

THE

**FIRST
SHOT**



EMPIRE DIE CASTING
Co., Inc.

NUMBER 19
SUMMER 2003

A QUARTERLY NEWSLETTER
DEVOTED TO THE PEOPLE OF
EMPIRE DIE CASTING Co., Inc.

INTRODUCING...

THE FIRST SHOT

This issue marks the renewal of a communication channel aimed at keeping employees, customers and suppliers informed of the latest developments and progress in our company.

In this and upcoming issues, we will introduce you to several employees who have made significant contributions to our achievements.

We will share with you many

ways in which Empire has implemented the latest state-of-the-art technology, education, training and machinery facilitating us to produce high quality aluminum, zinc and magnesium die castings, for over 50 years.

We thank you for choosing to spend this time with *The First Shot*.

Katie Thomas
Editor

STATE OF THE COMPANY ADDRESS

By **Rick Rogel**, President/CEO

The economy and our lifestyles have seen dramatic changes the last twenty-four months. At Empire, we have worked hard, focused on matters of importance and succeeded to grow our company.

It is with great pride that I thank everyone for his or her continued efforts to raise the bar of excellence. Emerging from these troubled times as a manufacturer is a major accomplishment.

Through reorganization, restruc-

turing and "lean" thinking our growth will sustain.

This year marks our 55th year in business and although these may be the most challenging of times, they are also the most rewarding. Adjusting rapidly to change is the greatest test of leadership.

What has not and will not change is my personal desire to grow this company through our employees, for our employees.

Rick

Empire Certified In ISO 9001:2000

On February 28, 2003, Empire Die Casting Co., Inc. was recommended for an upgrade to the new ISO 9001:2000 Standard. At the beginning of May, we received our new certificate, officially moving us to the new standard.

The primary changes in the new standard are:

1. Implementing and maintaining a process approach. This means that we must identify and monitor our key processes as a whole, as well as the interactions between them.
2. Customer and employee satisfaction and more importantly perception.
3. Competency. It is no longer good enough to say that we trained, instead we must show competency or

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Tammie Stevens pictured with our new logo and mission statement.

SECONDARY EXPANDS



SUPPLIER SALUTE

Like the rest of our facility, the secondary department has been progressively modernizing. With the recent acquisition of two Spiratron “Roto-Finish” Vibratory De-Burr Machines the secondary department is making headway in the finishing process.

The secret to the success of these machines is that they have tremendous capacity because they are larger than any of our other machines. The vibrators are equipped to handle up to four times the number of pieces per cycle and the cycles are a mere fifteen minutes long.

There is now a total of three vibratory de-burr units, two large and one small, a hanger shot blast, a bulk shot blast and a thermo de-burr unit. Between the two new large de-burr machines, they will capacitate a total of 200 jobs.

These latest additions are part of our continuing commitment to provide our customers with full service secondary finishing options in-house.



Installed Spiratron “Roto-Finish” Vibratory De-Burring Machine in Vibe Room

SEP Pro, LLC conducted a Navy SEAL Team Building Seminar May 2-6, 2003. This one of a kind seminar was facilitated in collaboration with upper level management and concentrated on newly identified Key Critical Areas such as Communication, Training and new Sales Development Strategies. All three Key Critical Areas were looked at from both an internal as well as external point of view, with regards to Empire’s clients and future opportunities. During the Navy SEAL Team Building Seminar, each and every employee at Empire participated at some

level with this Strategic/ Team Building process. SEP Pro, LLC continues to assist Empire and its staff in maintaining and monitoring the newly implemented Written Strategic Plan. Empire Die Casting Company’s Vision of Teaming and Strategic Collaboration with its client’s is truly exciting and innovative. We look forward to sharing and collaborating with you the client on our vision and future endeavors.

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NEW AUTOMATION IN THE ZINC FOUNDRY

In Empire’s ongoing effort to implement effective, “lean” manufacturing practices, three new Rimrock extractors were recently purchased. This equipment will be installed on three 400 ton zinc die cast machines also recently acquired. Two of the extractors are currently operating on #41 and #42 machines and the third will be delivered shortly and will be installed on #52 machine.

These units have a high degree of reliability and a proven track record at our facility. With the addition of these units, we now have sixteen of the extractors in operation. They will allow

for a one man work cell at each die cast machine they are installed on. This technology will provide us with new capacity, capability and labor savings, and will help us remain competitive in the marketplace.

Dave Saunders
Manufacturing Mng., Zinc



New Rimrock extractor installed on #41 zinc die casting machine

EMPLOYEE SPOTLIGHT



Wonna Sehzue

Wonna Sehzue started his employment with Industrial Castings on March 8, 1976. Since that time, Wonna has gained extensive experience in many areas of the plant. He currently holds the position of Zinc Foundry Production Supervisor on second shift. He enjoys his job and the people he gets the opportunity to work with at

Empire. Wonna currently resides in Akron with his wife Mary and has two children, Paul and Mike. Paul, 25, graduated from the University of Toledo and now is working for a research facility. Mike, 23, just graduated from West Point and intends on pursuing a career in Electrical Engineering.

Wonna enjoys spending time working on cars and enjoys traveling to places like Niagara Falls. With his children out of school, he says he will have to find more hobbies to occupy his time. We wish Wonna and Mary the best of luck in discovering their new hobbies and destinations.

ESOP on the Rise

At the end of Fiscal year 2002, Empire retained an independent source to determine the share value of the 76,551 shares held in the Employee Stock Ownership Trust (ESOP). These 76,551 shares represent 48.8% of the total number of shares outstanding of Empire Die Casting Co., Inc.

The share value was determined to be \$78.00 per share as of September 30, 2002. This is an increase over the value for Fiscal 2001 of about 11%. Fiscal 2001 saw
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SERVICE ANNIVERSARIES



Congratulations to the following employees who have reached 15, 20, 25, 30, and 35 years of service with our company:



- | | |
|------------------------------|---------------|
| Michael Spicel | 35 yrs |
| Warren Wright | 30 yrs |
| Konrad Wyszynski | 30 yrs |
| Robert Kozlowski | 25 yrs |
| Rich Surlas | 25 yrs |
| Bill Toth | 25 yrs |
| Jerzy Stanicki | 20 yrs |
| Wally Wasiluk | 20 yrs |
| Mieczylaw Zak | 20 yrs |
| Stanistaw Kossakowski | 15 yrs |



Pictured: M. Zak, J. Stanicki, R. Kozlowski, W. Wasiluk, B. Toth, W. Wright, and M. Spicel.

Pictured: R. Surlas, S. Kossakowski, and K. Wyszynski.





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Troops!



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identify additional or more specific training.
4. Management Commitment
These are not the only changes, but they are considered to be the core of improvement in adding value to the Quality Management System (QMS). With all our efforts, it should effectively move Empire's QMS to being more of an asset in our day to day business.

Paul Head
Director of Quality

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the first decline in the share value since 1990 from a year 2000 value of \$116.00 to \$70.00 at the end of Fiscal 2001. This drastic decrease in value was a result of many factors, including world events that caused uncertainty in the marketplace. Let's hope the 11% increase is just the beginning of a long, upward growing trend.

JoAnn Solnick
Controller

TRADE SHOW TRAIL



PLEASE VISIT OUR WEBSITE FOR UP-
DATED TRADE SHOW
INFORMATION
www.empiredie.com

The First Shot is written and published quarterly by the employees of Empire Die Casting Co., Inc., an Employee-Owned Company.

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Katie Thomas



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