

Manufacturer Future Growth Bolstered by Updated HR Policies



Background

Wilde Manufacturing is a precision machining company located in North Haven, Connecticut. Founded in 2012 by owner Frank Wilde, a manufacturing engineer with over 30 years of industry experience, the company moved to its current location in 2022. Wilde Manufacturing offers a wide range of services, including 5-axis CNC machining, 4-axis milling, 7-axis Swiss-style turning, and laser marking.

The company holds quality certifications for ISO 9001:2015, AS 9100 Rev. D, and ISO 13485, making it exceptionally qualified to serve customers across industries such as transportation, electronics, aerospace, and consumer products. Its advanced quality inspection technology, including a state-of-the-art machine vision system, delivers high precision, efficiency, and reliability in its manufacturing processes.

Challenge

Wilde Manufacturing faced challenges related to employment practices at their shop, including performance reviews, paid time off (PTO), and understanding the complexities of the Family and Medical Leave Act. The company wanted to ensure that all employment-related matters were handled professionally, legally, and respectfully, while adhering to existing laws.

As a small manufacturer planning for long-term growth, Wilde recognized the importance of creating clear, concise, and thorough human resource (HR) policies and practices, to support both current and future employees.

Results for Wilde Manufacturing:

- Retained Sales: \$500,000
- Jobs Created/Retained: 5
- New Investments: \$5,000
- Cost Savings: \$20,000



“Working with CONNSTEP and their HR partner has really helped us establish a solid foundation of formal employment policies and procedures as we position our company for future growth. We now have a better understanding of HR laws and greater knowledge and consistency on how to properly handle topics such as PTO and the Family and Medical Leave Act for both current employees and future hires.”

Frank Wilde
Founder & CEO
Wilde Manufacturing

Solution

To address these HR issues, Wilde Manufacturing enlisted the help of CONNSTEP, the Connecticut Manufacturing Extension Partnership (MEP) center, to develop a comprehensive HR handbook outlining the company's employment policies, rules, and compliance for all of its workers.

CONNSTEP connected Wilde with one of its third-party partners, an expert in organizational employment and workplace culture, to evaluate their existing HR policies, ensure compliance with state and federal laws, and provide recommendations for inclusion in the company HR handbook.

Results

A thorough audit of Wilde's current HR documents was conducted, including a review of current employment policies and practices. Discussions were also held with leadership to align the company's culture with its goals.

CONNSTEP's HR partner delivered a detailed report of their findings with recommendations to update the company HR policies, helping Wilde Manufacturing better position itself and be prepared for future business growth. These improvements, incorporated into a new company HR handbook, will ensure compliance with employment laws, minimize legal risks, introduce clear guidelines, and foster a productive and engaging company culture.



CONNSTEP, Inc. is a consulting firm strategically helping companies in Connecticut to grow their businesses and improve operational methodologies, leading to increased profitability, improved efficiencies, and creating sustainable competitive advantages in the marketplace.