



Investing in Employees in Order to Promote from Within

Hilite has been a proud West Michigan Tier One automotive supplier since 1999 looking to help automakers improve the two things all Michiganders love ... our cars and our natural resources. Hilite designs, develops and manufactures highly engineered solenoids, valves and cam phasing systems that are the cutting edge of technology. These precision machined turnings and assemblies have helped automakers here in the USA, as well as across the globe, offer technologies to consumers that improve fuel economy while reducing the emissions on our environment. While finding alternative less hazardous chemicals to use, proper disposal of waste, and recycling/repurposing/reusing activities, Hilite employees focus daily on the initiatives of our mission "To strive to contribute to a cleaner environment through innovative products and technological solutions". As residents of Michigan, we are all proud to offer a product that reflects our commitment to our customers' needs, as well as the environment.

Hilite also believes in investing in our employees. The objectives of our training plans are to provide consistent, measurable training at the right time for all Hilite team members to enhance skills, ensure compliance with state regulations and develop current and future leaders. Succession Plans have been developed to provide paths for opportunities and advancement for our associates. There are currently 10 plans to develop people internally who have the potential to fill important positions when they become available.

Two of the recent succession planners to join the Electrical Technician Succession Plan are Dustin Hoffman and Brandon Wilbur. Both employees started Hilite on production lines and decided to grow with Hilite and enrolled in the Electrical Technical Succession Plan. Dustin and Brandon's plan includes 56 courses of Electrical, PLC, Robotic and Math courses; 3 Electrical courses at Muskegon Community College; 4 PLC Programming with RS/Logix 5000 courses; 4 FANUC Robotics courses and a total of 1,000 on the job training hours that need to be completed and signed off on qualified electrical jobs.

These two candidates are at different stages of the plan; however both were able to attend IACET FANUC Robotics training onsite at FANUC America Corporation in Rochester Hills, Michigan with the Going Pro Grant. Brandon attended the first FANUC course of his Succession Plan, which was the 32-hour HandlingTool Operation and Programming course that included setup, recording and troubleshooting programs using the HandlingTool software. Dustin is farther along in the plan and attended his fourth course at FANUC where the class spent 32 hours covering Electrical Maintenance of the FANUC Robots R-30iB controller.

This Succession Plan is one that takes a lot of time and commitment but also reaps one of the best rewards as far as position and pay. These two employees are proving to be dedicated to learning and growing with Hilite and the Going Pro has helped support them as they achieve their career goals.

