

2018

EMERGING Leaders

Young professionals are a vital asset to the precision machined parts industry, and it is important to acknowledge those who are making strides toward shaping the industry's future. *Production Machining* is recognizing our industry's young talent through our new Emerging Leaders program.

We surveyed shops and suppliers to find individuals under the age of 40 who are making a difference in the precision machined parts industry, both in their business and in the manufacturing community. The recipients were chosen based on leadership and potential leadership, whether within their own companies or with involvement in the industry.

Production Machining will select a certain number of people in the precision machined parts industry each year who are striving to be the next generation of leaders and innovators and recognize them in the magazine. We will start the 2019 process early next year, so watch for information in our magazine and on productionmachining.com about how to nominate the next Emerging Leaders.

By Lori Beckman

Jami Massey, CEO, C&H Enterprises

With a title like CEO of her family-owned business, one might assume that Jami Massey reached her lifelong goal of becoming the head of the company by always being focused on the business she was born into. But that is not exactly the case for Jami. In fact, for a long time she wasn't convinced that working for her parents' company, C&H Enterprises, a Silicon Valley precision machine shop with customers in the semiconductor and aerospace industries, was what she wanted to do. But like many kids whose parents own a business, she dutifully worked at the company while in school. Jami started out in the administration department while she attended junior college, and she moved her way up to a position in the quality department, eventually becoming quality manager.

In that position, Jami brought the company into the 21st century by writing the procedures and elements of C&H's quality management system. She also



Jami Massey
CEO
C&H Enterprises



❖ Jami, with her nominator and co-worker, Stephen Spacher, on the shop floor.

persuaded C&H employees to understand the importance of this procedure and explained that it was something they all must follow.

“Jami did an excellent job in convincing C&H employees that this was a new wave in the future of the company,” says Stephen Spacher, director of sales and marketing at the company. “She demonstrated her leadership and communication skills by being an excellent listener with obvious empathy that made employees feel they had been heard.”

Without intentionally searching for a position at the company, Jami says she felt comfortable in her quality management role. “Processes are what I appreciate the most about the business, so working in quality fit well for me,” Jami says.

At that time, she was also interested in ISO certification, so under her lead, C&H became ISO 9001 certified and AS 9100 certified for aviation. Even after completing this accomplishment, which took more than a year, Jami went back to school, still not ready to settle down in a career in manufacturing. She earned a degree in human development.

While continuing working at C&H, it didn’t take long for Jami to come to the realization that she truly enjoyed working in manufacturing. She leapt from

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her position as quality manager to an executive position with the company. Although her human development degree seems unrelated to manufacturing, Jami says it has helped her immensely with her people skills and dealing with many personalities within the company and in the industry.

Last year, Jami became CEO of the 120-employee business that she has grown to love.

“As CEO, she continues to provide the motivation and energy to drive the company to new levels of production, while always taking care of the customer,” her co-worker, Stephen, says. “Jami is always considerate of her demands on her employees, and she makes sure she has given them a goal that can be met.”

Jami says she loves manufacturing because she enjoys the challenge of discovering what customers really want. “We start with a block of material, and often-times the customer doesn’t know what they want,” she says. “There are so many creative minds that I work with that have to figure that out. They not only have to do it right, but also efficiently. I love being around thinkers as well as the collaboration and allowing people to use what they know and encouraging them to grow.”

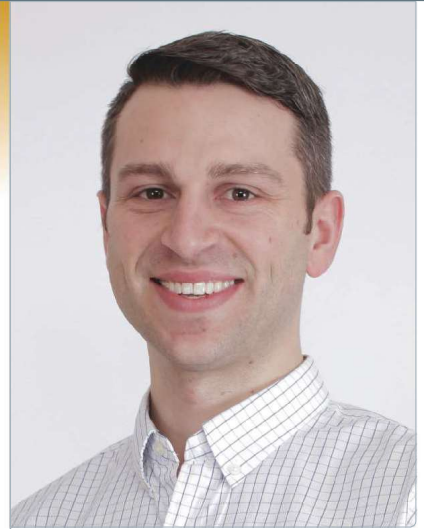
In her first year as CEO, sales at the company increased by 29 percent. “Jami always has an eye to the future, looking for new technology and better ways of doing things,” Stephen says.

Jami believes that the customer drives production, and only an extraordinary team determines success. Her strategy includes integrating her philosophy into the manufacturing industry that attracts ambitious leaders and creative thinkers under a collaborative framework. “This employee-based approach, coupled with the latest technology in machinery, robotics and data software, will stimulate development and growth within the organization, leaving a lasting impact in the industry,” she says.

According to Stephen, it is a pleasure to work in a company with Jami at the helm. “She loves sharing her ideas and always enjoys a good laugh when things get too serious,” he says.

Parrish Castor

Director of Quality and Technology
DaCruz Manufacturing



Although **Parrish’s** background includes a degree in criminal justice, a brief stint playing minor league baseball and then working as an underwriter, he was destined for a career in manufacturing. Since his start at DaCruz, he has been involved in all aspects of the business and is known as the go-to person for organizing special projects. He is responsible for reducing the company’s tooling costs, regularly investigating machining challenges and creating solid relationships with customers and vendors. Parrish has attended lean manufacturing and Kaizen training classes, is an active member of PMPA and participates in STEM-focused activities in his community to raise awareness and interest in engineering among youth.

Manuel Merkt

President and COO
Hermle Machine Co.



Manuel began his career as an apprentice for a company in his hometown in Germany. He earned a Bachelor of Engineering degree, and eventually landed a job at Hermle in Milwaukee, Wisconsin. Since he moved to the States, he has impacted his local community through raising hundreds of thousands of dollars for German immersion students by launching an apprenticeship program. He has also been involved with the German American Chamber of Commerce, ensuring German companies succeed in the U.S. market. Manuel was recently recognized by the lieutenant governor and the Wisconsin Department of Workforce Development for his work in inspiring young individuals to explore careers in manufacturing.

Andres Barajas

Journeyman, CNC Machinist Programmer
Micron Mfg. Co.



Andres began his career in 2007 at Micron Mfg. Co., spinning chips and sweeping floors. He began learning about machining when he was given the opportunity to load bars into a machine and check the parts that were produced, even though he had never touched a machine tool before. In 2017, Andres graduated as Micron's first journeyman CNC machinist programmer. While continuing to learn on the shop floor and taking machining classes every day, he is a single father raising a young daughter. He says machining has made him a better person and has given him confidence and a path to becoming an engineer.

Derek Briggs

Swiss Product Manager
Tsugami/Rem Sales LLC



Derek began his engineering career working on Tsugami machines at F&F Machine Products and then Bil-Mac Corp. In 2011, Derek joined Tsugami/Rem Sales as an application engineer and became engineering manager in 2015. Recently promoted to Swiss product manager, he is tasked with researching and implementing new technologies that integrate with Tsugami machines and improving the overall customer experience. When he is in the office, he can be found helping peers on the showroom floor and teaching training classes for distributors and end users. Derek's future aspiration is to assist in the improvement of Tsugami customer experiences.

Diana Peters

Executive Director
Symbol Training Institute



Diana is the founder of Symbol Training Institute and has led the facility to become a top NIMS credential provider. While providing hands-on training and job placement for her students, she strongly advocates for women's equality in manufacturing by promoting the profession to women. She founded and is currently president of Manufacturing Next, an organization that was created to promote manufacturing careers to women and youth. Diana also serves as the co-chapter president of Women in Manufacturing's Illinois chapter and was a 2017 NAM/Manufacturing Institute Step Ahead Awardee as a leading woman in the manufacturing industry.

Janie Hughes
Quality Specialist
Horn USA



Janie is not afraid of a challenge; each time an opportunity is presented to her, she accepts the role with enthusiasm. Nine years ago, Janie was a distribution associate by day and a struggling singer-songwriter in the Nashville scene by night. Then she heard about a position opening at Horn USA, and that's where her career began in manufacturing in 2010. She is especially devoted to engaging and supporting the next generation of machinists. She participates in PMPA's NextGen Committee and Horn USA's Mfg Day open house each year. In addition to being the company's quality specialist, Janie is Horn's health and safety coordinator.

Phillip Judd
Applications Engineer
Absolute Machine Tools



Phillip's experience in the production turning industry began as a front-line machinist at a Swiss machine shop, eventually learning about CNC Swiss and CNC fixed headstock screw machines. Upon joining the team at Absolute Machine Tools, Phillip has been instrumental in assisting companies to advance from cam-operated equipment to CNC screw machines. He provides training for programming, setup and operation of sliding and fixed headstock, multi-axis, multi-slide equipment and CNC mill-turn centers for all of Absolute's production turning customers. He is energized by problem solving and the implementation of new and innovative ideas to solve old issues, and he enjoys training others to do the same.

Kyle Detterbeck
Vice President
Lester Detterbeck Enterprises Ltd.



Having experienced working on the shop floor where he started learning about machining, **Kyle** has a thorough understanding of the industry and the challenges of efficient part production. He joined the family business in 2008 as a member of the fifth generation of Detterbecks in manufacturing, eventually working his way up to the front office. He cultivates a new perspective to a very mature industry. He is always eager to try new ideas, and he pushes the company to improve. He is an active member of both the PMPA's NextGen committee and its Management Update committee. Outside of the business, Kyle is a volunteer fireman and a first lieutenant for his fire department.

Justin Pluff
Senior Manufacturing Engineer
Marshall Manufacturing Co.



Justin joined Marshall Manufacturing as an apprentice, and after several years of study and experience, he has proven to be instrumental to the company. He helped transition it from a screw machine shop to a CNC Swiss facility while also becoming a trainer and mentor to many of his co-workers. Justin is inspired to dedicate much of his time to training because he wants to give back to

an industry that trained him well, and he enjoys seeing the successes of those he has trained. He hopes to pursue difficult machining challenges and pass on the knowledge gained to promote precision machining as not only a trade, but an art.