

► 2019 FAMILY BUSINESS AWARD WINNERS

HARTMAN INDEPENDENT CO.

Three generations stay the fastening course

BY SARAH DUNLAP

In 1948, shortly after the end of World War II, Robert Hartman began selling stapling equipment to construction, industrial and manufacturing markets from his garage in Bethel Park.

The timing was right for such a company: The onset of a postwar construction boom quickly encouraged the family-owned business to expand its services.

The business evolved into Hartman Independent Co., a provider of fastening and packaging solutions that's now headquartered in Canonsburg and employs 33.

Robert Hartman ran the business from his garage, then from an office on the North Side, until 1981, when he passed leadership on to his son, Allen Hartman.

In 2016, the reigns of the company were passed on to the third generation, Allen's son Andrew.

Andrew Hartman, the current president and CEO, never



HARTMAN INDEPENDENT CO.

From left: Andrew Hartman, president and CEO of Hartman Independent Co., with his father Allen Hartman, the former company president.

intended to join the family business. Admiring James Herriot, who published the book "All Creatures Great and Small," he hoped to become a veterinarian. He pursued a premedical degree at Washington & Jefferson College until he believed

God clarified that wasn't the path he should take, and he then sought a business degree instead.

Hartman began his new pursuit with an open mind, so when his father Allen suggested he apply to an opening at

the warehouse, he did so, starting out working for the company part-time in 1994 fixing nail guns. He joined the company full-time after graduating from college in 2002.

According to Andrew Hartman, the primary reason the business has been successful has been its dedication to its customers.

Hartman makes sure the company receives feedback from customers and continues to improve.

"I walk away with not only what I can do, but also [gain] perspective of the economy, the challenges we all face and the opportunities," he said.

Excellence has become intrinsic to the company. Through a dedication to faith and service, Hartman formed its first written vision statement in 2018: "we are striving for nothing less than excellence in all things."

Under the Hartmans' leadership, the company recently acquired the assets of Chambers Packaging Connection, a packaging supply company.

► AT A GLANCE

Founded: 1948

Number of generations that have worked at company: 3

Number of family members currently working at company: 2

Founder: Robert Hartman

Current top officer: Andrew Hartman

What the company does: Distributor of fastening and packaging products for the industrial and construction markets

Employees: 33

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That purchase allowed the company to expand its product line, according to Hartman.

"We had worked with Chambers Packaging Connection for years, so I approached them as a soft landing spot for an acquisition," he said. "Our definition of packaging had been a small section of products, and ... (the purchase) expanded that."

