

Affirming Kalas Manufacturing Growth

Real Results:

- Increased sales by \$505,000
- Retained \$500,000 in sales

Company Profile: Kalas Manufacturing, Inc., founded in 1958 and based in Denver, PA is a closely held company that manufactures a wide range of quality copper wire and cable solutions. The company has four manufacturing facilities in Lancaster County. Their purpose is clear: “Helping to build the world, one foot at a time.” To accomplish this they offer products ranging from raw copper wire and cable to engineered cables.

Situation: In the fall of 2007, Kalas Manufacturing determined that a formalized Affirmative Action Plan was needed to pursue several government contracts. The plan needed to meet all OFCCP regulatory requirements with the specific objective to assure non-discrimination with regard to minorities, women, Americans with Disabilities, and Vietnam Veterans. Appropriate procedures and training were also needed to enable management to maintain this new plan on an ongoing basis.

Desired Results and Deliverables: A written Affirmative Action Plan for Kalas Manufacturing that meets all regulatory requirements. Kalas Manufacturing’s plan will be developed through the action steps listed below:

1. Prepare a Job Group Analysis and classify the Company’s jobs within the nine federally defined job groups.
2. Utilizing Company facility, job group and census data; prepare a current Workforce Analysis and Availability Analysis.
3. Define the Company’s labor market area and, using current Metropolitan Statistical Area (MSA) data, perform a Utilization Analysis.
4. Conduct an Adverse Impact Analysis and Compensation Analysis. NOTE: If Adverse Impact is found, an additional Impact Ratio Analysis will need to be conducted.
5. Establish specific goals and activities to correct any underutilization that cannot otherwise be justified.
6. Prepare a narrative report that summarizes data presented, identifies plan responsibility, specifies plan goals and activities, and outlines how the plan will be monitored and communicated.
7. Recommend monitoring, record keeping, and reporting systems and procedures to assure continuing compliance with regulations.

Results: Kalas Manufacturing has successfully created an Affirmative Action Plan which accommodates all regulatory requirements and is therefore compliant. As a result of the Affirmative Action Plan, Kalas Manufacturing was able to retain sales of \$500,000 and win an additional \$505,000 in government contracts. Additionally, they were able to increase the number of employees to handle the increased production.

“MANTEC’s support was important in connecting us with the resources necessary to complete an AAP and allow us to support our customers in fulfilling government contracts. We have been able to pursue contracts to help our customers build thousands of military vehicles used to protect our troops in the Middle East.” - Scott Smith, VP of Human Resources, Kalas Manufacturing, Inc.

To set up your Affirmative Action plan contact your Professional Business Advisor directly or MANTEC at 717-843-5054

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