

Business! It's All About the People

Bob Roth, President/CEO, RoMan Manufacturing

...find, retain, develop

RoMan Manufacturing Inc.

- ✓ 37 years old...
- ✓ Two-family, family business...
- ✓ Manufacturer of electrical transformers and welding automation...
- ✓ 160 employees in Grand Rapids, MI and Burlington, Ontario

30% 20+ Years

49% 10+ Years

< 3% Turnover

\$ = Attract

\$ ≠ Retain

\$ = Attract

- ✓ Wages
- ✓ Benefits

Culture = Retain

- ✓ The Work Environment
- ✓ Flexibility
- ✓ Communication, Communication, Communication...

...It takes effort to develop

OTJ is not enough

PIVOTPOINT

Breakaway Thinking for Advancing Manufacturing

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