

PENNENGINEERING® EMPLOYEE SPOTLIGHT SERIES

# HOW I THINK INSIDE THE BOX™

An interview with Bart Yan, HAEGER® China Manager – PEM® China

## Tell us about your career path at PennEngineering®?

I've had the opportunity to work in a variety of roles since beginning my career at PennEngineering® in 2008. I started as a Mechanical Design Engineer, then transitioned to Engineering & Production Supervisor. I later took on the role of Technical Manager, and I am currently HAEGER® China Manager. Our HAEGER® and PEMSERTER® line of fastener insertion presses represent a diverse portfolio, ranging from simple hand tools to some of the most advanced systems in the industry.

## What are some of the responsibilities you have in a typical workday?

My main responsibilities include working with and managing my internal team, focusing on new product development, and engaging with our customers to ensure we meet their requirements for their fastener installation solutions.

On any given day, I could be involved with reviewing shipping, quality, and production activities, or communicating with internal sales and engineering teams as well as our customers, to make sure our projects are running well.

Troubleshooting and problem-solving are also a big part of my role. I'll do whatever is needed to support our teams with investigating and analysis to figure out a solution to a challenge we may be facing.

Whatever we're doing, we always put our customers first – finding out what they want, providing valuable support, and continually improving products and service. Every experience is an opportunity to learn and innovate.

## What are some of the biggest achievements you've experienced at PennEngineering®?

The project I'm most proud of so far involved our microPEM® TackPin™ fastener. The product enables sheet-to-sheet attachment in compact electronic assemblies and replaces costly screw installations where disassembly is not required. It is a smart alternative to welds or adhesives.

Our team was tasked with designing and developing a new feeding and press for this product, on a very accelerated schedule. At times, we only had a few hours to troubleshoot issues that came up. In the end, we were able to deliver on the challenge. The fastener and HAEGER® and PEMSERTER® technology allowed one of our top customers to produce a lighter, thinner laptop..

## Is there a secret to staying innovative?

Yes. The secret to innovation lies within our company culture. The environment in which we work is very encouraging and it empowers us to be creative and to find new ways of doing things. And our innovative culture is supported by investment in our people, our time, as well as other resources.

## What excites you most about the future of fastening solutions?

There is a lot of excitement around creating new fastener installation processes for micro fastener products. As automotive systems, electronics systems, and many other systems evolve and get smaller and more compact in size, fasteners must adapt to new and more demanding applications. With the right data and systems in place, we are in a great position to keep innovating and moving our customers forward.



**Bart Yan**  
HAEGER® China Manager  
PEM® China

Bart Yan never found a machine that he didn't mind fixing. He has always had an interest in machinery and finds joy in looking at a fixture or piece of equipment, figuring out why it's not working, and designing a solution to bring it back to life.