

Sussex IM

Essential Partner to the World's Best Brands



Welcome

Plastic Product Decorating Summit



Who We Are

Living our Values



Core Values

I Am Sussex IM

Work Hard, Play Hard, Laugh Hard.



If We Can, We Will.... and Then Some.



Own the Outcome, Share the Credit.



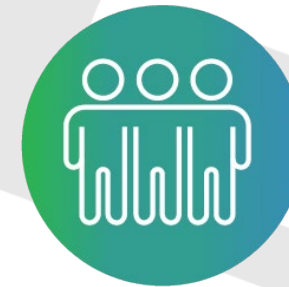
How Can I Help?



We Figure it Out.



Treat Everyone Like Family.



Living our Core Values

Our People Are Everything

FURTHERING EDUCATION

We believe in hiring from within and providing our employees with the tools to perform their jobs efficiently and effectively.

01

EMPLOYEE COOKOUTS

Celebrating our accomplishments and teamwork is very important to us along with showing our appreciation to our employees. We believe in Work Hard, Play Hard, Laugh Hard.

02

03

WELLNESS PROGRAMS

Providing our employees with on-site nursing staff and wellness programs gives them the resources necessary to live a healthy lifestyle for both themselves and their family's.

04

SUMMER PICNICS

Our annual summer picnic is a way for our employees to gather with their families and enjoy the day outdoors and celebrate their accomplishments.

05

BAGS/PING PONG TOURNAMENTS

There is nothing wrong with friendly competition. Providing full access to a ping pong table and an annual cornhole tournament helps break up the days and boost employee morale while having fun at work.



Why We're Here

To Be Your Partner



Core Focus



To be an Essential Partner to the World's Best Brands



MAYBELLINE NEW YORK



BROAN NuTone



L'ORÉAL



Recognition



What Our Customers Say

2022 Customer Survey

“Very Competent,
Problem Solvers”

“In-mold
decorating,
Automation,
Quality”

“Good track
record”

“Price, Knowledge
of the business,
Reputation”

“QUALITY”

“COMMUNICATION”

“Everyone works
together as a
team, very flexible,
provide immediate
answers”

“The leadership
team is a great
strength”

“Communication
and overall
customer service is
excellent”

“Long-standing
relationship...
understands our
unique needs”

“Know-How”

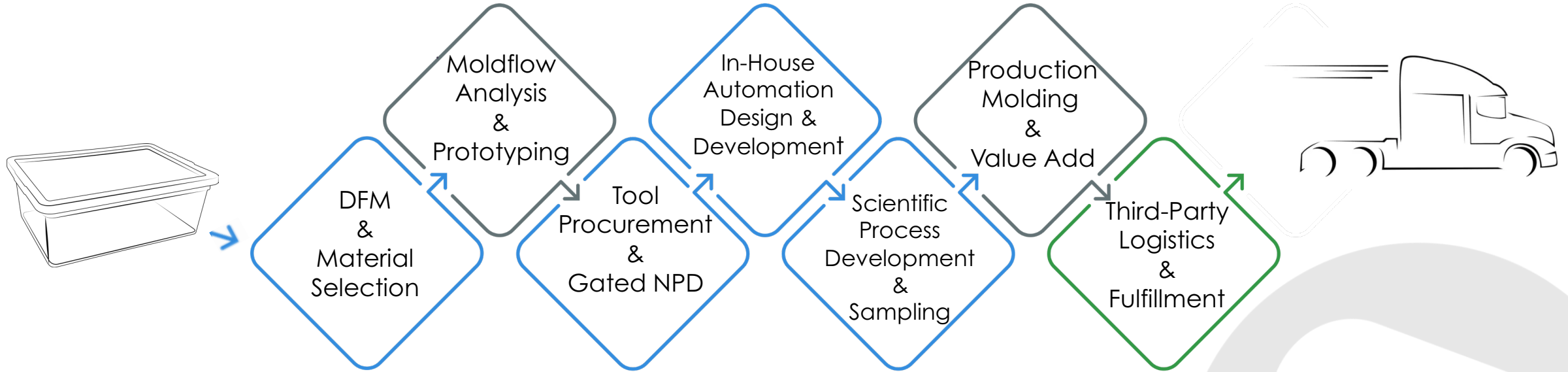
What We Do

So Much More than Molding...



Proven Process

Concept to Shelf



How We Do It

Technology, Automation, Innovation



Date

Let's Check a Few Boxes...

- Family-Owned
- Centrally located - Sussex, WI
- 2 Facilities
 - Total 280,000 sq. ft.
- 65+ Injection Molding Machines
 - 25 – 725 Tons
- Process over 100 engineering-grade resins



ISO
13485

ISO
9001

ISO
14001

ISO
45001

Right People, Right Seat

Engineering Horsepower

Sales Team

- Former toolmakers & project engineers
- Know materials, tooling, molding, and assembly
- Relatable & Reliable

Automation Engineers

- In-house Automation Services
- Lower/More Control of Costs
- Full control from start to stop
- Shorter lead time
- Continuous Improvement

Project Engineers

- Main Point of Contact
- Maintain Project Schedule
- Mold Flow
- Material Selection
- Process FMEA (Failure Mode & Effects Analysis)

Quality Engineers

- CMM
- PPAP
- IQ OQ PQ
- Gauge Design
- MSA (Management System Analysis)
- Integrated with NPD

Process Engineers

- Process window creation
- Set parameters for high-quality, acceptable, and repeatable parts
- Scientific Injection Molding
- Multi-shot, insert, and over molding



Tools & Expertise

Work Smarter, Not Harder

Scientific Injection Molding

Insert Molding Clean Room **EOAT** Cyber Security

CMM Custom Automation **IML**

EOL Testing Molding Simulation/Analysis

Two-Shot IMD *Over Molding*



Medical

High-Quality Molding with Tight Tolerances

- ISO Class 8 Cleanroom
- IQ OQ PQ Validation
- Testing & Assembly
- Document Control
- Cyber Security



Employee Engagement



Date

General Sussex IM Info

- Currently we have about 250 SIM Employees + Approx. 100 temporary employees (associates) for a total of 350 people
- The number of associates can range anywhere from 10 to 300 (!) due to the variation in orders and seasonal demands
- Three shifts – 24/5, plus volunteers on weekends as needed
- Employee Engagement is a priority and shapes day-to-day life here!



General Sussex IM Info



Employee Engagement

[im-ˌplɒ(i)-ˈē in-ˈgāj-mənt]

The level of enthusiasm and dedication a worker feels toward their job.

 Investopedia

6 Benefits of Employee Engagement

1. Higher Productivity
2. Employee Satisfaction
3. Profitability
4. Decrease in Turnover
5. Employee Well-being
6. Lower Absenteeism



Communication & Inclusion

- Core Values Drive Culture
- Engagement Survey
- Newsletters, Facebook & LinkedIn
- Quarterly All-Employee Meetings
- Transparency

Create a work environment to
inspire people to bring their
best daily.



Employee Satisfaction

- Celebration
 - Annual Picnic
 - Camp SIM
 - Children's Christmas Party
 - Birthdays
 - Cookouts/Meals at Work
 - Work Anniversaries
 - 50 Employees Have Worked Here > 25 Years!
 - Zoo Pass
- Recognition
 - Bonus Programs
 - Weekly/ 4 months/Annual – Attendance
 - Quarterly Goals
 - Annual Operating Profit
 - Gas Card Program
 - Continuous Improvement Program – Casino Night
 - Continuing Education Opportunities



Do Not Underestimate
the Importance of a Smile
and Hello!



Training & Safety



Date

Training – Direct Labor

- Training Department – Four People
 - Training and Safety Manager
 - Three Assistant Training Specialist
 - One/Shift
- Onboarding New Employees and Associates
 - Before starting production, meets with the Training Specialist (30-45 minutes)
 - Given fingerprint access to door and timeclock
 - View Two PowerPoints (10 min. each)
 - Onboarding
 - Safety
 - Assigned to Cell Lead to Train on Job
 - Follow ups by Training Specialists
 - Daily
 - At two weeks
 - Given questionnaire



Handling Language Barriers

- Two Training Specialist are Bilingual (English/Spanish)
- Pocket Talks Used
 - Translate hundreds of languages
- English as a Second Language (ESL) Pilot Class
 - Pilot Class in August 2023
 - During work – ½ hour
 - Led by Bilingual employee
 - Taught work-specific vocabulary



Specialty Training

- Conducted &/or Coordinated by the Training and Safety Manager
 - Forklift
 - Electric Pallet Jack
 - Scissor Lift
 - First Aid/ CPR
 - Lockout/Tagout

Documentation of all Training is Critical for Audit Records!

Our #1 focus is to increase performance and knowledge to help reduce scrap, increase labor efficiency, increase 5S scores and decrease safety incidents and findings.



Safety

- 1106 Days Without a Lost Time Incident– 3 YEARS! |
 - * June 14, 2023 – Milestone reached of 1000 Safe Days
 - Celebrated with big cookout on all 3 shifts
- Awards for Outstanding Safety Record
 - MAPP Award (Manufacturers Association for Plastic Processors)
 - Premier Partners LTD



Safety Secrets to Success

- How Did We Get Here?
 - Safety Committee Team
 - Various Departments Represented
 - Regular Meetings
 - Action Items Assigned to Members
 - Safety Audits
 - Take Pictures to Email, Educate, and Correct
- Increase Awareness and Involvement
 - Safety Boards in Breakrooms
 - Presentations about a Safety Topic in Monthly Meetings
 - Core Value speech given on 1st Tuesday of month
 - Rounds through the plant done 2x/day
 - Findings on a sticky note put on Safety Matrix tree when fixed



SAFETY MATRIX TREE



Thank You!

