



BRIAN EMERICK, PRESIDENT AND CEO

BUSINESS PROFILE

MICROPULSE INC.

QUICK FACTS

Established:

1988

Employees:

160

Net New Hires: **78 over 3 years**

Annual Revenue:

\$30 million

Micropulse was founded in 1988 in the garage of an Indiana farmhouse on East State Road 14 by tool-and-die maker Brian Emerick. Twenty years later, the multimillion dollar medical device manufacturing company is housed in a state-of-the-art 100,000 square foot manufacturing facility—and it's still right next door to the farmhouse where the business started.

"My roots are here," said Emerick, Micropulse's president and CEO. "The location is perfect. The people are great. And Whitley County is a good, positive place to do business. The County and the EDC always step up to the plate and offer whatever help is needed to get things going."

In 2007, that help came in the form of tax abatements and matching funds to help finance the addition of 47,000 square feet of manufacturing space to the existing facility. In particular, that meant help financing an extension of the sewer infrastructure to accommodate the company's growth. "Both the county and the state pitched in matching funds to extend the sewer system," said Emerick. "We wouldn't have done it without them."

The company also received \$25,000 through the state Skills Enhancement Fund which is earmarked to reimburse costs for training full-time Indiana resident employees.

Because ongoing training is so much a part of the company culture, Micropulse has continuously accessed the SEF and other programs to develop and train the company's advanced manufacturing workforce.

Perfect Location

"Columbia City is the perfect location for us," said Emerick. "It puts us close enough to Warsaw to easily do business with the biotech industries located there, but not so close that we compete for talented employees." The central location also gives Micropulse easy access to customers outside of Indiana, providing fast, convenient transportation routes to anywhere in the country.

Great People

Emerick has nothing but praise for the Indiana workforce. "Northern Indiana is rich with skilled manufacturing

EXPANSION PROJECT TO ADD 47,000 SQ FT OF MANUFACTURING SPACE

DECIDING FACTORS

- 1 *Availability of skilled workforce*
- 2 *Proactive business climate*
- 3 *Favorable location*

SITE DETAILS

17' CEILING HEIGHT

11 1/2 ACRES

TWO DOCK DOORS

100,000 SQ. FT. OF OFFICE, DESIGN, AND ENGINEERING SPACE

Green elements:

RECEIVED ENERGY TAX CREDITS TO UPGRADE BUILDING INSULATION AND INSTALL AUTOMATIC LIGHTING SYSTEM

talent, and the work ethic is second to none," he said, adding, "Hoosiers have a 'roll up your sleeves and do what needs to be done' attitude."

Another big plus is the stability of the workforce. For the most part, the residents of Northeast Indiana are not transient. "Our employees belong here," said Emerick. "Most of them live within a 30 mile radius of the company." Turnover has never been much of an issue. The first employee Emerick hired back in 1989 when the company was housed in his garage is still with the company, and many high school students hired as interns remain on the payroll ten years later.

Recruiting outside of Indiana has never been an issue, either. That 30 mile radius is an easy commute that reaches into five other counties, ensuring a good selection of qualified employees. "Why hire from halfway across the country when we have what we need right here?" said Emerick.

A Positive Environment

According to Emerick, Whitley County provides a positive, proactive environment for local businesses. County officials and the Economic Development Corporation provide a

"natural incubator," Emerick said, "offering whatever help businesses need to succeed, whether it's providing advice, contacts, or help with securing financing or abatements."

Micropulse is something of a business incubator, as well. Currently there are three start-up companies housed in the Micropulse facility. Additionally, at any one time there are up to five high school and/or college co-op students or interns working at Micropulse. "Ongoing training is part of the Micropulse culture," said Emerick.

In 2008, Micropulse was named one of fifty inaugural Indiana Companies to Watch. In the same year, Emerick became an Innovation Champion in the Go Whitley! Accelerating Innovation program, a business incubation program sponsored by the Whitley County EDC. Micropulse's CFO Brian More also joined the EDC Investment Board, and the company consistently enrolls employees in the Leadership Whitley County program.

Aside from the business benefits offered by being located in Northeast Indiana, there are the many recreational advantages to consider. "My family has had a cabin on Lake George for years,"



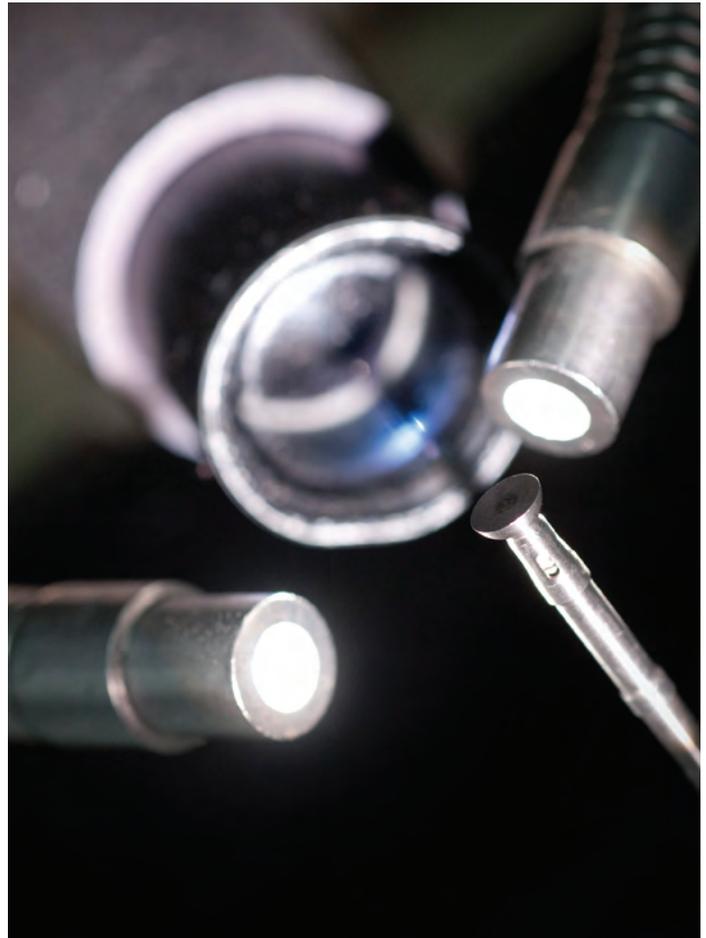
said Emerick. "We enjoy all types of water sports—skiing, wake boarding, tubing, sailing." In addition, Micropulse employees have easy access to all the attractions of the City of Fort Wayne, from the new downtown ballpark to the historic Embassy Theatre, as well as suburban communities, smaller cities and towns, and rural living. There's something for every taste.

More Growth in the Future

Micropulse is a company founded on integrity and doing what's right for the customer. "If I am known for anything," said Emerick, "I want to be known for integrity and doing what's right. If you do what's right, business will come."

That philosophy has been borne out by the consistent growth of the company. "We've virtually doubled every year up to now," said Emerick, who is quick to credit his employees as the architects of the company's success. "Our people are dedicated and creative," he said. "They are responsible for moving the company forward."

An ongoing area of growth at Micropulse is cellular manufacturing, a process where all steps in the manufacturing of a specific component are done in one place. "It increases employee ownership because they are involved in every step of a product's process from start to finish," said Emerick. ■



KEY PARTNERS



Whitley County Economic Development Corporation

Indiana Economic Development Corporation (IEDC)

WorkOne Northeast

Ivy Tech Northeast

INCENTIVES

TRAINING GRANT

IEDC SEF (Skills Enhancement Fund) training grant

TAX CREDITS

IEDC EDGE (Economic Development for a Growing Economy) tax credits for job creation

IEDC HBI (Hoosier Business Investment) tax credits for capital investment

TAX ABATEMENTS

Whitley County ten-year real and personal property tax abatement

INFRASTRUCTURE GRANTS

IEDC IDGF (Industrial Development Grant Fund)

Whitley County CEDIT (County Economic Development Income Tax)

MICROPULSE INC.

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MEDICAL DEVICE INDUSTRY IN NEI

There are 62 companies active in the medical device field in the ten counties of Northeast Indiana (NEI), and this encompasses manufacturers for the orthopaedic area, third-tier manufacturers that produce goods for many areas, informatics and computer health systems, and medical suppliers. The top ten companies in NEI's medical device industry employ nearly 2,000 people.

Regional Assets

- + **Indiana University – Purdue University Fort Wayne** has support for an endowed chair in wireless technology engineering from the Talent Initiative grant, in addition to expanding the wireless technology program at IPFW.
- + Additionally, **Indiana University – Purdue University – Fort Wayne** houses a Center of Excellence with the university's Decision Sciences and Theory Institute. The university is also home to the Center for Industrial Innovation and Design, a cross-disciplinary collaboration which provides assistance to local businesses.
- + **Biomedical Technology/Advanced Security Wing**, housed at the Northeast Indiana Innovation Center (NIIC). This biomedical common equipment room is available for NIIC partners who are offered access to some of the most sophisticated laboratory equipment in the region.

Incentives

Indiana Economic Development Corporation

- + EDGE & HBI tax credits
- + 21st Century Research & Technology Fund
- + Small Business Innovation Research Initiative

Local Communities

- + Tax abatements for new construction or equipment

Workforce Development

- + Manchester College*
- + University of Notre Dame
- + Purdue University, Weldon School of Biomedical Engineering
- + Ivy Tech Warsaw**
- + Indiana University*

*undergraduate program(s)
**training program

Medical Device Companies in NEI

- + C&A Tool Engineering
- + Fort Wayne Metals Research Products Corp.
- + Symmetry Medical
- + Micropulse
- + Pyromation
- + Quadrant
- + Metal Spinners
- + Dekko Medical Devices
- + Greatbatch Medical
- + BKB Manufacturing
- + Nemcomed
- + Medical Informatics Engineering
- + Custom Magnetics, Inc.

Workforce Statistics

Occupation	# Employed	Mean Wage
Welders, Cutters, Solderers, Brazers	1,730	\$30,797
Tool & Die Makers	1,160	\$44,709
Computer-Controlled Machine Tool Operators, Metal and Plastic	1,140	\$32,603
Mechanical Engineers	1,010	\$62,278
Computer Support Specialists	920	\$43,284
Industrial Engineers	910	\$63,540
Grinding, Lapping, Polishing, and Buffing Machine Tool Setters, Operators & Tenders, Metal and Plastic	810	\$29,343
Computer Software Engineers, Systems Software	590	\$76,481
Lathe & Turning Machine Tool Setters, Operators, and Tenders, Metal and Plastic	590	\$31,897
Computer Systems Analysts	570	\$65,254
Engineering Managers	410	\$95,350
Computer Programmers	390	\$63,721
Welding, Soldering, and Brazing Machine Setters, Operators, and Tenders	360	\$28,793
Dental Laboratory Technicians	230	\$34,613
Metal-Refining Furnace Operators and Tenders	220	\$42,316
Materials Engineers	120	\$64,345

source: 2008 OES data, IN Department of Workforce Development

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