makes it easier for that individual to understand just how important putting the customer first and doing things right every time really is," said Chris.

Welcome New Team Members!

Director of
Materials
Operations
**Patricia
Bolduc**



Patricia Bolduc

brings more than 20 years of purchasing/materials management experience to Burton Industries. Patricia has spent her career working in locations around the country and world. A desire to move closer to her hometown of Turtle Lake in northern Wisconsin brought her to Burton Industries. Patricia enjoys hunting and fishing in her leisure time. When the weather turns cold, she is an avid beadworker.

**Crystal
Buccanero**



Crystal Buccanero

joined the second shift team as an Inventory Clerk. A former business owner, Crystal brings a strong customer service background to the team. The second shift schedule allows her to spend more time at home with her daughter.

Derrek Chromchak

Derrek Chromchak brings a strong manufacturing background to his role of second shift Surface Mount Machine Operator. Having played the bass guitar for more than 24 years, Derrek enjoys making music in his time away from work.

**Judy
DeHut** is a Manufacturing Associate in the plated through-hole area.



Judy DeHut

She enjoys the variety of work and team spirit in the department. Judy prefers the quiet lifestyle Burton Industries' rural setting affords and spending time with her children and grandchildren.

Lance Delich is a Mechanical Assembler on the second shift.

Lance has worked in residential and industrial electrical installation, and enjoys learning new processes and products in the electronics field. Lance enjoys snowboarding at several local ski hills and playing the guitar.



Lance Delich

**Nathan
Falkenberg**

joined the team with a background in Electrical Engineering. He brings more than 6 years of service technician experience to his position as a Test Technician. In his free time Nathan enjoys cooking.



Nathan Falkenberg

Jeremy Jackson works in the surface mount department as a Machine Operator. He enjoys his hands-on role in the manufacturing process and learning the new equipment in the surface mount area. Jeremy likes to spend as much time as possible playing outdoor sports with his five children.



Jeremy Jackson

Anniversaries

17 Years

Linda Manzanares
Inspector

Kristie Nygard

Purchasing Manager

13 Years

Christine Kavinsky
Lead Program Manager

12 Years

Suzanne Pedrin
Work Cell Lead

10 Years

Kathy Martinson
Inventory Clerk

9 Years

Eric Thier
Production Manager

Gary Burnett, Jr.

Director of Business Development

8 Years

Anna Hill
Resource Development Administrator

7 Years

Terry Trola
Hand Solderer

Monica Benson

Director of Quality Assurance

6 Years

Jeffrey Bratrud
Engineer

5 Years

Carilyn Price
Hand Solderer

4 Years

T Eero Angeli
Asst. Work Cell Lead - Test

(Continued on page 5)

(Continued on page 5)

Welcome New Team Members!

(Continued from page 4)

Bret Pieti earned an Electronic Technician degree at the Denver Institute of Technology. He has put his degree and experience to great use in the test department. Bret enjoys spending time on the shores of Lake Superior with his wife and three children.



Bret Pieti

Ben Ranta brings a lean manufacturing and continuous improvement focus to his Team Lead and Manufacturing Engineer position.



Ben Ranta

A graduate of Michigan Technological University, Ben was happy to return to work in his hometown. In his spare time, he enjoys hunting and fishing and the scenic beauty of Michigan's Upper Peninsula.

Mat Ruby recently joined the Burton Industries team as a Test Operator. A recent Automotive Technologies graduate of Gogebic Community college in Ironwood, Mat brings an eagerness to learn to his position. Automotive repair and maintenance remain an interest as a recreational activity.



Mat Ruby

Jeff Schmiede is a second shift through-hole team as a Machine Operator. Jeff spent time studying to be a machinist and working in the PCB manufacturing field. His strong machine operation skillset and keen eye for quality to his work are great assets to our team. Jeff enjoys fishing with his children, and riding his motorcycle.



Jeff Schmiede

Cheryl Shaw is a Test Operator on the second shift. She also works in the through-hole hand soldering area, helping create a flexible second shift team that can better serve our customers' needs. Cheryl enjoys year round outdoor activities including snowmobiling, four-wheeling and jet skiing.



Cheryl Shaw

Melissa Simcoe works in the inventory department. Her outgoing disposition and willingness to share new ideas have made her a valuable team member. Melissa recently returned to Michigan from Missouri and is enjoying spending time with family and friends.



Melissa Simcoe

Anniversaries

(Continued from page 4)

John Berto
Inspector

Ryan Abramson
RMA Technician

3 Years
Janice Skoviera
Materials Buyer

Charliene Kalla
Work Cell Lead - Camera Lines

Derek Wons
Quality Engineer

Bonnie Weisinger
Cost Accountant

Jason Irvine
Rework Technician

William Blomberg
2nd Shift Supervisor

2 Years
Justin Brownell
Work Cell Lead - Inspection

Donald Guglielmotto
Manufacturing Associate

Shane Plemons
Work Cell Lead - Mechanical Assembly

Joseph Jilek
RMA Technician

Duane Loverin
Sr. Test Engineer

1 Year
Debra Davis
Manufacturing Associate

Paul Edmark
Manufacturing Engineer

(Continued on page 6)



(L-R) Burton Industries' interns are: David Wall, Ethan Johnson and Louis Lenten.

New Interns On Board

Burton Industries' internship program began its second year with the arrival of three interns in May. David Wall is majoring in electronic engineering technology at Northern Michigan University and is spending the summer learning about customer service in the program management department. Ethan Johnson is a second year student majoring in mechanical engineering at Michigan Technological University and is working with the surface mount team during his internship. Louis Lenten is also majoring in electronic engineering technology at Northern Michigan University and is enjoying gaining hands-on experience with a variety of electronic assemblies in the test department.

The internship program was started last year as part of Burton Industries' strategy for attracting young engineering talent.

"Both the interns and our team learn about each other, and it ensures that

our company is on the radar screen of graduates that seem to be a good fit for our needs when they are thinking about career options near graduation. Plus it helps them get a better feel for the challenges and excitement that is part of this business," said Christine Brees, Burton Industries' Director of Human Resources.

Under Burton Industries' program, interns get experience in several departments including SMT, Test/Troubleshooting, PTH and Quality to give them an idea of the total manufacturing 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.

Burton Industries Has New Blog

Burton Industries has a new blog. The blog will feature articles of interest, tips, upcoming events and news.

It can be accessed at: <https://burtonindustries.wordpress.com/>.

Feel free to leave comments and suggest topics of interest.

Anniversaries

(Continued from page 5)

Nina Sanquist
Machine Operator

Zachary Wangelin
Machine Operator

Alex Zak
Program Manager

Bradley Gallo
Manufacturing Associate

Charles Williams
Manufacturing Associate

Jeanette Jewell
Shipping Lead

Alyssa Ahonen
Program Management Clerk

Matthew Baranski
Electronic Technician

Lora Fuchs
Hand Solderer

Alexander Loftus
Sales Manager

Brandon Ingham
Machine Operator

Connections

Burton Industries, Inc.

Headquarters

PO Box 250

Hazelhurst, WI 54531

Ironwood Division

1260 Wall Street

Ironwood, MI 49938

www.burtonindustries.com

Copyright © 2015 Burton Industries, Inc.

All rights reserved.

