

RES

RES MANUFACTURING COMPANY

ISO/TS 16949:2002

SINCE 1907

The ProgRESsive

Mission

"Our mission is to be the best-in-class provider of precision metal stampings, assemblies and value-added services. Res will operate safely, ethically and profitably to benefit its customers, associates, shareholders, and suppliers."

Res Manufacturing is a contract manufacturer of metal components for **SHAPE CRITICAL**, **SURFACE CRITICAL** and **HIGH STRENGTH** applications.

We specialize in:

- ◆ **PROGRESSIVE DIE STAMPINGS**
- ◆ **DESIGN ASSISTANCE**
- ◆ **PROTOTYPES**
- ◆ **TOOL BUILD**
- ◆ **HEAT TREATING, WELDING, TAPPING, MACHINING**
- ◆ **AUTOMATED ASSEMBLY**

MANAGEMENT VIEWS

The Res Centennial

This year Res Manufacturing is celebrating its 100th anniversary. Reflecting on this milestone, it is worth going back to the early years of the 20th century to think about all the changes that have taken place since Res' founding.

In the four years prior to the start of Res, the Wright Brothers would make aviation history with their flight at Kitty Hawk, North Carolina; the first car trip across the US would take place; construction on the Panama Canal would begin; the flat disc phonograph would be invented by Thomas Edison; the first movie theater would open in Pittsburgh; and Albert Einstein would come up with his Theory of Relativity.

Res was founded in 1907, a year before petroleum production started in the Middle East, and a year before Henry Ford developed the Model T Ford (selling for \$850). Talking movies would not be invented for another three years and man would not reach the South Pole for another four years. The income tax would become law six years after Res' birth.



Res was founded one year before Henry Ford developed the Model T.



Management Views

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Photo of Res plant in the early 1900s, Res associates have always been the heart of our business.

Clearly Res was started during a period of dramatic change in our country. But if one looks at the full 100 year time span, other periods of rapid change have taken place, not least of which has been the past fifteen years during which we have seen wide-spread use of the personal computer, the Internet, and the capability for instant communication anywhere in the world.

How can a business survive for 100 years in such a dynamic environment when others may have not? I am not an expert on this subject but I have some thoughts on what has worked at Res during my 28 year tenure.

- Res associates have always been the heart of the business. We have tried to select, develop and stimulate associates in their work by recognizing the importance of their contributions and expanding their expectations for themselves and the business.
- Associate contributions come in many forms. We have felt that all of these contributions need to be recognized and appreciated. Everyone working at Res has the potential to make a significant contribution to the well-being of the business.
- Res has tried not to lose sight of customer needs, trying to fulfill those needs in the best ways possible. Customer satisfaction has been viewed as an overriding priority.
- Res has tried to anticipate where customer needs and opportunities were going and then tried to change to effectively meet those needs. The business has been aggressive in changing its culture, modes of operation, and business practices as the competitive environment has changed.

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Management Views

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- We have tried to foster an inflow of new thoughts, energies and ideas from associates at Res. Often, these energies and ideas have come when the business has been least receptive to them. It has been critical for associates to embrace change and for there to be champions that have seen the opportunity to make a big difference by driving positive change at Res.
- Res' ownership has believed in the business during the tough times as well as the good times. Having a consistency of purpose, long-term view, private ownership and a limited number of owners involved in key decisions for the business have been major advantages.

These points are ideals. Certainly there are times when we have fallen short of these ideals, but it is important that they remain in our focus as we approach the next 100 years of opportunity and change.

For my part, I am humbled to think about all the people that have contributed to Res' success. Some of these people are no longer living; some devoted much of their working career to Res; and many made or continue to devote significant energies and personal sacrifice to insure Res' success.

I am proud to be a part of Res as we celebrate our 100th anniversary.

Scott Moon

CEO, Res Manufacturing Company



This photo was taken outside Res' original plant. The company was founded as a manufacturer of window hardware carried by horse-drawn wagons to customers. Through the years, the products produced have changed dramatically. This change has been driven by associates that were champions of change and associates that embraced that change.

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