

The New Face and Form of Futura *Interview with President Jared Bringhurst*

Jared Bringhurst has been a part of Futura Industries in Utah for almost 20 years. He began working for the company on the weekend nights press team while completing his BS degree in Manufacturing Engineering from Weber State University. In his time with the company, he has moved through a number of positions, including new products engineer, fabrication manager, quality assurance, continuous improvement manager, and the most recent being vice president of Operations. In January 2007, Bringhurst was named president of Futura. In this interview, he discusses his new role within the company and the company's recent acquisition by Bonnell Aluminum, a subsidiary of Tredegar Corporation.



Jared Bringhurst.

You were recently named the president of Futura. Can you tell us a bit about how you're approaching your new role within the company? What are your goals and plans for the company?

My approach, goals, and plans are actually very similar to what they were in my previous role as vice president of Operations, they have just expanded with the new role as president of Futura Industries. Our executive team is very synergistic and unified. We share the goal of providing extraordinary value through extrusions, and accomplishing this by supplying the highest levels of quality and service to really great customers. In order to accomplish this, we hire the best people possible. We focus on recruiting talented, capable, and amazing people "one at a time" to our organization. Developing a solid foundation of talented and skilled workers yields operational excellence and, in turn, allows us to successfully add and retain great customers while profitably growing our business.

Please provide an overview of Futura Industries as a company. How was it founded and by whom? What were some of the company's major milestones?

Bob (R.V.) Hansberger, one of the original founders of Boise Cascade, purchased the Colotrym Co. in 1964 located in Seattle, WA. R.V. opened up a distribution center in Clearfield, UT in 1972, where he quickly fell in love with the area and the people. R.V. changed the name of the company to Futura Industries and in 1979, moved all operations to Clearfield and began expanding capabilities to include the extrusion process and anodizing. Futura continued to grow and expand and now encompasses nearly 350,000 sq ft in three buildings, including: impressive 7 inch and 9 inch press lines, a newly expanded anodizing operation, and a variety of automated fabrication and machining operations. Today we supply a number of industries: solar, shower, commercial flooring, electronics, marine, transportation, and our own brands of commercial flooring trims and TSLOTS (sometimes referred to as industrial LEGOs).

Futura has a distinct company culture that promotes teamwork, quality, and responsibility. The company provides an in-house medical clinic and other employee benefits, and it has been named among Utah's best places to work. Can you talk about this culture and how it was evolved into what it is today?

Futura Industries offers a variety of unique benefits, which have effectively made our company an employer of choice in an area of Utah where employers compete heavily for capable and talented individuals. Some of those benefits include: full tuition reimbursement; dependent scholarships; an onsite medical clinic; an onsite gym; complimentary fresh fruit, energy bars, and drinks; employee loans; flexible work schedules; and incentive programs for employees.

Because of this, Futura has been named one of Utah's best places to work for the past 14 yrs. We've also received awards such as Manufacturer of the Year 2015 and 2016 by the Utah Manufacturer's Association, along with awards for continuous improvement and innovation. Awards like these are a clear reflection of the culture and team we have at Futura. It continues to grow year over year and feeds itself. We provide a safe, clean, and innovative work environment that encompasses weekly training programs, specific skill certification, the practice of lean methodologies, and a very detailed focus on quality. This, coupled with our typical suite of benefits and some great additional options, has helped us attract and retain a diverse and very talented team of employees, which continues to shape a strong and successful culture that is fluid and driven by its own increasing momentum.

Futura Industries was 100% acquired by Bonnell Aluminum, a subsidiary of Tredegar Corporation, in February. How did this merger come about? How will Futura change under its new ownership?

The former owner of Futura Industries reached a point of retirement and felt it was the right time to begin looking for a new long-term owner. At the same time, Bonnell Aluminum, was looking for a potential complimentary acquisition. The two companies made the connection and here we are today. Both Bonnell and Futura have very similar goals in taking care of customers and employees and, as a result, have plans to study and apply the very best practical synergies across the organization. The only changes slated for Futura will be those that enhance processes or systems improving or accelerating our ability to provide the very best quality and service possible to our customers and employees.

It was reported that Futura will become a division under Bonnell Aluminum. Describe how this integration is taking place. Will Futura maintain its original name?

Futura's name will be Futura Industries, a division of Bonnell Aluminum. The integration includes a reporting structure where I, as president of Futura, will work with Bonnell's senior leadership team, reporting directly to Brook Hamilton, President of Bonnell Aluminum. The integration effort is already taking place and is a process to join the talent, skills, and best practices across the entire organization, which in turn will elevate

performance and enhance the success of each division or unit of Bonnell Aluminum.

In what ways will Futura and Bonnell be able to compliment and support each other?

Bonnell operates four facilities, each with excellent capabilities including a large number of extrusion presses, painting and anodizing lines, various fabrication and downstream processes, and remelt centers. They have nearly 1,400 employees with diverse backgrounds, talents, and skill sets. Coupling Futura's team and culture with Bonnell's will form a very strong and talented workforce with excellent equipment and capabilities.

In March, Futura completed the installation and startup of a new anodizing line. Tell us about this new line and how it will benefit the company.

We completed a complex renovation and expansion project to our anodizing operation, which included the addition of six new process tanks, a new 25,000 amp rectifier, an additional 300 ton chiller, and a host of improvements, such as: a new steam line, new and improved ducting for fume scrubbing and exhaustion, automated controls for each individual tank, etc. Benefits will include greater capacity of the operation, tighter color consistency and surface finish and technical controls providing real time data to track process parameters for each respective tank and process.

Does Futura have any plans to further modernize or expand its business in the near future?

The recent expansion of our anodizing line will accommodate substantial growth over the next several years. We



A new anodizing line at Futura provides automated process controls and has increased capacity by 30%.

are also working on several automated and technological improvements to our operation and business, which will facilitate growth. In addition, working with the other divisions of Bonnell will provide growth and expansion opportunities, all in an effort to provide even greater service and quality to existing and new customers.

How will Futura continue to thrive in the years to come?

Futura's success and growth will depend on the foundation of a very diverse and robust culture of talented individuals. The efforts and energy of such a talented and amazing group of people have and will continue to keep this successful momentum rolling forward. It's an absolute honor and privilege to get to both serve and lead such an impressive team.