



# did you know?

News, Updates & Events from RG Group

ISSUE NO. 1 VOLUME NO. 2

## Tools for Business. Tools For Life.



### Food for thought from our CEO.

Greetings All,

Earlier this year I celebrated a significant work milestone - my 40th year working in industry. To add some context to

this, I have been working "a real job" for 40 years while over one-third of RG Group employees are less than 40 years old!

In this "open letter", I promise I won't bore you with such things as –

- The details of the various positions I have had, although I remember each one.
- Which roles I liked and which roles I didn't, although the former far outweighs the latter.
- Those Leaders that I still try to emulate and those Bosses that I don't.
- The exponential evolution of technology over the last forty years and the fun I have had with it.

What I would like to provide, however, are some guiding principles that I have found useful over the last 40 years. Please know that these apply to "life" and not just to "business"...

- Always treat people the way that you would like to be treated.
- Find a good mentor, be a good mentor.
- Be a life-long student of people, places and things.
- *A little hard work never hurts. Too much hard work can break someone.*
  - It is a Leader's responsibility to know what is in-between "a little" and "too much" for each of his employees and to know that it varies from person-to-person.
- "Family first" is not just a slogan.
- You don't have to be passionate about what you do for a living, although it certainly helps. You do have to like what you do for a living, otherwise something is missing – big time.
- Saying "please" and "thank you" go a long way.
- It never hurts to ask, all "they" can say is no.
- Negative surprises are frowned upon but are better received as far in advance as possible.
- Last, but not least, a couple of tidbits from an article I cut out of a newspaper earlier this century –
  - When you are angry with me, let me know.
  - Give me feedback on management style, but be tactful and constructive.
  - I can help you if you goof up, but don't do anything really stupid.

I appreciate the opportunity that Randy Gross has afforded me the last 4+ years and I look forward to working, passionately, with Team RG in the future!

Steve

## IN THEIR OWN WORDS

– an endorsement from

**George C. Soukas,**

President and CEO, Regupol, America

The following is an excerpt, extracted from our recent video testimonial.



See the entire video [HERE](#)

**Tell me about the challenge you were trying to overcome?**

*As an American manufacturer, we are having difficulty finding available labor/workers. Automating some labor-intensive functions went from being a luxury "want" to an absolute need.*

**How did you find/discover RG Group?**

*RG Group came highly recommended and was introduced through a mutual bank relationship.*

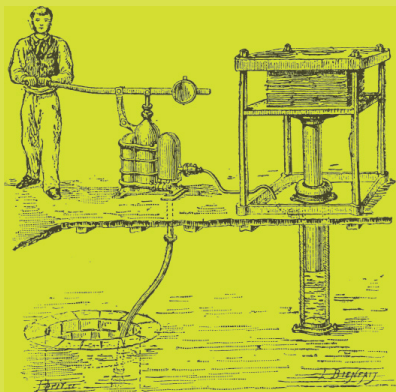
**Were you looking at other vendors too, and what ultimately led you to choose RG Group?**

*Yes, we were looking at other vendors but choose RG Group for the following reasons:*

1. RG's local presence and expertise (which has proven invaluable.)
2. RG ownership and management commitment to developing automation expertise was apparent and demonstrated.
3. Examples of RG's previous successful projects with other manufacturers gave us a great deal of comfort in working with the firm.

*continued on next page*

## Trivia Time



**1795: JOSEPH BRAMAH** patented the first hydraulic press in England, paving the way for the industrial revolution. The first hydraulic presses harnessed fluid power to automate all types of manufacturing equipment, ranging from printing presses and cranes to machines for cutting and stamping.



**RG Group**  
We Keep Business in Motion

IN THEIR OWN WORDS *continued from previous page*

4. RG committed to warranty the design of our project and to see it through to turnkey (which they did.)
5. What we did not know at the time and have found out since then – the RG team is competent, responsive, easy to work with, flexible and attentive.

**What did RG Group provide you with?**

The biggest thing that RG Group provided was automation expertise and the team to execute on their promises.

We could have never pulled a robot off the shelf and completed a project with any degree of success without them.

**What challenges did they help you overcome throughout the process?**

We discovered some unique properties of our product that made traditional handling of our product difficult.

They were able to not only solve this handling issue but made the machine do it with near 100% accuracy.

**What impact will this solution have on your business?**

We pride ourselves on workplace safety and the robot will certainly help keep our employees healthier and safer.

We can now produce 2.7 times the volume of material per shift – an incredible savings.

The robot allows us to keep up with rapid influxes in customer demand for the product.

**Would you work with RG Group on future projects? Why?**

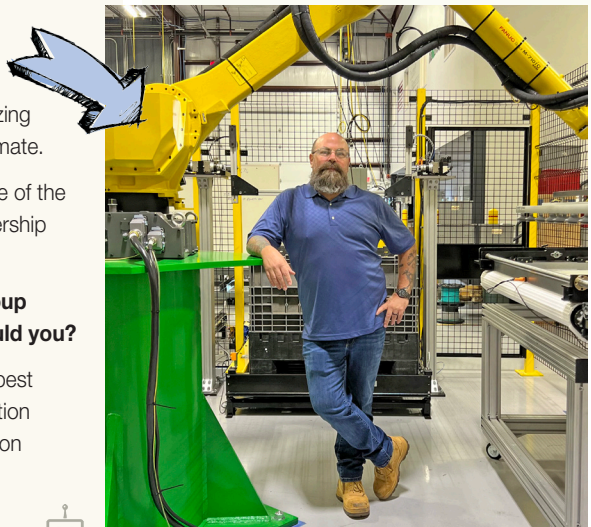
We would absolutely work with RG again and in fact we are analyzing what other functions we can automate.

We would use them again because of the success we've had and the partnership we feel we've created with them.

**If you had to describe the RG Group experience to someone, how would you?**

Working with RG was getting the best of both worlds. First class automation expertise with local service, attention and culture.

For us, they are a perfect fit. Why look anywhere else?



Corey Willard, Mechanical Design Engineer, amid a portion of the Regupol automation solution.



**The tumultuous state of manufacturing and how (FOM) Flexible Outsourced Manufacturing helps mitigate obstacles**

Today, manufacturers across the board are stressed by market volatility and global trade uncertainty.

A variety of macro issues continue to plague business leaders, including, personnel volatility, technology complexity, forecasting demand and, of course, supply chain uncertainty. With so many variables influencing production, it's no wonder ambiguity exists everywhere.

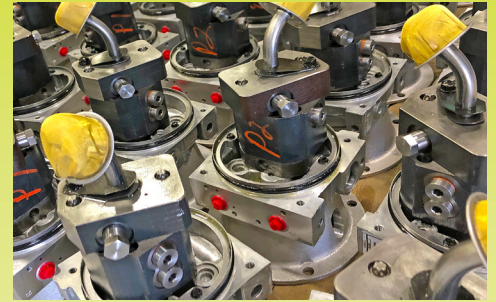
To sum up, the term **VUCA** – Volatile Uncertainty Complexity and Ambiguity, popularized by the US military, seems to fit the current landscape perfectly.

**Dissecting these factors more closely, illustrates the challenge of operating a manufacturing business today.**

Manufacturing has a high demand for specialized human resources in both production and engineering positions. The challenge of meeting these demands is daunting, especially when you look at the macro trends. The US labor force participation rate continues its slow, steady descent from 66% in 2003, to a current 62.4% in 2023. Combining this workforce decline with the increasing retirement of baby boomers and the perpetual shrinking of the workforce pool is inevitable.

Clearly, finding and retaining the appropriate technical and skilled resources for manufacturing will continue to be challenging.

Procuring sufficient resources is just as demanding as the first element, the HR



Pictured, a grouping from a light-assembly FOM Project.

challenge. Add to that the difficulties of keeping up with the ever-changing technical aspects of a highly engineered manufacturing process and quality standards. Additionally, engineering expertise in a variety of disciplines will be required to maintain a robust and sustainable manufacturing environment. Having in-house, highly skilled expertise to apply and support automation and other advanced manufacturing 4.0 technologies will be a struggle.

**Flexible Outsourced Manufacturing from RG Group provides manufacturers with the ability to meet demand without the burdens typically assumed in the process.**

Over the last decade RG Group has evolved from a technical supply chain resource to a full-service manufacturing partner. We look at the manufacturing process in three distinct phases: **research and development, production and end of life.** Our FOM team has the technical and production expertise to create a unique solution, tailored to the changing business demands in all the phases of a product's lifecycle.

**One size does not fit all!**

We recognize that every business is unique and has different operational challenges and core strengths. Our services are designed to meet a customer partner's specific needs, from design engineering to turnkey manufacturing services. FOM simplifies the customer's business, allowing for a single point of contact so that they can concentrate on their strategic development and core profitability issues.

Relying on a partner with trusted expertise in both supply chain and manufacturing solutions can make the world a less challenging and more profitable place to do business.

Contact me today to discuss how RG Group FOM may be able to help you.

[Rich.Freeh@rg-group.com](mailto:Rich.Freeh@rg-group.com)

# Form, Fit and Function.

By Steve Reynolds

In almost every industry, parts become obsolete or need to be replaced because they are worn out. When that happens, where you get your next part from matters – especially if the original product is no longer available.

While in some industries, replacing a part with a similar part may suffice, in many industries, like hydraulics, it can be problematic. Parts referenced as “interchangeable” may be suitable for certain applications but often don’t serve as true replacements in others. That’s where expertise, stock selection and source matter.

Let’s use a common scenario, for instance. If you wanted to swap out a broken or obsolete bolt from one manufacturer to another because of price, availability or brand preference, you probably wouldn’t have any issues. If the bolt was the same thread, length and strength, such as grade 8, but what about hydraulic fittings?

If the fitting thread size, configuration, material and pressure rating were all the same, then you would say that the fitting was “interchangeable.” But if space constraints existed, for instance, prohibiting a variation in size of even 1/8” in height, then replacing your original fitting with an interchangeable substitute would be problematic. Maybe the manufacturer thought that a small difference in height would not make a difference. Maybe they even thought

it was a better fitting because it allowed the hex in the middle to be more robust. In fittings, this does not happen too often, but being mindful of what an exact copy or replacement is and what is considered interchangeable is necessary. While the definition of interchangeable from *Dictionary.com* is: “capable of being put or used in the place of each other,” this definition doesn’t take into consideration what a particular device will do or how it will perform.

Just because something is interchangeable does not mean that it will meet the criteria of a duplicate or replacement part. Additionally, something could fit in the place of the old part, but not have the same pressure or temperature rating.

At RG Group we understand the nature of the Motion Control and Fluid Handling disciplines we serve. The high-quality Parker parts we have available to our customers fill a variety of application needs and our expert team is adept at recommending true “replacement” parts, suitable for where other brands were once used.

For product questions or information, please contact Steve at [Steve.Reynolds@RG-Group.com](mailto:Steve.Reynolds@RG-Group.com)

INTERCHANGEABLE?



Let us introduce you to:  
**Gary Eliasson – VP of Sales**  
– Robotic Integration

**Bucket List:** Remain healthy so I can:

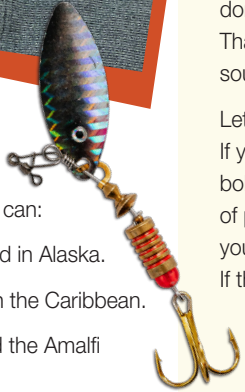
- Catch some salmon, on a fly rod in Alaska.
- Catch a bonefish, on a fly rod in the Caribbean.
- Visit, Croatia, New Zealand and the Amalfi Coast of Italy
- See the Northern Lights (again)

**Off the Clock:** Doing anything outdoors; hunting, fishing, camping, golf, grilling and woodworking.

**Can't Live Without:** Quality time with family and friends.

**Short Bio of Gary Eliasson**

Gary was born and raised in Southern New York State and has two sisters and a brother. He graduated from Rensselaer Polytechnic Institute in Troy, NY as an electrical engineer and began a long career with a focus on factory automation. Most of his career was as owner/co-owner of a high-tech factory automation distributor similar to Proud Automation. Gary sold the business in 2015 but with two kids still in college, retirement was not an option. Combine that with the fact that Gary loves being involved with automation and soon joined MiR as US, Eastern Region Sales Director. Gary and his wife of 32 years, Lisa, reside near Charlotte, NC with their dog, Cooper. Their daughter, Mallory, is a pediatric trauma nurse in Denver, CO. Their son, Lucas, is a Captain in the US Army. Upon leaving MiR, Gary joined RG Group and is excited to help the team grow the business.



Coming up:

**FLUID POWER PROFESSIONALS'**  
**DAY: JUNE 19<sup>TH</sup>**