ORDER PICKING

shop|talk

Cisco-Eagle

TIPS, TECHNOLOGY AND METHODS

FAST, SAFE, ACCURATE PICKING
TECHNIQUES, TECHNOLOGY AND IDEAS

"Because there are lots of order picking methods and technologies, finding the best way isn't simple. It's not just methods—single picks, multi-order, waves, etc.—but also equipment: carts, conveyor lines, carousels and more. It's technology like RF, voice or light-directed systems. Beyond all that, there are many details to understand and implement. It's complex, but the payoff can be huge."

—Kevin, Employee-Owner Since 2007
Account Executive

shop talk

Visit **www.cisco-eagle.com/guides** for more informative guidebooks

BLOG: ORDER PICKING AND FULFILLMENT

Articles, tips and resources for order picking operations, including technology and process evaluations, data and more.

PICKING METHODOLOGY

RECEIVE → PROCESS → PICKING → PACKING

Until you've analyzed orders, SKU data, seasonality and your customer base desire, you can't know the best method. Focus on what serves your customes—not internal KPIs.

Piece picking: The simplest picking operation. Pickers choose an item based on a pick list and place it into a carton or tote for shipment. This is a good method for odd sizes and slow movers.

Zone picking: Pickers work a defined zone. They fill all orders in the zone and pass the order to the next zone. This method develops (and relies on) picker knowledge of the zone.

Batch picking: Combines several orders, arranged into optimal sequence, into one directive. SKUs are sorted to shipping destinations. A good way to pick small items and low-volume SKUs.

Cluster picking: Multiple orders/SKUs are assigned to one picker, who simultaneously selects items and places them into cartons or containers on mobile carts or conveyors. Light and voice-directed technologies are used to increase speed and accuracy. Orders are fully picked before the next cluster.

Wave picking: A single picker picks a single order. Orders are picked at certain times in specific waves after WMS releases them sequentially to accelerate picking/packing.

Zone-batch picking: This hybrid technique assigns pickers to a zone, but allows them to batch pick within their zone. Multiple pickers can each pick portions of multiple orders.

Zone-wave picking: Combines several methods; pickers are assigned a zone and pick all the SKUs for all orders stocked in it, one order at a time with one scheduling window per shift.

Zone-batch-wave picking: This is a 3-way combination of zone, batch and wave concepts. Pickers man a zone and pick all items for orders in that zone. They pick multiple SKUs simultaneously in more than one pick window per shift.

THE IMPACT OF PACKING OPS

Packing systems don't get the same focus as order picking, but have nearly the impact. Each-pick operations rely on good quality control, checking and packing methods. Packing station layout and configuration can be critical to the process and help you realize high quality, fast throughput and acceptable error rates.

STORAGE STYLES

ACCESSIBILITY, ORGANIZATION AND STORAGE DENSITY FACTORS

Method	Description	Application notes
FIFO: First-in, First-Out	The first products that enter your systems are the first picked, typically reinforced by storage media like carton or pallet flow systems. Most FIFO storage enforces one SKU per picking slot (bays, storage bin positions). Although not specifically FIFO, selective racks tend to be FIFO when full pallets are retrieved.	FIFO is typically used for products that can spoil or degrade based on their time in stock, or that must be rotated for other reasons. Although foods and medicines are very typical loads, others can include almost anything, including manufactured components that should be used in current designs.
LIFO: Last-In, First-Out	The last item stored is the first item picked in last-in, first-out storage systems. This is typical of pushback racks, drive-in rack storage and some static shelving or handpicked rack applications.	LIFO picking is frequently executed for items that move quickly enough that rotation isn't necessary and items that don't spoil and do not require enforced product rotation. "Honeycombing" is possible in LIFO systems. This means that just one stored load (pallet, tote or carton) is placed at the picking position. This causes less handling, but it is very space-inefficient.
Floor or block stacking	Stacking pallets on the floor is a last-in, first-out method, as the most recently stacked pallets are picked first. If there are multiple pallet stacks, the last stack is picked first. Also called block-stacking, this method is economical since no rack is required, but very space-inefficient. Floor stacking leads to honeycombing and poor ventilation.	In a floor stack application, the loads must be substantial enough to support the weight of anything placed atop them — they shouldn't be "crushable." This can be alleviated using pallet stacking frames.
Selective picking systems	Storage equipment like shelving and selective rack don't tend to enforce any particular storage scheme. Pallets in a selective system are available to all pickers all the time. This is the same for bins of parts in static shelving.	In a selective picking layout, order pickers may have multiple pick options. In a selective rack system, if ten pallets are stored in ten different pallet positions, which is picked first? This tends to mean that selective picking is best suited for inventory that doesn't expire and when rotation is unimportant.
Automated systems (ASRS and Carousels)	Automated systems enforce picking strategies by delivering products to pickers in sequence. Carousels and ASRS can be programmed to deliver products in the desired method and can change on the fly in many circumstances.	Automated systems can mandate what product is delivered for picking, where and when. These solutions are expensive, but fit the right operation and situation. This tends to mean higher volumes of product moving in and out of the system.

PICKING ERGONOMICS

"Storing the most important SKUs—the things you pick all day, every day—in prime positions makes your pickers faster, more accurate and safer. Consider the task of removing one part from a bin, turning and placing that part on a conveyor belt. That motion occurs scores of times a day, hundreds of days a year. Shaving off seconds adds up to serious speed and accuracy gains while it makes workers safer."

—Antonio, Employee-Owner Since 2012
Account Executive

shop talk

Constantly-repeated, awkward movements cause injuries and sabotage productivity

34% of missed workdays are due to musculoskeletal issues, which also cause a third of all worker compensation claims. Poor ergonomics also sabotages productivity, accuracy and speed.

Any constantly-repeated motion should be evaluated, measured and improved in order to increase safety and productivity. Tiny efficiency improvements add up with repetition and time.

Leverage the golden zone

To understand the "golden zone" picture a space in front of yourself that starts just beneath your shoulders and ends at the waist to form an arc in front of you that doesn't require you to turn. It's where you'll expend the least effort to access the most frequent picks. Working here keeps worker's arms from going over their head and prevents back or knee bends. If the process involves moving with a heavy item (picking and pivoting to a conveyor line, for instance), this zone reduces the amount of "cantilever'" lifting since the item is pulled from storage at optimum height.

The green, infrequent zones are reasonably good positions, particularly for larger, easier to grab items that fit a light-to-medium weight category. Store resupply stock or slow movers on the lower and upper zones.

Avoid if possible

Infrequent; light loads

Most Frequent Work Zone

Infrequent; light loads

Avoid if possible

Constantly evaluate positions & ergonomics

It's worthwhile to re-evaluate your stocking decisions over time as customer tastes, order patterns, seasonal preferences and inventory change. When an SKU becomes more popular, move it to golden zone picking areas so that you're always focusing on the most important items.
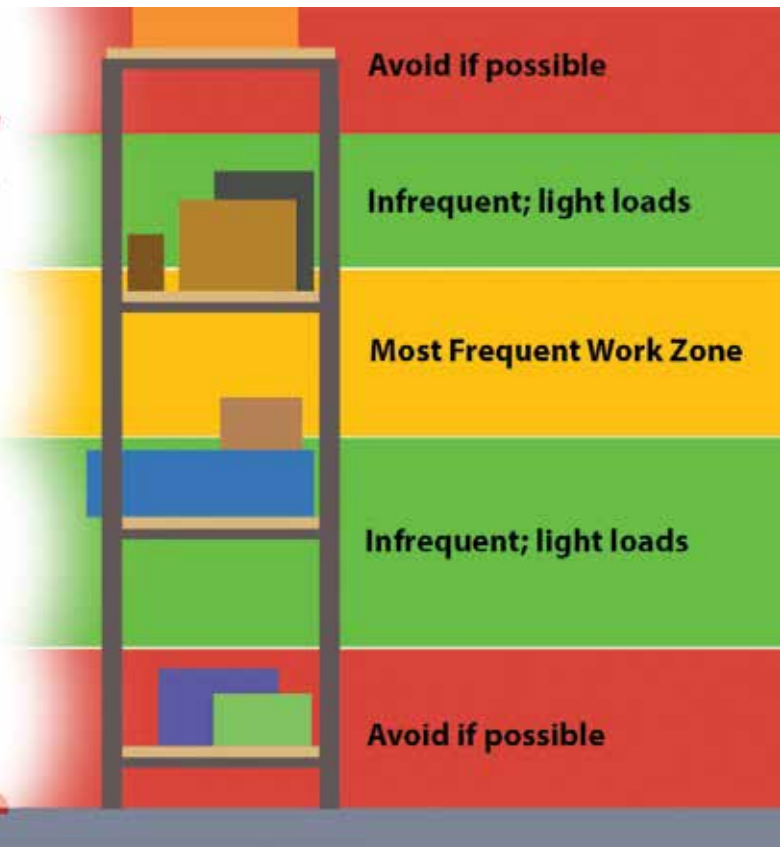
Dealing with Heavy Items

Picking heavy items shouldn't require bending, squatting or lifting. If you're constantly picking heavy items, look for a way to slot them into a place that requires little or no lifting. Consider flow storage, ball transfers or other lifting assistance.

DEALING WITH SLOW MOVERS
INFREQUENTLY PICKED ITEMS DISPROPORTIONATELY REDUCE EFFICIENCY

With attention focused on the most frequently picked SKU's, a little time spent to strategically store and access slower moving product can yield large productivity gains.

Storage and handling methods for slow movers

Basic picking: carts, shelving and ends of storage rows

If pickers roll carts to storage positions, the typical configuration is shelving, racks or other static, lower-density storage equipment. Slow moving SKUs can be stored on lower positions. Use this for very slow movers that are picked only occasionally.

Batch picking: consider higher density options

If you're executing picking cart-based batch picks, a shelf-type picking cart will feature a "batch" of multiple orders. The picker rolls the cart into storage areas and picks the order, filling all his orders in a particular zone before moving on. When the SKU is a slow mover, batch picks aren't terribly efficient, since a picker could haul five or seven orders into a slow mover area to fill just one order. You could slot many slow movers into a single rack bay or series of them, using the higher storage density of the system to locate slow-moving SKUs in less space.

Zone picking: consider slow mover consolidation

Because zone picking is an "assembly line" method, slow movers can be problematic. You could zone all of them into a single area, appropriately staffed for a typical day/order volume. Spreading them across all zones could place them the end of a row of shelves. Since you have to carefully allocate inventory to zones to balance work flow anyway, either of these locations work.

Wave picking: a balanced approach

When you have many SKUs and picks per order, wave picking is ideal. In a wave pick scheme, all orders are simultaneously picked and consolidated. It's the fastest way to pick multi-item orders, but consolidation and sorting can be complicated. In some cases, carousels can be used for slower movers in either wave or zone pick scenarios, as they can consolidate them into one high density storage area. This assumes you don't need carousel slots for faster movers, but remember that at times it may be easier to have those in flow storage or shelves in some scenarios.

Slot and store correctly for better performance and don't treat slow movers as an afterthought

You'll always need to re-slot your warehouse, and this can help you refine the best ways to store, handle, and process slow moving inventory—or whether eventually the worst performers are even worth your effort.

Assign items to tiers

- Tier 1 items might satisfy 50% of total shipments. Consolidate these into easily accessible, higher density dynamic storage options.

- Tier 2 items might represent a range of 30% , tier 3, 20%, and so on. These items will occupy the closest, most easily accessible slots.

- Slower movers are Tier 3 (or lower), and can be stored in less-accessible positions. Find ways to access slower movers without excess walking, in an ergonomic and convenient way.

SMALL PARTS PICKING
SMALL ITEMS PRESENT UNIQUE CHALLENGES TO PICKING OPERATIONS

Error Reduction Strategies

- Utilize manual quality-control processes, double-counts and personnel changes to reduce error rates.

- Check the work of pickers who have a history of errors. Assign permanent employees to check the work of temps or new employees. Your experienced team members can often correct issues to do with technique or knowledge.

- For hot orders, highly important customers or high-value SKUs, use your most experienced pickers.

- Clutter and crowded workstations breed mistakes. 5S and lean layouts can clarify and simplify the situation. Conveyor workstations organize the work area and don't infringe on the work surface.

- Assign quality control/double checks every time until you have reduced error rates on problem SKUs.

- If pickers believe that management is more concerned with productivity than quality, error rates can increase. Help them find the right balance.

Small parts are hard to count, measure and handle so they can cause more errors than case picking or larger component orders. Make the process better by asking these questions:

Are similar parts slotted too close to each other?

Slot visually similar or similarly sized items apart from each other to minimize mis-picks based on size or appearance. Mixing small and large SKUs side-by-side in slot bins helps pickers get the order right. Store parts bins for small parts with bulk items on different shelf levels, or beside each other on the same level.

How do you deal with high quantity picks?

It's much easier to pick three of an item than forty-three. Counting can be interrupted; focus can be lost. Solutions include:

- Voice picking systems group quantities into small batches, calling out groups of five until the order is picked.

- Light directed systems guide the picker directly to bin locations, letting her focus on counting the right quantities.

- Pick by weight. Integrated scales can be extremely accurate. Your system should let you route to exception lanes when the scale finds an out-of-tolerance weight. Routinely maintain, check and calibrate any in-line or freestanding scales.

- A system of buddy checks or double counts is advisable for keeping pace with large quantities of small items.

- Prepackage rounded quantities of small parts into bags. When a quantity order of 53 comes in, the picker selects five bags of ten and three loose parts. Your suppliers may agree to provide prepackaged parts to make this easier.

- Separate the each-picks and the bag-picks on your pick lists. This way, you can pick one bag of (say) 25 parts on one line, and the remaining individual picks on another.

- Provide incentives to buy designated quantities. For instance, if your sales history says that you frequently sell 25 or fewer of an SKU, provide discounts at 15 to help customers purchase the bagged quantity rather than 12 or 13.

SPLIT & CASE PICKING FACTORS

"Case picking is typically easier than split cases, but you obviously can't assign all picks to cases. Split cases mean that people must select the right item quantities from a container and transfer them to a tote or carton on conveyors, an order-picking cart or other transport method. If your items can be unitized into a full case, it's worthwhile, but both ways can be made ergonomic and productive with the right system and equipment."

—Gerry, Employee-Owner Since 1995
Systems Integration

shop talk

FULL CASE PICKING

Full case picking involves picking one carton (or can, or tote or other products) to send further through the process. Cases can be picked from pallets, shelving or racks. Carton flow is the most organized and efficient of these methods. Case picking tends to be a simple process compared to split-case operations. For most operations, the majority of faster movers are picked from pallet positions. Medium to slow moving products are generally picked from carton flow, which provides a clear line of sight and easy access. One SKU is stored per lane in most applications.

SPLIT CASE PICKING

In a split case picking system, individual items are picked from bins or open cartons and placed onto an order. These operations tend to involve a great many SKUs—in the tens of thousands at times—and low pick quantities. This is also called an each-pick, open-case or piece-pick system. Travel time is probably the most important basic split-case picking system issue. Examine your order volume and the number of picks per order. The higher the picks per order, the fewer orders, the more viable a basic system can be. The other issue tends to be product touches. Each-pick systems help limit the number of times any item is touched by pickers, packers or others.

Above: Full cases presented for picking in a flow rack system.

Above: tilted shelves to allow easy access for each-pick operations.

PICK-TO-LIGHT SYSTEMS

FOCUS ON PICKING ORDERS—NOT READING PICK TICKETS

Picking applications

Light-directed picking is typically used in conjunction with dynamic storage, but can be used on a range of storage media. It covers a broad range of SKUs in terms of lines-per-hour, ranging from 300 all the way up to nearly 1,200. The versatility is key. It's faster and more accurate than other types of picker notification. It overcomes language and literacy barriers by delivering easily-understood quantities and positions to order pickers.

Visit **www.cisco-eagle.com/picklight** for videos and detailed information

PICKING SYSTEM COMPARISONS

LIGHT-DIRECTED VS. VOICE-DIRECTED VS. RF PICKING SYSTEMS

You can mix systems in an operation or picking area for maximum effect with inventory slotted to match the necessary profile. How your facility is set up, and the nature of your picking methodology will dictate the right solution.

Light directed picking

Pick-to-light systems utilize indicator lights to direct pickers. It's ideal for batch picking. If you are picking from conveyors, pick-to-light is the most accurate and fastest picking automation system, with the highest velocity and fastest throughput. Requires a larger initial investment compared to voice or RF, but it's significantly more productive for high velocity applications.

Best when: Picks are smaller and the pick face area is dense, allowing pickers to focus quickly on the work. When the picks come from a defined area, such as flow rack pick faces or a carousel, nothing beats light-directed picking. (Most expensive, medium long term costs, most accurate, fastest.)

Voice directed picking

Voice-directed picking is best for lower velocity SKUs with extended transit time between pick locations. It's also useful for full case and pallet picking. Voice tends to have higher training costs than light-directed systems, and will also have recurring training of newer employees. New storage equipment or revised plant layouts aren't necessary. Voice systems allow people to work hand-and-eye free, letting pickers look at inventory, not at an indicator.

Best when: Operations require multiple order picking styles and more flexibility. Voice direction is less expensive than light-directed, more than RF equipment. It has medium to high long term costs & training costs.

Factor	RF Scanning	Light Directed	Voice Directed
Productivity	**	****	***
Accuracy	**	***	****
Data Capture	****	**	**
Flexibility	****	**	***
Hands Free	*	****	****
Costs	****	**	***

RF picking

RF systems have a lower capital investment than voice and light systems but are slower and require pickers to utilize guns or other hand-held devices. They're dramatically faster and more accurate than paper pick tickets.

Best when: You need to boost accuracy and productivity vs. a manual system. Speed is not as critical with RF systems.

Paper tickets

Paper tickets tend to be the slowest—and least accurate—method. They rely on the literacy and detail skills of an order picker, but have no technological or other upfront investments.

SHELVING & RACKS: PICKING

Using racks, shelving and other static storage is ideal for your SKUs that command fewer than 300 picks per hour. In some cases, due to the versatility of storage slotting, these "old school" storage methods for order picking are great for products don't fit into automated systems or dynamic storage. They are good for reserve storage of course, but can be the primary picking location for a number of relatively fast movers, depending on load type and other factors.

"Most fulfillment operations use shelving and racks—even automated facilities. Shelving is good for slow movers, bulk picks, reserve stock or for other reasons. We've designed shelving into high-velocity pick modules with each-picks."

—David, Employee Owner Since 2019
   Account Executive

shop talk

WALKING & PICKING
ELIMINATING WASTED MOTION IN PICKING OPS

"People do less work when they're forced to walk too often or too long. Order pickers can walk as many as 12 miles a day in some cases, which wastes time, wears people out and causes mistakes. Avoid walking to retrieve supplies, to chase faraway picks or because the warehouse isn't laid out efficiently."

—Ronnie, Employee Owner
Systems Integration

shop talk
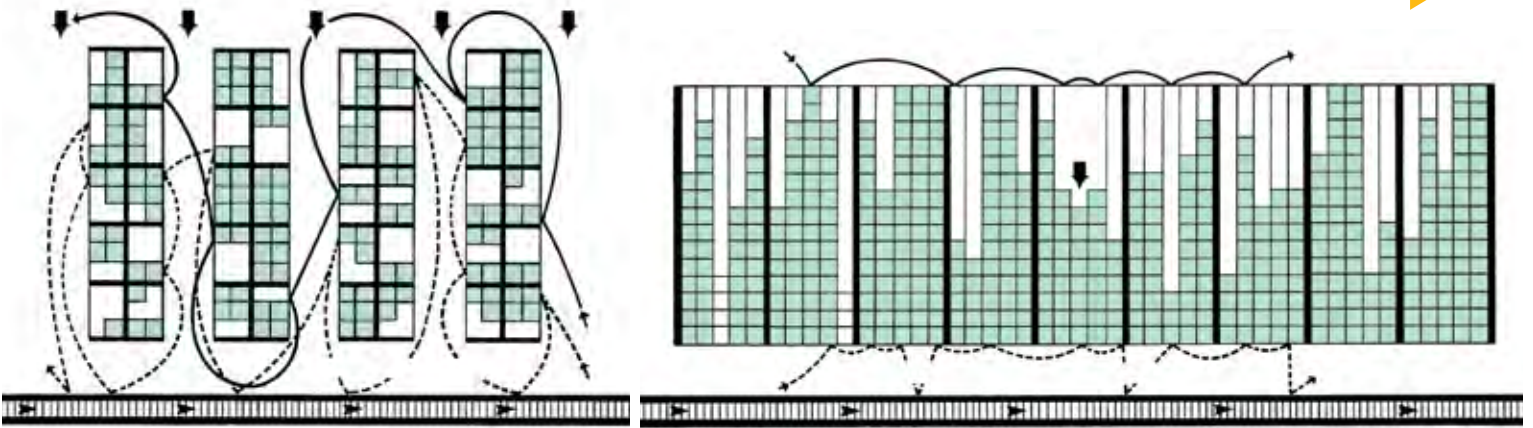
Left: In static storage, pickers walk constantly around shelving to retrieve SKUs. **Right:** pickers are positioned in front of goods-to-person storage that delivers picks to pickers. This allows the same number of picks in far less time because pickers are executing the work—not walking to it. You want people focused on the value-add, not the walk between points of value. Reduced walk and transit times improves your entire operation.

Ways to reduce walking

- Slot your fastest-moving products to be closest, easiest and most ergonomic to pick. People should access them with little or no transit time.

- Make your picking zones as ergonomic as possible, preserving energy for picking and transit.

- Bring product to pickers, not pickers to product. Conveyors, AS/RS and carousels are great options. We've seen productivity skyrocketby converting a cart-based operation into a pick & pass conveyor system.

- In the drawing above, wasted steps cause pickers to spend 85% of their time walking and searching, leaving only 15% of the time for productive work. Carton flow pick faces in this instance reduces the time people are walking and increases picking time.

- Make sure what's needed on a regular basis is available on a regular basis, either at-hand or just a few steps away. Consider products, workstations and supplies.

- Consider mobile or flexible storage options. As demand—and your inventory—change, can your picking process adapt to new SKUs, customers, etc.?

CARTON FLOW PICKING

"Carton flow lets you get more work done with less motion. It's a waste of time for workers to spend time searching, retrieving, bending and lifting. If your pickers reach deep into shelves, walk around to find stock or bend to get parts, you're wasting time. And you're risking injuries. Carton flow concentrates storage and improves ergonomics, which reduces walking, waiting and searching."

—Levi, Employee-Owner Since 2023
Systems Integration Team

shoptalk

PICKING APPLICATIONS

Use carton flow for a broad variety of picking applications. It plays well with identification methods ranging from pick-to-light to manual tickets to voice directed options. It works for SKU movers ranging from just a few SKUs to really high-volume picks. Use it for high-density, goods-to-person applications. The variety of flow rack styles and configurations (even mobile) can adapt to nearly any picking system, product type or methodology.

Carton Flow Storage Efficiency

Factor	Flow Storage	Static Shelves	Gain w/ Flow Storage
If total floor space is:	Equal	Equal	None
Then items stored:	155	120	+29%
Shelves high:	5	3	+2
Cases per opening:	15	12	+3
Total cases:	2,325	1,440	+61%

CAROUSELS & VLMS

Vertical carousels and VLMs are excellent for order picking ergonomics because they present goods to pickers exclusively in the "golden zone" between the waist and shoulders, which allows them to access their picks with no bending, picking or stretching.

Visit **www.cisco-eagle.com/carousels** for video and in-depth information

PICKING APPLICATIONS

Carousels are goods-to-picker automation that shine in operations where you need to limit picker transit time. They enhance inventory security and storage density. Count on 200 to 500 each-picks per hour for your primary and secondary movers. They can be used with a variety of pick ticket options and situations.

Vertical Carousels & VLMs

Because the picker is always at a pick window— which is set at ideal ergonomic height—carousels are an excellent goods-to-person picking media. Products are delivered to workers in exactly the right position. If the volume supports it, that picker should never have to leave position.

Horizontal Carousels

Horizontal carousel systems fit rotating baskets at various heights and presented to pickers. The rules for storage should be similar for carousels as shelves: fast-movers in the gold with medium and slow movers on the upper or lower levels.

AUTOMATED STORAGE & RETRIEVAL

"AS/RS systems improve productivity and reduce labor needs. **You'll do less busywork and more real work.** You'll be lots faster, reduce clutter, slash excess inventory, optimize your space and increase safety."

—Alfredo, Employee-Owner Since 2023
Systems Integration Team

shop talk

Visit **www.cisco-eagle.com/asrs** for videos, specs and application assistance

UNIT-LOAD AS/RS SYSTEMS

MOVES OVER 70 PALLET LOADS PER HOUR

Unit load systems handle pallet loads, large containers, drums, racks and more. AS/RS technology uses cranes to both store and retrieve these loads from single and double-deep rack structures engineered to your needs. We'll help you design, engineer and install the optimal AS/RS for your operation.

- Reduces labor needs for comparable operations by up to 60%

- Utilizes the cube for massive space savings and storage density

- Reduces forklift usage in your facility

- Improves inventory control, accuracy, security and visibility

MINI-LOAD AS/RS: HIGH-DENSITY

STORE OR PICK UP TO 2,400 LOCATIONS PER HOUR

Mini-load AS/RS systems store and retrieve totes, trays and cases at high speeds. These systems are ideal for picking operations and small parts handling while maximizing floor space. Cisco-Eagle will help you identify your needs and plan for a future that lets you stay ahead of market and demand fluctuations.

- Reduces labor needs by 65% while increasing accuracy and throughput

- Handles fixed or variable load sizes—adapts to changing needs

- Dramatically increases storage density

- Improves inventory control while allowing simple cycle counting and increased product accessibility. Security is naturally enhanced

MULTILEVEL PICK MODULES

HIGH-DENSITY, HIGH-THROUGHPUT PICKING SYSTEMS

"Pick modules give you first-in, first-out rotation and increase picking productivity. Plug a bay of carton flow into a series along a conveyor line on multiple levels, and you have high-density storage that drives fast, accurate order picking in a compact vertical footprint."
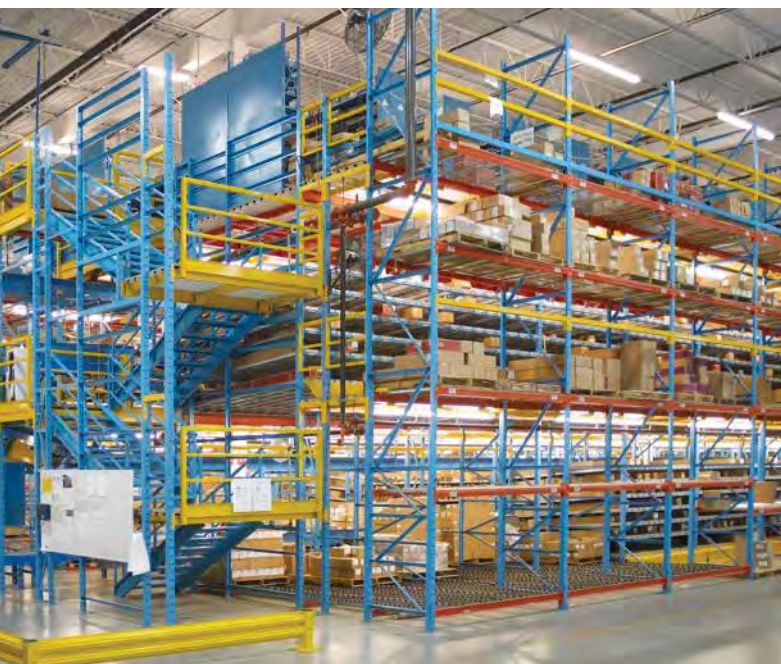
—Bryan, Employee-Owner Since 1996
President and COO

shoptalk

Scaled to your needs

While there is no such thing as a standard pick module, they share common traits. Pick modules integrate various storage solutions inside multi-level work platforms that move product efficiently through a distribution facility. These levels can include static storage, flow storage and conveyors.

The anatomy of a pick module

These order picking systems are multi-level, and combine elements of mezzanines and work platforms with conveyors, spirals, carton flow racks, pallet flow, static racks and sometimes carousels, or other equipment that delivers loads for pickers on each level.

PICKING APPLICATIONS

First-in, first-out picking. Replenish inventory from the load side while pickers are always presented with inventory.

Save space. Pallet picking operations save about 35% in a typical 6-deep configuration. Cartons or totes do even better. The more vertical cube you can utilize, the more space you'll save.

Reduce labor expenses. When you concentrate storage and picking operations, you eliminate nonproductive walk time, which lets you focus on productive work.

Replenish inventory easier than ever. Because you're concentrating picking operations, you can re-stock faster.

They produce faster picking in less space than floor level storage. This results in significant cost savings for broken pallet, full-case or open-carton picking functions. This reduces wasted "walk time" for pickers, who are situated in areas where they spend more time picking orders and less time chasing SKUs. Orders are typically conveyed away from the pickers to packing and shipping. This reduces picking times and increases accuracy.

WHY CISCO-EAGLE?

> "Since all our employee-owners own shares and are empowered to make decisions that help our customers succeed, we go to lengths to take care of you!"

—Missy, Employee-Owner Since 2013
Web Sales & Service

shop talk

Dedicated to Partnership

You can count on us to put in the time and energy to become your trusted partner—the people you can trust to handle your business in such a way that you won't have to worry.

Big-Company Resources, Small-Company Service

Most companies in this industry are either small, specialized local companies or large international manufacturers. As a mid-size company, Cisco-Eagle is uniquely positioned to combine deep resources and focused customer service.

Exceptional Service by Employee-Owners

Our employees all own shares and consider each other partners. We have an owner mindset, which means we'll work to be sure you're satisfied. Our employees stay at Cisco-Eagle twice the national average, meaning we retain key players for your future needs.

50 Years of Experience and Stability

Companies come and go on economic tides. With 50 years of performance, you can count on Cisco-Eagle to deliver for you today, tomorrow and in a decade.

Relentless Customer Service

Without working with a company, it's impossible to say whether it's good at service. We release our customer ratings so you can read what real customers say about us.

Innovative Project & System Engineering

We maintain a fully-staffed systems integration team that handles simultaneous complex material handling projects.

Field Services Teams

Our in-house conveyor and material handling technicians are available 24/7. Few of our competitors can combine the ability to design, sell and service projects in-house.

Warehouse Safety Systems

We help companies utilize equipment, technology and processes to increase employee safety in industrial environments.

Documented Safety Compliance

Modern companies demand documented safety procedures for their contractors, and we offer quick compliance. We can submit detailed safety plans to comply with third-party certification services such as ISNetworld.

Strategic Manufacturing Partnerships

Few competitors can match our buying power or influence with key manufacturers or subcontractors who can make or break a project.

A Website for Modern Needs

Most companies see their websites as nothing more than electronic lead generators, but we provide significant informational resources, tools, downloads, videos and more.

QUICK FACTS

- Founded in 1970 with annual sales over $100 million.

- An atmosphere of individual initiative and creativity with a culture that nurtures the family lives of employee-owners.

- We are all partners in Cisco-Eagle. Every employee owns shares in the company.

- Multifaceted customer base in manufacturing and distribution, including most every industrial segment.

- Customers in every U.S. state and over 70 countries.

- Headquartered in Dallas; major offices and sales offices in multiple states.