

# NORTHERN LIGHT

**Page one**

**Bruce Griffiths**  
Electrician

**Bretting Acquires S&S**

**Page two**

**Letter from the CEO**  
David Bretting

**Bretting Polywrappers**

**Internat'l Business News**

**Page three**

**Duly Noted**  
Andrea Ludtke

**Page four**

**Tom Griffiths**  
Machine Shop Supervisor

**Dave Griffiths**  
Expediter



## Three Griffiths Brothers – 71 Years at Bretting

### Bruce Griffiths, Electrician

**B**ruce Griffiths has been with C. G. Bretting since March 1979 when he was 19 years of age. He worked as a machinist until five years ago when Bruce had the opportunity to move to a different position. "I work on building electrical panels in the panel shop for the cabinets on machines," he says. In Assembly, the panel shop works on cabinets for every machine that Bretting manufactures.

"I was the first brother to work at Bretting. They must have been satisfied with me if they hired them," he jokes.

"We work on everything that goes out the door – everything that requires wiring. There are usually three staff members working on the cabinets in the panel shop, start to finish. We don't do the final wiring to the machine; that is done on the floor," according to Bruce. "Every cabinet is done and delivered to the floor ready to be wired to the machine."

"We've recently been working on a great big six-door cabinet that is 16 feet long, which is for a double log saw. There are two of us working on it, and we've been working on it for two weeks. Most big cabinets take one to two weeks. Some machines have a separate cabinet for every component, the embosser, folder, servo," he says. "We follow the prints that come from Engineering. We start with a raw cabinet, and the Parts Room gives us the parts." Bruce says that the work is constantly changing. "The products change. Electronics are always changing. That's the way life works. You make small

Bruce Griffiths



changes all the time, and in 10 years it's a big change and you didn't even realize it happened," he says.

When Bruce started at Bretting his first machine to work on was a bridgeport, the same as his brother Tom (see story on page 4) started on. He worked on the bridgeports for three years. Then he moved to being a manual lathe operator and finally to a CNC lathe where he spent most of his years with the company.

"The NST 40 was the first CNC lathe I worked on. It had a 19" chuck – it was big at that time," he says. He started working on it a couple years after Bretting acquired the CNC. "It was a challenge. It's really unbelievable what they can do. I worked on a wide

variety of products and was early on doing stainless steel work."

"Sometimes I'd fill in on the smaller one, the NST 30," Bruce says. "When I first started we were given a punch out tape and we had to program everything. There have been about three steps in the overall process to where it is now programmed in the office and sent out to the machines." He feels operator input was still important, even with the more advanced machines. "We still had to do some tweaking. Sometimes two or three of us would have to put our heads together to come up with a solution."

Bruce wanted to find a local job when he graduated

continued on pg. 3

## Bretting Acquires S&S

C. G. Bretting Manufacturing Co., Inc. (Bretting) of Ashland, WI recently announced the acquisition of the assets of S&S Specialty Systems, Inc. (S&S) of Iron River, WI. The new entity, S&S Specialty Systems, LLC, is a wholly owned subsidiary of Bretting. Current employees of S&S will work for the new LLC. S&S will continue to operate at its current location of 68150 South Front Street, Iron River, WI. David Bretting states the following, "Based upon industry leading technology and support S&S is a key equipment supplier within the specialty markets they serve. With this acquisition we are better positioned to serve the specialty markets which have been an ongoing strategic objective of

Bretting. It also allows additional diversification in our manufacturing capabilities, something that is also of interest to us." Pat St. Germain of S&S states, "This acquisition provides us access to a larger sales network and additional international opportunities. Other synergies and industry knowledge will be shared as we move forward in this exciting relationship." Both companies see this as a positive for their customers and employees because they are now able to offer a wider variety of industry leading "Total Value Solutions". Specific customer communication including additional information on our product lines will take place in the near future.

Bretting is a world leader in the design and manufacture of converting equipment for the tissue converting industry. S&S is a leader in the design and manufacture of converting equipment for non-wovens and other specialty substrates.

Please feel free to contact Bretting or S&S for additional information on our products and services.

## Greetings from Ashland

Since acquiring polywrapper technology from TMC about two years ago, we have made many improvements to the equipment and created new options to increase production. A lot of learning, designing, converting and testing have gone a long way to create the polywrappers we offer today. Our service technicians are available for service calls on equipment that we have sold recently and TMC has sold in the past and we have in-house specialists to help with ordering parts.

At a family run business in a small town, you might expect a few siblings working together. Here at Bretting, there are more than a few families working together under this roof – at least 50 different families with brothers working alongside brothers, wife engineering and husband assembling, father in sales and son in maintenance...the list goes on. We are lucky to have a family with three talented brothers working in our facility – the Griffiths family.

Bruce Griffiths works in our electrical panel department now, but has seen a few machine tools back in the day. Having worked in a variety of locations in the building, he is a great asset to have and gives a different perspective on all aspects of our product. With all the background knowledge Bruce has, he's a great talent to have working for us.

Tom Griffiths is a supervisor in the Machine Shop and needs to be very well organized. In order to get parts to Assembly or out for delivery on time, it takes a lot of organization and routing on Tom's part. He makes it look easy – his many years of experience really show.

Dave Griffiths is the "newbie" of the three, having been here for 12 years. As an expeditor he's responsible for knowing where all the parts are and at what stage they are in; his job gets trickier when we need to make immediate changes to equipment or if

a customer is down and needs parts. Dave takes it all in stride and keeps his customers happy.

There are many Green Bay Packer fans here at Bretting and they were all very excited when they made it to the Super Bowl. On Fridays, we wore our Packer gear before each playoff game, there was tailgating in our parking lots and a Packer parade in downtown Ashland. Everyone got in the spirit and excitement leading up to the game...and they were able to bring the Lombardi Trophy back to Lambeau Field! What a great season!

**David Bretting**  
President & CEO

## Bretting Polywrappers

It's been about two years since Bretting Manufacturing purchased polywrapper technology from TMC. Since that time, we've made many improvements to the building process, functionality, and wrapping speed of the bulk pack and flat pack wrappers.

A team dedicated to the wrappers has been put in place to streamline the design and building process of each wrapper. The Wrapper Development Team initially started out with people from departments throughout the facility. The team members were Ryan Lunn, Brad Nezworski, Marty Eder, Jon Haveri, Scott Butterfield, and Andy Balduc. Ryan was responsible for utilizing and supporting the TMC program in the Bretting-made polywrappers. Jon and Scott were the electrical startup technicians. Brad Nezworski and Marty Eder were the mechanical startup technicians. Andy handled the mechanical design and translation of the TMC design. The Mechanical Engineering Team today consists of Jenny Williams and Tammy Thompson along with Andy as the Team Leader.

Shortly after acquiring the napkin wrapping technology from TMC, two wrappers from Italy were shipped to our facility in Ashland – one Flat Pack Polywrapper and one Bulk Pack Polywrapper. The wrapper team was responsible for learning the "ins" and "outs" of the wrappers, including attending a three-day training session conducted by TMC technicians for our service technicians. The experience and knowledge from that point on was learned by many hours of studying design and documentation and working on the TMC built wrappers.

The Flat Pack Wrapper was the first to undergo the conversion from 2 dimensional design to 3 dimensional Solidworks® models. The design was not only converted from 2D to 3D, but was also converted from metric to imperial. The large task of remodeling and converting the wrapper lines was only able to be completed due to the collaborative effort from all departments. The Bulk Pack Wrapper was the latest to undergo the conversion.

Along with manufacturing the wrapper lines in-house, we are now responsible for servicing and parts

replacement of the existing (TMC sold) machines in the field. TMC had approximately 50-60 machines in the field at the time of purchase. The supply of spare parts was a challenging task initially, but now systems have been put in place to make ordering easier for our customers and our staff.

Our goal is to produce an "off-the-shelf polywrapper", but we still can accommodate other special requests. We have had to wrap packs that are wider, narrower, and shorter than any Flat Pack wrapper produced by TMC. One of our latest napkin machines had a Multi-Wrapper Complex (flat pack only) with a diverter running at speeds that exceed anything made at Bretting prior to our new manufactured wrappers.

We are very excited to offer, as well, an optional Multi-Wrapper Complex with a diverter for machines to have the capability of packaging both bulk pack and flat pack products on the same folder. Also, with the updates we have made to our folders, we can now produce more product and wrap at a higher rate of speed than we could in the past.

## International Business News:

Bretting business in the Asia-Pacific region is on the rise! This area is a strategic focal point for us and we are working on several large projects within the region. Recent orders include one from Mirae Well Life (MWL) of South Korea for a large tissue converting machine. Shown in this contract signing photograph are Mr. Min Kyung-Seo, Executive Official of MWL and Mr. David St. Germain, Bretting International Sales Manager. We look forward to a long term business partnership with MWL and other companies of the region.



David St. Germain, Bretting International Sales Manager, left, and Min Kyung-Seo, Executive Official of Mirae Well Life.

### Sales Agents of the region are:

**Woowin Trading Co.**  
Korea  
Mr. S M Lee  
Tel: 82-2-414-1906  
E-mail: smlee@woowin.com

**Shinsei Corporation**  
Japan  
Mr. Ikuo Nanamori  
Tel: 81-489-77-9852  
E-mail: shinsei-corp@tcat.ne.jp

**Tech.Vantage International Limited**  
Hong Kong  
Mr. Charles Yip  
Tel: 852-2890-9218  
E-mail: charles.yip@tech-vantage.net

**Tissuetec Pty. Ltd.**  
Australia  
Mr. Brian Pollock  
Tel: (03) 9882-1326  
E-mail: brian.pollock@tissuetec.com.au

# Duly Noted

by Andrea Ludtke

## ■ Married

Richard and Trista Neff  
Jack and Cheri (O'Leary) Erickson  
Dan and Leslie Kmetz

## ■ Babies

David and Julie Rickert, a boy  
Lorne and Marisa Buerger, a girl  
Joseph and Amanda Popovich, a boy  
Ben and Toni Hatinger, a girl  
Andy and Teresa Balduc, a girl  
Derek and Christina Swanson, a girl  
Larry and Alice Evenson, a boy  
Gerry and Janice Beebe, a girl  
Anthony Saari and Shannon Hooper, a girl

## ■ Men's Softball League

The Bretting Men's softball team finished in 2nd place at the end-of-season tournament for the B League. Congratulations!



**Men's softball team:** Front row: Bill Saari, Greg Kauppila, Troy Heglund, Mike Schneeberger  
Back row: Austin Macholl, Ben Taddy, Doug Erickson, Dan Ante, Bob Klamerus, Clint Amman  
Missing: Nate Erickson, Jason Bressette, Bill Jarecki, Chris Stanny, Darren Fredericks, Simon Janeczko, Jason Larsen, Pete Morris and Scott Butterfield

## ■ Upcoming Trade Shows

Tissue World  
29 – 31 March 2011  
Nice, France  
Stand # D65

## ■ Christmas Parade Float

This year's Christmas parade float was titled "Holiday Traditions" and featured a man cutting down a Christmas tree – with the tree actually tipping over (and up righted by an air cylinder). Along the parade route we gave away real pine trees to families who wanted a tree for their home. We took 2nd place this year – we'll get back on top next year!



The float also became a fundraiser for the Bretting Relay for Life team – each of the wood tree cut-outs lining the edge of the trailer was purchased and then decorated by employees and their families. Each tree was completely different and made the float even more special. The tree sales raised \$500, which was matched by Bretting Manufacturing – so a grand total of \$1,000 was donated to the Relay for Life team!

## ■ Biggest Loser



Scott Butterfield, Corinne Roy, John Zanto, James Boley, John Gagnath, Robin Rueckert, and Russ Weber (missing Robb Campbell)

## ■ Fun pre-Super Bowl events



The pre-Super Bowl Packer tailgating in the Bretting parking lot.

Some of the Bretting staff decided to tailgate on Friday before the Super Bowl in the parking lot. Looks like everyone had a blast – even with the snow that was falling! The Punt, Pass and Kick contest was won by Luke Larson and Corinne Roy. Rules: punt, pass and kick the furthest. Prize: bragging rights!



Bretting participation in the pre-Super Bowl parade in Ashland.

The city of Ashland held a pre-Super Bowl parade for the Green Bay Packers. We had a float in the parade with employees and kids throwing green and gold beads and cheese. It was a great way to get excitement going for the game the next day. Congratulations to the Packers for winning the big game - the trophy has come home!

Bretting Manufacturing participated in another Biggest Loser challenge. This time we were teamed up with co-workers selected by our nurse – a team of two. The total amount of weight the company lost was 1,000 pounds! Way to go!

**First place:** Team LeadFeather – John Gagnath and James Boley, lost 98.9 pounds  
**Second place:** Team Bert and Ernie – John Zanto and Corinne Roy, lost 80.5 pounds  
**Third place – tie:** Team Brandy Alexander – Robb Campbell and Scott Butterfield, Team R & R – Robin Rueckert and Russ Weber, lost 42.6 pounds

Congratulations to all the winners!

## Bruce Griffiths continued from pg. 1

from Ashland High School. "I took the machine tool class at Wisconsin Indianhead Technical College (WITC) and was looking for a decent paying job when I left high school." He still lives in Ashland. Bruce married his wife Judy in 1983. She's a receptionist at the Chequamegon Clinic in the mornings and works afternoons at the Probation/Parole Office for the State of Wisconsin. They have two daughters, Jennifer and Jessica, 23-year-old twins. Jennifer works as a Respiratory Therapist in Ashland at Memorial Medical Center and is on call at Essentia/St. Mary's Medical Center in Duluth. Jessica is at the University of Wisconsin-Eau Claire in the nursing program.

Bruce enjoys hunting deer and fishing—"whatever will bite. I like spending time with the family and taking vacations. We go to the Brewers game sometimes." The brothers all live within a mile of each other. "My dad is still alive, in his upper 80s. I run into Tom at work quite a bit, but Dave (see story on page 4) works afternoons. We see each other during the week all the time. We deer hunt together."

Bruce sees changes in his work because "machines are getting bigger. There are new machines also. We're wiring wrapper cabinets now – that started a couple of years ago. That's when we started building wrappers here."

Bruce has definitely seen changes over the years. "When I started, the entire manufacturing facility, including the Machine Shop and Assembly, was in the area where the Machine Shop is now. Bretting has always been amazingly clean compared to a lot of other machine shops. I enjoyed the Machine Shop work, and the electric panel work has been a good change. It was always a challenge in the Machine Shop, and I have challenges now too. I enjoy the change; time goes by a lot faster. Change can be good."

## Tom Griffiths, Machine Shop Supervisor

Since the late 1990s Tom Griffiths has been a supervisor in the Machine Shop, where he has spent his entire Bretting career since 1982. As a supervisor he works with 13 staff members, mostly operators on the saws, grinders, manual bar, and in the heavy weld shop.

A major part of his position is checking prints for parts before they go into the Machine Shop. "Basically all the prints that go through the shop go through me," he explains. "I check routings, make sure the prints are right, organize them for the saws, and check material lengths if extra stock needs to be left for machining purposes. I check with the CNC programmers and engineering regularly if I have questions on a print...it's challenging. If a saw is doing a certain type of material, I try to route other jobs through that use the same material because it saves time. We're working on consistent routings from one machine to another on parts. This includes replacement parts and main machine parts. I try to spend time with the guys on the machines on the floor also. I'm supervising, organizing, and coordinating with the weld shop."

"I keep track of parts whether they are going to the CNCs or the small mills or one of the lathes. It depends on the size of the material. I look at a part and sometimes there's a better way of manufacturing. If it's flat stock that requires a lot of cutouts or curves, we're doing that on the water jet. Now we have a new punch press, so that's taking jobs from the water jet. We'll also be cutting more plates with a plasma cutter in the future," he says.

"We work the process of implementing a new machine over time," Tom says. "The new punch press is faster

than the water jet, and we're expanding sizes and uses as we get more tooling. On our newer machines, the data is stored in the machine so it's faster to do a repeat part."

Tom works extensively with inventory. "I'm involved a lot in inventory at the end of the year--measuring everything we have out there, checking the existing stock on hand. Storage is all inside. I take a week or better with some other staff to take inventory around Christmas and New Years."

A few staff are cross-trained so Assembly can help if it's slow out there and Machine Shop guys can fill in also. "I do some new employee training. We have them start working with someone who is already working on a machine," he says.

Tom was involved as a facilitator for the LEAN project and the 5S work. He facilitated the group in his area. He also worked with the Plan Do Check Adjust (PDCA) project.

He originally started on bridgeports in the machine shop. Tom ran bigger mills, and then ran the planer. He did work on rolls for the machines and mainframes. "The planers originally did the slots and all the folding rolls, and they were accurate, but it took longer. These have been replaced by the CNC mills. We had to do a lot of milling by hand and grinding our own tools, but now it's typed in by programmers and the machine does it."

Tom became interested in machine tooling at Ashland High School, and continued with his education at WITC in Ashland. "I've been here all my life - I don't go too far," says Tom. He has four children, Jacob, 26 years old, works at Ashland High School; Kayleigh is 24 years old

Tom Griffiths



and living in Janesville, WI, and Justin, 22, and Jamie, 20, both work at Bretting. Jamie is also going to WITC in machine tool.

He and his brothers are close in a lot of ways. When you talk with them, and especially when they laugh, you can tell they are brothers. "We live close, within a mile by the homestead," Tom says. He lives on a piece of land he bought from his dad. They all grew up on the family farm, and the brothers had to work together on the farm when they were growing up. He enjoys hunting, fishing, camping, and spending time with his family.

"It's worked good. The Bretting family has always been real good to me here. It's a nice place to work - clean and well organized."

## Dave Griffiths, Expediter

Dave Griffiths started at Bretting later in life, after a career at a paper plant that eventually closed. He has been at Bretting 12 years, the first two in the Tool Crib and the last ten years as an expeditor. As an expeditor in the Machine Shop, Dave is the go-to guy when anyone needs to know the status of any part that is being worked on. "I keep track of dated prints, any machine parts and dated UPS orders," he says.

His day starts in the afternoon. "At 3:20 I go through the shop--see what's in a hurry to get through, make sure parts are at the right machines and that they are going through on schedule. Then I take care of any daily adds for machines that are already being manufactured on the floor in Assembly." He checks the schedule on major machines, and identifies prints that may be late and gets them moving. He also checks what parts are needed in Assembly for the next morning. "If Assembly is looking for something and can't find it they call me and I can find it. I adjust the schedule if they need it done sooner. This happens a lot when a customer is here on the day shift. They give us jobs at night so it's ready in the morning."

Dave gets prints from Engineering and then routes them to the Saw Department. He watches the schedule and makes sure that things are done on time for the whole Machine Shop. He also coordinates with Assembly for things they need. This is no small job. On any given day there are 3,000 prints, or up to 4,000 at a time for parts that he has to make sure are moving through the Machine Shop on schedule.

"We've got a book I carry with me with all the UPS orders. When the entire order is done we get it out. Just counting the replacement orders and UPS orders - there are 275 orders in the book today," he explains. "I'm also responsible for replacement prints if an engineer wants to make a change."

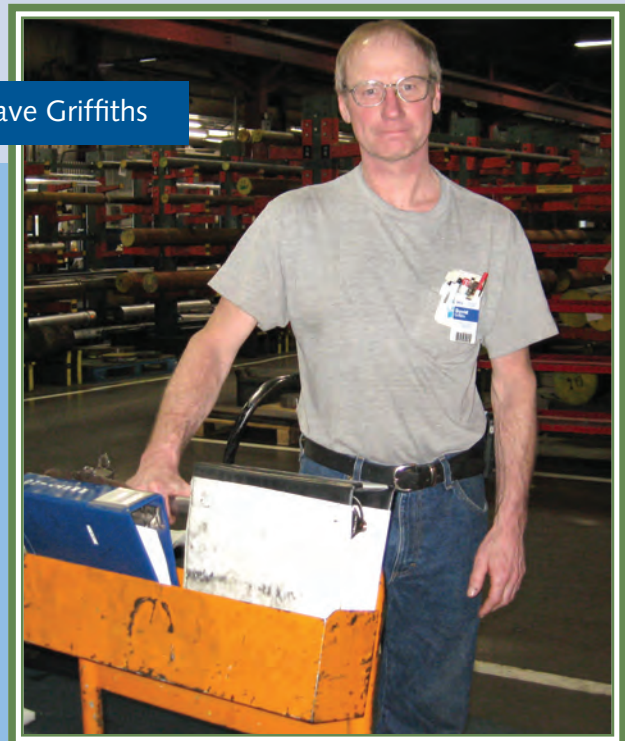
There is one person working as an expeditor on days and one at night. Dave needs to coordinate across time schedules.

Dave is always willing to help by assisting supervisors in the Machine Shop if they need help. "I help them find things when they need it -- material in for a job, prints. It happens pretty regularly--once a day or so. If I don't know, I can usually find it on a computer with the tracking."

Like his brothers, Dave went to school at WITC but he worked for a different company at first--at a paper mill previous to Bretting. He went back to WITC in the machine tool curriculum after the paper mill closed. "It was a little bit harder to go back to school--there were other things I'd rather be doing by that time. When I started here I was familiar with the Bretting machines," he says.

Dave lives near his brothers, three miles out of town. "We're all pretty close," he says. He has one son, Casey, who is 21 years old and is also working at Bretting. Dave still is in touch with his farming roots, by operating a hobby beef cattle farm. He enjoys all types of hunting including bow hunting, and some fishing.

Dave Griffiths



In his first position in the Tool Crib Dave was pre-setting tooling for the CNC machines. When the expeditor position opened he was ready for the challenge. "I'm glad I did and I really enjoy it."

C. G. Bretting Manufacturing Co., Inc.  
3401 Lake Park Road • Ashland, Wisconsin 54806 USA  
Tel: 715.682.5231 • Fax: 715.682.4138  
E-mail: cgb@bretting.com • www.bretting.com

Copyright C. G. Bretting Manufacturing Co., Inc.  
March 2011.  
Printed in USA.