

PCMC STUDENT ASSOCIATE PROGRAM

Openings for 2010!!!!

Mission: Provide Practical Engineering Experience for Student Associates WHILE providing Opportunities for Students to demonstrate their unique Talents and Abilities.

PCMC Commitment

- Treat each Student Associate in accordance with our [Guiding Principles of Leadership](#) (attached).
- Insure a Clear Understanding of the Industries in which PCMC competes.
- Provide Relevant Opportunities for Practical Application of Theory
- Provide Opportunities to Utilize Modern Engineering Tools and Best Practices
- Provide Opportunities to develop Organizational, Administrative, Interpersonal, and Leadership Skills
- Opportunities will relate to the Following Key Areas:
 - Design/Detailing: Utilize 2D/3D software packages
 - Programming: Work closely as part of a cross functional team to provide innovative Automated Control Solutions
 - Test & Service Support: Interface with internal and external customers with an emphasis on solving technical issues

Student Associate

- Adhere to the principles of our [Engineering Mission](#) and [Guiding Principles of Leadership](#)
- Demonstrate a Commitment to the Engineering Disciplines
- Demonstrate Motivation, Communication, and Teamwork
- Lead a minimum of (1) Unique Engineering Project per term

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PCMC Background Information

Paper Converting Machine Company, founded in 1919, is a global leader in the design and manufacture of converting equipment. Paper Converting designs, develops, and builds unique and custom equipment for the paper, film, foil and disposables industries. PCMC's home office is located in Green Bay, Wisconsin, on the corner of Ashland Avenue and Cormier Road ... just a few blocks from Lambeau Field (home of the Green Bay Packers).

Paper Converting is a subsidiary of [Barry-Wehmiller Companies, Inc.](#) A unique leadership philosophy, along with a strategic combination of acquisition and organic growth, has enabled Barry-Wehmiller to emerge as a \$1+ billion global supplier of engineering consulting and manufacturing technology solutions across a broad spectrum of industries. Barry-Wehmiller aspires to build a "Great American Manufacturing Company."

Student Associate Program Benefits:

At PCMC, we believe our Student Associate Program is vitally important - and one to which we are totally committed. We believe this program is the best way to give you an understanding of the type of work we have to offer, along with first hand experience to bridge the gap between you and your future. The following are key intangible benefits to qualified student associates.

- Professional experience to offer employers after graduation.
- Easier transition into the student's professional career.
- Invaluable professional contacts.
- Opportunities to develop organizational, administrative, interpersonal, and leadership skills.
- Opportunities to integrate theory with practical application.
- Confirmation of the student's career decisions.
- Offers the student the chance to learn about opportunities in their respective major prior to graduation.

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The following are the tangible benefits of the program to Student Associates.

- *Compensation* - PCMC's compensation package is very competitive with the industry standard. Compensation for student is based upon a formula that considers the number of academic credits completed and the average starting salary offered to recent graduates of that discipline. This formula allows PCMC to consistently offer competitive wages to student associates.
- *Holidays* - Students are eligible for holiday pay if the following holidays occur during a work assignment: Memorial Day, Independence Day, Labor Day, Thanksgiving Day and the day after Thanksgiving Day.

General Description

- The Student Associate program is available to all qualified students enrolled in a college curriculum related to the fields of Electrical, Mechanical, or Fluid Power Engineering.
 - All Student Associates must be in good academic standing. A cumulative GPA of 3.0 or better is preferred (current transcripts will be required to verify current cumulative GPA).
 - Completion of two (2) years of academic study in an Engineering curriculum is preferred. Exceptions will be made for students pursuing a two (2) year Associates' Degree or for advanced placement relevant to student achievement and ability.
 - Multiple terms can be completed at the discretion of the student and PCMC. Each successive term will result in increased involvement in the engineering process and increased learning opportunities for the student. If possible, the student should commit to completing two consecutive terms (spring/summer, summer/fall) to allow for involvement in projects of larger scope and duration.
- Each Student Associate works as part of a cross-functional team of engineers (i.e. Mechanical, Electrical, and Fluid Power) under the direction of a Value Stream leader. The Value Stream leader is responsible for planning the activities of the student associate and insuring that the student associate is a vital part of the engineering team.
- Each Student Associate works closely with an engineering mentor. Together, the Student Associate and Mentor select a relevant project that the student champions as part of his or her responsibilities at PCMC.

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- The project can originate from a pre-compiled list or the student can submit other project ideas that are relevant to both the student's growth and organizational need. The appropriate Product Line Leader must approve all projects.
- The Student Associate project requires the student to lead in all phases including: Definition, Planning, Execution (including Monitor and Control), and Closure phases.

Term Descriptions

The objectives of each session are noted below. However, they are dependent upon both the student's current capabilities and the present work assignments available at PCMC at that time.

1st Term Description

The goal of the first session is to help the student associate become familiar with the PCMC computer systems and software, filing methods, release systems, and product lines.

In addition to the planning and execution of a unique student project, the first session will include the following activities.

- Mechanical
 - CAD system training (CADRA 2D and SolidWorks 3D)
 - Preparing detail drawings and component assembly drawings
 - Preparing drawing changes and modifications as directed by a designer
 - Interface with Internal Customers (MFG, Assembly, Test)
 - Two week Rotation in Manufacturing
 - Rotation and exposure to other areas as needed
- Electrical or Fluid Power
 - AutoCAD and AutoCAD Electrical Training
 - Prepare controls drawings (schematics, wire charts)
 - Prepare drawing changes and modifications as directed by a designer
 - Interface with Internal Customers (MFG, Assembly, Test)
 - Two week Rotation in Panel Shop Assembly
 - Rotation and exposure to other areas as needed

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2nd Term Description

The goal of the second session is to allow the student associate to take on a larger role within the engineering team. The knowledge gained from the first term in conjunction with the student's academic progress will position the student to be more autonomous on small scale projects. The student will learn how a machine is developed, designed, documented, and released for manufacturing, assembly, and test.

In addition to the planning and execution of a unique student project, the second session may include the following activities based on student associate progression.

- Mechanical
 - Complete layouts as directed
 - Release the components and drawings for small production orders.
 - Preparing detail drawings and component assembly drawings
 - Preparing drawing changes and modifications
 - Analysis work (e.g. Finite Element Analysis)
 - Special Projects (e.g. improvement or developmental initiatives)
 - Two week rotation in the Assembly Area
 - Rotation and exposure to other areas as needed
- Electrical or Fluid Power
 - Prepare controls drawings (schematics, wire charts)
 - Release the components and drawings for small production orders.
 - Prepare drawing changes and modifications
 - Creation of simple sequential logic and Graphical User Interface design
 - Analysis Work As Required (e.g. FLA, Drive Sizing)
 - Two week Rotation in Assembly Area
 - Rotation and exposure to other areas as needed

3rd and Subsequent Term Description

By the start of the third session, the Student Associate will be ready to take on a leadership role among the student associates. The knowledge gained from the first two terms in conjunction with the student's academic progress will allow the student to mentor other (more junior) student associates. The size and scope of project assignments will closely model those given to entry level full time team members.

In addition to the planning and execution of a unique student project, the third session may include the following activities based on student associate progression.

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- Mechanical
 - Complete layouts as directed
 - Release the components and drawings for small and medium production orders.
 - Preparing detail drawings and component assembly drawings
 - Preparing drawing changes and modifications
 - Analysis work (e.g. Finite Element Analysis)
 - Special Product Line Projects (e.g. improvement or developmental initiatives)
 - R&D assignment, assembly - test - instrumentation (if applicable) • analysis project
 - Two week Rotation in Test Areas
 - Rotation and exposure to other areas as needed
- Electrical or Fluid Power
 - Prepare controls drawings (schematics, wire charts)
 - Release the components and drawings for small and medium sized production orders.
 - Prepare drawing changes and modifications
 - Creation of simple sequential logic and Graphical User Interface design
 - Analysis Work As Required (e.g. FLA, Drive Sizing)
 - Applications in Motion Control Technology
 - Two week Rotation in Test Area
 - Rotation and exposure to other areas as needed

Application Information:

1. Contact your Engineering Student Associate (aka co-op) Program director.
2. Send resume to:

Paper Converting Machine Company
Culture & People Development
P.O. Box 19005
Green Bay, WI 54307-9005

or Email: employment@pcmc.com