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## Welcome New Members!

**Kinetic Leasing, Inc.**

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Architecture**

**Mid American Financial Group**

**Moquist Thorvilson  
Kaufmann LLC**

**Northland Capital Financial  
Services LLC**

**Northside Welding LLC**

**Out Source Projects, Inc.**

## Letter From Les



CMMA Board of Directors participated in a strategic planning session on January 25 to review the organization's mission, discuss vision, and consider the organization's strategic priorities for the next 3-5 years. We asked critical questions including "where do we go from here?" We reviewed and refined our vision and core values, we inventoried what we're good at and identified what we can do better. We kept our eye on the big picture of supporting and developing manufacturing in central Minnesota. After five years of consistently and effectively delivering value and opportunity, CMMA felt it important to look backward, inward and forward to guide and inform us and to clarify our vision for the future.

As a member, investor and President of CMMA, I'm proud to share with you a list of significant accomplishments that we've achieved together in our collective effort to do right by manufacturing, education, schools, communities and economic vitality:

- Tour of Manufacturing (first ever large scale event in central MN, replicated state wide)
- CMMA visits to elected officials in St. Paul, being the voice for our cause
- Annual Legislative Program, elected officials engaging us on our turf
- Scholarships for college students in manufacturing related programs
- Sponsor high school Robotics Leagues
- Adopt a High School/free memberships to students, teachers and administrators
- Regional collaboration (MPMA and other manufacturing and trade associations)
- Funded transportation to elementary students to assist in attending the "How People Make Things" traveling exhibit to influence educators and inspire young minds
- Meeting that includes plant tours without compromising intellectual property or process
- Partnership with area economic development entities and initiatives
- Our joint meeting/event with Central McGowan, partnering with schools and students
- Supporting the St. Cloud State University STEM Summit for high school students (participation and transportation funding)
- Providing subject matter expertise and consultation to outside groups
- CMMA Newsletters, website, promotional materials
- FIRST grant (used to fund tour). Secured competitive grant monies to invest in CMMA
- Annual meetings, holiday gatherings, social events
- Membership awards
- Member retention and recruitment events & strategies
- Established social media presence
- Support Project Lead the Way and other education curriculum
- Supported and helped to create the ISEEK manufacturing career exploration tool
- Job postings on website
- Partnership with WJON and the "Made in central Minnesota" initiative
- IQ Magazine article celebrating manufacturing in central Minnesota.

**Featured Member:  
Thermo-Tech Premium  
Windows and Doors**



Thermo-Tech Premium Windows and Doors is celebrating its 20th year in business. Starting as a sister company of East Side Glass, Thermo-Tech has made a name for itself. They have over 500 experience dealers and about 120 employees. Thermo-Tech's 140,000 sq. ft. facility houses many varieties of replacement and new construction windows along with sliding and swinging patio doors. All products come in three exterior and five interior colors.

Located in Sauk Rapids MN, Thermo-Tech focuses on 11 upper Midwest states and distributes products mainly through lumberyards. They also supply to large projects such as hotel/motel development throughout the lower 48 states.

Remodelers, contractors and builders trust Thermo-Tech Premium Windows and Doors for their exacting standards and timely delivery. Thermo-Tech manufactures vinyl windows and patio doors in a wide array of standard sizes that make new construction projects a breeze. Or they can build to custom specifications. Thermo-Tech custom replacement windows and accessories are always the right fit for any replacement window project. No need to reframe. Customers simply order the size windows they need—all the way down to 1/16-inch increments—and Thermo-Tech will deliver.

Thermo-Tech windows and doors are made with vinyl, which offers more energy efficiency than wood or other plant based materials. The space between the panes of glass and the air in the frame create energy savings. To maximize energy efficiency, Thermo-Tech uses an exclusive multi-chambered frame and sash extrusion design. It works like thermal brakes, creating insulating air pockets for improved energy efficiency and stability. Fusion welding at the corners adds more strength and durability as it counteracts contraction and expansion forces.

For the most energy savings, Thermo-Tech manufacturers their Energy Guard Triple Glazed Window. These windows

have three layers of double-strength glass with two half-inch argon-filled insulating air spaces for an overall window thickness of 1-3/8 inches—nearly twice as thick as standard insulated glass. In the colder seasons, the triple-pane windows create a barrier to cold air while allowing the warmth of the sun into the home. During the air-conditioning season, the sun's rays are reflected and the cool air is contained in the home.

Thermo-Tech has combined advanced technology with traditional craftsmanship for window and door designs that perform beyond expectation—in all climate extremes. But to truly offer the best, they pushed their engineering further. That's why Thermo-Tech is a voluntary partner with ENERGY STAR®, an independent government-backed program designed to help protect the environment through superior energy efficiency. Thermo-Tech tailors window components to work most efficiently wherever their customers live.

For more information visit [www.ttwindows.com](http://www.ttwindows.com)  
Or call 1-877-565-0159



*Pictures Continued on Page 3*

## Thermo-Tech *Continued*



## Letter From Les *Continued*

Board members agreed that when CMMA members organize and work together, they are more likely to have an impact on issues that significantly affect the growth and success of manufacturing. The vision of the group in this stage of development is that CMMA will provide the conduit of leadership to create specific change in three targeted areas:

1. Government/Legislative: Regulatory, tax and education issues
2. Educating Members: Best practices, such as Lean manufacturing and continued plant tours
3. The Education System: developing basic skills in the workforce, hiring, and retaining high-quality employees

CMMA has steadily and purposefully evolved since its inception. Your association now stands as a proven and productive organization with the credibility and resources to make real its mission and bring to reality a positive future for manufacturing in central Minnesota. I invite you to be inspired and involved. Bring a friend, there's always room at the table for like-minded and action oriented stakeholders like you!

Thanks for your investment in CMMA. Working together, making a difference.

## Upcoming Events

### Thursday, February 28

CMMA General Meeting in St. Cloud, MN. Join us for a presentation by Steve Schwartz, Arctic Cat, about "Poke Yoke." After the meeting join us for a tour of Grede Foundry.

### Thursday, March 28

CMMA General Meeting in St. Cloud, MN. Join us for a presentation by Elizabeth Dickinson, Certified Life/Business Coach, about "Active Listening." After the meeting join us for a tour of Park Industries.

### April 10-11

Grandview Conference at Arrowwood Lodge at Brainerd Lakes. Bringing industry and education together. Contact the office for sponsorship opportunities.

### Thursday, April 25

CMMA General Meeting.

For full event listings and details, please visit the [Events page here](#). For questions or reservations contact Sandy Kashmark at [midwest@runestone.net](mailto:midwest@runestone.net).

Do you have suggestions for speakers or topics you'd like presented? Please contact the office.

## Board Bio



**Name:** Brian L. Bastian, CPA

**Where do you work, what do you do?** I am a principal at Schlenner Wenner Co. I manage the Audit and Accounting Department across our offices. I am also the Manufacturing Industry leader in our firm.

**What was your first job?** I worked on my uncle's Dairy Farm in rural New Ulm, MN, starting in 7th grade

**Hometown:** Klossner, MN – 5 miles north of New Ulm

**Family:** I have two Daughters. Claire is a sophomore in College and Katherine is a junior in high school.

**Pets:** I have had Dogs all my life. We are getting a new Golden Retriever this summer.

**Favorite author?** I do not really have the time to read for pleasure. Usually I read short articles and the newspaper.

**Favorite movie?** Forest Gump

**Favorite food?** Sauerkraut and dumplings cooked with pork. I have been asking my mom for years on the dumpling recipe. And I don't think I have time to make the sour kraut from scratch so I never asked for that one.

**Hobbies, Sports or Favorite Games?** Hunting, baseball, golf, and water sports, downhill skiing, and any card game.

**Comment on your involvement in CMMA:** I really enjoy the group and come away with something learned at each tour or presentation.

**What would CMMA members be surprised to learn about you?** I know how to polka and waltz.

**Bring a guest to a  
CMMA meeting  
for FREE!**

## Did You Know?

### 2013 MMA Membership Directory

Publication of the 2013 Membership Directory is underway, with a deadline of March 4th for submitting updated information. As a benefit of membership, all CMMA members will be listed in the directory at no cost and receive a complimentary copy(s) of the book when it's available in May. Display advertising rates are a great value; some 500 copies of the directory will be distributed to folks involved in manufacturing. Contact LeeAnn at the CMMA office with updates or questions about advertising.

### CMMA End of Year Statistics

At the end of the year, the membership roster included the names of 117 companies who have invested in CMMA. We added 23 new members throughout the year and retained 90% of our previous members. Thank you for your continued investment in Central Minnesota Manufacturers' Association!

### Grandview Conference

April 10-11: Arrowwood Lodge at Brainerd Lakes  
Bring your WISH LIST and Join us for an exciting and worthwhile collaboration. Exchange ideas and success stories of how we can, working together, influence STEM Education, Careers and Technical Education, and make Manufacturing Careers (and Career PATHS) the most DE-SIRED and SOUGHT-AFTER careers!

Contact the office for sponsorship opportunities!

### Dream It Do It Central Minnesota

#### VEX Robotics Competition to be held in St. Cloud!

Designed for students age 12 and up, VEX Robotics is a small team robotics competition that requires teams to build a robot from a kit. The robots are then entered in competitions ... and the next world championship VEX competition will be held at River's Edge on March 2, 2013. CMMA recently voted to provide financial support for this event. We encourage financial and/or volunteer support from the membership as well. To learn more, go to [www.vexrobotics.com](http://www.vexrobotics.com).

### Post Manufacturing jobs on the CMMA website at no charge

CMMA now offers manufacturers the opportunity to post skilled trade, supervisory, and technical positions on the CMMA website – qualified jobs will be posted at no charge for 30 days.

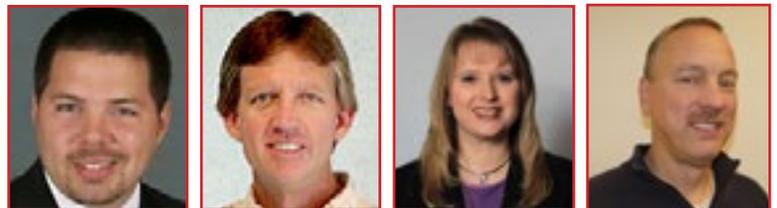
[www.centralmnmanufacturing.com](http://www.centralmnmanufacturing.com)

# CMMA Elects Officers

**Les Engel** was recently named 2012 President of Central Minnesota Manufacturers Association for the 6th consecutive year. Engel owns and operates Engel Metallurgical, a materials engineering consulting and testing company based in Sauk Rapids.

**Nick Weis** was named Vice President of the organization. Weis is an engineer with Thermo-Tech Windows, a Sauk Rapids company specializing in the manufacture of windows. **Tim Zipoy**, Central MN Jobs & Training, was named Secretary and **Lisa Koll**, Doherty Staffing, continues in the role of Treasurer.

Serving as Directors in 2013 are: **Brian Bastian**, Schlenner Wenner & Co.; **Kurt Helgeson**, SCSU; **Harry Larson**, Enterprise Minnesota; **Steve Leen**, KDV, Ltd.; **Randy Pelletier**, Pellco Machine; **Bonnie Supan**, Brenny Transportation, Inc.; and **Stan Voas**, New Flyer of America.



## CMMA New Member Drive.

Help recruit new members to your association. Till June 2013, CMMA is offering two incentives to get current members involved with growing the association.

**Monthly Drawing.** Each time a current member recruits a new CMMA member, the current member's name will go "in the hat" for a monthly drawing. Your name will stay in the hat until June (unless drawn), so the sooner you start recruiting, the better your odds of winning a prize!

**Save Money on Dues.** Any current member that recruits a new manufacturing member will receive a "dues credit" on their account equal to the value of dues paid by the new member. For example, if you recruit a manufacturer that joins at the \$200 level, your company will save \$200 on membership dues to CMMA.



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