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NEWS

Pay-For-Performance Helps Attract, Retain Top Employees

BY PHILLIP M. PERRY

Skilled workers are hard to find — and keep. Little wonder employers are taking a fresh look at so-called “pay-for-performance” (P4P) arrangements that link part of employee compensation to workplace achievement. Such programs attract “A players” with the promise of big rewards for results that boost the bottom line.

“Pay for performance programs are powerful motivators,” said Mae Lon Ding, president of Personnel Systems Associates. “They guide employees by highlighting what is really important in their job positions. And they demonstrate that working at the peak of an individual’s abilities will be worth the effort.”



Incentive pay has important advantages over seniority-based salary hikes and year-end bonus plans. “Under traditional compensation programs, employees realize that if they are good enough to survive they will earn the same pay as the company’s best performers,” said Steven P. Lentini, Corporate Leadership and Sales Coach.

That realization, he said, encourages mediocrity and dampens the morale of a company’s top talent who end up jumping ship for the competition.

In contrast, the measurable nature of P4P programs helps build an achievement-based work culture, while ensuring that management and staff are on the same page when it comes to goals, expectations, and outcomes. They can even improve a company’s system of employee review.

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FBA Annual Meeting In Key Largo Navigates Change

The Fibre Box Association (FBA) welcomed more than 100 attendees at the 2024 Annual Meeting last week at the Ocean Reef Club in Key Largo, Florida. The theme for this year’s meeting, “Navigating Change,” recognized the current dynamics impacting the corrugated industry and explored regulatory changes including Extended Producer Responsibility (EPR), the effects of automation, electric vehicles and even this year’s US presidential election.

Included in the lineup of speakers was Christian Fischer, President & CEO of Georgia-Pacific, who delivered a compelling keynote presentation on the State of the Corrugated Industry. Fischer is this year’s recipient of PaperAge’s Executive Papermaker of the Year award, and a former chairman and member of the FBA’s Board of Directors.

Jason Stein of Flat Six Media presented the End Use Segment Series: Automotive, and Scott Rasmussen, Co-Founder of ESPN & Rasmussen Reports, shared his analysis of the upcoming 2024 national election. Rasmussen is recognized as one of the world’s leading public opinion pollsters.

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AVERAGE CONTAINERBOARD PRICES

The average prices reported are tabulated from prices PAID by various sources throughout the United States the week previous to issue. Prices in some areas of the country may be higher or lower than the tabulated average. The prices tabulated here are intended only for purposes of reference. They do not connote any commitment to sell any material at the indicated average. Transactions may be completed at any time at a price agreed upon by seller and purchaser.

REGION	42# Kraft liner	26# Semi-Chem. Medium	
E. Coast	\$955.00-960.00	Short Ton Del.	\$890.00-940.00
Midwest	\$970.00-980.00	Short Ton Del.	\$905.00-925.00
Southeast	\$970.00-980.00	Short Ton Del.	\$905.00-925.00
Southwest	\$970.00-980.00	Short Ton Del.	\$905.00-925.00
West Coast	\$1000.00-1010.00	Short Ton Del.	\$925.00-945.00
U.S. Average	\$973.00-983.00	Short Ton Del.	\$908.00-928.00

SHEET PRICES BY REGION (AVERAGE)

Per 1MSF, local delivery included, 50MSF single item order, truckload delivery.

Sheets	E. Coast	Midwest	South-SW	S. CA	N.CA/WA-OR	US Aver.
200#	\$62.26	\$72.05	\$62.69	\$82.80	\$85.35	\$73.13
275#	97.32	99.89	90.86	113.65	119.54	101.29
OYSTER UP-CHARGE	8.34	8.34	8.34	8.34	8.34	8.34
275# DBL-WALL	107.46	114.69	116.54	137.25	141.08	122.76
350# DBL-WALL	118.45	129.32	117.82	145.56	148.46	131.80

CANADIAN SHEET PRICES (AVERAGE)

In Canadian Dollars, per 1MSF, local delivery included, under 50MSF single item order, truckload delivery.

200#	275#	Oyster UC	275#DW	350#DW
\$78.56	\$99.18	\$9.00	\$96.32	\$105.83

CANADIAN LINERBOARD & MEDIUM

The average prices reported are tabulated from prices PAID by various sources throughout Canada. Prices may be higher or lower in various areas of the country. The prices tabulated here are intended only for purposes of reference. They do not connote any commitment to sell any material at the indicated average. Transactions may be completed at any time at a price agreed upon by seller and purchaser. Prices are Canadian \$ and per metric ton.

	42# Kraft Liner 26#	Semi-Chem Medium
East	\$920.00	\$910.00
West	\$965.00	\$945.00

Other highlights included an update from FBA President & CEO Bob McIlvaine, FBA's Rachel Kenyon, who spoke on the Corrugated Industry Promotion Program, and Terry Webber of the AF&PA, who focused on EPR, Regulations and Recycling.



From left, FBA Chairman Tim Bergwall presents the Crystal Eagle Award to outgoing Chairman, Bryan Hollenbach.

Walmart's Jim Thomson, Director of Packaging Product Development, shared Walmart's approach to packaging and provided an overview and update on the company's four-year plan to automate distribution centers across the country.

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Mitchel-Lincoln Installs BX Motion Box Maker By Kolbus America

Kolbus America announced the recent installation of their newest innovation — the BX Motion, at Mitchel-Lincoln's Cavendish facility in Montreal, Quebec. The BX Motion will add new capabilities and options for the customers of Mitchel-Lincoln. The all-in-one, ultimate short-run, quick-set corrugated box making system, was seen for the first time at the CCE show in Munich in early 2023.



Designed from the ground up, it offers build quality and reliability. The BX Motion is flexible, taking stock sheets and cutting, creasing, slotting, digitally printing, and finally gluing the boxes, in one seamless process.

The modular design of the BX Motion Pro enables each machine to be precisely configured to individual customer's requirements, even down to the sequence of processes. They can produce customized single, double, or triple wall boxes with selectable tool configurations, adapted to their specific production needs.

Key Features of the BX Motion include:

- Selectable tool configurations allowing users to choose from various tool configurations to ensure optimal performance and flexibility
- Extensive box style options with more than 50 FEFCO box styles, enabling businesses to create diverse packaging solutions to meet customer demands
- Digital printing capability supporting high-quality branding and customization on corrugated boxes
- Quick setup time of under 60 seconds
- Automatic loading and stacking
- Inline glue strip application to simplify the gluing process, using a HSS glue head to further reduce finishing processes and material handling.
- Multi-Out Production: The ability to produce up to three boxes in the width of the machine maximizes production efficiency for small and medium size boxes.

"The BX Motion sets a new benchmark in short run, on-demand box making," said Jeff Dietz, President at Kolbus America. "Its modular design, coupled with the ability to customize tool configurations, makes it a truly adaptable solution for businesses seeking efficient and flexible box manufacturing."

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Clearwater Paper Acquires GPI Paperboard Plant

Spokane, Washington based Clearwater Paper Corporation announced the completion of its strategic acquisition of the Augusta, Georgia bleached paperboard manufacturing facility from Graphic Packaging International.



“I am pleased that we have finalized the acquisition of Graphic Packaging’s Augusta, Georgia, paperboard manufacturing facility,” said Arsen Kitch, President and Chief Executive Officer. “The Augusta mill is a great fit with our strategy and improves our position as a premier, independent paperboard supplier to North American converters. I look forward to welcoming the Augusta team to Clearwater Paper as we work together to build a more scaled paperboard business to service our customers.”

Premier Packaging Names Flansburg As Senior Manager Of Client Services

West Henrietta, New York based Premier Packaging Corporation welcomes Ken Flansburg, Senior Manager of Client Services, to its team.



Ken Flansburg

Ken is a seasoned professional with over two decades of experience in the packaging industry. Currently serving as the Senior Manager of Client Services at Premier Packaging Corporation, he brings a wealth of expertise and leadership to his role. Throughout his career, he has demonstrated a keen ability to foster strong client relationships and deliver exceptional service.

Ken’s journey in the packaging industry began over 20 years ago, where he quickly established himself as a dedicated and results-driven professional.

His commitment to understanding clients’ needs and providing tailored solutions has earned him a reputation for excellence in the field. In his role at Premier Packaging, Ken oversees a team dedicated to ensuring client satisfaction and exceeding expectations. His strategic approach and hands-on management style have been instrumental in driving growth and success for both clients and the company alike.

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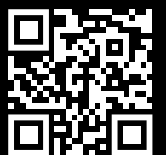




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AICC Hosting Webinar On Digital Printing On Corrugated Packaging

AICC, The Independent Packaging Association, announced an upcoming webinar shedding light on the environmental implications of digital printing on corrugated packaging. Digital Printing on Corrugated Packaging and its Impact on Carbon Emissions is scheduled for June 13 at 2:00 p.m. ET.

The adoption of digital printing technologies presents a sustainable option for marking and decorating corrugated packaging and displays. Created with the support of AICC Education Investor EFI, this webinar will delve into the findings of a comprehensive Life Cycle Assessment (LCA) developed by EFI in collaboration with Clean Agency. The LCA calculates the Global Warming Potential (kg CO2e) for digital printing on corrugated and compares it to other printing technologies.

Key Discussion Areas Include:

- Understanding the environmental impact of digital printing on corrugated packaging
- Exploring the approach taken to quantify carbon emissions and assess sustainability
- Strategies to quantify Scope 3 emissions and enhance sustainability practices
- Understanding the broader implications for brands and retailers served.

Box Shipments (U.S. Corrugated Product Shipments)

Industry Shipments In Billions of Square Feet

Month		December 2023				
		Year	Actual	Percent Change	Avg Week	Percent Change
Industry Total	2023	29.711	-1.4	7.819	-1.4	
	2022	30.124		7.927		
Year-to Date		December 2023				
		Year	Actual	Percent Change	Avg Week	Percent Change
Industry Total	2023	380.555	-5.0	7.611	-4.6	
	2022	400.520		7.979		

Containerboard Consumption (Thousands of Tons)

Year	Month	Percent Change	Year-to-Date	Percent Change
2023	2.4080	-0.7	30.9333	-5.0
2022	2.4260		32.5461	

Container Board Inventory - Corrugator Plants

(Thousands of Tons)

Date	Corrugator Plants Only	Percent Change	Weeks of Supply	Percent Change
Dec.	2.1892	3.9	3.5	6.1
Nov.	2.1071		3.5	

Shipping Days

Year	Month	Year-to-Date
2023	19	250
2022	19	251

SOURCE: Fibre Box Association



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FBA, AICC To Recognize Corrugated Plants For Safety Achievements

The Fibre Box Association (FBA) and AICC, The Independent Packaging Association, will recognize 447 corrugated industry plants for safety achievements in 2023.

Safety Awards are given based on data compiled for the recently released 2023 Corrugated Container Industry Annual Report of Occupational Injuries and Illnesses.

Participants appreciate the ability to recognize their plants' dedication to safety. "This is very meaningful to our teams," one award winner wrote.

For the calendar year 2023, the associations will present 186 Perfect Plant Awards to plants achieving zero incidents. An additional 261 facilities will receive Safety Excellence Awards for achieving no lost workdays due to

job-related injury or illness. The report provides detailed data for more than 173 million hours worked at 741 participating plants. It also includes trend information presented in graphs for recordable cases, restricted duty cases, and days away from work.

Award winners are presented as a percentage of total plant participation and the Safety Award Winners page serves as a great summary of achievement including a count of winners by category, number of Perfect Plant Awards, number of Safety Excellence Awards, total awards given, and the percentage of plants awarded.

Participation in the report was voluntary and open to all corrugator or sheet plant facilities manufacturing corrugated products.

Participants can view the full report on either of the association's websites, www.fibrebox.org or www.aiccbox.org. For more information about the Safety Awards Program or the 2023 Corrugated Container Industry Annual Report of Occupational Injuries and Illnesses, please contact Stefanie Dozois at sdozois@fibrebox.org.

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AI Xperience To Feature Session On AI Personas

AICC, The Independent Packaging Association, announced the addition of a groundbreaking session, "Building Your Own Custom Personas and Agents" to the AI Xperience lineup. The event is taking place this week through May 16 in Chicago, Illinois.

"Our goal with the AI Xperience conference is to showcase tangible ways AI can empower manufacturers to elevate their operations and drive business growth," said Taryn Pyle, AICC Director of Education & Leadership Development. "With the addition of the 'Building Your Own Custom Personas and Agents' session, attendees will unlock the potential to create AI-driven personas tailored to their specific operational needs for a minimal cost, maximizing productivity and efficiency."

The newly added session promises attendees an immersive learning experience with a focus on key learning objectives.

Participants will gain insights into developing fundamental AI personas designed to streamline various operational tasks within manufacturing environments.

They will also learn how to tailor AI personas to suit specific functions within a plant or office and explore the potential for expanding AI integration to address more complex operational requirements.

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Package Crafters Fulfills Multi-Year Pledge For Packaging Education

The Foundation for Packaging Education announced its heartfelt appreciation to Package Crafters for its commitment to advancing education and training within the packaging industry. Package Crafters, under the leadership of Gary Brewer, President, has fulfilled its multi-year pledge to the Foundation a year ahead of schedule.

“Being intimately involved with the Foundation from its inception, I know its purpose and goal of training and educating those who do much of the heavy lifting in our industry could not be more important,” Brewer said. “With the prosperity our companies have been afforded, I feel that completing our pledge early is simply the right thing to do. The faster the Foundation crosses the finish line of its \$3 million fundraising goal, the more quickly it can go to work on strengthening the knowledge of our fellow employees and allowing the industry to continue to thrive.”

This milestone underscores Package Crafters’ commitment to the Foundation’s mission of enhancing education and training resources for the packaging workforce.

“Gary and his Package Crafters team have always been out front in all they do, so it’s no surprise that Package Crafters would lead in fulfilling its Foundation for Packaging Education pledge ahead of schedule,” said Mike D’Angelo, President of AICC.

With the support of organizations like Package Crafters, a Gold-level donor, the Foundation continues to expand its reach and amplify educational opportunities for corrugated, folding carton, and rigid box manufacturers.

The Foundation looks forward to its next fundraising event on July 16-18 in Napa, California. The premier networking event will offer attendees an opportunity to engage in enriching activities.

Attendees will enjoy an exquisite dinner on the Napa Valley Wine Train, providing a scenic backdrop for networking and collaboration, and golf at the Silverado South Course, offering participants a chance to unwind amidst breathtaking landscapes.

Additionally, participants can immerse themselves in culinary delights with a hands-on cooking experience at the Culinary Institute of America. The event also includes Napa Valley winery tours and tastings, offering a journey through some of the region’s most renowned vineyards. Stops will include Chateau Montelena and Beringer Vineyards, where attendees can indulge in wine tastings and savor a delectable lunch.

The Foundation invites industry professionals to participate in this exclusive event. Proceeds from the event will support the Foundation’s ongoing initiatives to advance education and training within the packaging industry.

For more information about the Foundation for Packaging Education event and the Foundation’s transformative initiatives, visit www.PackagingEd.org.

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Accurate Box Company Celebrates 80th Anniversary

Paterson, New Jersey based Accurate Box Company is proudly celebrating its 80th anniversary, commemorating eight decades of success and innovation in the packaging industry.

Since its inception in 1944, Accurate Box has grown from a small, family-owned business to a leading provider of high-quality, litho-laminated packaging to companies across North America.

“Reaching this milestone of 80 years is a testament to the dedication and hard work of everyone at Accurate Box,” said Lisa Hirsh, President and CEO of Accurate Box Company.



From left, Mark Schlossman, VP of Sales and Marketing & 3rd Generation; Samara Ronkowitz, Director of Sales and Marketing & 4th Generation; Lisa Hirsh, CEO and President & 3rd Generation; and Charlie Hirsh, Chairman of the Board & 2nd Generation.

“There were times we were not sure we would survive as an independent company. We are incredibly proud of our journey, from a small family business to an industry leader known for quality and customer-focused values. We are also grateful for the continued support of our customers and partners who have helped us grow over the years.”

From Humble Beginnings To An Industry Leader

Accurate Box Company has a rich, fourth-generation family history. Lisa’s grandfather, Henry Hirsh, started the business in 1944 with little money and some used equipment.

Lisa’s father, Charlie, had to drop out of college to help his father as he was struggling to make ends meet. Charlie struggled for many years before he began to grow the business in the 1960s and ‘70s.

His discovery and development of litho-laminated corrugated changed the future of the company. Accurate Box was one of the first in the United States to adopt litho-lamination, a process that combines high-quality graphics with corrugated materials to create visually appealing and durable packaging. Throughout the decades, the company has continuously invested in modernizing its facility and equipment to remain at the forefront of the packaging industry and will continue to do so as the next generation takes over.

Looking Forward to a Bright Future

Now in its fourth generation of leadership, Accurate Box has continuously strived for excellence, focusing on its core values, customer satisfaction, and cutting-edge technology. These values guide every aspect of the company’s operations, from employee relations to environmental

CONTINUED ON PAGE 16

EnCore Modules:



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Accurate Box Celebrates (CONT'D FROM PAGE 14)

stewardship. This commitment to sustainability is evident in its state-of-the-art 400,000 sq. ft. facility in New Jersey, where advanced technology comes together to produce 100 percent recyclable packaging printed with eco-friendly inks. These principles have led to a track record of exceptional service, earning Accurate Box a reputation as a trusted partner in the packaging world.

As it celebrates its 80th anniversary, Accurate Box is looking forward to a bright future. The company is excited to continue its legacy of servicing quality packaging to customers for many years to come.

“Eighty years is a long time to remain a family business, and we are immensely proud as we look forward to continued growth and success into the fourth generation,” says Hirsh.

Monadnock Paper Mills Welcomes Chloe Jones As Director Of Marketing

Bennington, New Hampshire based Monadnock Paper Mills, Inc., the oldest continuously operating paper mill in the US, announced the appointment of Chloe Jones as the new Director of Marketing and Communications.

Chloe brings an entrepreneurial spirit and a nearly three-decades-long background in marketing to her new role. In addition to a successful 17-year tenure as the founder of a thriving company, Chloe’s expertise spans healthcare, banking, manufacturing, non-profits, and higher education, deepening her understanding of marketing dynamics across various industries. Over the course of her career, she has delivered strategic marketing and design solutions to organizations like Neenah Paper, Pfizer, UMass, and nationwide YMCA chapters.



Chloe Jones

“We are thrilled to welcome Chloe to the Monadnock family,” says Richard Verney, Chairman and Chief Executive Officer for Monadnock Paper Mills. “Her unique vision and diverse background complement Monadnock’s vision for the future, and we look forward to seeing how she will take the Monadnock brand to the next level.”

Leveraging her background in marketing and communications, Chloe brings a fresh perspective to the Monadnock team. She will play a pivotal role in crafting thoughtful campaigns, ensuring Monadnock’s brand and sustainability initiatives in the market, and fostering connections with our valued stakeholders.

“I began my marketing career nearly 30 years ago in the paper industry, so this opportunity feels like a full-circle moment for me,” shares Chloe. “I’m inspired by what Monadnock stands for as a company, and I’m excited to use my experience to help drive strategic marketing efforts for the business.”

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VIDEO: Finn MacDonald, President of Independent 2

R.R. Donnelley & Sons Marks 160th Anniversary

Chicago, Illinois based R.R. Donnelley & Sons Company (RRD), a global provider of marketing, packaging, print, and supply chain solutions, announced the celebration of its 160th anniversary this year, commemorating a legacy of innovation and excellence.

“It is an honor to celebrate RRD’s 160th anniversary and to reflect on our rich history while recognizing who RRD is and what we stand for today,” said Tom Quinlan, President and Chief Executive Officer at RRD.



Tom Quinlan

“Our tagline for the celebration is ‘Innovation & Excellence Since 1864.’ Innovation is the change — it’s what has kept RRD growing and evolving for well over a century. And excellence is the constant — it’s what is woven through the fibers of our organization and the way our people approach everything we do.”

RRD was founded by Richard Robert Donnelley in 1864. What started as a local print operation in Chicago has since expanded across 27 countries, serving 18,000 clients — including 92 percent of the Fortune 100.

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solutions with the mission of transforming customer touchpoints into meaningful moments of impact for its clients.

RRD brings concepts to life with its expertise, execution, and scale — all designed to enhance quality and elevate engagement across the full customer journey.

“Throughout more than a century and a half, RRD has never stopped evolving its capabilities, knowledge, and focus to solve tomorrow’s business challenges,” said John Pecaric, Chief Operating Officer at RRD.

“Prominent figures in RRD’s history believed that excellence meant meeting the challenges of change. This mindset serves us well now and long into the future.”



John Pecaric

RRD is marking the milestone anniversary with upcoming celebrations, an introduction of refreshed corporate values, and a web page detailing the company’s expansive history and evolution.

“A values-based organization that focuses on innovation and excellence stands the test of time,” said Al duPont, Chief Commercial Officer at RRD.

“For 160 years, RRD has proven its ability to progress through many diverse evolutions, advancing and transforming to stay competitive and provide clients with the services and solutions that impact their success.”

For more information about RRD and the celebration, visit rrd.com/160anniversary.



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Printed Specialties Invests In Koenig & Bauer Rapida Press

Greg Smith, who is operating Printed Specialties, a successful \$14M folding carton printing company in Carrollton, Georgia, places a high premium on speed and quality. That is why he chose a Koenig & Bauer Rapida 106 six-color plus coater for his pressroom.

“One of our biggest goals was to enhance reliability and uptime, decrease waste, and increase quality and capacity,” says Smith. “Koenig & Bauer invited us for a press demo to print some of our toughest jobs using files that give our current press a hard-to-impossible time to complete. The Rapida 106 ran these jobs with fantastic quality. We were impressed with the inline quality inspections, the measurements, and the data collection features that are very important to us and our customers.”

Printed Specialties specializes in UV printing of high-value folding cartons for industries like retail, food, beverages, and healthcare. Its services range from package design and UV printing to specialty coatings, foil stamping, embossing, die-cutting, assembly, fulfillment, and more. While the company’s current press is equipped with UV and it runs quite a bit of foil board, Smith would like to pursue cold foil. Purchasing the Koenig & Bauer press gives the firm a solid foundation to add that special capability.

Smith estimates that the new Koenig & Bauer Rapida

will add 50 percent to capacity, in which two current presses will be replaced with the speed and quality of the new Rapida. By increasing capacity, they will be better able to utilize existing finishing equipment and reduce lead times.



Greg Smith, center, along with the brew crew team, is proud of his CMYK beers and his new Koenig & Bauer Rapida 106 six-color plus coater press.

“Being a small company, it’s important to find vendors that align with your own values,” says Smith, who traces his printing roots back to his great grandfather’s Pennsylvania printing business 113 years ago.

“For us, that is service, quality, and accountability. When we got serious about purchasing a new press, I saw and felt the commitment from Koenig & Bauer to us, it felt that we were going to mean something beyond just a sale. Koenig & Bauer secured our business because they showed me that they cared about who we are and that we were important to them.”



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Manufacturing At 49.2 Percent, Corrugated Box, Sheet Prices Up

Economic activity in the manufacturing sector contracted in April after one month of expansion following 16 consecutive months of contraction, say the nation's supply executives in the latest Manufacturing ISM Report On Business.

The report was issued by Timothy R. Fiore, CPSM, C.P.M., Chair of the Institute for Supply Management (ISM) Manufacturing Business Survey Committee:

"The Manufacturing PMI registered 49.2 percent in April, down 1.1 percentage points from the 50.3 percent recorded in March. The overall economy continued in expansion for the 48th month after one month of contraction in April 2020. (A Manufacturing PMI above 42.5 percent, over a period of time, generally indicates an expansion of the overall economy.) The New Orders Index moved back into contraction territory after one month of expansion, registering 49.1 percent, 2.3 percentage points lower than the 51.4 percent recorded in March.

"The Supplier Deliveries Index figure of 48.9 percent is 1 percentage point lower than the 49.9 percent recorded in March. (Supplier Deliveries is the only ISM Report On Business index that is inverted; a reading of above 50 percent indicates slower deliveries, which is typical as the economy improves and customer demand increases.) The Inventories Index registered 48.2 percent, the same read-

ing as in March.

Fiore continues, "The U.S. manufacturing sector dropped back into contraction after growing in March, the first time since September 2022 that the sector reported expansion. Although demand improvement slowed, output remains positive and inputs stayed accommodative.

"More importantly, the share of sector GDP registering a composite PMI calculation at or below 45 percent — a good barometer of overall manufacturing weakness — was 4 percent in April, higher than the 1 percent figure in March, but an indication of better health than the 27 percent recorded in January.

"The nine manufacturing industries reporting growth in April — in order — are: Nonmetallic Mineral Products; Printing & Related Support Activities; Primary Metals; Textile Mills; Electrical Equipment, Appliances & Components; Petroleum & Coal Products; Transportation Equipment; Chemical Products; and Plastics & Rubber Products.

"The seven industries reporting contraction in April — in the following order — are: Miscellaneous Manufacturing; Machinery; Furniture & Related Products; Wood Products; Food, Beverage & Tobacco Products; Fabricated Metal Products; and Paper Products.

"Commodities up in price include aluminum, copper, corrugated boxes, corrugated sheets, crude oil, diesel, gasoline, high-density polyethylene, plastic resins, polypropylene, precious metals, solvents, steel, titanium dioxide, and zinc."

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DPP Announces Launch Of New Digital Print Facility

Digital Print Partners (DPP) announced the launch of a new digital printing facility in Bolingbrook, Illinois set to open in the summer of 2024. The facility, one of the first of its kind in North America, is set to revolutionize the packaging, point-of-purchase displays, and signage industries with its fully automated, large-format digital printing capabilities.

In an industry where speed, efficiency, and quality are paramount, Digital Print Partners is introducing a revolutionary model through its new facility. The centerpiece of this innovation is the Barberan Jetmaster 2.0 Single-Pass Digital Printer, known for its ability to print on large surfaces up to 72.4 inches by 196 inches. This printer not only enhances production capacity but also ensures lithographic-like print quality, a key demand in today's market where visual appeal and branding are crucial.

Other features include:

- 600 DPI for crisp and clear images
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- Easy File Submission to streamline workflows with user-friendly systems
- Inventory Reduction to minimize storage needs with just-in-time production capabilities
- Litho-like Quality to match the high-quality output of lithography
- On-time Deliveries to ensure timely completion and delivery of projects

The facility's operations will be based on the principles of Industry 4.0, integrating digital technologies into all areas of production. This approach allows for a seamless flow from order intake to raw material sourcing and final product output, creating a streamlined, efficient, and adaptable production environment. Essentially, this will be a manufacturing ecosystem allowing the printer machine and ERP computer to operate seamlessly without human interaction.

The leadership and vision behind Digital Print Partners are grounded in deep industry expertise. DPP is a women-led business that specializes in catering to a wide range of needs, from sustainable packaging and point-of-purchase displays to custom signage.

Karin Mander, DPP's General Manager, is a seasoned professional with decades of experience in corrugated packaging and display markets across the Midwest. Mander's extensive background, which includes leadership roles at Strive Group, Menasha, Ideal Box, and Hood

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DPP Announces (CONT'D FROM PAGE 24)

Container, positions her perfectly to steer DPP toward becoming a market leader. The owners supporting Mander are a team of industry veterans all bringing a wealth of knowledge and experience in digital printing technologies and business management.

The new facility is more than just a testament to technological advancement; it represents a significant shift in how digital printing is perceived and utilized in the industry. Digital printing offers numerous advantages over traditional methods like flexography and lithography, including faster turnaround times, lower production costs, and reduced waste, making it a more sustainable choice.

With the capability to handle variable printing projects, DPP can efficiently manage high SKU product lines and personalized marketing campaigns, which are increasingly important in a consumer market that values customization and rapid responsiveness. The facility benefits from proximity to major distribution channels and a skilled workforce, enhancing its operational efficiencies and service reach. As DPP looks to the future, the focus is on leveraging advanced digital technologies to meet the growing demands of the packaging and display industries.

With digital printing set to dominate the landscape of printing technology due to its numerous advantages, DPP is strategically positioned to not only meet the current market needs but also adapt to future trends and innovations.

The launch of this facility marks a significant milestone in the evolution of digital printing, promising a new era of production quality, efficiency, and sustainability. As companies continue to seek out more innovative and cost-effective solutions for their printing needs, DPP is ready to lead the charge, transforming challenges into opportunities with its state-of-the-art digital printing capabilities.

MHI Announces Launch Of Third Generation Belted Single Facer

Mitsubishi Heavy Industries (MHI) has confirmed the launch of its third generation belted single facer, the 60N, which is rated at 450 m/min. MHI developed its first Pressure belt machine over 30 years ago. Since then, MHI never returned to roll pressure machines, always prioritizing high quality of the board produced and reliability of the machine.



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Pay-For-Performance (CONT'D FROM PAGE 1)

"A P4P program can really help companies weed out underperformers, reward the top players and identify those in the middle of the pack," said Catherine Rymsha, Visiting Lecturer, Management at University of Massachusetts Lowell.



Finally, compensation-based pay holds a special attraction to the fastest-growing segment of the prospect pool: Gen Zers. "People in their 20s have very clear expectations about how they want to control their careers," said Daniel P. Moynihan, Managing Director at Pearl Meyer. "Giving them a modicum of compensation control does just that."

Avoid Pitfalls

As attractive as they are, P4P programs can be tricky to design well. Poorly implemented ones fail to reward good performers adequately, leading to costly morale issues. The biggest cause of failure is a lack of sufficient attention to the critical task of carefully selecting performance goals, while presenting them in the moderating context of larger company values.

"I think the biggest reason that performance-based compensation programs don't work is that the managers have not identified the possibility of unintended consequences," said Chad Prinkey, Founder and CEO of Well Built Construction Consulting. "It's great that people become focused on unlocking additional performance-based compensation. But what happens when they pursue the bonus at all costs, throwing other business priorities aside?"

Prinkey gives an example: "It can be dangerous to have project managers and superintendents earn additional compensation solely on profitability. They have way more responsibilities than that, including quality and safety." Too much emphasis on the bottom line, in other words, can backfire in the form of rising accidents, shoddy customer service, and defective goods.

And how about the costly ramifications of salespeople who push too hard? "Employees too attached to outcomes can fall into the trap of pushing too aggressively for reve-

CONTINUED ON PAGE 30

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Pay-For-Performance (CONT'D FROM PAGE 28)

nues, with the result that customers get turned off," said Lentini. "Or they might drop prices to make their revenue targets but end up losing money."

How can employers avoid those pitfalls? Later in this article we will provide an answer to this question.

First, though, here are general guidelines from workplace experts:

- Encourage Employee Buy-in.

P4P initiatives will only work if employees are enthused about the possibilities. Encourage their investment in the program by involving them in the initial planning stages, working one-on-one to develop performance parameters that are appropriate, realistic, and inspiring.

"Let subordinates suggest how they can achieve measurable results that will support larger departmental and company-wide objectives," said Ding.

- Think Outside The Box

While most people think first of revenue goals, other categories can be equally important. How about productivity levels? Cost reductions? Quality as measured by error levels and customer feedback?

- Create Achievable Goals

"A rule of thumb is that employees should feel they have an 80 percent probability of achieving their assigned standards or objectives," said Ding.

"So, it's really important for managers to convince their people that the bar has been set correctly, that they have a high probability of success, and that supervisors will help them succeed."

- Set Meaningful Percentages

The percentage of total pay accounted for by P4P programs will vary substantially. The trick is to offer compensation that is not so low that it fails to motivate performance, but not so high that it affects company profits. "The correct percentage is a function primarily of an individual job's ability to influence a company's key performance indicators (KPIs)," said Ding. The greater the potential of a certain position to control a KPI, the higher the incentive pay percentage. Salespeople very often enjoy the highest incentive pay. "It's not unusual for bonuses in the sales department to come to 50 to 100 percent of base pay," said Lentini. Percentages tend to run lower in other departments, typically varying from 5 percent to 30 percent.

- Proceed Slowly.

Gradually introducing a P4P program can keep employees from reacting negatively.

"When you rush a program, things get missed and people get upset," said Lentini. To determine what works and what doesn't in a particular work environment, companies are advised to begin with test programs that last a year or more and that reward performance with praise and personnel file entries rather than money.

"Periodically give employees reports show what they are making under the company's old compensation pro-

CONTINUED ON PAGE 32

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Pay-For-Performance (CONT'D FROM PAGE 30)

gram and what that would look like under the new one," said Lentini. "This allows them to see what behaviors they will need to adjust."

Communicate Values

Now let's address the problem mentioned earlier in this article: How can P4P arrangements reward high performers while discouraging the pursuit of performance goals at the expense of other business priorities? The solution is to hinge incentive pay on conformance to a company's larger values. Consider the example of the salesperson who becomes overly aggressive with customers in order to meet a revenue goal.

"Employers need to continually communicate that today's sales methodology is to help people buy," said Lentini. "The salesperson needs to listen to customers and solve their problems."

Judging how well employees conform to company values can be more difficult than clocking measurable job tasks. Here's where customer surveys can help.

At many companies, said Ding, feedback from third parties accounts for 10 percent of the total performance assessment for many job positions, with performance-based assessments making up the other 90 percent.

There are exceptions, she noted. "Feedback surveys might account for 50 percent to 60 percent of the assessment at customer service jobs."

Third party reports are not a panacea. "The challenge with customer metrics is that people only chime in when somebody does an exceptional job or a less-than-good job," said Rymsha.

"In the middle zone, people typically don't have much of an opinion and tend to sit on the sidelines."

An alternative to customer feedback, or perhaps an adjunct, is a so-called "values scorecard," utilized by supervisors to assess how well an employee's actions align with a company's guiding principles. Depending on the job position, such values might include customer-centered decision making, teamwork, communications skills, ethics, kindness, attendance, punctuality, and safety.

"An employee's eligibility for a performance-based bonus may hinge on how well they have met the employer's larger cultural and ethical requirements," said Prinkey.

Reward Everyone

Assessing the job performance of the sales staff and others with measurable duties may be relatively straightforward. But how can P4P arrangements reward those in supporting roles such as receptionists, office managers, bookkeepers, and accountants?

"Probably the hardest people in any business to include in an incentive pay program are the administrative professionals," said Moynihan.

"It's really difficult to come up with scalable measurements for employees with multiple concurrent tasks who keep the train running for everyone else."

CONTINUED ON PAGE 34

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The EMBA group supports a complete line of corrugated converting machinery for the worldwide market. EMBA's Quick Set technology enables the highest productivity across a broad range of converting equipment, from mini to super jumbo. EMBA also includes the McKinley jumbo line of flexo folder gluers and rotary die cutters as well as service, rebuilds and upgrades for both EMBA and McKinley.

EAGLEWOOD TECHNOLOGIES, LLC

www.eaglewoodtech.com

Eaglewood Technologies offers trusted cleaning technologies for the world's best printers and converters. Solutions include the award winning Sitexco+ Anilox Laser System, the Nanovis Parts Washing System, the Sitexco L10 Label System, the innovative Sanilox™ System or Alphasonics solutions. We also offer Xpress™ mobile cleaning service at your facility or ours.

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www.esko.com

ArtiosCAD and Kongsberg are the most trusted names in CAD/CAM solutions. Esko's ArtiosCAD is the most widely used CAD software in the world. Esko's Kongsberg series of tables brings you reliable, outstanding quality for sample-making and short run production.

DOMINO

www.dominodigitalprinting.com

Domino is a leading manufacturer and distributor of digital printing and product identification solutions. Celebrating its 44th year, Domino is headquartered in the UK and North America headquarters are Illinois. Domino has 25 subsidiaries, representation in over 120 countries, and over 2,900 employees worldwide.

Pay-For-Performance (CONT'D FROM PAGE 32)

Moynihan suggested trying to isolate little slices of such jobs that can improve efficiency, reduce costs, or enhance customer service. Does a receptionist answer the phone within two rings to decrease the client wait time? Has a bookkeeper reduced the costs of paper, ink, and other office materials? Has a secretary taken the initiative to update digital calendars and make needed appointments?

If all else fails, the employer can pull the support staff into a higher-level bonus system based on overall profitability.

"A company-wide pool can be established for those who are not in direct revenue generating kind of roles," said Prinkey. "Their eligibility for the awards can hinge on the results of their values scorecards."

Well-designed P4P programs can attract top performers to a company and retain them with incentive bonuses linked to measurable goals that support a company's overriding principles. But top management must be sold on the potential of such a program to drive company success.

"An incentive payment program has to start with the CEO being a true believer," said Ding. "Otherwise, line managers will not take the program seriously."

Phillip Perry is an award-winning freelance writer and a regular contributor to Board Converting News. His byline has appeared over 3,000 times in the nation's business press. Reach him at [linkedin.com/in/phillipmperry/](https://www.linkedin.com/in/phillipmperry/).



NAM: New Overtime Rule Will Cost Employers, Workers

A new final overtime rule from the U.S. Department of Labor will reduce flexibility for employees and could force manufacturers to make difficult choices about their workforces, the National Association of Manufacturers says.

The new regulation "changes the salary threshold used to determine whether a worker is exempt from overtime pay." Starting Jan. 1, 2025, most employees earning less than \$58,656 will be owed time-and-a-half wages for hours worked over 40 in a single workweek. The current salary threshold is \$35,568. The new rule will go into effect July 1.

"Manufacturers cite workforce issues, such as attracting and retaining skilled employees, as their biggest business challenge," said NAM Managing Vice President of Policy Chris Netram.

"The rule places new constraints on employers, reduces flexibility for the workers who will be reclassified and may force companies to make painful choices that limit both job creation and growth opportunities available to employees."

For more information, visit nam.org.



FTA Annual Meeting & Infoflex

Loews Kansas City Hotel
Kansas City, MO
May 5-8



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www.hairegroup.com

Haire Group is the premier provider of new machinery for the corrugated industry. From the Apstar line of flexo folder gluers and rotary die cutters, the Encore line of flexo folder gluers and rotary die cutters, and the Engico flexo folder gluer, Haire is able to pair clients with the best machinery solutions for the best value to meet their needs. Haire Group's service department helps its customers maximize uptime and profitability through superior 24/7 service and support, a pre-install training center, and over a million dollars' worth of spare parts at their offices just outside of Chicago. Haire Group has been the industry's #1 pre-owned machinery broker and plant equipment appraiser since 1976.

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www.HarperLove.com

HarperLove is the leading provider of specialty adhesives, performance additives, and wet-strength resins to corrugated packaging manufacturers. With the largest and most experienced field service and technical support team positioned throughout the U.S. and Latin America, HarperLove has a long-standing reputation for providing outstanding service and delivering demonstrable performance improvements. HarperLove's renowned services include not only innovative product development and custom product formulation, but also machine and process assessments, adhesive formula adjustments, machine tuning, detailed service reporting, and more.

KERNIC SYSTEMS

www.kernicsystems.com

Kernic Systems has been a leading global provider of recycling equipment solutions since 1978. For over 40 years, Kernic Systems has provided balers, air conveying and dust collection systems, shredders, industrial vacuums, and recycling equipment to a wide range of markets. Today, Kernic Systems serves customers with an expanded offering of standard products and custom-engineered systems through three primary business divisions: Recycling Solutions, Dust Collection and Air Pollution Control, and Material Handling.

KIWIPLAN

www.kiwiplan.com

Kiwiplan provides state-of-the-art software solutions to corrugated, folding carton, plastics and flexible packaging facilities around the globe. Kiwiplan's Total Solution delivers comprehensive, seamless real-time flow of information from sales order management to dynamic total plant scheduling and inventory control through shipping. With deep manufacturing and distribution expertise, Kiwiplan knows the specific problems customers face and provides the specialized software they need to adapt, compete, and win in today's rapidly changing world.

MHIA Unveils Enhanced EVOL Digital Services Program

Hunt Valley, Maryland based MHIA announced significant enhancements to its EVOL Digital Services program, highlighted by the expansion of the EVOL AR Library and its integration with the Maintenance Agreement Visits (MAVs).

The expanded EVOL AR Library now features a complete set of augmented reality-enhanced procedures for the EVOL 100, providing a comprehensive collection of 120 operation and maintenance guides.



These procedures, ranging from basic machine calibrations to advanced maintenance tasks, offer users immersive, step-by-step guidance to improve the ease and effectiveness of machine maintenance.

Looking forward, MHIA is committed to further enriching its digital offerings, with the development of the EVOL AR Library for the EVOL 115.

Tailored procedures are currently being added to ensure users have access to the most relevant and up-to-date instructions for their equipment.

In an innovative step to integrate digital resources with hands-on support, MHIA has also integrated the EVOL Digital Services into its Maintenance Agreement Visits (MAVs) program.

Customers participating in MAVs will now benefit automatically from both the EVOL AR and EVOL CBT programs, enhancing the value and effectiveness of their maintenance agreements.

"At MHIA, innovation is our driving force," said Christine Little, Director of Sales for MHIA Corrugating Machinery Division. "These advancements in our EVOL Digital Services are part of our ongoing commitment to revolutionizing service operations and empowering our customers with cutting-edge tools for success."

Mitsubishi's North American operation was established in 1981, building on the success of MHI's launch in Japan of its converting machinery equipment line in 1957. There are over 600 corrugating and box making machines manufactured by MHI installed across the globe.

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OMP helps companies facing complex planning challenges to excel, grow and thrive by offering the best digitized supply chain planning solution on the market. Its Unison Planning concept has a unique approach. It handles all supply chain planning challenges in a unified way, synchronizing all planning stages, horizons, functions and roles. Hundreds of customers run OMP's cloud-based solution to generate more value by making informed decisions. OMP invests one out of every three dollars earned into innovation.

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GF PUHL designs, manufactures and installs air conveyed scrap & dust collection systems for the packaging and corrugated industries. With 40 years of experience, USA and International. We offer below or above roof systems featuring cyclones OR screen separators with real time pressure balancing for optimal dust control. High efficiency cyclones for sheet transfer exhaust systems eliminate water consumption and deliver dust directly to compactor or briquetter for low maintenance, long term sustainability and reliability. System audits, dust explosivity tests and dust hazard analysis (DHA's) available. Re-manufactured balers, filters, blowers and shredders available at significant savings.

Bobst Partners With Packitoo To Provide Digital Solutions

Mex, Switzerland based Bobst, one of the world's leading suppliers of equipment and services for packaging and label manufacturers, announced that it has entered into a strategic partnership with Packitoo, a French company developing digital solutions in the packaging industry. Packitoo's HIPE is a web-based sales tool tailored for the packaging industry, automating quotations, managing packaging projects, and supporting web-to-pack e-shops for printers and converters.

This partnership aligns with Bobst's strategy to digitalize and connect the entire packaging value chain, from brand owners to converters and equipment suppliers. It will allow Bobst to provide printers and converters with a tailored solution, streamlining their sales cycles, reducing costs, and boosting revenues. Packitoo will also benefit from Bobst's global presence, expertise, and network, enabling it to reach new markets and customers.

HIPE is a new software application that tackles key challenges for converters in a market seeking more customization, smaller orders, and quicker delivery. It offers a personalized digital sales process to businesses, allowing converters to quote jobs rapidly and accurately to clients, considering all cost factors, like machine types used.

For more information, visit **hipe.packitoo.com**.

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www.sunautomation.com

SUN Automation Group is the global leader in providing innovative solutions to the corrugated industry. SUN engineers and builds the SUN625 Rotary Die Cutter, provides sales, service and support in North and Central America for Latitude Machinery Corporation, manufacturer of Mini to Jumbo FFG and RDCs. Additionally, SUN is the North American, UK and Ireland sales and service provider for Para Machinery's line of equipment, and is the North American sales provider for Highcon. SUN also powers the corrugated industry's premier IIoT platform, Helios, and is the OEM source for Langston/Staley equipment parts and service.

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VT GROUP

www.vtgrouponline.com

VT offers prepress services for the POP display and corrugated shipping container industry including graphic design, optimized digitally imaged printing plates and innovative pre-mounting solutions. Our large-format digital printing facility (Digital Impact) is a leading short-run manufacturer of distinctive POP displays and signage where litho-like graphics are preferred.

WPR SERVICES

www.wprservices.net

WPR Services was established in 2016. What originally started as a technical services company expanded its product offerings to include a machine center learning platform POWtalk™. Our analysis of video, audio, machine metrics, employee ergonomics, and person to person conversation provides a way to identify safety and process inefficiencies.

AMI Invests In Third Durst Printer To Improve Production Time, Quality

Rochester, New York based Durst Image Technology announced the third installation of their printing technology at AMI Graphics. In 2021, AMI invested in the first P5 Tex iSub in North America. In 2022, they invested in the P5 500i in North America, and in late 2023, AMI invested in the brand-new P5 350 HSRI.



“It is true, three Durst printers in three years. They have changed our outlook on production time and quality,” said Peter Wensberg, President of AMI Graphics. “The Durst equipment has allowed us to provide our products and services at a level we did not think was possible a few short years ago.”

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FTA Honors Best In Flexographic Printing

BY GREG KISHBAUGH

On Sunday, May 5, the Flexographic Technical Association (FTA) unveiled the winners of its 2024 awards at its Awards Banquet as part of



Best In Show - Preprinted Liner

FORUM & INFOFLEX 2024, the Association's annual four-day technical conference and exhibition.

Among the 52 award-winning print samples honored during the Excellence in Flexography Awards, six were recognized as Best of Show. The winning printers are:

- **Industrias de Plásticos SA**, for Yummies Nacho Queso Ranchitas Bag (*wide web*)
- **Accredo Packaging**, for Hannaford Berry, Kale & Spinach Smoothie Blend Bag (*mid web*)
- **AWT Labels & Packaging**, for Santo Spirit Mezquila Label (*narrow web*)
- **PCA-Grand Rapids**, for Bell's Brewery Oberon Eclipse Citrus Wheat 12-Pack Box (*combined corrugated*)
- **International Paper**, for Angry Orchard Hard Cider Fireside Mix 12-Pack Box (*preprinted linerboard*)
- **Heritage Envelopes Ltd**, for Fruity Llama Digital Billboards Envelope (*envelope*)

The Sustainability Excellence Award, given to companies who demonstrate a commitment to and pursuit of sustainable package printing. Six companies were recognized in this year's competition:

Asahi Kasei: Winner, Innovations in Sustainability

CONTINUED ON PAGE 42

Anderson & Vreeland Acquires Adheso-Graphics

Anderson & Vreeland Inc., a manufacturer and distributor of flexographic print technologies, equipment, and consumables, has acquired Adheso-Graphics, a manufacturer of pressure-sensitive adhesive tapes designed for various applications including corrugated, wide web, narrow web, offset and letterpress printing.

For 63 years, Anderson & Vreeland, Inc. has focused on adding vertical manufacturing to its portfolio, starting with Matrix materials, then adding Nova Polymers, Custom Flex, AVantage Liquid Photopolymer resins, Provident, LLC and now Adheso-Graphics. This latest addition to the Anderson & Vreeland Family will bring customers new technology offerings, product development and a commitment to printing excellence, serving multiple markets.

Siegwerk Publishes Human Rights Policy

Siegwerk, global provider of printing inks and coatings for packaging applications and labels,



has released its Human Rights Guiding Principles and corresponding Human Rights Policy.

Siegwerk's approach to human rights is

CONTINUED ON PAGE 43

The Perfect Combo Get Peak Performance From Your Equipment with Matched Component Sets



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ARCInternational.com
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FTA (CONT'D FROM PAGE 41)

Chespa: Winner, Sustainability Programs

Miraclon: Winner, Innovations in Sustainability

MacDermid Graphics Solutions: Honorable Mention, Innovations in Sustainability

Sun Chemical: Honorable Mention, Innovations in Sustainability

Tempo Flexible Packaging: Honorable Mention, Sustainability Programs



Technical Innovation Award - Miraclon

The Technical Innovation Award, which for more than 25 years has recognized the most innovative and impactful technologies for the ever-evolving flexographic industry, was presented to:

• **Miraclon:** Winner, *Prepress-Graphics* for its Shine LED Lamp Kit, which the company says can eliminate plate re-makes due to inconsistent plate exposure.

• **Techkon:** Winner, *Prepress-Pressroom* for its SmartINK user interface, embedded directly into its ChromaQA platform, which the company credits with providing operators immediate feedback regarding important print color metrics and corrective actions regarding density, TWI (dot area), 2-color overprints and gray balance.

The FTA Hall of Fame is a group of men and women who have most affected the Association and the flexographic industry. The 2024 honoree is Jack Fulton, who has been involved in the industry for 45 years. His name is synonymous with jump-starting the graphics business in corrugated printing. He is an expert in the high-end color arena and played pivotal roles in the development and evolution of plate and mounting systems.



Jack Fulton

The President's Award is given to individuals selected by FTA's president who demonstrate commitment to supporting the Association. This year's recipients are Alix Guyot and Hank Welter. Both have made wide-ranging and profound contributions to the success of FTA, exemplified by their stand-out service and volunteer spirit.

www.boardconvertingnews.com

Siegwerk Human Rights (CONT'D FROM PAGE 41)

rooted in respect and dignity for all individuals, including employees, customers, and suppliers. The company is committed to providing safe working conditions, fair compensation, and opportunities for professional growth, fostering a culture of loyalty and shared values.

Siegwerk's global operations adhere to sustainable and responsible practices, in line with its 'HorizonNOW' holistic sustainability strategy, which holds human rights as essential to sustainable development.

The Human Rights Guiding Principles are pivotal to Siegwerk's policy, advocating for, among other:

- *Foundational commitment:* Committing to offer products that are free from human and labor rights abuses.
- *Risk Acknowledgment:* Taking note of existing human rights issues in the supply chain and that adherence to legal standards is just the beginning of the journey.
- *Knowledge and Action:* Actively seeking knowledge and addressing human rights issues.
- *Collaborative Efforts:* Partnering to prevent, investigate, and resolve human rights concerns.
- *Stakeholder Focus:* Prioritizing the well-being of affected individuals and groups.
- *Continuous Improvement:* Encouraging stakeholders to voice concerns and observations, to focus on future enhancements.

Alongside the Human Rights Guiding Principles sits a

strengthened governance structure for human rights. This includes the appointment of Alina Marm, Head of Global Sustainability and Circular Economy at Siegwerk, as the Human Rights Officer. Additionally, a Supplier Sustainability Hub has been established that works together with Human Resources, HSE and Purchasing, ensuring due diligence in risk management and implementation of policies, processes and improvement measures.

XSYS Unveils Catena ProServX For Real-Time Monitoring

XSYS has introduced Catena ProServX, a cloud-based, real-time equipment monitoring tool for proactive maintenance and quality control. The tool measures equipment performance, energy consumption, and consumable usage.

ProServX provides production reports at regular intervals detailing the number of plates produced during the specified period, along with the materials consumed. Alerts are sent out if any abnormal activity is registered, such as excessive solvent usage or a malfunctioning lamp, enabling customers to engage in proactive error management and predictive maintenance actions.

Another feature of ProServX is its ability to generate individual reports for each job with detailed insights into every aspect, from laser exposure to plate finishing.



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People & Places

AGH Labels

AGH Labels, headquartered in Leon, Mexico, has named long-time executive, Rogelio Barba Villagran, as its Business Development Director for AGH Labels North America.

Villagran has spent 22 years in senior management positions within AGH, including running its operations, sales and finance functions.

He received his undergraduate degree from University La Salle Bajio and his MBA from Escuela Bancaria y Comercial.

AGH Labels North America is based in suburban Dallas, Texas.



Rogelio Villagran

UPM Raflatac

Tim Kirchen has been appointed Executive Vice President, UPM Raflatac. He will be a member of UPM's Group Executive Team and report to Massimo Reynaudo, president and CEO.

Kirchen is currently Senior Vice President, Americas region, at UPM Raflatac. He has been in this role and based in the United States since 2018, when he joined UPM. Earlier in his career, he held several senior positions at SIG Combibloc Group.



Tim Kirchen

Kirchen is a German and US citizen, and he holds a Diploma in Business Administration from University of Applied Science in Trier, Germany, and an MBA from Midwestern State University.

He will be based in Helsinki, Finland, and starts in his new role August 1, 2024.

Brandywine Label Printing

Travis Stargardt has been appointed the new Midwest Regional Sales Manager for Brandywine Label Printing.

Stargardt reportedly has a strong sales background, excellent customer service abilities, and a track record of effective problem-solving.

Since joining the group in March 2024, Stargardt has been working closely with the Brandywine Label Printing sales team to ensure an easy transition into his new role.



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Bay Cities Marks Earth Month With Full Range Of Activities

Throughout Earth Month, Bay Cities showcased its dedication to sustainability by highlighting its initiatives in environmental stewardship. These include certifications by the Sustainable Forestry Initiative and the Forest Stewardship Council, utilizing packaging composed of over 90 percent post-consumer material, and participation in the Paper and Packaging Board's Box to Nature program.



Recently, Bay Cities was featured on "Viewpoint With Dennis Quaid," a nationally televised program that provided viewers with an exclusive look into its sustainable operation. Employees of Bay Cities Bentonville participated in Keep Arkansas Beautiful's "Clean the Streets Day."

Los Angeles Bay Cities employees took part in Heal the Bay's Earth Month "Nothin' But Sand" Beach Cleanup where they helped rid Santa Monica Beach of harmful plastic pollution. Bay Cities has also enlisted in Heal the Bay's Adopt-A-Beach program and will lead three outdoor (neighborhood, beach, park, creek, or trail) cleanups in Los Angeles per year.

INDUSTRY CALENDAR

MAY 14-15, 2024

Folding Carton Boot Camp
PPC World Headquarters
Springfield, Massachusetts

MAY 14-16

AI Xperience
Hyatt Rosemont
Rosemont, IL

MAY 29-31

AICC Emerging Leaders Workshop
DoubleTree by Hilton Savannah Historic District
Savannah, Georgia

JUNE 13

AICC Webinar: Digital Printing On Corrugated Packaging and its Impact on Carbon Emissions
2:00 p.m. Eastern

JUNE 19-20

AICC Southwest Summit
Live by Loews Hotel
Arlington, Texas

JULY 16-18, 2024

The Foundation for Packaging Education's 2nd Fundraiser Event
Silverado Resort & Spa
Napa, California

JULY 22

AICC Midwest (Region 6) Golf Tournament
St. Charles, Illinois

AUGUST 7-8

AICC Northeast Summit
Atlantic City, New Jersey

SEPTEMBER 8-12, 2024

AICC/TAPPI SuperCorrExpo
Orange County Convention Center
Orlando, Florida

SEPTEMBER 10-12

Labelexpo Americas
Donald E. Stephens Convention Center
Rosemont, Illinois

SEPTEMBER 30-OCTOBER 2

PPC Fall Meeting & Leadership Conference
Renaissance Waverly Hotel
Atlanta, Georgia

NOVEMBER 12-15

PPC Folding Carton Boot Camp
Springfield, Massachusetts

NOVEMBER 14-17

Label Expo India
India Expo Centre & Mart
Greater Noida, Delhi NCR

DECEMBER 13-15

ICPF Holiday Weekend
New York City, New York

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Ted Vilardi (1933-2013) - Founder

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Apex To Showcase EcoProven GTT Technology At Drupa 2024

Apex International will highlight its commitment to sustainability at this month's drupa 2024 as it showcases the data-backed credentials of its innovative GTT engraving technology under the EcoProven banner.

Supported by years of data and customer testimonials, the company will use the world's largest print and packaging exhibition to demonstrate how the system is a critical part of sustainable practices across the offset, flexo wide web, and corrugated print sectors.

"In an era where companies use buzzwords to pay lip service to their sustainability agenda, Apex stands out by substantiating its claims with solid evidence," said Joris Cabri, Apex VP of Sales for Europe & Africa.

"We are excited to shine a spotlight on our well-established GTT engraving and to demonstrate the technology's positive contributions to the printing industry at this year's drupa."

From Booth A10 in Hall 10 of the Messe Düsseldorf, the Apex team will showcase how GTT engraving contributes to environmental sustainability and cost efficiency. "We will spotlight to drupa visitors our EcoProven initiative and significant breakthroughs in sustainable printing, living up to our ethos that 'Only our quality should touch the Earth,'" added Joris. "We will demonstrate how are developing

innovations that meet today's sustainability challenges, and our commitment to cleaner, more responsible printing solutions is clearer than ever.

"At drupa, we are excited to reveal robust data that shows how the EcoProven benefits of our well-established GTT technology resonate across the corrugated, flexo wide web, and offset industries," he said.

GTT, with its innovative open slalom cell geometry, has transformed ink application in printing by allowing for better ink laydown, significantly reducing ink usage while enhancing opacity and gloss.

Enhanced ink efficiency provides richer colors with less waste – for example, in white opacity applications, users can achieve superior laydown with one-hit white, using technology that benefits both the environment and their budgets. Similarly, in offset applications, GTT allows for more gloss with less lacquer, enhancing cost-efficiency and reducing environmental impact.

"The technology is a cornerstone of our EcoProven initiative, where real-world applications from our global customer base substantiate every claim," added Joris. "One notable success story involves a major customer who reduced their ink consumption by more than 12 percent after adopting our patented engraving, without any sacrifice or compromise in terms of print quality."

Joris said Apex's presence at drupa 2024 is a testament to the company's dedication to harmonizing printing technology with ecological preservation.



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