

### 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

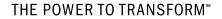


### **Culture = Retain**

The Work Environment

✓ Flexibility

Communication, Communication, Communication...





### ... It takes effort to develop

OTJ is not enough

### PIVOTPOINT

Breakaway Thinking for Advancing Manufacturing

