

AS KEY EMPLOYEES NEAR RETIREMENT AGE, JADE MANUFACTURING TURNS TO MEP CENTER TO EDUCATE AND EMPOWER TEAM

COMPANY PROFILE

Founded in 1945 by Arthur Boyle, Jade Manufacturing Company Inc has remained a family-owned business for three generations. President Chris Burch and Director of Manufacturing Steve Gruner are currently at the helm of the company which builds products to exacting military standards from their machine shop in Warwick, RI.

The company has won numerous awards for their work, including multiple Raytheon Operational Excellence Supplier Awards and the Rhode Island SBA Manufacturer of the Year. Jade currently has 18 employees.



SITUATION

Jade Manufacturing is run “like a family,” said Burch. They invest in skills training, reward loyalty and deliver on a positive work culture. As a result, employees tend to stay with the company a long time.

This longevity is both an asset and a concern. Jade focuses on avoiding high costs associated with frequent employee turnover. But at the same time, noted Burch, “If you have 8 guys of retirement age and 2 of them leave, the impact on sales and production will be big six months down the road.”

After a key employee left with little notice, Burch and Gruner felt it was a priority to bring some education to their other aged 50+ employees about retirement planning.

SOLUTION

Polaris MEP strives to be “the resource” for RI manufacturers. When appropriate, the manufacturing consultants will connect clients with outside specialists.

To help Jade, the team reached out to two unbiased retirement planning advisors to put on a presentation and Q&A that would empower employees.

Gruner is himself over 60 and noted, “When the reality of retirement gets closer, and those numbers become real it’s like nearing the edge of a cliff and the drop becomes real too... anxieties rise.”

“Before we did this, Chris & I talked about how we didn’t want it to appear we were just trying to get employees to stay,” added Gruner. “We wanted to give them education to make them feel good about their decisions and, frankly, make them feel good that we have their best interests at heart.”

One trainer focused on helping the older team members understand the financial implications of retirement timing. The other addressed medical/health considerations. Both answered questions from the 8 workers in the room, showing how those two areas dovetail.

IMPACTS



\$210,000 retained sales;
\$55,000 increase in sales



2 new jobs; 3 employee
positions retained



85,000 Invested in new
processes, equipment, and
workforce practices



Cost savings of \$78,000 in
both direct savings and by
avoiding unnecessary
investments

To learn more, read the full Success Story at:

bit.ly/3Vy6qsU

JADE

Manufacturing Company, Inc.



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Steve Gruner

Director of Manufacturing



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productivity?

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