

QUICKSTART®

Technical College System of Georgia
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High Point in High Tech

The Georgia BioScience Training Center takes Life Sciences to next level

A translucent blue ribbon printed with DNA's iconic double helix draped from one end of the stage to the other. Behind the ribbon, Georgia Gov. Nathan Deal stood flanked by state officials and executives from Baxalta Incorporated, Georgia's most recent, and largest, biomanufacturing project.

They were armed with scissors and a shared vision. At the end of a countdown, the ribbon was cut, and the Georgia BioScience Training Center — a state-of-the-art facility unlike any other in the world — was officially open for business.

The grand opening marked yet another milestone in Georgia's steady rise to prominence as a globally competitive site for attracting and supporting companies in the Life Sciences sector.

"A skilled, professionally trained and qualified workforce is essential for Georgia to usher in a new era of bioscience industry," said Deal. "The BioScience Training Center is a showcase destination where biotech prospects and industry groups can see the level of support and training expertise Georgia can provide."

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From Pines to Plasma



“... a close collaboration between Quick Start and the engineers at Baxter led to the design, construction and operation of the first-of-its-kind Georgia BioScience Training Center.”

It was worth the wait.

In the world of economic development, sometimes companies move fast to pick a location to invest and create new jobs. Sometimes, not so much.

So it was with Baxter International, a global leader in plasma-based therapies and other healthcare products. After first starting their search for a place to build a new biomanufacturing facility, it was years before careful research and analysis led the company to finally pick Georgia.

The deciding factor? The availability of Quick Start’s training services, qualified graduates from our state’s technical colleges, and a commitment by Georgia to build a state-of-the-art training center to ensure the highest quality of the company’s workforce.

This issue of the Quick Start newsletter profiles how a close collaboration between Quick Start and the engineers at Baxter led to the design, construction and operation of the first-of-its-kind Georgia BioScience Training Center.

It wasn’t easy, but we did it. Quick Start’s nearly 50 years of experience working with rapidly changing technology was key. All industries change, but in the Life Sciences, change is constant and fast. One obvious example: in the middle of our project, market conditions made it possible for Baxter to spin off its bioscience division into a standalone company. Today, it’s the new Baxalta Incorporated that is putting the finishing touches on the \$1-billion-plus biomanufacturing facility in Social Circle.

And we can anticipate further changes ahead.

Jackie Rohosky

Assistant Commissioner

Economic Development Programs

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Trucking Right Along



Georgia recently welcomed Indiana-based Vanguard National Trailer Corp., a leading semi-trailer manufacturer, to the northwestern town of Trenton for the creation of a new 350,000-square-foot manufacturing facility.

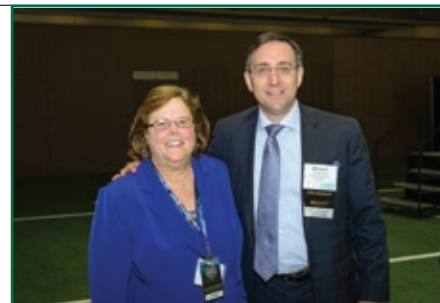
Continued growth in Vanguard's customer base was the catalyst for the decision to expand production to the Southeast, said Vanguard President and CEO Charlie Mudd, telling local press at the recent groundbreaking ceremony that after studying the programs of neighboring states, they chose Georgia because of the support from the Georgia Department of Economic Development and Georgia Quick Start.

The \$30 million, 100-acre site will be at the Dade County Industrial Park and will produce an estimated 10,000 dry freight semi-trailer vans per year for the North American transportation industry — a local victory in the form of 400 jobs.

Quick Start will partner with Vanguard to train the facility's new employees, both in office and manufacturing roles.



At right: Gov. Nathan Deal joins Vanguard executives and local officials in Dade County to break ground for Vanguard's new semi-trailer manufacturing facility.



Manufacturing a Promising Tomorrow

— Quick Start recently took part in the Fifth Annual Next Generation Manufacturing (NGM) Event, featuring interactive panels of successful manufacturers who have positively impacted Georgia's marketplace. Speakers included executives from Starbucks Coffee Company, Wal-Mart and Bridgestone Golf. Pictured above are Richard Kopelman, Founder & Chairman of Next Generation Manufacturing and CEO & Managing Partner at Habif, Arogeti & Wynne LLP, with Pam Griffin, Georgia Quick Start's director of organizational development. NGM is a non-profit forum dedicated to providing Georgia manufacturers with business resources, programs and events to support growth and to help Georgia create a top-tier future generation of manufacturing.



Kia Celebrates First Maintenance Certificate Grads

The Kia Georgia Training Center in West Point recently celebrated its first-ever graduation ceremony for Kia's Maintenance Certificate Training Program.

Quick Start collaborated with West Georgia Technical College to develop the program. The 12 Kia employees to receive

certificates will be moving into new, more advanced maintenance roles in general assembly, welding,

paint and stamping.

"...If you go out today and try to hire maintenance people with the skills and experiences that we need, the best answer you're probably going to get is 'good luck,'" said Randy Jackson, Senior Vice President of Human Resources and Administration

for Kia Motors Manufacturing Georgia. "So, we finally decided we better start growing our own. Quick Start's been with us from the very beginning. We needed brain power, we needed experts... and we ended up with an extremely strong product."

The 18-month program includes academic courses such as algebra, physics and chemistry, followed by maintenance-specific classes such as Programmable Logic Controllers (PLC) and electronics. Trainees also received hands-on, on-the-job training, where they shadowed more experienced Kia maintenance team members.

From left: Joungeok Ban, Kia Motors Manufacturing Georgia (KMMG) maintenance senior manager (Korean coordinator); Paul Maenhoudt, KMMG maintenance senior manager; and Chris Miller, KMMG maintenance director, pose with first-time Maintenance Certificate Training Program graduates. The Kia Maintenance Management team partnered with Quick Start in developing the program and implementing and supervising the on-the-job training portion of the course.



Five hundred students, teachers and volunteers gather at the Atlanta Convention Center for a day of fun, games and STEM learning through the SAE Foundation's *A World In Motion*® program, sponsored by Kia Motors Manufacturing Georgia (KMMG).



A World In Motion

Quick Start training partner Kia Motors Manufacturing Georgia (KMMG) recently teamed with the SAE Foundation, a subset of global association SAE International (Society of Automotive Engineers), to host 500 students from five Georgia and Alabama counties to celebrate science, technology, engineering, and math (STEM) learning at the Atlanta Convention Center.

As part of the foundation's award-winning *A World In Motion*® (AWIM) program, students participated in the JetToy Challenge, in which teams designed, built, tested and competed with their own JetToy cars.

"Kia's efforts to support STEM education in the region are beyond impressive," said Chris Ciuca, director of pre-professional



education at SAE International, in an SAE press release. "You're going to see students engaging in a truly integrated STEM experience beyond anything you've seen before."

AWIM is a teacher-administered, industry volunteer-based program that incorporates physics, motion, flight and electronics into fun, hands-on activities for K-12 students.

Through a generous donation from KMMG, the SAE Foundation will continue providing AWIM's services to participating school systems for the next three years, helping create the next generation of scientists, engineers and problem solvers.



Far left (from left): Jan Melcher, Quick Start director of eastern operations; Yaakov Dory, president and general manager of Caesarstone Technologies USA; Harold Fowler, mayor of the City of Richmond Hill; and Jackie Rohosky, Technical College System of Georgia assistant commissioner for economic development programs, at the grand opening ceremony of Caesarstone's Richmond Hill facility. Left and below: Caesarstone's signature stain, scratch and heat-resistant quartz countertops, floors, vanities and wall cladding can be found in over 55 countries.

The Quartz Revolution

All the way from the Mediterranean paradise of Caesarea, Israel, luxury quartz manufacturer Caesarstone Technologies recently found a new home in the vibrant and growing Savannah suburb of Richmond Hill, where it will produce more of its high-end interior quartz surfaces for both residential and commercial buildings.

After looking at over 76 different sites, the Richmond Hill selection was deemed "ideal" due to its close proximity to the

Port of Savannah, access to major interstates and railways, availability of a skilled workforce, and customized training from Quick Start.

In reference to Quick Start's training, Caesarstone President and General Manager Yaakov Dory told local press, "Its benefits cannot be overstated."

After a 500% growth in North American revenue since 2010, the initial \$100 million, 180-job investment in the new facility

expanded to include an additional 120 employees, a second building and press and polish lines — all prior to facility's opening.

Caesarstone joins more than 40 Israeli companies in Georgia, and their selection of Bryan County garnered recognition from the Georgia Economic Developers Association as the "Deal of the Year" in the 50,000 and under population category.





Protein Power

Baxalta and Quick Start build biotech muscle with unique training partnership

More than a decade ago, executives at Baxter International, a global leader in the medical products industry, made the biggest decision ever in the company's 60-year history: expand their bioscience division with a \$1 billion-plus investment in a new, state-of-the-art biomanufacturing facility.

Global demand was skyrocketing for their products. Derived from the proteins found in blood plasma, these products are manufactured by highly skilled employees carrying out a process called "plasma fractionation" and are used to treat immune disorders, hemophilia, traumatic blood loss and numerous other conditions. Demand is growing so

Above: Baxalta Incorporated's biomanufacturing facility near Covington, Ga. At right: Georgia Gov. Nathan Deal speaking at the facility's groundbreaking ceremony in 2012. At right: Georgia Gov. Nathan Deal welcomes Baxter to Georgia.



"Quick Start and its partnership with area colleges was one of the key motivating factors for Baxalta to build our new, state-of-the-art manufacturing facility here in Georgia."

— John Furey,
Baxalta Senior Vice President and
Head of Global Operations

fast that industry forecasters currently project the growth in the global market to leap from \$5 billion in 2010 to \$11.8 billion by 2018.

The need to expand was obvious. The big question was, "Where?"

A Monumental Decision

The company's consultants, engineers, advisors and executives scrutinized potential sites with an unprecedented rigor. Everything was under the microscope: infrastructure, logistics, taxes, land costs. Years went by as the economy climbed out of recession. Finally, a decision loomed.

Georgia had lost major biotech projects to North Carolina's

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The Name of the Game

In 2012, **Baxter International** selected Georgia for its new biomanufacturing facility:

Baxter



In 2015, Baxter spun off its bioscience division into **Baxalta Incorporated**:

Baxalta

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Research Triangle Park (RTP) before. Once again, the two states were side-by-side sprinting toward the finish line. This time around, though, Georgia was able to play its ace. The company had one lingering concern about choosing Georgia — finding the quality of workforce critical to their success. Georgia sealed the deal by committing to build a bioscience training center, to be operated by Georgia Quick Start — the No. 1-ranked training program in the U.S. for nearly

two decades — with the equipment and training needed to meet the exact requirements of the company's new biomanufacturing plant.

In April 2012, it was official: Baxter International would invest more than \$1 billion to build a plasma fractionation plant and hire 1,500 employees to work at the new facility to be located in Social Circle, east of Atlanta on I-20. Georgia would build the new Georgia BioScience Training Center adjacent to Baxter's plant, and Quick Start would operate the center to deliver customized training for Baxter, as well as additional biotech companies that choose to locate in the region in the future. *(Note: In 2015, Baxter International spun off its bioscience division into a standalone company, Baxalta Incorporated, now operating the Social Circle facility.)*

In August 2012, community, company and state officials broke ground for Baxter's \$1 billion Georgia bioscience facility.



Preparing the Training Solution

Even before ground was broken for Baxalta's plasma fractionation plant, Quick Start had launched

its process for developing customized workforce training with Baxter officials and engineers. By December 2012, a Quick Start team was on the ground in California to conduct a project study at three company locations.

The team returned with detailed information about the fractionation process and the company's goals, and began designing the comprehensive training program the company required.

While instructional development was taking place, Quick Start and Baxter representatives also began a

series of meetings with architects from Cooper Carry to define the purpose of the new Georgia BioScience Training Center — and to match the spatial, material and technical specifications required to fulfill the Center's mission and vision.

In 2013, Quick Start began delivering its services even before the Center was completed. In partnership with Athens Technical College, Quick Start renovated labs at an Athens Tech facility in Monroe, Ga. and began



A biomanufacturing expert at Baxter's California plasma fractionation facility demonstrates to Quick Start's project study team how to operate the transfer panels used to control production processes.

pre-employment assessments to help the company identify its first round of new employees.

It began with the quality team — the most critical unit within the biomanufacturing process.



Illustration of serum albumin molecule

What is Plasma Fractionation?

Baxalta's new facility will produce innovative medical treatments through the use of plasma fractionation, a process in which certain components of blood plasma — which must first be obtained from the blood of human donors — are extracted to make critical therapeutic medicines. Plasma makes up over half of blood's

volume and contains proteins like albumin and immunoglobulins (IG), both of which will be utilized at the Georgia facility.

“Quick Start and its partnership with area colleges was one of the key motivating factors for Baxalta to build our new, state-of-the-art manufacturing facility here in Georgia,” remarked John Furey, senior vice president and head of global operations for Baxalta, at the grand opening of the Georgia BioScience Training Center in September 2015.

Baxalta's executive vice president and president of immunology, Jacopo Leonardi, echoed Furey's position.

“I think, in the end, what really won the hearts and minds of our leadership team was a program like Quick Start,” Leonardi said.

“We knew we'd need approximately 1,500 employees to properly produce the kinds of products we make, and that's going to require an incredibly skilled workforce,” Leonardi explained. “And Georgia really impressed us with their vision, commitment and collaboration.”

This collaboration includes colleges within the Technical College System of Georgia (TCSG), Georgia Quick Start, also a unit within the TCSG, and the

brand new Georgia BioScience Training Center, a showcase example of Georgia's commitment to the Life Sciences sector.

“This training center will play a crucial role in helping us to efficiently train new employees as our presence in Georgia quickly grows,” said Furey. “With Georgia Quick Start's help, we will continue to attract and attain top talent in this area to join our Baxalta team.”

“We know the state of Georgia is putting great effort into building a bioscience community here,” Furey concluded, “And we are excited to be part of it.”

“We've had a very high success rate based on the pre-screening that's done by Quick Start,” said Sandra Matias, senior manager of quality labs for Baxalta. “We've been very pleased with what Quick Start has been able to deliver.”

John Furey, senior vice president and head of global operations for Baxalta, said, “This is an important part of what we do — ensure the quality and integrity of our products. It's important that all of the employees who work and interface with this operation have the right training and the right skills to ensure we deliver a product with the right quality and integrity every time.”

After hiring 500 employees, Furey confidently reported, “We're very happy with the workforce we've hired today. The process that we're working with at Quick Start lets us make sure we have the right caliber of candi-

dates and provide them with very rigorous technical training here in the training center so when they actually operate on the shop floor from day one, they're working with the best capabilities and talents.”

Training of new employees began at the Georgia BioScience Training Center even before its official grand

opening. In the Center's Pilot Lab, equipment that mirrors the same technology in Baxalta's biomanufacturing facility allows trainees valuable hands-on experience.

“This gives us a tremendous advantage to be able to be way ahead of the game prior to our facility being completed,” Matias concluded. ■

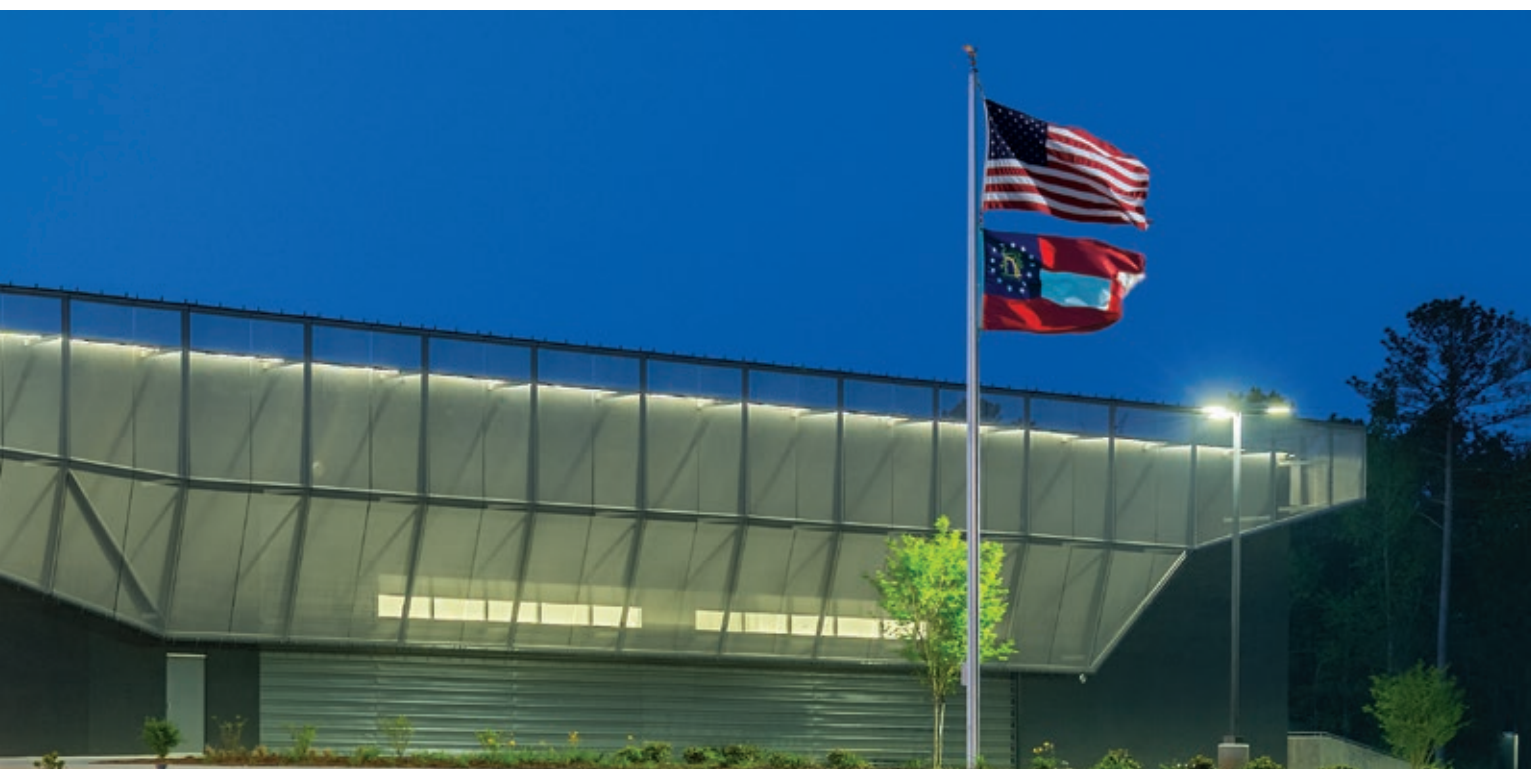
Inside the Georgia BioScience Training Center, a pre-hire assessor (far left) explains work instructions for the Pilot Lab's volumetric measurement and transfer (left) and preparing lab solutions (right).





Above (from left): Jacopo Leonardi, Baxalta executive vice president and president of immunology; Gretchen Corbin, Technical College System of Georgia (TCSG) commissioner; Georgia Gov. Nathan Deal; John Furey, Baxalta senior vice president and head of global operations; Chris Carr, Georgia Department of Economic Development commissioner; and Chester Zelaya, Baxalta vice president, cut the double helix-clad ribbon at the grand opening of the Georgia BioScience Training Center. At left (from left): Jackie Rohosky, TCSG assistant commissioner for economic development programs and head of Quick Start; Scott Joost, Baxalta director of manufacturing; and Calvin Klitz, Baxalta director of human resources, review progress during the construction of the Center.





A Boon for BioScience

Georgia BioScience Training Center to support future growth in Life Sciences

It was an ordinary ribbon cutting. But it marked the grand opening of an extraordinary building.

On Sept. 10, 2015, hundreds of people joined Georgia Gov. Nathan Deal, state officials and Baxalta executives to celebrate the official opening of the Georgia BioScience Training Center — a new, custom-designed facility just across Baxalta Parkway, where the company is completing its million-plus-sq.-ft. biomanufacturing plant.

For more than two years, a team of Quick Start training professionals, Baxalta engineers, and designers from architecture firm Cooper Carry collaborated to design and build the new Center, guided by a unique mission and vision.

“The goal was to design, build, equip and staff a signature building that would serve many pur-

poses,” Gov. Deal remarked at the grand opening. “It would house customized training for the Baxalta workforce. It would contain flexible space for accommodating new Life Science companies. And it would be a showcase destination where biotech prospects and industry groups can come and see the level of support and training expertise that Georgia has to offer.”

It worked.

“When you start up a facility of this magnitude, access to key talents and good technical skills is a very important component of your site selection,” said John Furey, senior vice president and head of global operations for Baxalta, “but being able to direct those talents and skills to meet your needs in the plant is critical.”

That’s what the training center was designed to do.



Georgia Gov. Nathan Deal welcomes Georgia and the world to the Georgia BioScience Training Center.

“We have seen other bioscience training centers,” said Jacopo Leonardi, executive vice president at Baxalta and president of its immunology division, “but this is the most state-of-the-art and impressive training center we have seen.

“We’ve taken the best thinking and best practices from other facilities and really made this the state-of-the-art, best-in-class version,” Leonardi said.

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Rich in Opportunity

Over the decades, Georgia has grown a vigorous Life Sciences industry made up of more than 400 biotech companies, 225 health information technology companies, and more than 40 leading organizations like the Centers for Disease Control and Prevention and the American Red Cross.

Additionally, Georgia's resources for training and education in biotechnology already include some of the country's and world's leading programs and institutions, all working together to prepare a qualified workforce.

"Georgia has a seamless pipeline for preparing a qualified work-

force — one that includes our K-12 schools, colleges and research universities, technical colleges, and Quick Start's customized training," said Gretchen Corbin, Technical College System of Georgia's commissioner. "Your patient is what you come to work for every day; preparing your workforce is what



Scenes from inside the new Georgia BioScience Training Center.



April 19, 2012

Baxter International Inc. selects Georgia as the site for their new plasma fractionation facility; Georgia announces it will build the Georgia BioScience Training Center to support Baxter's workforce training and showcase the state's commitment to growing the Life Sciences sector.

Baxalta's billion-dollar investment in the 1 million-square-foot facility is the largest capital outlay in the company's history.

Sept. 14, 2012

Architecture firm Cooper Carry selected to design the Center.

Aug. 27, 2013

Quick Start and Baxter begin to develop the structure and content of Baxter's training program.

March 31, 2014

Gov. Nathan Deal, state officials and Baxter executives hold the official groundbreaking ceremony for the 48,000-square-foot Center.

2012

Aug. 1, 2012

Groundbreaking ceremonies held for the new Baxter facility.

Dec. 4-6, 2012

Quick Start conducts a project study at three Baxter locations in California.

March 27, 2014

Baxter announces plans to create two separate, independent global healthcare companies: one focused on developing innovative biopharmaceuticals and the other on producing life-saving medical products, to be named Baxalta.

Baxalta's biomanufacturing plant is the first in the company's history to include all phases of production under one roof, from testing to processing, filling and packaging. Previously, these processes were done at separate locations.

we come to work for every day.”

Resources and education combined, Georgia offers rich opportunities for bio-related investment.

“From research and development to clinical trials and manufacturing distribution,” said Georgia Department of Economic Development Commissioner Chris

Carr, “in Georgia, an idea can be born, researched, tested, commercialized, produced and then quickly delivered anywhere in the world.”

Now, with the Georgia BioScience Training Center, Georgia has taken its game to the next level.

“This is a significant milestone in Georgia’s growth as a premier

location for biomanufacturing, and it solidifies the state’s commitment to the Life Science industry,” said Carr. “To be able to offer biotech companies access to customized training and one-of-a-kind equipment gives us a major competitive advantage in the global marketplace.”



The Georgia BioScience Training Center is the first state-funded training center dedicated to delivering customized training for Life Science-related businesses.

The Center features a one-of-a-kind, pharmaceutical-grade SKAN isolator integrated with Bausch+Stroebel aseptic filling technology that allows trainees to practice exercises in aseptic filling and finishing, a process critical to maintaining the highest quality industry standards.

Sept. 10, 2015

Gov. Nathan Deal cuts the ribbon at the Georgia BioScience Training Center Grand Opening.

2016

500 more employees slated to join Baxalta’s team, comprising 1,000 of Baxalta’s 1,500 total employees.

February 2015

Pre-employment assessments for Baxalta’s quality team begins.

2018

2018

Baxalta’s plasma fractionation plant to begin commercial production.

October 2015

Pre-employment assessments for Baxalta’s manufacturing team begins.

March 2015

Quick Start moves into the Georgia BioScience Training Center; training begins for Baxalta’s first 500 employees.

August 2014

In partnership with Athens Technical College, Quick Start renovates labs at the Walton County Athens Tech Campus in Monroe, Ga. and begins quality control lab training.

Quick Start’s Baxalta-specific training materials are integrated into a custom-built online database that allows controlled trainee access while tracking individual progress and assessment scores.



Inalfa designs and produces sunroofs for a wide variety of auto manufacturers. Clockwise from top: the Nissan Murano, BMW F15 X5, Chevy Malibu, and Buick Lacrosse.

Good Day Sunshine

Inalfa expands in Acworth so more drivers can let the sun in

Even before the paint was dry on Inalfa Roof Systems' 165,000-square-foot Cherokee County facility, the Netherlands-based company had plans for more.

The automotive industry in the Southeast was surging when Inalfa opened its initial 300-job operation in 2014, and the demand for the company's sunroof products surged right along with it.

With the production of over 2.5 million sunroofs a year, Inalfa designs, develops, manufactures, prototypes, tests, assembles and supplies sunroofs for brands like BMW, Chrysler, Ford, General Motors, Volkswagen, Audi, Volvo, Hyundai Kia, Honda, Land Rover, Nissan and more.

With a large customer base in the Southeast, it made sense for the company — whose only

American headquarters and manufacturing plants were located in Michigan — to look south for a place to more efficiently supply their roofing systems to auto manufacturers such as BMW, Nissan, and Ford.

From left to right: An Inalfa operator loads a glass panel onto the Locating Table to prepare it for the glass encapsulation process, in which injection molding is used to enclose sunroof glass panels before moving to the assembly line; five different robots are used in the glass encapsulation process, and assemblers must be trained on correct operating procedures for each; an Inalfa employee screws glass to a frame for the BMW X5 SUV line.



Recently, Inalfa announced a 100,000-square-foot expansion to its new Acworth location, adding 100 more employees and providing space for additional high-volume production lines to meet future





At left: Quick Start's pre-hire simulations allow candidates' basic maintenance skills to be tested in a controlled environment prior to performing real-time mechanism assembly on Inalfa's production lines. Michael Adoyo, Inalfa's production trainer of operations, observes applicants La'Shawna Johns and John Marcinkowski as they use standard work instructions to perform proper mechanism assembly techniques during Quick Start's pre-hire assessment process. Below: After undergoing the pre-hire process, now-employees Rhonda Chambers and Lashonda Harris perform mechanism assembly on a Nissan Murano sunroof.



customer demands. The new building will be utilized to encapsulate glass panels via injection molding and steel reinforcement bonding.

Quick Start Support

Quick Start has been Inalfa's training partner since the beginning. Each Inalfa employee has gone through some aspect of Quick Start's training, ranging from automotive roof system manufacturing process training to leadership, teamwork and communication courses.

Quick Start produced multiple custom, state-of-the-art training videos on topics such as glass and steel reinforcement bonding processes, glass encapsulation, and Inalfa's TP10-BMW F15 Line for the BMW X5, the longest and most complex production line.

Employee Rhonda Chambers noted that Quick Start's training

was actually harder than working on the floor itself.


"I thought that was good, because it was challenging from the beginning," she said. "You got the feel of what it was going to be like to actually come in here and do it. It helped me a lot."

Everyone on the floor also went through Quick Start's pre-hire simulation process.

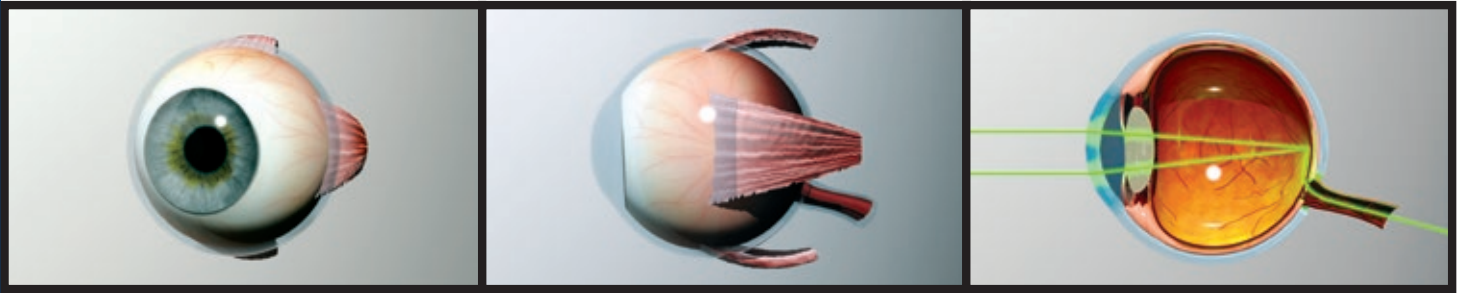
"The automotive industry can be a culture shock to anyone," said Michael Adoyo, Inalfa's production trainer of operations. "[The pre-hire] gives them an

awareness of what it's like and prepares them mentally before they actually hit the floor."

One course module focused specifically on helping Inalfa obtain the TS-16949 Certification, a coveted accreditation that aims to reduce and prevent manufacturing errors while improving overall process quality.

Inalfa HR Business Partner Jan Adams said, "For any new company coming into Georgia, if they don't take advantage of the opportunity to work with Quick Start, they are really missing out." 





Above: An in-depth animation produced by Quick Start for Alcon employees illustrating how the eye captures and sends light to the optic nerve. An eye with no distortions, as shown above, is able to capture light and send a clear image to the optic nerve, while a distorted eye shape, or an astigmatism, causes the light to skew, resulting in a blurred image.

Vision Statement

Alcon's Georgia operations are keeping an eye on a bright future

After Alcon, the world's leading provider of eye-care products, made the decision to invest \$500 million and create 550 new jobs at its Georgia facility in the Atlanta suburb of Johns Creek, the company's leadership knew what was next on their list of things to do.

Call Quick Start.

"People certainly had to learn quickly, and we didn't have the

staff nor the resources," said Bob DeVed, director of human resources. "Lo and behold, Quick Start does.

"It was through the training materials that were brought to us by Quick Start that we were able to get that plan up and running fast," DeVed added.

Quick Start and Alcon have partnered before to prepare new employees to make innovative products with cutting-edge technologies. Quick Start was there in 2012 when Alcon launched its new DAILIES® brand, DAILIES TOTAL1®. The lens utilizes sophisticated materials chemistry and the company's proprietary Lightstream (LS) technology, which uses UV light to cure each lens from a liquid polymer into a solid.

"Any manufacturing company coming to Georgia who does not partner with Quick Start will be missing the biggest opportunity to help them succeed."

— Bob DeVed, Alcon Director of Human Resources

With new product lines comes the need for new training, especially when transferring technological know-how from Germany to Georgia. To facilitate training development, a Quick Start team conducted a project study at the Alcon manufacturing facility in Germany, documenting technology and operations.

"Quick Start came in and put together training materials that ensured our technicians knew what was new about these lines," said Jason Mastry, head of LS1 manufacturing for Alcon in Johns Creek.

Technicians received PLC and electrical training in order to keep the complex interfaces of the machinery functioning properly — especially critical during the technological upgrades accompanying expansions.

The company expects the same success with this expansion as well. Mastry added that with Quick Start's involvement, the time to get new equipment up to speed is expected to be cut in half.

"What we have really learned is the name Quick Start really is the difference," he said. "It's not that any manufacturing organization can't

Alcon
a Novartis company




At right: Alcon's expansion created additional production lines for the DAILIES® brand contact lenses, including the newest DAILIES TOTAL1®, the first and only Water Gradient contact lens in existence. The lens' surface water content is almost the exact same as the cornea — an advancement not yet seen in the field of eye-care. This oxygen permeability increases breathability and allows longer wear without the drying and damaging effects of other brands.



start on its own, but Quick Start accelerates it. And that's the key piece."

Production Manager Jim Putnam, who oversees the expansion ramp-up of the LS3 lines, explained that at least 80 percent of Alcon's workforce associated with the ramp-up has never worked in the contact lens industry before.

"The ramp-up pace has been phenomenal, and we can attribute that to our relationship with Quick Start," Putnam said.

"Any manufacturing company coming to Georgia who does not partner with Quick Start will be missing the biggest opportunity to help them succeed," DeVed said. "Whatever the expectations may be, Quick Start, I'm certain, would exceed the expectation. They're very driven to deliver, and they're driven to excel." 



Above, from left: Bruce Batton, Quick Start director of northern operations, and Jackie Rohosky, Technical College System of Georgia (TCSG) assistant commissioner for economic development programs, tour Alcon's state-of-the-art production facility during Alcon's expansion announcement event on World Sight Day.



Above, from left: Mike Bodker, mayor of Johns Creek; Georgia Governor Nathan Deal; and Rob Meyers, general manager of Atlanta manufacturing at Alcon, celebrate Alcon's announcement to further expand their Johns Creek facility. Below left: Attendees listen as Governor Nathan Deal and other state dignitaries and company officials speak at Alcon's expansion event. Below right, from left: Jackie Rohosky, head of Quick Start and TCSG assistant commissioner for economic development programs, greets Bob DeVed, Alcon director of human resources, and Jason Mastry, Alcon head of LS1 manufacturing in Johns Creek.

Seeing the Future

It wasn't a coincidence that Alcon executives and Georgia officials celebrated Alcon's \$500 million expansion on World Sight Day. The date is intended to bring awareness to the issues of preventable blindness and vision impairment, two causes that Alcon's products are designed to address.

The company's 550 new employees will consist of engineers, scientists, operators, mechanics, quality professionals, support staff and more, all dedicated to that shared mission. Thanks in part to the support from the community and the state, Georgia will now be the home of one of Alcon's largest and most innovative advanced manufacturing operations.

Gov. Deal hailed the expansion as one more example of how Georgia has earned the title 'Best State for Doing Business.' "It's our job to figure out how to say yes," Deal said. "And when you have that attitude, it makes all the difference in the world." ■





Praising Georgia's Producers

Annual signature event honors the 2015 Manufacturers of the Year


The atmosphere was celebratory at the 21st annual Governor's Awards Luncheon for Manufacturing Appreciation Week as keynote speaker Gov. Nathan Deal named three of Georgia's leading companies as the 2015 Manufacturers of the Year. Prayon, located in Augusta, Ga., won in the small manufacturer category of 150 employees or fewer; Savannah's Mitsubishi-Hitachi Power Systems Americas, Inc., won in the medium manufacturer category of 150-500 employees; and Milledgeville-based Triumph Aerostructures won in the large manufacturer category of 500 or more employees.

"These three winners are emblematic of what's great and happening in manufacturing in Georgia," said Gov. Deal before presenting the awards. "They create value through jobs, stimulate business throughout the supply chain and are good corporate citizens."

In his proclamation declaring this year's Manufacturing Appreciation Week, Gov. Deal noted the tremendous contribution manufacturing makes to the state's economic well-being. Nearly 9,305 manufacturing facilities are located in Georgia, according to the proclamation, and they provide 367,153 jobs, generating nearly \$19.5 billion in wages for Georgia's citizens and contributing more than \$100 billion to the state's economy each year.

The annual awards luncheon, held in Atlanta, is the highlight of Georgia Manufacturing Appreciation Week, which is co-hosted by the Technical College System of Georgia (TCSG) and the Georgia Department of Economic Development (GDEcD).

The three Manufacturers of the Year were among hundreds

nominated by Georgia business and civic leaders. They were chosen for their excellence and contributions to the state's economy and their respective local communities. 

2015 Sponsors



Manufacturing a Legacy

The state recently lost a great manufacturing leader and industry legend. Charles Edward “Gus” Whalen Jr. was a man with an inspiring passion and clear vision for the future of manufacturing.

His dedication for shedding light on Georgia’s production opportunities was manifested in his co-founding of Georgia’s Manufacturing Appreciation Week 22 years ago. To Whalen, the annual week-long event served to honor manufacturing, raise awareness of its importance, and help it grow.



Gus Whalen,
Manufacturing
Appreciation Week
co-founder.

“These are really high-tech jobs; they’re high-pay, and they require a good bit of education — much more education than most people understand,” said Whalen.

What began as a modest gathering has grown to include over

1,500 state and industry leaders, eager to carry out Whalen’s mission of helping Georgia’s production industry thrive.

Whalen spent 38 years as president of the Warren Featherbone Company, a family-run apparel production facility, and was chairman of the Warren Featherbone Foundation. His passion for education and philanthropy led him to create the Featherbone Communiversities, where people from all ages come together to learn in a collaborative environment.

Whalen was a very active member of Georgia’s manufacturing industry up until his passing, serving as a business representative for the Georgia State Workforce Investment Board and as chairman of the American Apparel Manufacturers Association.

The impact Whalen made on Georgia’s manufacturing landscape will last well into the future, and he will be greatly missed by all who are honored to have known him. ■

Large Manufacturer



“We truly consider it an honor and a privilege to accept this prestigious award. We have some of the best employees and it’s demonstrated every day in everything we do. This award truly belongs to them.”

— Merlin Fechner,
Triumph Aerostructures - Vought
Aircraft Division President

Medium Manufacturer

“We’re honored to be singled out by the State with this award. It confirms our commitment to provide the highest quality and most energy efficient power generation equipment, from our key facility here in Georgia.”

— Dave Walsh, Mitsubishi-Hitachi
Power Systems Americas, Inc.
President and CEO



Small Manufacturer



“It’s truly a great honor to accept this award today. We’ve experienced our seventh year of success, and that wouldn’t have been possible without the support of Quick Start, Augusta Technical College, and especially all our dedicated employees.”

— Beth Allen, Prayon Vice President
of Finance and Administration

Reeling It In

Industry leader Trident Seafoods finds East Coast home in Carrollton



If you've ever watched the Discovery Channel's chilling, edge-of-your-seat reality show *Deadliest Catch*, you may have wondered what actually happens to the millions of wild crab harvested from the frigid waters off Alaska and the Pacific Northwest.

A lot of that hard-shelled gold ends up at one of Trident Seafoods' processing facilities in Alaska, where Trident is the top processor of crab, as well as numerous other seafood products. Founded in 1973, Trident has since become the most successful privately-held, "All American-owned" seafood processor in the Pacific Northwest. Add that to all of Trident's operations preparing frozen, canned, smoked or ready-to-cook seafood products, and Trident claims the title of largest seafood company in the U.S.

And it got still bigger when, in 2013, Trident announced its plan to expand to the East Coast, choosing

a location in Carrollton, Ga. to build its state-of-the-art processing facility. Choosing the right location took the same diligence, persistence and planning demonstrated by the fishermen manning the company's ocean-going fleet of 30-plus vessels.

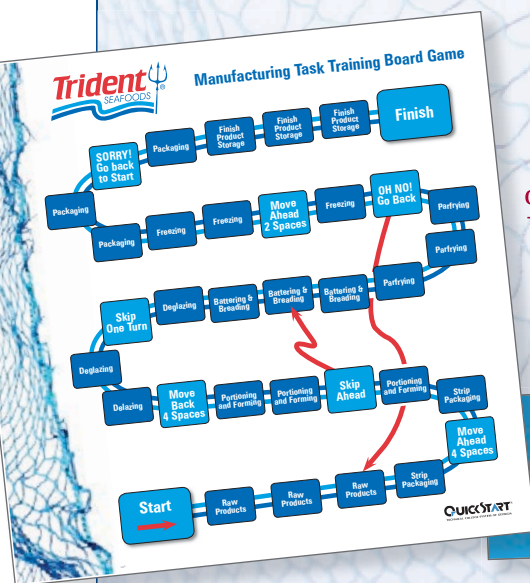
"We didn't come here to Carrollton by accident," said CEO Joe Bundrant at the Carrollton plant's recent grand opening. "We looked at 75 to 100 locations for expansion over the last three years. But the decision to come here was really pretty easy to make.

"I'd especially like to express my appreciation for the Georgia Quick Start program that facilitated the training of more

than 100 of our local employees," Bundrant added.

Trident's Carrollton expansion was a \$41 million investment that initially created 175 jobs. The 104,000-square-foot facility's staple seafood items consist of wild Alaska salmon, cod, crab, pollock and more for wholesale, retail and foodservice markets. Final products include Trident Wild Alaskan Salmon Burgers, PubHouse Battered Cod, and the ever-popular Ultimate Fish Stick.

Quick Start offers creative, visual and fun ways to learn. To train Trident's employees on necessary food processing skills such as strip packaging, deglazing and parfrying, training developers created an interactive board game. Players must correctly answer a multiple-choice question on a variety of different food processing topics to advance in the game.



Above: Trident Seafoods produces a large variety of battered, glazed, breaded and fryer/oven-ready fresh seafood items for wholesale, retail and foodservice markets.

Quick Start's customized training incorporates everything from plant safety, manufacturing and food quality awareness to leadership development and "lean" workplace practices. Training also includes Trident's thorough quality control processes, in which products are sampled each shift to ensure a satisfactory taste, flavor and texture.

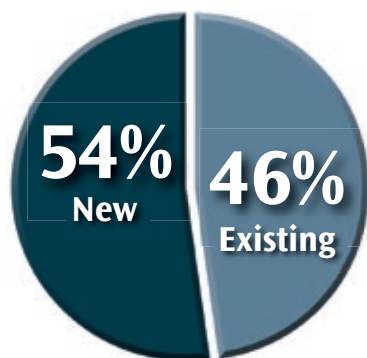
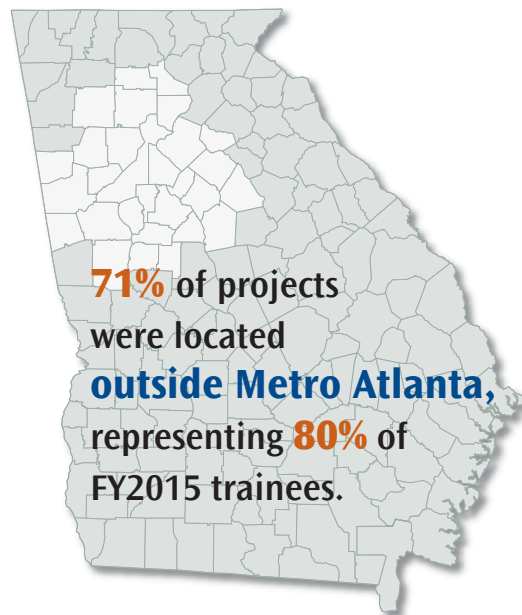
All Quick Start trainees now work in the Carrollton facility full-time. The agreement includes a long-term partnership with West Georgia Technical College in nearby LaGrange, which will provide ongoing support for Trident as it continues to grow and expand.



Operating Results for FY2015

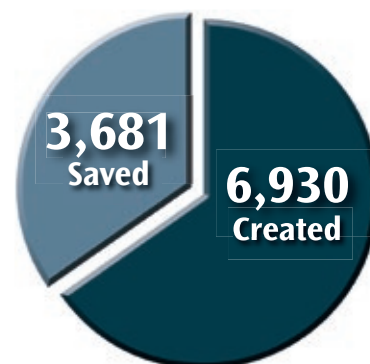
Reigning as the **#1 workforce development program in the nation**, **Georgia Quick Start**, part of the Technical College System of Georgia, is proud to be Georgia's primary discretionary incentive for job creation and retention. Since its origin 48 years ago, Quick Start has trained more than **1,206,256 Georgians** through **6,765 projects**, and it has continued to build a reputation of successful partnerships and thriving businesses in FY2015.

92% of Quick Start FY2015 projects supported Georgia's advanced manufacturing operations — the foundation of our economy.



Quick Start delivered **115** customized workforce training programs to companies **creating or retaining jobs in Georgia**.

10,611 jobs were **created or saved** with Quick Start's help in FY2015.



Investments from Around the Globe

Quick Start's free, customized workforce training attracts new business and investment from all over the globe. In FY2015, Quick Start delivered **37% of its projects to companies of international origin**. These companies came from **15 different countries** in **42 projects**.





Operating Results for FY2015



Since CNBC began their “America’s Top States for Business” annual special report in 2007, Georgia has consistently ranked in the top five states for workforce, placing first more than any other state in the nation.

Of FY2015 Quick Start projects ...

- › **71%** were located outside Metro Atlanta
- › **92%** supported Georgia manufacturers
- › **37%** involved international companies

Since its inception, Quick Start has trained more than **1,206,256** Georgians through **6,765** projects.

In FY2015, Quick Start ...

- › Helped to create or save **10,611** jobs
- › Delivered **115** customized workforce training projects
- › Worked with companies from **15** different countries in **42** projects to help bring foreign investment into Georgia



‘No wonder that Georgia has been able to announce continuing string of business expansions and relocations over the last year ... Georgia’s Quick Start has ranked as the leading workforce development program among site consultants polled in the Area Development Top States for Doing Business survey every year it has been conducted.’

— Area Development
Top States for Doing Business 2014