0:1:27.0 --> 0:1:28.30  
Sylvie LeBlanc  
Hi, everyone.

0:1:28.40 --> 0:1:29.80  
Sylvie LeBlanc  
Happy Friday.

0:1:29.230 --> 0:1:33.520  
Sylvie LeBlanc  
I know I'm the last of the week, but I'm hoping you'll get to learn a few things today.

0:1:34.390 --> 0:1:34.900  
Sylvie LeBlanc  
Umm.

0:1:35.570 --> 0:1:36.860  
Sylvie LeBlanc  
So my name is Silva LeBlanc.

0:1:36.870 --> 0:1:44.480  
Sylvie LeBlanc  
I'm the production manager at Systemair and I was hoping to perhaps discuss my journey through manufacturing.

0:1:44.490 --> 0:1:51.360  
Sylvie LeBlanc  
I've been in manufacturing for over 9 years and haven't seen the various landscapes.

0:1:51.370 --> 0:1:54.850  
Sylvie LeBlanc  
If you will have Manufacturing, I'm hoping I can show you that there are.

0:1:56.610 --> 0:2:5.980  
Sylvie LeBlanc  
Many involvements in manufacturing, umm and obviously many to come and I'm hoping I can engage you or show you how.

0:2:5.990 --> 0:2:9.760  
Sylvie LeBlanc  
There's a lot of possibilities and career opportunities in manufacturing.

0:2:9.770 --> 0:2:15.260  
Sylvie LeBlanc  
So uh, I'll start with maybe talking about a system error.

0:2:15.310 --> 0:2:16.270  
Sylvie LeBlanc  
Ohh, just a second.

0:2:18.110 --> 0:2:22.190  
Sylvie LeBlanc  
We do have a video here that talks about our Systemair history.

0:2:22.310 --> 0:2:26.300  
Sylvie LeBlanc  
I think it's valuable for you to understand how the company has been built.

0:2:26.410 --> 0:2:31.300  
Sylvie LeBlanc  
You get to see a few other facilities across that, so I'll just let the video play.

0:2:31.310 --> 0:2:34.380  
Sylvie LeBlanc  
If you are not hearing the video, please let me know.

0:2:43.980 --> 0:2:44.630  
Langille, Nathan (EECD/EDPE)  
Sounds on.

0:2:41.450 --> 0:2:47.700  
Sylvie LeBlanc  
Welcome to Systemair, where we have been supplying fresh air to the world for half a century.

0:2:48.90 --> 0:2:51.440  
Sylvie LeBlanc  
Our story begins in the middle of Berry, Slagga, Sweden.

0:2:52.940 --> 0:2:54.420  
Sylvie LeBlanc  
So that's not good.

0:2:57.120 --> 0:2:58.330  
Sylvie LeBlanc  
Hold on a second.

0:2:59.670 --> 0:3:11.700  
Sylvie LeBlanc  
In the middle of Berry slugger Sweden, in the small town of Shin Scatter, Bury, it was here in 1974 that it all started with Gerald Engstrom, based on an original product idea.

0:3:11.970 --> 0:3:20.960  
Sylvie LeBlanc  
At that time, he was a young engineer, heading up a sales company, and they had a small product which was a fan that you would put on the backside of, for example computers.

0:3:21.30 --> 0:3:22.840  
Sylvie LeBlanc  
And he saw an application in Sweden for that.

0:3:23.80 --> 0:3:28.950  
Sylvie LeBlanc  
And here in Sweden, as we were hitting a lot of houses with open fireplaces and stoves, you have particular heat in one room.

0:3:29.340 --> 0:3:35.130  
Sylvie LeBlanc  
You need to transfer it to another room and for that you could put this kind of fan in the wall between the rooms for this idea.

0:3:35.300 --> 0:3:37.510  
Sylvie LeBlanc  
And he came back to them with this idea.

0:3:37.570 --> 0:3:42.210  
Sylvie LeBlanc  
And they said that actually we're not interested, but if you want to commercialize that, you should start your own company.

0:3:42.280 --> 0:3:42.920  
Sylvie LeBlanc  
And so he did.

0:3:43.70 --> 0:3:47.770  
Sylvie LeBlanc  
And that was actually the foundation in the start of our company with an inline Backman" called the KFAN.

0:3:48.320 --> 0:3:51.470  
Sylvie LeBlanc  
It is the technical innovation and it's also a little bit philosophy.

0:3:51.640 --> 0:4:8.520  
Sylvie LeBlanc  
It is changing the way you're treating or moving air instead of sucking in from the side and putting it out from the top, where you have to redirect it back into the right direction, you make the straight through, which means that you're taking away obstacles, energy losses, and it's actually today also becoming a part of our philosophy.

0:4:8.790 --> 0:4:11.960  
Sylvie LeBlanc  
Why make it complicated when you can make it easy and simple?

0:4:12.70 --> 0:4:19.140  
Sylvie LeBlanc  
Which is more efficient and that is what is so special about The Cave and for us Systemair has come a long way since then.

0:4:19.390 --> 0:4:26.830  
Sylvie LeBlanc  
The K fan is still going strong in numerous dedicated applications, and the product portfolio has grown over the years.

0:4:27.170 --> 0:4:39.920  
Sylvie LeBlanc  
We now offer a complete range of products for all types of ventilation systems, from residential to commercial and industrial ventilation or, as we say, we create fresh air for the world.

0:4:40.220 --> 0:4:43.350  
Sylvie LeBlanc  
We create better air every day worldwide.

0:4:43.580 --> 0:4:45.310  
Sylvie LeBlanc  
That's system as mission.

0:4:45.640 --> 0:4:51.910  
Sylvie LeBlanc  
We know that if our products are installed in the building in a House or hospital, we make a difference.

0:4:52.320 --> 0:4:58.850  
Sylvie LeBlanc  
If in a school we have good indoor quality, the children can perform better during the whole day.

0:4:59.100 --> 0:5:2.950  
Sylvie LeBlanc  
That's our why we make a difference in People's Daily life system.

0:5:2.960 --> 0:5:10.10  
Sylvie LeBlanc  
As vision is, we will be your most efficient and helpful partner in mastering your indoor air quality challenges.

0:5:10.100 --> 0:5:14.770  
Sylvie LeBlanc  
The difference between a mission and a vision is that a mission is our why?

0:5:15.40 --> 0:5:16.970  
Sylvie LeBlanc  
That's why Systemair exists.

0:5:17.40 --> 0:5:18.470  
Sylvie LeBlanc  
That's why we go to work.

0:5:18.560 --> 0:5:20.970  
Sylvie LeBlanc  
The vision defines this.

0:5:20.980 --> 0:5:29.150  
Sylvie LeBlanc  
What we strive for the future, what we want to aim for and in system reservation, we put the customer focus, which I really like.

0:5:29.960 --> 0:5:36.500  
Sylvie LeBlanc  
The company started with just a few employees at the 70s before expanding to 600 in the 90s.

0:5:36.690 --> 0:5:45.0  
Sylvie LeBlanc  
Now, with over 6000 employees worldwide, Systemair is a global company trading in more than 130 countries.

0:5:45.230 --> 0:5:54.880  
Sylvie LeBlanc  
What made Gerald Engstrom and this company success, I think was about that he got the awareness that he needed to believe really good and strong team and then to rely on successes that they built together.

0:5:55.150 --> 0:6:11.140  
Sylvie LeBlanc  
They took one step so that it was successful, and then the next step, so we we started quite early with export and then also with acquisitions, I think a little bit empowered by success that they dared to take more steps and more steps and to really build their own success story.

0:6:11.910 --> 0:6:21.620  
Sylvie LeBlanc  
Today, Systemair provides ventilation in many spectacular locations such as the Eiffel Tower and Europe's first underwater restaurant in Norway.

0:6:22.110 --> 0:6:28.580  
Sylvie LeBlanc  
Our products are found in the Copenhagen Metro and in several road and railway tunnels throughout the world.

0:6:28.650 --> 0:6:33.260  
Sylvie LeBlanc  
We also ventilate important buildings such as hospitals and schools.

0:6:33.750 --> 0:6:53.800  
Sylvie LeBlanc  
What is very specific with our industry is that when we have done a good job, no one knows that our products are installed, they will just feel the effects of a good indirect quality and there is a kind of motivation and sense amongst our employees to be part of something bigger is actually contributing with something positive to not only society to the company, to everyone around.

0:6:54.750 --> 0:7:4.290  
Sylvie LeBlanc  
Of course, working on a daily basis in a group of people that it's looking for the same goal in 20 put a lot of fun and with a good motivation on a daily basis.

0:7:5.330 --> 0:7:6.40  
Sylvie LeBlanc  
That's the dream job.

0:7:10.800 --> 0:7:15.790  
Sylvie LeBlanc  
So I'm I'm hoping that this kind of opened you to the company a little bit more.

0:7:15.800 --> 0:7:17.150  
Sylvie LeBlanc  
We're quite a big company, so.

0:7:19.440 --> 0:7:19.740  
Sylvie LeBlanc  
About that?

0:7:20.420 --> 0:7:20.950  
Sylvie LeBlanc  
Umm.

0:7:21.480 --> 0:7:37.70  
Sylvie LeBlanc  
As they mentioned, we do have facilities across the world which is is quite neat when you talk about different manufacturing environments and different technology set up in Europe and Asia and Africa and also in in North America.

0:7:37.80 --> 0:7:43.630  
Sylvie LeBlanc  
So for us in North America, we have three different locations and one of them is in book tush.

0:7:43.730 --> 0:7:46.230  
Sylvie LeBlanc  
And this is our facility in the bottom and the bottom right.

0:7:46.240 --> 0:7:56.350  
Sylvie LeBlanc  
So I'm not sure exactly where everyone's located in the province, but we're just north of Moncton and we've been here for over 30 years, which is fantastic.

0:7:56.360 --> 0:8:1.850  
Sylvie LeBlanc  
So, since we can't do it, uh, a virtual plant tour, I just thought I'd.

0:8:1.860 --> 0:8:12.90  
Sylvie LeBlanc  
I'd show you a quick it's it's a minute video of just a walk through our our facility as you saw in the previous video, you can kind of see different facilities.

0:8:12.100 --> 0:8:13.590  
Sylvie LeBlanc  
How clean and neat?

0:8:13.720 --> 0:8:23.710  
Sylvie LeBlanc  
It's not the typical groggy, dirty environment that you likely perceive from a manufacturing point of view, and I'm hoping you can see that with our facility here in book door show.

0:8:25.610 --> 0:8:27.500  
Sylvie LeBlanc  
Likely just talk as we go through it.

0:8:27.510 --> 0:8:28.570  
Sylvie LeBlanc  
So this is the facility.

0:8:28.580 --> 0:8:36.280  
Sylvie LeBlanc  
You can see the three facilities in in North America, but I I will just highlight on on the book, Trish, one that we currently have.

0:8:36.290 --> 0:8:40.650  
Sylvie LeBlanc  
So in the previous video they talked about different products.

0:8:40.660 --> 0:8:43.910  
Sylvie LeBlanc  
That are manufactured across Systemair in Book 2 ish.

0:8:43.920 --> 0:8:53.380  
Sylvie LeBlanc  
We specifically manufacture Air handling unit as you see here, which I'll talk about in kind of explain how they work, but this is mostly what we produce in bookish.

0:8:54.640 --> 0:9:0.210  
Sylvie LeBlanc  
We do have very advanced technology, so coil line, steel manufacturing.

0:9:0.220 --> 0:9:3.270  
Sylvie LeBlanc  
So we do process a lot of steel, those are punching machines.

0:9:3.280 --> 0:9:8.650  
Sylvie LeBlanc  
So we're taking flat metal parts and we're punching holes and cutting them with equipment.

0:9:9.300 --> 0:9:18.150  
Sylvie LeBlanc  
We've got press break which are essentially bending the metal that used to be done manually many years ago, and now we've got really neat technology that can do it by hand.

0:9:19.270 --> 0:9:35.900  
Sylvie LeBlanc  
These are core, so it's the main essential portion of our products and we've got press robots stacking them, which this used to be a line of 15 employees doing that manually foam cutting.

0:9:35.910 --> 0:9:48.0  
Sylvie LeBlanc  
This is some of the assembly line which will will cover a bit further but you can kind of see the environment still a lot of products but we do have a lot of staff and the upstairs assembly area as well.

0:9:48.10 --> 0:9:55.460  
Sylvie LeBlanc  
So we have up to eight assembly lines that are booked, Josh facility and you're just able to see a few different kinds.

0:9:56.910 --> 0:10:10.980  
Sylvie LeBlanc  
We try to make it as ergonomic and as comfortable for people to work here, but it is a very good work environment and we've got people that have been there for close to 20 years, so it's very nice to see.

0:10:10.990 --> 0:10:18.870  
Sylvie LeBlanc  
I won't continue the video because it presents the other facilities, but I just wanted to virtually do a plant tour if that makes sense.

0:10:20.390 --> 0:10:30.20  
Sylvie LeBlanc  
How cover a bit more of different things that we've got as far as advancement afterwards, but I just wanted to introduce the the facility with that, uh, my bad.

0:10:30.990 --> 0:10:34.820  
Sylvie LeBlanc  
So as I did mention, we produced residential Air Handling unit.

0:10:34.830 --> 0:10:49.520  
Sylvie LeBlanc  
So in your home, likely in your basement air different areas you might have this the concept behind air Handling unit is to provide fresh air to your home to make sure that you get rid of the pollutants.

0:10:49.530 --> 0:10:58.360  
Sylvie LeBlanc  
But you also have fresh air coming in, so the concept of our product, we try to be efficient with the way that we bring fresh air from outside.

0:10:58.470 --> 0:11:4.410  
Sylvie LeBlanc  
We take it through what we call the core and then you have freshing going into the House.

0:11:5.460 --> 0:11:19.210  
Sylvie LeBlanc  
We take the stale error, so if you assume that your house is a little bit warmer, we take that warm still air and we cross it as both air kind of cross each other but they don't interact.

0:11:19.220 --> 0:11:28.570  
Sylvie LeBlanc  
So you separate the error, but you're still having the heat from the inside your house heating a little bit.

0:11:28.620 --> 0:11:37.300  
Sylvie LeBlanc  
Some of the fresh air coming in so you have warmer fresh air, which means that you have less energy required to heat your home.

0:11:37.920 --> 0:11:41.40  
Sylvie LeBlanc  
And then you're exhausting still air, which is the big thing.

0:11:41.50 --> 0:11:42.0  
Sylvie LeBlanc  
You wanna make sure?

0:11:42.10 --> 0:11:52.500  
Sylvie LeBlanc  
Because our homes are a lot more tighter, a lot more insulated, we want to make sure that we have that stale air that goes outside and we continue to have fresh air coming inside the house.

0:11:52.510 --> 0:11:58.580  
Sylvie LeBlanc  
So this is what we produce, different sizes, different color, different formats essentially that is just our product.

0:12:1.240 --> 0:12:18.40  
Sylvie LeBlanc  
Maybe just to start on my journey a little bit before we we dig into careers when I was young and maybe other students are also feeling the same thing when we were young, we had toys, we had food, anything that we would take, you wouldn't necessarily understand where it came from.

0:12:18.50 --> 0:12:22.640  
Sylvie LeBlanc  
You know, it comes from your parents or it's on the shelf and you're like, OK, this happens.

0:12:22.650 --> 0:12:28.360  
Sylvie LeBlanc  
This starts you don't realize how it came to be, and it was only a bit later.

0:12:28.370 --> 0:12:42.820  
Sylvie LeBlanc  
I think it was mid mid six to seven grade, perhaps started to watch the show how it's made and you may not know, but it's a show that explains how things are manufactured, whether it's food, toys, cars, etcetera.

0:12:43.150 --> 0:12:54.330  
Sylvie LeBlanc  
It just showcases the process to get what what you're looking at, and I thought that was so neat and I think continuously just kind of exposing myself to that.

0:12:55.570 --> 0:13:8.720  
Sylvie LeBlanc  
I wanted to continue in that direction, so when I graduated from high school, I decided to go into civil engineering, which I did two years, didn't like it as much as I thought it would.

0:13:8.730 --> 0:13:13.640  
Sylvie LeBlanc  
So I transitioned into mechanical engineering and that's where I graduated.

0:13:14.240 --> 0:13:25.170  
Sylvie LeBlanc  
And then during those years, had a few summer work terms, which we normally have and the first work term was at a pulp mill where they make pulp paper etcetera.

0:13:26.100 --> 0:13:31.990  
Sylvie LeBlanc  
And that was the typical dirty, groggy male oriented work environment.

0:13:32.0 --> 0:13:34.740  
Sylvie LeBlanc  
And I thought, OK, this is not for me at all.

0:13:35.80 --> 0:13:38.680  
Sylvie LeBlanc  
Didn't necessarily give up on manufacturing, but was like this is not for me.

0:13:38.880 --> 0:13:50.150  
Sylvie LeBlanc  
So my second work term, I worked at a tissue plant in deep and that's where I really got exposed to really neat environment, advanced technology.

0:13:50.590 --> 0:13:52.420  
Sylvie LeBlanc  
It wasn't just a mail environment.

0:13:52.430 --> 0:13:58.230  
Sylvie LeBlanc  
There was so many more, it just completely opened my eyes to what Manufacturing could be.

0:13:58.320 --> 0:14:0.10  
Sylvie LeBlanc  
Didn't necessarily mean it.

0:14:0.80 --> 0:14:8.690  
Sylvie LeBlanc  
It was what I had seen the previous summer, so when I graduated, started at Systemair and I started as continuous improvement coordinator.

0:14:8.700 --> 0:14:14.340  
Sylvie LeBlanc  
So kind of worked on different projects to try and improve the layouts, the workflow and how our employees work.

0:14:16.330 --> 0:14:19.320  
Sylvie LeBlanc  
In my second year, I was offered to work in a project in France.

0:14:19.330 --> 0:14:27.300  
Sylvie LeBlanc  
I spent six months in France working for a sister company of Systemair, which worked on another improvement project which was good.

0:14:27.510 --> 0:14:39.160  
Sylvie LeBlanc  
This allowed me to travel, meet other colleagues from other facilities, which is always nice when you're in a large worldwide company, you have other come, you know, sister companies that you can work with.

0:14:39.350 --> 0:14:41.450  
Sylvie LeBlanc  
And I met a lot of people there, which was great.

0:14:42.20 --> 0:14:54.100  
Sylvie LeBlanc  
And then returning to to book touch and kind of transition into being a production manager rule and the current role of production manager obviously has so many aspects to it.

0:14:54.110 --> 0:15:10.460  
Sylvie LeBlanc  
But when we talk about people, you know, we have to interact with people on a day to day basis, all the assembly staff, all the people operating the equipment, but just my direct team, I've got engineers and technicians reporting to me to work on different projects that we have to work on the different managers.

0:15:10.470 --> 0:15:13.350  
Sylvie LeBlanc  
So I I do have a lot of people and I love interactions.

0:15:13.360 --> 0:15:14.530  
Sylvie LeBlanc  
I think that's a big thing.

0:15:14.620 --> 0:15:18.170  
Sylvie LeBlanc  
That's a hugely beneficial for me that I love about my job.

0:15:18.420 --> 0:15:28.330  
Sylvie LeBlanc  
We constantly have to work on quality, so this is a picture of something we implemented to try and make sure that we are very good with our quality to make sure we're not forgetting parts.

0:15:28.900 --> 0:15:32.230  
Sylvie LeBlanc  
So I work with my team to make sure that we focus on quality.

0:15:32.240 --> 0:15:36.50  
Sylvie LeBlanc  
We talk about efficiency, so this is a board that we use in production.

0:15:36.60 --> 0:15:42.760  
Sylvie LeBlanc  
We look at how efficient our employees have been working, if we're if we're meeting the objectives for the day.

0:15:42.770 --> 0:16:1.700  
Sylvie LeBlanc  
So that is something we talk about capacities also something I I work with my team on making sure that we've got enough capacity, enough people, equipment to meet the customer they want the products we have to make sure that we've got the capacity to supply that safety is another portion of it.

0:16:1.770 --> 0:16:3.340  
Sylvie LeBlanc  
I have to make sure our employees are safe.

0:16:3.350 --> 0:16:7.300  
Sylvie LeBlanc  
We always say we want our employees to go home the same way they came in that morning.

0:16:7.310 --> 0:16:11.330  
Sylvie LeBlanc  
So that's a big thing and the last thing technology.

0:16:11.400 --> 0:16:17.850  
Sylvie LeBlanc  
There's so much advancement in technology and that's been a big driver that I find compliments well.

0:16:18.120 --> 0:16:28.610  
Sylvie LeBlanc  
What I work on, you know, you've got the people, you've got all those things, but having technology that's really where it's a driver and it's nice to see that we can focus on those advancements.

0:16:28.620 --> 0:16:38.740  
Sylvie LeBlanc  
So just to give you a few ideas or things that I've worked on with my team on technology, so we've been spending some big money on new steel equipment.

0:16:38.800 --> 0:16:47.350  
Sylvie LeBlanc  
So this is just a layout, but you can you kind of saw that the coil line and and this equipment in the video originally, but this is something that I worked on implementing.

0:16:47.360 --> 0:16:49.320  
Sylvie LeBlanc  
So you can see the installation.

0:16:49.330 --> 0:16:52.0  
Sylvie LeBlanc  
How big the parts are as they're coming in.

0:16:52.870 --> 0:16:54.780  
Sylvie LeBlanc  
This is just to show you the difference.

0:16:54.790 --> 0:16:58.480  
Sylvie LeBlanc  
So this is the press break, the operator having to do this manually.

0:16:58.730 --> 0:17:6.380  
Sylvie LeBlanc  
New investment in technology is all doing that automatically, so you'll see it in this video just briefly.

0:17:6.450 --> 0:17:16.520  
Sylvie LeBlanc  
I'll just uh, you can kind of see the robot picking up the the part, putting it on the on the conveyor.

0:17:17.740 --> 0:17:18.230  
Sylvie LeBlanc  
Umm.

0:17:18.270 --> 0:17:23.330  
Sylvie LeBlanc  
And understand that all this motion would be done by the operator manually.

0:17:23.340 --> 0:17:35.410  
Sylvie LeBlanc  
So if we're looking at safety, it's a lot safer for them to operate this equipment and a lot faster and we do get a better quality like the parts are a lot more consistent because of that.

0:17:35.420 --> 0:17:43.430  
Sylvie LeBlanc  
So you can see moving and then that motion in the back, which you'll briefly see is the bending.

0:17:43.520 --> 0:17:46.900  
Sylvie LeBlanc  
So as the part comes out, you see that that lip.

0:17:48.720 --> 0:17:51.190  
Sylvie LeBlanc  
And the same thing happening on on all ends.

0:17:51.200 --> 0:18:2.380  
Sylvie LeBlanc  
So this is big investment in technology, but it's it's it's good to look at at advanced technology and even for the operators, this is really neat.

0:18:2.520 --> 0:18:6.840  
Sylvie LeBlanc  
You know, if I was working on the production floor, this is where I'd like to operate the equipment.

0:18:7.310 --> 0:18:15.310  
Sylvie LeBlanc  
You can really see how more efficient and safer it is for employees to have that, so this was one of the projects I worked on.

0:18:16.20 --> 0:18:18.240  
Sylvie LeBlanc  
Ohh the other projects.

0:18:18.250 --> 0:18:20.450  
Sylvie LeBlanc  
So if you look at the bottom here, there's one.

0:18:20.460 --> 0:18:28.650  
Sylvie LeBlanc  
This is our product, our our door used to have a full sheet of foam to make sure that a product is properly sealed.

0:18:28.660 --> 0:18:39.250  
Sylvie LeBlanc  
So we started to talk about having a gasket, which is more like liquid form that transitions into a full more or less a liquid.

0:18:39.500 --> 0:18:41.270  
Sylvie LeBlanc  
Yeah, essentially cures and grows.

0:18:42.540 --> 0:18:50.350  
Sylvie LeBlanc  
So we essentially had a layout originally just kind of tossing ideas and then we played with the simulation.

0:18:50.360 --> 0:18:54.620  
Sylvie LeBlanc  
So you can kind of see, OK, we're expanding with having robots picking up the parts.

0:18:55.320 --> 0:18:58.370  
Sylvie LeBlanc  
This machine is where the dispensing is happening.

0:18:58.380 --> 0:19:3.990  
Sylvie LeBlanc  
1/3 robot where you're installing hinges and then the final robot doing the packaging.

0:19:4.0 --> 0:19:14.840  
Sylvie LeBlanc  
So small idea is just putting gasket on a door kind of evolved into a much bigger a concept which was really neat to work on.

0:19:17.360 --> 0:19:28.740  
Sylvie LeBlanc  
So just a few pictures of the installation you can see beforehand as we're installing the conveyors, the equipment, the safety fences and then the equipment's fully installed with everything in the back.

0:19:28.750 --> 0:19:34.300  
Sylvie LeBlanc  
So I'll just show you a bit of the video of the true automation that we can see.

0:19:34.310 --> 0:19:37.940  
Sylvie LeBlanc  
So you've got the robot in the closer to us that's doing the packaging.

0:19:38.220 --> 0:19:43.180  
Sylvie LeBlanc  
So it's taking a finished door in the far end right here where my cursor is.

0:19:43.190 --> 0:19:45.220  
Sylvie LeBlanc  
This is where the dispensing is happening.

0:19:45.230 --> 0:19:56.680  
Sylvie LeBlanc  
So you can kind of see the gasket being applied and then in the far back you can see the robot taking the door and the foam pieces and the first cell to hold on.

0:19:56.690 --> 0:19:57.460  
Sylvie LeBlanc  
I'll just play it again.

0:19:57.470 --> 0:19:58.660  
Sylvie LeBlanc  
You can kind of see the 1st.

0:19:58.670 --> 0:20:11.180  
Sylvie LeBlanc  
It's taking the foam, applying silicone on it and inserting into a door so I know it's a bit tough to see, but you can see the automation and the advancement there and that was a really neat project.

0:20:11.290 --> 0:20:17.880  
Sylvie LeBlanc  
If you do get to come on site and visit us, I surely I think it's valuable to see that technology.

0:20:17.890 --> 0:20:23.730  
Sylvie LeBlanc  
So these were really neat projects that I got to work on, which was interesting.

0:20:23.740 --> 0:20:29.970  
Sylvie LeBlanc  
So maybe as we transition if if you want to kind of see OK what what type of career opportunities do we have.

0:20:30.60 --> 0:20:36.530  
Sylvie LeBlanc  
Obviously in manufacturing there are many and I just kind of plucked a few different opportunities.

0:20:36.540 --> 0:20:40.510  
Sylvie LeBlanc  
So we talked about machine operator machine operators in.

0:20:40.590 --> 0:20:50.660  
Sylvie LeBlanc  
Essentially, they run the machine to make sure that we produce the proper part with the right dimensions, the right quality, and and if.

0:20:50.670 --> 0:20:55.740  
Sylvie LeBlanc  
If I talk to all our positions, whether it's assembly or machine operator, we give on the job training.

0:20:55.750 --> 0:21:1.340  
Sylvie LeBlanc  
So this person had any previous experience with operating this type of machine.

0:21:1.710 --> 0:21:8.240  
Sylvie LeBlanc  
They came in with good attitude, being reliable, making sure that they come on site every day to do their job.

0:21:8.430 --> 0:21:9.390  
Sylvie LeBlanc  
We teach them.

0:21:9.400 --> 0:21:10.660  
Sylvie LeBlanc  
That's really what we try to do.

0:21:10.670 --> 0:21:14.370  
Sylvie LeBlanc  
So we don't expect people coming in with experience.

0:21:14.450 --> 0:21:20.440  
Sylvie LeBlanc  
We just want to make sure that they're safety cautious, but they're also willing to work and learn.

0:21:20.890 --> 0:21:25.250  
Sylvie LeBlanc  
So this is 1 type of position that we have.

0:21:27.300 --> 0:21:28.100  
Sylvie LeBlanc  
Assembly worker.

0:21:29.310 --> 0:21:38.980  
Sylvie LeBlanc  
This is a bit different because there's so many things that you can do on a line or a line varies from 7 to 9 people on them, all at different people.

0:21:38.990 --> 0:21:41.330  
Sylvie LeBlanc  
I kind of view it as building Legos.

0:21:41.380 --> 0:21:43.500  
Sylvie LeBlanc  
You start with certain components.

0:21:43.510 --> 0:21:47.870  
Sylvie LeBlanc  
You put them together and you assemble along the lines at different stations.

0:21:47.880 --> 0:21:52.80  
Sylvie LeBlanc  
So, umm yeah, as long as you're comfortable with hand tools.

0:21:52.170 --> 0:22:1.60  
Sylvie LeBlanc  
Uh, that's the the big thing that you do on the assembly line often that the fun thing with the assembly line, you're producing different products, you can change different stations.

0:22:1.70 --> 0:22:8.260  
Sylvie LeBlanc  
So one day is not necessarily the same all the time, but very much a hands on job.

0:22:8.370 --> 0:22:9.340  
Sylvie LeBlanc  
This is the same thing.

0:22:9.350 --> 0:22:13.80  
Sylvie LeBlanc  
We'll train people for what they need to be doing.

0:22:13.370 --> 0:22:14.460  
Sylvie LeBlanc  
This is the tester.

0:22:14.470 --> 0:22:28.230  
Sylvie LeBlanc  
For instance, they are doing the testing of our products, so they also are trained on site using some advanced training and testing equipment to make sure that our products are meeting our customer.

0:22:28.240 --> 0:22:38.710  
Sylvie LeBlanc  
What they're hoping for, and that the product function, so this is a portion that we also have on the line, you can kind of see the products there and on the back end, that is where we do the packaging.

0:22:38.720 --> 0:22:44.100  
Sylvie LeBlanc  
So we've got vacuums to try and pick up the product to be more ergonomic, placed in the box.

0:22:44.540 --> 0:22:48.610  
Sylvie LeBlanc  
Run it to the tape machine and then onto the finished product.

0:22:49.60 --> 0:23:4.590  
Sylvie LeBlanc  
So just kind of shows you that the variable options that we have in assembly, but surely a lot more advanced than it likely used to be and we've got a lot more tools to make it more friendly for new employees coming and joining our team.

0:23:4.600 --> 0:23:10.930  
Sylvie LeBlanc  
So this is another career opportunity that we've got and we've got many openings for this at the moment.

0:23:13.130 --> 0:23:23.280  
Sylvie LeBlanc  
Matilla material handlers and other one some people if they if you like to dry or sometimes you know you can drive for work, driving forklift is is something that we've got.

0:23:23.970 --> 0:23:32.690  
Sylvie LeBlanc  
We've got several people operating different type of floor Cliff picking parts, bringing them to shipping and receiving it.

0:23:32.700 --> 0:23:36.250  
Sylvie LeBlanc  
It's honestly a really interesting job.

0:23:36.260 --> 0:23:49.150  
Sylvie LeBlanc  
We do like to make sure that our our drivers are very safety cautious because you can be very hurtful with either a heavy load or things that can fall, but we don't require people to have forklift training before they come.

0:23:49.160 --> 0:23:56.670  
Sylvie LeBlanc  
We do that training on site, but certainly a load of opportunities with material handling.

0:23:56.760 --> 0:24:5.700  
Sylvie LeBlanc  
We also have a mountain warehouse where we have a lot of material handlers there that are driving forklifts, putting things in the shelves, counting material.

0:24:6.430 --> 0:24:9.770  
Sylvie LeBlanc  
So a big career opportunity there as well.

0:24:11.340 --> 0:24:24.0  
Sylvie LeBlanc  
Ooh Umm lab technician is also a position that we have so we do have technicians in the lab setting up and creating our testing environment.

0:24:24.290 --> 0:24:31.200  
Sylvie LeBlanc  
They do work a lot with wires, controls, programming, 3D printers.

0:24:31.790 --> 0:24:45.660  
Sylvie LeBlanc  
You can kind of see the unit being tested right now, so these are the they are the ones that created the testing equipment for us and they typically come in with a college degree in like controls electronics.

0:24:47.120 --> 0:24:49.240  
Sylvie LeBlanc  
Industrial controls and things like that.

0:24:49.540 --> 0:24:52.110  
Sylvie LeBlanc  
So that is typically the background that they would have.

0:24:52.220 --> 0:25:3.530  
Sylvie LeBlanc  
But we do have some younger technicians that have started from the assembly line and had very good knowledge in electrical and kind of grew into being a lab technicians as well.

0:25:3.540 --> 0:25:11.10  
Sylvie LeBlanc  
So I would say again, eagerness to learn and really want to advance in companies, we've got the the opportunities for that.

0:25:12.630 --> 0:25:17.240  
Sylvie LeBlanc  
And then lastly, we've got our product designers.

0:25:17.250 --> 0:25:22.770  
Sylvie LeBlanc  
So they typically come in with an engineering background to try and design products.

0:25:22.780 --> 0:25:44.640  
Sylvie LeBlanc  
So obviously the products that we do have, they're designed by engineers to make sure that they are efficient, they provide fresh air for customers and often what they they work with is CAD software to try and design, modify, improve the design and making sure that we meet our customers requirements.

0:25:44.650 --> 0:25:46.40  
Sylvie LeBlanc  
So this is Danielle.

0:25:46.50 --> 0:25:47.500  
Sylvie LeBlanc  
She's been with the company.

0:25:47.510 --> 0:25:56.80  
Sylvie LeBlanc  
She actually worked, started in assembly for summer jobs, and as she graduated engineer got a position as product designer.

0:25:56.90 --> 0:26:6.680  
Sylvie LeBlanc  
So again, just many opportunities if you having your foot through the door and the good attitude and willingness to learn and work, there are many, many opportunities in manufacturing.

0:26:9.490 --> 0:26:17.540  
Sylvie LeBlanc  
Again, when we talk about why I think it's good to understand why we choose Manufacturing, I think realizing that there are so many opportunities.

0:26:17.550 --> 0:26:25.880  
Sylvie LeBlanc  
I mean, they've showed you some of them, but there are still so many, whether you're into, you know, human resources or finances or quality or safety.

0:26:26.260 --> 0:26:32.740  
Sylvie LeBlanc  
There's so many supporting production rules, but also just the assembly, the fabrication of our part.

0:26:32.750 --> 0:26:37.900  
Sylvie LeBlanc  
So it's not just manual work, there are a lot of supporting positions.

0:26:38.190 --> 0:26:44.390  
Sylvie LeBlanc  
You just have the benefit of having a work environment that is manufacturing, and honestly that's what I value the most.

0:26:44.460 --> 0:26:49.220  
Sylvie LeBlanc  
I always say manufacturing having just, you know, a few steps away is kind of like my playground.

0:26:49.230 --> 0:26:55.400  
Sylvie LeBlanc  
You've got the office work that needs to get done, but if you want to take out, walk on the floor and see the robots or the equipment.

0:26:55.410 --> 0:26:56.40  
Sylvie LeBlanc  
How it's running?

0:26:56.50 --> 0:27:0.40  
Sylvie LeBlanc  
How it's going that I've just got that outside of my office, which is fantastic.

0:27:0.710 --> 0:27:1.200  
Sylvie LeBlanc  
Umm.

0:27:1.810 --> 0:27:8.360  
Sylvie LeBlanc  
And I think understanding the benefits, so work life balance is a big thing that we value at the end of the day, we all have things that we do outside of work.

0:27:8.370 --> 0:27:12.280  
Sylvie LeBlanc  
So we need to make sure that we accompany that for all our employees.

0:27:13.50 --> 0:27:21.620  
Sylvie LeBlanc  
I think also knowing that you can get high paying jobs and careers in manufacturing, it's not just the minimum wage type of environment.

0:27:21.750 --> 0:27:38.20  
Sylvie LeBlanc  
We try to make sure that we're very competitive, even being on the production floor, having increases throughout your careers, we've got pay, scale, etcetera, we kind of showcase that you can grow in salary, but also in Opportunities as I mentioned opportunities to travel.

0:27:38.90 --> 0:27:38.700  
Sylvie LeBlanc  
I've I've been.

0:27:39.10 --> 0:27:40.540  
Sylvie LeBlanc  
I've been to different facilities.

0:27:40.550 --> 0:27:42.960  
Sylvie LeBlanc  
Same thing for other of my colleagues, which is great.

0:27:43.490 --> 0:27:49.880  
Sylvie LeBlanc  
I just and I just think all around it is a very rewarding career and all different types of roles that you've got.

0:27:50.150 --> 0:27:52.230  
Sylvie LeBlanc  
I couldn't recommend it anymore.

0:27:54.850 --> 0:27:59.180  
Sylvie LeBlanc  
And then just to kind of highlight some of the advancement in manufacturing, I mean, I've talked about robots.

0:27:59.190 --> 0:28:0.660  
Sylvie LeBlanc  
That's the one thing that gets me giddy.

0:28:0.670 --> 0:28:15.130  
Sylvie LeBlanc  
I just love it, but also just talking about equipment where you're seeing the process, umm, you know, come through and it's not being manipulated by operators having the connectivity between the equipment.

0:28:15.140 --> 0:28:23.800  
Sylvie LeBlanc  
So I I know I'm not sure you can see this, but there's one equipment here and another there and they're kind of talking to each other saying, hey, my parts ready.

0:28:23.960 --> 0:28:25.340  
Sylvie LeBlanc  
Are you ready to take it?

0:28:25.470 --> 0:28:33.60  
Sylvie LeBlanc  
And they kind of communicate between them, where typically if that's done manually, you've got truly someone speaking and say, hey, am I parts ready?

0:28:33.450 --> 0:28:39.10  
Sylvie LeBlanc  
Yeah, I'll take it, which with equipment being connected, it's so much better.

0:28:39.300 --> 0:28:47.570  
Sylvie LeBlanc  
And even when you're talking about safer, as much as we've got more technology which you we try to make sure that as we're implementing those things, we're considering safety.

0:28:47.580 --> 0:28:53.340  
Sylvie LeBlanc  
So if you're putting safety fences or repeated tasks, you're using equipment to do so.

0:28:53.350 --> 0:29:0.0  
Sylvie LeBlanc  
There's less chances of employees getting injured because of having to do that task repeatedly.

0:29:0.170 --> 0:29:3.270  
Sylvie LeBlanc  
You're using equipment to do that instead, which is fantastic.

0:29:5.310 --> 0:29:7.960  
Sylvie LeBlanc  
And I I guess my little last pitch.

0:29:8.50 --> 0:29:11.240  
Sylvie LeBlanc  
Uhm, the guy sweet spot for having women in manufacturing?

0:29:11.290 --> 0:29:19.400  
Sylvie LeBlanc  
All just say and I speak to that on a more broader level with other environments, if you will.

0:29:20.50 --> 0:29:27.660  
Sylvie LeBlanc  
But we do have a big portion of our staff being woman and I think a big reason why I find that we've got such a good.

0:29:29.170 --> 0:29:30.560  
Sylvie LeBlanc  
Family environment.

0:29:30.570 --> 0:29:30.940  
Sylvie LeBlanc  
Very.

0:29:30.950 --> 0:29:32.0  
Sylvie LeBlanc  
Get along with everyone.

0:29:32.10 --> 0:29:32.770  
Sylvie LeBlanc  
We work well.

0:29:33.290 --> 0:29:44.510  
Sylvie LeBlanc  
I think a big portion of that is because we've got female and I we've got them in all rules, whether they're machine operators, whether they're managers, whether they're leaders in different environment designers, we've got them in all positions.

0:29:44.520 --> 0:29:47.110  
Sylvie LeBlanc  
And I think it just proves that this is not.

0:29:47.120 --> 0:29:50.930  
Sylvie LeBlanc  
It's no longer is a only man work environment.

0:29:50.940 --> 0:29:53.620  
Sylvie LeBlanc  
Female can succeed just as much in there.

0:29:55.10 --> 0:30:12.930  
Sylvie LeBlanc  
I think we have to understand that there's so many people retiring in the coming years, so we have to look at it differently and say, you know, everyone should be able to do the jobs, whether they're men or women or whichever, at the end of the day, the job just needs to get done and we can have equipment to make it.

0:30:12.940 --> 0:30:14.310  
Sylvie LeBlanc  
So it's it's the most efficient.

0:30:14.320 --> 0:30:19.90  
Sylvie LeBlanc  
So I I just wanna highlight that opportunities are just as available for women.

0:30:19.340 --> 0:30:20.650  
Sylvie LeBlanc  
You can kind of see it.

0:30:20.720 --> 0:30:33.590  
Sylvie LeBlanc  
That's just a small portion of the women that work with us, and I just wanted to highlight that because I do think it's it's truly valuable and even within system error they've put it in objective that they want 25% of their leaders to be women.

0:30:33.600 --> 0:30:35.800  
Sylvie LeBlanc  
So they they truly want to emphasize on that.

0:30:35.810 --> 0:30:41.850  
Sylvie LeBlanc  
And I also value having women in our work environment because I think it's it's truly feasible.

0:30:41.860 --> 0:30:44.850  
Sylvie LeBlanc  
So that's my last pitch.

0:30:44.940 --> 0:30:48.230  
Sylvie LeBlanc  
I don't know if there are any questions, Nathan.

0:30:48.240 --> 0:30:49.980  
Sylvie LeBlanc  
I have not heard your name at all.