

**Roles of Women in Manufacturing Series**

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# Manufacturing Shop Owners: Adria Bagshaw and Tanya DiSalvo

Two women share their journeys to ownership and give advice to anyone seeking a career in manufacturing.



Adria Bagshaw, co-owner and vice president of W.H. Bagshaw in Nashua, New Hampshire, and Tanya DiSalvo, owner and president of Criterion Tool in Brook Park, Ohio, share their journey to manufacturing.

### Adria Bagshaw's Journey

After graduating from the University of New Hampshire, Adria initially aspired to work in Human Resources. However, she became captivated by a job opportunity as a production supervisor for a machining department in a high-tech company. She was fortunate to have a female mentor and Adria eventually worked in HR as a college recruiting manager. Adria married Aaron Bagshaw, president of W.H. Bagshaw and — after two years at a small-to-medium sized contract manufacturer where she gained financial skills — she joined Bagshaw Co. The skills she learned in previous job experiences would help Bagshaw's transition to ERP and automation.

Adria admits the HR issues can be challenging, but they are also the most rewarding, "I love reflecting back on the career path and growth that I see from our employees. Nothing makes me happier than hearing that someone was able to buy their dream home or afford a vacation with their family that had not been previously possible."



Adria Bagshaw

### Tanya DiSalvo's Journey

Tanya grew up in her family's business, Criterion Tool. In high school, she helped her dad with a mailing where she learned the importance of detail and high standards; her dad was not happy with her crooked labels and stamps, and told her to redo it. After working in the automotive aftermarket for several years, she took that experience and officially joined Criterion in 1998. Tanya says, "Working with both of my

parents has been great for our business and our family."

When asked why she likes manufacturing, Tanya replies, "Making stuff is cool! At Criterion, I am thrilled we have the expertise to support the medical device and the weapons/



Tanya DiSalvo (left) with Dorothy Quinones

defense industries and promoting rewarding careers in manufacturing really gets me excited!"

### Advice to Women (or Anyone) Seeking a Career in Manufacturing

Adria encourages women to leverage their skills and be a good listener and collaborator. She loves that there are so many ways to appreciate how fun manufacturing is: teams working together, analytical aspects, making improvements and the tactile aspect.

Tanya says, "Go for it!" Manufacturing is more than machining — it's also quality, engineering, operation support, purchasing, accounting, marketing and sales. Manufacturing needs you. **P**



**Extended version of this article**

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