



2006  
*Wisconsin*

MANUFACTURERS  
OF THE YEAR

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Wisconsin Manufacturers & Commerce

## GRAND AWARD WINNERS

### **Pierce Manufacturing Inc.**

Appleton  
MEGA SIZE CATEGORY

### **Linetec**

Wausau  
LARGE SIZE CATEGORY

### **OEM Fabricators, Inc.**

Woodville  
MEDIUM SIZE CATEGORY

### **Accuweb, Inc.**

Madison  
SMALL SIZE CATEGORY

## SPECIAL AWARD WINNERS

### **Astronautics Corporation of America**

Milwaukee  
HIGH TECH R&D

### **Bell Laboratories, Inc.**

Madison  
BUILDING A BETTER MOUSETRAP

### **Brady Corporation**

Milwaukee  
CORPORATE EXCELLENCE

### **Giddings & Lewis Machine Tools, LLC**

Fond du Lac  
COMMITMENT TO EMPLOYEES AND COMMUNITY

### **Wisconsin Plating Works of Racine, Inc.**

Racine  
EMPLOYEE AND ENVIRONMENTAL STEWARDSHIP

## 2006 AWARD JUDGES

Wendy Baumann

WISCONSIN WOMEN'S BUSINESS INITIATIVE CORPORATION

John Emory, Jr.

EMORY & COMPANY INVESTMENT BANKING

Mike Erwin

TAILORED LABEL PRODUCTS, INC.  
2005 AWARD WINNER

James Flanagan

ASSOCIATED BANK - MILWAUKEE

Terry Fulwiler

WS PACKAGING GROUP, INC.  
2005 AWARD WINNER

Curt Haga

LADISH CO., INC.

Scott Klug

TRAILS MEDIA/CORPORATE REPORT WISCONSIN

Brian Kuhnau

SCHOENECK CONTAINERS, INC.  
2004 AWARD WINNER

James Mackey

WISCONSIN TECHNICAL COLLEGE SYSTEM

Marnie Matt

WISCONSIN ALUMNI RESEARCH FOUNDATION

Feroze Motafram

CARDIAC SCIENCE CORP.

Mary Regel

WISCONSIN DEPARTMENT OF COMMERCE

Bert Restyanszki

GE MEDICAL SYSTEMS - INFORMATION TECHNOLOGIES

Rich Rovito

MILWAUKEE BUSINESS JOURNAL

Patti Wallner

WAUKESHA COUNTY CHAMBER OF COMMERCE

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MANUFACTURER OF THE YEAR AWARDS, PLEASE CONTACT  
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# 2006 *Grand Award Winners*

## **Pierce Manufacturing Inc.**

APPLETON

MEGA COMPANY GRAND AWARD

Few companies have the vision, the ability, or the courage to move forward with product innovations that can revolutionize an industry and save lives every day.

But, innovation and new product introduction makes Pierce Manufacturing Inc. the undisputed industry leader in vital, new technologies for firefighters, rescue personnel, and municipal and federal law. Pierce, a subsidiary of Oshkosh Truck Corporation, is the leading North American manufacturer of custom fire and rescue apparatus.

Pierce's dedication to quality ensures the men and women who protect us are safe, and that means our families are safer, too.

Each vehicle is custom engineered and backed by the integrity that has made Pierce a leading name in emergency vehicles for more than three decades.

Founded in 1913, today Pierce employs 1,700 workers in its Wisconsin facilities, with nearly 450 employees boasting more than 20 years of tenure with the company.

Pierce owns the largest market share for fire and rescue apparatus, filling local, military and governmental agency contracts. It sells its products throughout the U.S., as well the rest of the world, through an extensive dealer network.

Pierce works round the clock to improve operational performance and efficiency. An ISO 9001 certified, one-source original equipment manufacturer, Pierce manufactures and assembles each and every component of its custom fire apparatus on-site at its state-of-the-art manufacturing facilities. Pierce's Quality System governs the design, manufacture, and service of commercial and specialized fire apparatus. Its ability to improve operations is a hallmark of its performance.

In 2006, Pierce expanded its facilities to better serve customers and provide the finest fire and rescue apparatus, bringing the manufacturing facilities to one million square feet.

The expansion was spurred by strong growth in the fire, rescue and homeland security apparatus industry. The development provides Pierce with additional capacity to

meet its growing demand, help enhance quality, reduce lead times for customers, and streamline manufacturing processes in line with the company's lean manufacturing initiative.

The company has also improved its safety record. In 2006, Pierce experienced a 15 percent reduction in total incident rate, and the recordable incident rate was reduced by 15 percent. Its commitment to safety extends to every detail of its vehicles. Pierce listens to the men and women on the front lines.

Annually, the company builds more than 200 specialized vehicles, including mobile command units, hazardous materials mitigation vehicles, and bomb response vehicles. It offers more than 29,000 standard options on each vehicle.

Pierce has incorporated five major enhancements into the design of its fire trucks. Among them is a set of safety improvements that include frontal airbags – the first ever available in a custom fire truck – and newly designed seats with enhanced seatbelts and restraint systems. It also introduced more interior space, integrated storage and clutter management, improved visibility for the driver, and easier management. Its built-in side roll protection system is another element in Pierce's *360 Protection from Every Angle* program, a bumper-to-bumper program designed to increase the safety of fire fighters as they respond to and from fire and emergency calls.

In 2006, Pierce expanded its aerial product line with the development of a new 100-foot aerial ladder constructed of aluminum. This new rear-mount ladder was engineered to provide industry-leading performance and safety characteristics.

Pierce also expanded its rescue product offering by introducing a new Special Services Vehicle (SSV) for fire, rescue, government, homeland security and law enforcement markets. The versatile apparatus can be configured to meet customers' needs in mobile command/communications, incident command, special weapons and tactics, explosive ordinance disposal, bomb response, or mobile laboratory applications.

Pierce recently launched a Water Filtration Truck, a vehicle capable of traveling off-road in extreme conditions and converting contaminated water into potable water that exceeds the most stringent drinking water standards. It can respond to natural disasters or homeland security incidents.

Its multi-stage purification system is self-contained, and is not dependent on chemicals to produce quality drinking water. The truck is also equipped with a satellite dish antenna that allows a command center to monitor all operating parameters through low orbiting satellites. The company also launched the new Rail Rescue – a fire truck equipped to ride rail tracks.

Pierce helps provide the U.S. military with the tools they need to meet security challenges. Pierce has manufactured 87 Tactical Fire Fighting Trucks for the U.S. Army. The company was recently awarded another contract to produce 26 additional trucks which will be delivered for deployment through August 2007. The contract is a strong vote of confidence in the capabilities of its expertise in engineering and manufacturing the state-of-the-art firefighting vehicle.

Pierce delivers superior customer service. The company backs every vehicle around the clock with parts availability, technical assistance, online support, training and financing. Nearly 15,000 customers visit Pierce each year for the final product inspection.

Pierce is a long-time supporter of the Volunteer & Combination Officer's Section of the International Association of Fire Chiefs, contributing \$100 for each truck shipped to a volunteer fire department. In 2006, the company contributed nearly \$65,000 in donations, which were used for volunteer chief training.

## Linetec

WAUSAU

LARGE COMPANY GRAND AWARD

Linetec is one of the nation's largest paint and anodize finishers, and the largest independent architectural finisher. Founded in 1983, Linetec employs over 400 workers and has sales of \$70 million.

Linetec provides high-performance finishing services, with a targeted focus on the building products industry. Customers send their materials to Linetec for finishing assembled or unassembled products including window frames, wall systems, doors, hardware and other architectural metal components, as well as automotive, marine, industrial components, and other manufactured consumer goods.

Linetec serves its customers through three state-of-the-art finishing plants and a national trucking network. On average, over 100,000 pounds of materials run through the paint plant each day.

Linetec has a long-standing history of value-based management. The company's Core Values – created almost 10 years ago based on employee input – have remained unchanged since that time. Safety is a company priority. Its accident rate has improved 75 percent since the implementation of its core values.

Customer focus is defined as another critical core value. The manufacturer has pursued a strategy of customer integration, becoming an integral and seamless part of the operations of larger customers. Linetec stocks customers' materials, and offers customized packaging, value-added services, and web-based tools.

Linetec supports customers with a strong sales, marketing and customer service organization. The company provides educational seminars to architectural firms nationwide. Its website allows architects and customers to write specifications, choose the best type of finish for the product, and request color samples – all from the internet.

To provide best-in-class lead times for customers, Linetec maintains a large inventory of paints along with a large in-house paint blending center. With in-house computerized blending, Linetec offers an unlimited choice of colors and baked enamel paints. This also includes specialty paints such as metallics, micas and Linetec's one-of-a-kind Spattercoat finish. The paints are the highest performing paints available, lasting 25-50 years on the exterior of the building.

Linetec offers anodizing and powder-coating lines. The anodizing process creates a durable scratch resistant coating on aluminum. Linetec's quality assurance and the industry's best technology ensure the finest anodize finishes available.

In addition, the manufacturer has invested in state-of-the-art equipment. Its anodizing and paint lines are recognized among the best in the industry. The finishing lines include significant automation and controls enabling Linetec to achieve best-in-class in color consistency. The company invests an average of \$3 million per year on equipment upgrades and expansions to maintain its leading-edge position.

Sales have grown through the acquisition of new customers, addition of new services, and increased share within existing customers. It is the only finisher of its kind to offer on-site repair, refinishing and restoring architectural projects to correct old finishes that have faded or discolored, or new ones that have been damaged during construction.

Linetec has used the Six Sigma philosophy to drive its continuous improvement and quality initiative. Since its introduction, Linetec has completed dozens of projects and tracked over \$5.6 million in savings. More than 50 employees

have completed advanced training to lead Six Sigma projects. Joint projects with customers are common, and have helped customers reduce inventories, waste, and shorten lead times.

The company has leveraged technology to enhance customer communication and integration, internal information and transaction flow, process equipment automation, and employee communication. In 2007, the company will launch a portal that will allow its customers to view real time information regarding their orders.

Linetec has set the standard of environmentally-friendly finishing operations, implementing technology long before it was mandated. Linetec designed its paint lines to capture 100 percent of the VOC's associated with the painting process. A thermal oxidizer captures all paint fumes and converts them to harmless water vapor and carbon dioxide. The company utilizes waste treatment systems at both its paint and anodize facilities, minimizing solid and liquid waste emissions. Linetec is also a member of the U.S. Green Building Council.

Linetec's customer focus has helped attract new companies and employers to Wisconsin. Linetec offered factory space to help incubate a PVC fabrication business close to Linetec, saving on freight and lead time. The company has since established its own facility, consolidating all of its U.S. fabrication centers in Wausau, employing 150 people.

Linetec is fully committed to each and every employee and offers a substantial profit sharing program. Linetec is actively involved in the community, contributing time and treasure to local charities and organizations.

## **OEM Fabricators, Inc.**

WOODVILLE

MEDIUM COMPANY GRAND AWARD

OEM Fabricators Inc. is a privately held fabricating, machining, welding and finishing company that designs and builds medium- to heavy-gauge components, sub-assemblies, and turnkey products for original equipment manufacturers in more than one dozen industries.

Founded in Woodville in 1986, today the company employs over 200 people.

It produces components to customer specifications, serving the construction, railroad, energy exploration, mining, military, transportation, agriculture, and pharmaceuticals industries.

The company's success is the result of persistence, innovation, and a passion for excellence. Its products can be found on every continent in the world except for Antarctica – and they hope to get there some day.

OEM's unique niche as a one-stop shop gives it an advantage over its competitors. Customers benefit from its streamlined services and order processing.

While the economic downturn in 2001 and skyrocketing steel import tariffs in 2002 marked a challenge for the company, OEM has experienced unprecedented growth in the last two years. The company reevaluated its business operations, and the combination of increased sales with a diversified customer base and continuous improvement has resulted in increased profitability.

The company is constantly identifying ways to diversify to remain competitive. It is committed to maintaining a diverse customer base so that no single customer makes up more than 20 percent of OEM's total sales.

A plant expansion in Neillsville will be completed in early 2007 and represents an investment of about \$9 million for construction, equipment, working capital and training. The facility will focus on large-scale laser cutting and forming, and welding and painting, allowing for handling bigger components. The company hired a skilled workforce of machinists and welders who were recently laid off when a local manufacturer closed its doors.

OEM is committed to the implementation of lean initiatives which has paid off in eliminating waste, reducing costs, improving efficiency and adding value for customers. Margins are up, lead times are down, and inventory turn ration has doubled since implementation of lean initiatives.

Technological advancements have resulted in environmental solutions. Substantial investments in its welding systems have resulted in a 75 percent reduction of emissions and a 30 percent increase in productivity. Other benefits include reduced energy consumption, and operator-friendly features.

The company achieved ISO 9001-2000 certification in 2006, a reflection of its continuous efforts to achieve quality and reliability for existing customers.

While OEM Fabricators' current niche is medium- to heavy-gauge components, and now larger components at the Neillsville plant, the company is also thinking small – very small. OEM contributed \$100,000 toward the new NanoRite Center for Innovation at Chippewa Valley Technical College Gateway Campus. OEM plans to learn and explore along with the college the areas of

microfabrication and micromachining as well as the new science of nanotechnology-manipulating matter at the molecular level.

OEM is a champion for manufacturing. It is dedicated to providing lifelong learning opportunities for its team members. It is also committed to educating parents, students and high school counselors about opportunities in manufacturing.

OEM often donates equipment to high schools and technical colleges, attends career and technical education fairs, and invites school groups to tour its facilities. Team members are also actively involved with the technical college and the state workforce development board.

Community involvement is not just pursued because it makes good business sense – it is a mindset and a commitment at the heart of each company employee.

## **Accuweb, Inc.**

MADISON

SMALL COMPANY GRAND AWARD

Founded as a small family business in 1984 by Ray Buisker, Accuweb, Inc. has grown into a high-tech designer and manufacturer of web guide systems for the converting industry.

Accuweb web guide systems are found on process and production lines worldwide.

Precision web guiding is a crucial step in producing high-quality products at the lowest cost, and Accuweb helps companies get the job done through advanced technology, product reliability, and precise web guide performance.

Accuweb helps the converting industry achieve optimal efficiencies and increased productivity. A solution-oriented company, Accuweb's patented edge detection and line guide systems are found on process and production lines throughout the world and are recognized for providing superior performance, reliability and value. The company has developed a special niche by providing engineered solutions for the most difficult web guide problems.

Committed to research and development, Accuweb has perfected existing technologies. Its patented edge detectors continuously monitor environmental changes through an independent reference sensor to automatically compensate for even the smallest changes in temperature, humidity and air turbulence as well as process contaminants. The result is exacting web guide accuracy and reliability under any condition, process, or season.

With a workforce of 37 highly skilled employees, Accuweb sells its products to Fortune 100 and 500 companies, and is expanding sales into overseas markets. In 2003, Accuweb opened a new sales support center in Switzerland to serve European markets.

The company achieved impressive financial performance with substantial growth in sales, gross profit and earnings over the last four years. Accuweb's sales increased 172 percent in the last three years. Each year the company invests in research to develop additional products to ensure its continued growth and success.

Accuweb and the Buisker family are committed to many area organizations and charities. The Buisker family has dedicated time and funds to a number of environmental and conservation organizations including the Dane County Conservation League, of which Randy Buisker serves on the Board of Directors. The company advocates community involvement of its employees and suppliers.

Accuweb has translated innovation and investment into opportunity – growing its workforce, customer base and profits, while supporting good paying jobs and the community.

## 2006 *Special* *Award Winners*

*The following Manufacturer of the Year special awards recognize Wisconsin companies making considerable*

### **Astronautics Corporation of America**

MILWAUKEE

"HIGH TECH R&D"

A piece of Wisconsin travels in airplanes around the world, and even beyond the world in every space shuttle mission.

The Astronautics Corporation of America (Astronautics) is dedicated to the advancement of avionics and space technology through engineering and manufacturing excellence. Their equipment is on over 150,000 planes and has circled the Earth on every space shuttle mission.

A world leader in the design, development, and manufacture of military and commercial electronics, its products are used throughout the world in a wide range of applications for ground, sea and aerospace.

Established in 1959, Astronautics began as a start-up technology company on the northwest side of Milwaukee with a few engineers and a goal to advance avionics and space technology.

Since that time, Astronautics has expanded to over 1,700 employees and is recognized worldwide for providing the most advanced aircraft cockpit avionics and computer systems, all of which are designed and manufactured in Milwaukee.

Research and development has been the foundation of Astronautics. The company has developed leading edge technologies which impact the entire world. Astronautics has a subsidiary in Israel, a joint venture in Russia, and license agreements throughout Europe, the Mideast and Far East.

Over the years, Astronautics has secured contracts with NASA and the Department of Defense, developing new technologies for space exploration, weather satellites, and advanced aircraft instrumentation.

Its manufacturing facility contains highly-sophisticated, computerized electronic assembly equipment. The equipment is used to automatically place and solder micro-miniature components to printed circuit boards. The assembled boards form a major part of most products manufactured by Astronautics.

The U.S. military contracts with Astronautics for equipment in its most sophisticated aircraft. It supplies equipment to navigate space vehicles and satellites, as well as controlling the flight of high performance jet aircraft.

Its subsidiary, Kearfott Guidance and Navigation Corporation, designs and manufactures guidance systems for the NASA Space Shuttle and many of the Space Probe Satellites. Every space shuttle launched has an Astronautics/Kearfott guidance system.

Astronautics was recently selected by Boeing to design and manufacture the Electronic Flight Bag (EFB), for its new 777 and 787 "Dreamliner" commercial aircraft. The EFB is designed to improve the overall safety, efficiency, and operation of the flight deck and airline operations by providing the flight crew with better information and advanced functionality. Astronautics EFB has been adopted by airlines all over the world as standard equipment.

Through innovative research, Astronautics has emerged not only as a supplier of advanced displays and processors, but also as leader in aircraft avionics integration.

The company recently completed a program with the Department of Homeland Security to upgrade a fleet of aircraft with new cockpit avionics. The aircraft with its new

capabilities is used to continuously monitor the borders, coastlines, and major cities across the U.S.

It was recently selected by Airbus S.A.S., in France, to design and produce the Network Server System (NSS) for its newly designed A-400M Transport Aircraft expected to fly in 2008. The NSS is a sophisticated network computer that interconnects the aircraft avionics systems to process aircraft operations, maintenance and many other functions.

The company has successfully developed and delivered a new gyro system using optical lasers as the sensing element. Its manufacturers high-quality display monitors used for medical CT scanners and monitors used by NASA at the Houston Space Center.

Astronautics' lighting laboratory has evaluated new techniques for aircraft display lighting using Light Emitting Diode (LED) devices for use in high performance aircraft. This technology is now employed in the design of the newest display products.

A leader in environmental innovation, The Astronautics Advanced Technology Center in Madison has focused on the development of a new method of cooling called Magnetic Refrigeration. This environmentally friendly technology does not require any toxic gases in its application.

With high-tech research and development as its foundation, and a focus on cutting edge technology, the sky is the limit for Astronautics.

## **Bell Laboratories, Inc.**

MADISON

"BUILDING A BETTER MOUSETRAP"

When it comes to ridding the world of pesky rodents, the world turns to Bell Laboratories of Madison.

As the world's largest manufacturer of rodent control products, Bell Laboratories, Inc. provides the highest quality rodent control products to the pest control industry.

An exclusive manufacturer of rodent control products, Bell Laboratories focuses its resources on developing the most effective rodenticides in the worldwide market. Its products not only serve the needs of professional pest control companies, agricultural producers and retail consumers in the United States, but they can be found on six continents and in more than 40 countries.

Headquartered in Madison, Bell Laboratories manufactures a complete line of products—rodent bait, mole bait, bait

stations, mechanical traps, and adhesive traps. Its products contain the highest-grade ingredients to achieve maximum results – and that means fewer rodents.

By applying its expertise to the in-house manufacturing of proprietary adhesives, injection-molded plastic bait stations and bait formulations, Bell sets the standard for glue boards, mechanical traps, tamper-resistant bait stations and baits. Bell is the only manufacturer in the United States to synthesize its own active ingredients in its baits, a carefully orchestrated process to obtain the purest form of active ingredient.

In-house scientists conduct exhaustive research for all Bell products. The company has invested heavily in research and development and engineering groups.

The results have been nothing short of remarkable – Bell has launched more than 20 distinct products in the last four years and sales growth has more than doubled.

Today, Bell Laboratories has registered over 500 products worldwide and holds over 40 trademarks.

The manufacturer developed the first and only bait scientifically proven to kill moles. Bell conducted groundbreaking research on moles and their feeding habits which led to the development of a mole bait product.

Bell Laboratories is a vertically integrated, self-sufficient manufacturer. Its manufacturing operations have grown and evolved over the years, keeping pace with and adapting to the needs of the organization. Since 2001, its manufacturing space has increased by 50 percent to more than 60,000 square feet, and is supported by nearly 100,000 square feet of warehouse and shipping space. The company is able to fill most orders within 24 hours.

The company takes environmental responsibility seriously and has examined and improved procedures, systems and material use.

Bell's staff is dedicated to providing quality rodent control products and helpful customer service at every stage. Technical representatives are regularly called upon to provide training for many professional pest control companies.

## Brady Corporation

MILWAUKEE

"CORPORATE EXCELLENCE"

Brady Corporation has a proven track record of success, and an ongoing commitment to serve its employees, customers, shareholders and the community.

Founded in Eau Claire in 1914 as W.H. Brady Co., the company was renamed Brady Corporation in 1998.

Brady Corporation has a long tradition of providing innovative solutions to companies throughout the world. From high-performance labels and signs, safety devices, printing systems and software, and precision die-cut materials, Brady products and services help customers increase safety, security, productivity and performance. Brady manufactures thousands of products for hundreds of thousands of customers in electronics, telecommunications, manufacturing, electrical, construction education, medical, and a variety of other industries.

Fiscal 2006 was an outstanding year for Brady, marked by strong performance in a number of areas. For the first time in Brady's history, the company reached sales in excess of \$1 billion and net income in excess of over \$100 million. The year was also marked by 11 acquisitions and expansions around the world, and the introduction of 47 new products or product line extensions.

Focus and discipline in reducing costs and optimizing inventory management and the efficiency of manufacturing has helped it achieve continuous improvement in operations and productivity. Brady employs problem solving techniques such as Six Sigma, and invests in state-of-the-art equipment to capture efficiencies. In 2006, the company opened a new \$10 million warehouse and distribution center at its Milwaukee headquarters to centralize the North American distribution network.

With a clear and consistent focus on strategy – in the last three years – Brady has more than doubled its sales and made even better progress in profitability. The company has grown from 3,000 employees globally to more than 9,000 employees, and increased the number of global locations from 50 to more than 90. While Brady's global growth has been impressive, during this same time period Brady added 13 percent more employees to its U.S. workforce, not including acquisitions.

All Brady employees participate in an incentive plan that has components focused upon growth and profitability and serves to motivate employees, foster a team-oriented work environment and maximize the utilization of assets.

This manufacturer helps cultivate a more vibrant climate and culture, better prepare and educate a workforce and provide opportunities for people to realize their dreams. The company has developed a number of leadership development programs targeted at different levels of the organization.

Brady reaches out to the community through a Corporate Contributions Program focused on education. Through partnerships with area schools, Brady has provided computers and printers, books and education materials, as well as consulting to improve curriculum and strategic planning to help schools keep pace with changing technologies and workplace demands. It has also established the Brady Corporation Foundation, a company-sponsored charitable giving foundation, with an initial donation of \$1 million.

In 2006, the Foundation awarded its first grants totaling \$280,000.

Over the past 17 years, the company has recognized over 2,300 graduating high school students, and has awarded \$510,000 in scholarships for continuing education.

Brady Corporation sets the standard for corporate excellence. It was one of only two companies in 2006 to be listed in both *BusinessWeek's* Hottest 100 Growth Companies, and *Business Ethics Magazine's* list of the 100 Best Corporate Citizens.

## **Giddings & Lewis Machine Tools, LLC**

FOND DU LAC

"COMMITMENT TO EMPLOYEES AND COMMUNITY"

Giddings & Lewis leads the world in making manufacturers more productive, and the company has built a reputation for helping those in need.

Giddings & Lewis Machine Tools, LLC, supplies a worldwide customer base with products and services designed to improve manufacturing productivity. Giddings & Lewis builds a broad range of large high-performance, precision metal cutting machine tools for manufacturers in a variety of industries, from small job shops to large original equipment manufacturers in the construction, aerospace, energy, and oilfield equipment industries.

Nearly everything we use in our day-to-day lives has been touched by a machine tool. The machine tool industry is vital to a healthy economy and national defense.

During its 100 plus years in the machine tool industry, the company has made significant technological contributions including production of the first commercially available machine tool run by a computer.

When the machine tool industry suffered from market consolidation and loss of market share, Giddings & Lewis sought ways to control costs and develop innovative products attractive to the global market. The company not only persevered and accomplished a company turnaround, it did so while maintaining employment levels.

And Giddings & Lewis gives back with corporate philanthropy that is a model for our state and nation. From philanthropic partnerships to the participation of its workforce in charitable giving, its corporate culture has evolved over time and solidified its role in the Fond du Lac community.

Giddings & Lewis employees average 23 years of service with the company. Most employees have worked their way through the ranks from entry level positions, an apprenticeship, or co-op program. The company has a long history of second and third generation employees.

Giddings & Lewis was one of the first companies in Wisconsin to begin an apprenticeship program. The program faded in the 1980s. When the company relaunched an apprenticeship program in 2005, more than 150 candidates applied the first year. The company hired four apprentices in 2005 and doubled the number of hires in the second year.

Historically, Giddings & Lewis has been an active supporter of community groups. In the last three and one half years, Giddings & Lewis and its employees have contributed over \$500,000 to charitable organizations. In addition to donating monetarily, many employees are active volunteers or serve in leadership positions within the community.

Company executives are on the boards of the Fond du Lac United Way, Downtown Fond du Lac Committee, and Fond du Lac Area Society for Human Resource Management. Through the company's Civic Panel, employees support numerous local charitable agencies including the Fond du Lac High School District's New Performing Arts Center, Fond du Lac Area United Way, Marian College, Windover Center for the Arts, Big Brothers/Big Sisters of Fond du Lac County, Salvation Army, and the Fond du Lac Arts Council.

Giddings & Lewis hosts a lunch-a-month program as a fundraiser for local charities. Employees prepare and sell hot lunches, and the proceeds are donated entirely to the designated charity.

The company responded to the hurricane disasters in Louisiana and Mississippi by organizing a drive for the Fond du Lac community to help provide relief to the hurricane victims. Within a few days, employees filled a semi-trailer with first aid and hygiene supplies, blankets, diapers and baby formula. In addition, the one-time drive collected \$9,000 in cash contributions for the hurricane relief efforts.

Additionally, the company provides support to the community by offering use of its facilities to help make Fond du Lac a better community. Its main employee parking lot is used by the city during the summer months as a site for its local farmer's market. The lot was also used as the staging ground for the welcome home Veterans Day Parade to recognize the men and women of Charlie Company, which recently returned home from a deployment in the Middle East.

## **Wisconsin Plating Works of Racine, Inc.**

RACINE

"EMPLOYEE AND ENVIRONMENTAL STEWARDSHIP"

Wisconsin Plating Works of Racine has established itself as a high-quality, customer-focused job shop providing metal finishing services to manufacturers in metal working industries.

Now in its fourth generation of family leadership, Wisconsin Plating Works of Racine has established a reputation of quality workmanship and reliable service through the dedication of its employees, while making tremendous strides to protect the environment.

In 2005, the Racine manufacturer bought another long-standing, 78-year-old family plating company, Racine Plating Company, which had run into bumpy times. Their happy marriage saved 30 inner-city jobs. And, Wisconsin Plating even honored the longevity and benefits levels, including vacation time, for the Racine Plating employees.

The company continued plant operation in the same location as the former business, now operating as Racine Plating Division. This location is within a Racine Development Zone where employees can either walk or ride the bus to work.

Before they merged, the two companies had similar products but different markets. Racine Plating focused on large quantities of material, while Wisconsin Plating handled smaller, specialty orders that required quick turnaround. Combined, the two companies manufacture corrosion-resistant plating for an eclectic mix of products in the automotive, agriculture, construction equipment, metal fabrication, machining, electrical and electronic controls, defense, and aerospace industries.

With the purchase of Racine Plating Company, employment grew from 12 to 44 employees and sales revenues have more than doubled in two years. While it serves customers throughout the U.S. and Canada, it serves the majority of its customers within 100 miles of Racine.

Wisconsin Plating Works of Racine instituted a metrics program offering enhanced productivity and continuous improvement in all operations. Management instituted new training programs and implemented lean manufacturing initiatives.

Using the latest technologies and innovations, the company also has an impressive commitment to the environment. Wisconsin Plating is a recognized leader in the areas of waste minimization, pollution prevention, environmental compliance, and environmental stewardship.

The company has made significant improvements in energy conservation, with more efficient boilers, lighting changes, and better management and control practices.

The ability of their employees, coupled with industry experience and customer satisfaction, has positioned Wisconsin Plating Works of Racine for continued success.

# 2006 Nominees

<b>Company Name</b>	<b>Location</b>	<b>Category</b>
Accuweb, Inc.	Madison	Small (1-49)
Amcors Flexibles, Inc.	Madison	Mega (1,000+)
American Dairy Brands	Plymouth	Mega (1,000+)
Astronautics Corporation of America	Milwaukee	Mega (1,000+)
Bassett Incorporated	Kaukauna	Large (300-999)
Bell Laboratories, Inc.	Madison	Medium (50-299)
Brady Corporation	Milwaukee	Mega (1,000+)
Cambridge Major Laboratories, Inc.	Germantown	Medium (50-299)
Commercial Communications, Inc.	Hartland	Medium (50-299)
Conwed Designscape	Ladysmith	Mega (1,000+)
Crane Engineering Sales, Inc.	Kimberly	Medium (50-299)
Fair Oaks Farms, LLC	Pleasant Prairie	Medium (50-299)
Freedom Plastics, Inc.	Janesville	Medium (50-299)
Giddings & Lewis Machine Tools, LLC	Fond du Lac	Large (300-999)
Graphic Packaging International, Inc.	Wausau	Mega (1,000+)
HUI	Kiel	Medium (50-299)
ImproMed, Inc.	Oshkosh	Medium (50-299)
J&R Machine, Inc.	Shawano	Small (1-49)
Kewaunee Fabrications, LLC	Kewaunee	Mega (1,000+)
LDV, Inc.	Burlington	Medium (50-299)
Linetec	Wausau	Large (300-999)
Manitowoc Crane Group	Manitowoc	Mega (1,000+)
Mayville Engineering Co., Inc.	Mayville	Large (300-999)
OEM Fabricators, Inc.	Woodville	Medium (50-299)
Oil-Rite Corporation	Manitowoc	Medium (50-299)
ORBIS Corporation	Oconomowoc	Mega (1,000+)
Pierce Manufacturing Inc.	Appleton	Mega (1,000+)
Plastic Components, Inc.	Germantown	Medium (50-299)
Poblocki Sign Company, LLC	West Allis	Medium (50-299)
Precision Innovations, Inc.	Germantown	Small (1-49)
Proteus Packaging, Inc.	Franklin	Medium (50-299)
Qcomp Technologies, Inc.	Greenville	Small (1-49)
S & M Tool, Inc.	Oneida	Small (1-49)
Super Steel Products Corp.	Milwaukee	Large (300-999)
Thilmany Paper	Kaukauna	Large (300-999)
United Wisconsin Grain Producers LLC	Friesland	Small (1-49)
Visu-Sewer Clean & Seal, Inc.	Pewaukee	Medium (50-299)
Wausaukee Composites Inc.	Wausaukee	Medium (50-299)
Wisconsin Plating Works of Racine, Inc.	Racine	Small (1-49)

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