

THE

# FIRST SHOT



Fall

Number 32

## Money is Like Manure



How eloquent! Well, Empire certainly spreads it around. The results are in our valued employees logged 68,500 hours of overtime this past fiscal year that just closed out in September. And, this past year showed the highest total sales in fifty-eight years of business! All the things we tried to highlight: visual aids, screening, attention to detail and keeping it simple have truly (albeit slowly) **worked**. It takes time. In manufacturing, the fewest number of dedicated employees giving their all through structured overtime **works**. The meeting of challenges, the hands on approach, and the "Made in America" concept **works**. What doesn't seem to work these days in the modern workplace, is the one stop, life long job. Folks just seem to want to find greener pastures to graze in. Sadly, very few new hires stick around. My sincerest thanks to you for making Empire your home and the dedication you show on a daily basis. My very best wishes for a healthy and prosperous 2007 to you and yours.

Buy American *Rich*

## Effective Communication

By: *David Palivec*, V.P. of Engineering/Sales

Empire Die Casting Co., Inc. has committed to certifying to the AS 9100 Aerospace Quality Standard. As part of this commitment, we are reassessing our APQP process, to assure the efficient and effective launch of new programs.

Part of the challenge of developing new relationships and programs, is effective communication. To help improve upon up-front design discussions, Empire has also made the commitment to "in-source" some of our prototype requirements.

Dimension™ 3D Printers ([www.dimensionprinting.com](http://www.dimensionprinting.com)) has been selected as our source of choice for this process.

The Dimension™ SST-1200 Model printer will allow us to expedite the "proof of concepts" and "product mock-ups" as well as retaining complete confidentiality.

Nothing communicates design ideas faster than a three-dimensional part or model.

These machines operate by melting and depositing (printing) ABS material onto an internal pallet. The process is as simple as sending an .STL CAD file to the machine, much like you would send a document to a printer.



# Supplier Salute



## Signet Machine, Inc.

3404 Busch Drive

Grandville, MI 49418

Phone: (616) 261-2939

For many years, Signet Machine, Inc. has been the dedicated sole supplier to our Industrial Casting Zinc Division for all of the zinc die cast machine shot end needs. Mike Tubergen, Owner, has been with Signet Machine, Inc. since 1994. He previously was involved as an engineer in the Aerospace Industry. Signet Machine, Inc. has been in business since 1968, and has customers throughout the U.S. and Canada.

The components provided by Signet Machine, Inc. include plungers, noses, burner tips, shot couplings, shot rods, nozzles, and the re-sleeving of gooseneck components. These invaluable products ensure near zero downtime of our 20 zinc die cast machines.



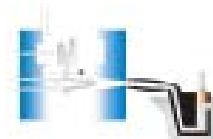
1. The die is closed and the piston rises, opening the port and allowing molten metal to fill the cylinder.



2. The plunger moves down and seals the port pushing the molten metal through the gooseneck and nozzle into the die cavity, where it is held under pressure until it solidifies.



3. The die opens and the cores, if any, retract. The casting remains in only one die, the ejector side. The plunger returns, allowing residual molten metal to flow back through the nozzle and gooseneck.



4. Ejector pins push the casting out of the ejector die. As the plunger uncovers the filling hole, molten metal flows through the inlet to refill the gooseneck, as in step(1).

## Employee Spotlight



For over one year, Clell Riffle has had the exclusive responsibility of making deliveries and pick-ups for the Empire Die Casting Co., Inc. His absolute dedication

to this task includes timely delivery and pick up of tooling, production and supplies to ensure the flow of goods on a day-to-day basis, and keeps Empire producing without interruption. Clell drives approximately 4000 miles per month in a 30-foot box truck for Empire. Empire contracts with Pro's Freight Service to provide us with Clell's services. He has worked for Pro's Freight Service for two years.

Clell was born in Akron, Ohio and grew up in Tallmadge, Ohio. He has been married for 33 years to Paula and they have 4 children from 19 to 30 in age. Clell enjoys playing guitar, darts, and reading.



## Congratulations!

Retired October 20, 2006

Sylvester Richardson was hired by Industrial Castings on January 22, 1986. He started his



career as a degator and advanced to be a set-up person. Sylvester is married to wife Paulette and has four daughters, Lynette, Janet, Stevette, and Shataya. He has two grandsons and one granddaughter. He likes fishing and using his own

skills to repair things with his hands. He is a person that likes to keep busy. Sylvester would like to say to his co-workers "I have seen a lot of changes, to the good, and met a lot of nice people who I will miss"- and we will all miss him.



## CardioPulmonaryResuscitation

October 8, 2006 Empire Die Casting Co., Inc. had seven employees take a CPR first-aid training course to comply with OSHA requirements. The Code Three Risk Management team provided this program. This is an American Heart Association, Heart Saver First Aid Course. We now have 2 people certified for each shift.....The following people have earned a 2 year certification:

Dennis Eblen  
Michael Stephan  
Stephan Momah  
Paul Randall  
Eric Patterson  
Roger Knapp  
Tammie Stevens

The Safety Director had the newly certified employees give demonstrations at the quarterly company "State of the Union" meeting.

Dennis Eblen and Eric Patterson described the steps taken for CPR.

Stephen Momah described the steps taken for shock.

Roger Knapp with assistant Dennis Eblen described the steps and actions taken for someone choking.

Tammie Stevens described the steps taken for amputation of a body part.

## § Grants for Empire §

By: **Bob Hopkins**, V.P. of Administration

Empire personnel met with the "State of Ohio Department of Development", to discuss and complete an application with the state, to obtain a Grant for Training reimbursement.

Empire did receive a Grant for \$25,000 per year, for 2-years, for a total of \$50,000.

The purpose of the Grant, is to help companies like Empire, succeed in new job creation, job retention, company expansion, new equipment training, new technology, and many more objectives.

The types of training could include, basic skills, communication, customer service, lean manufacturing, employee orientation, maintenance/skilled trades, managerial/supervisory, information technology, product knowledge and technical processes.

## Do You Care?

By: **Paul Head**, V.P. of Operations

Car'ing: 1. caution in harm or danger;  
2. an object or source of attention;  
3. upkeep, or maintenance;  
4. to be concerned or interested

We all care, but about what? Family and friends, of course, but what about our jobs and our company? What does caring have to do with work? A lot, actually. Caring is everything!

The way we care about our jobs and our company should be all of the definition above and more. It has to be, because how much we all care is related to the quality of our castings, your health and safety, profitability of our company, housekeeping in your work environment, your relationships with co-workers, and the development and adherence to procedures. All of us here have a huge impact on the success of our company as well as our own success, and caring is where it all starts.

Let's all try to remember the importance of caring at work. Look at your castings, be safe in everything you do, pick up your work area, follow your procedures, think about how you affect your co-workers, and care enough for us all to succeed!



Quarterly  
Employee  
Award



**Walter Wasiluk** started at Industrial Castings on July 27, 1983 as a degator. He then went to secondary in 1986 and then pursued his career as a metal man in 1984 and continues to work hard as a metal man. He resides in Cleveland and enjoys spending time at Thistle-down betting on horses and watching soccer. Walter is planning a trip to Poland this coming summer and is very excited.



## Tradeshaw Trail

*Sema Speciality Equipment  
Market*

October 31-November 3, 2006

*Performance Racing Industry*

December 14-16, 2006

*Gaylord Texan Convention Center*

March 21-22, 2007

*Valley Forge Convention Center*

April 11-12, 2007

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by:*

*Mellissa Miller*



## SOUNDS LIKE A PLAN.....

My mailbox is being flooded with mail concerning gas prices and illegal immigrants.

To boycott oil companies or not; to provide amnesty to illegal immigrants or not, etc.

Since I have become jaded to the various solutions proposed by the Republicans, Democrats, Sierra Club, ACLU, etc. I have elected to solve the problems as they affect me. It solves both my gas and illegal immigrant problems.

I have hired illegal immigrants to push my car. They are plentiful and cheaper than buying gas. Then I pay them in dinars so they have to go home to spend it. I love it when a plan comes together.

