

# THE FIRST SHOT



A QUARTERLY NEWSLETTER DEVOTED TO THE PEOPLE OF EMPIRE DIE CASTING

Winter

Number 33

## "Senioritis"

Basically, our whole life cycle can be divided up into three sections, zero to thirty years, thirty to sixty years, and finally – the phasing out years of sixty to ninety years. I have just recently entered my phasing out stage. There are many revelations that are still unfolding for me.

**Lend a helping hand,  
but also a listening  
ear!**

One I would like to share with you is that I am feeling so much closer to the treasured pearls of wisdom that so many senior citizens have provided to me my entire life. I am sure you have had the same experience – the stories are wonderfully colorful and the past history is fascinating. It does not matter how many times they are repeated, those stories are always welcomed.

I have always felt totally envious of those who had the gift of growing up with grandparents, for I had none.

There is such a wealth of real life lessons to absorb from a conversation with someone who not only helped to shape but survived the twentieth century!

Believe it or not, one out of every four people in this great country of ours is a senior citizen! And the baby boomers have just begun to enter the sixty to ninety year phase.

So, next time you see a senior, pay attention and be aware of the enormity of their contribution to our nation's greatness!

Be sure not only to lend a helping hand, but also a listening ear – their wisdom is gold, dig some up!

*Rick*

## Challenges Behind, Challenges Ahead

by Bob Hopkins, Vice President, Administration

In 2006, the Die Casting Industry was faced with many challenges. Empire Die Casting Co., Inc. had its share of challenges. We have witnessed zinc metal prices increasing substantially over the year, sometimes in excess of 50% over a three-month period. Petroleum prices increased this past year. This affects our company delivery expenses as well as all transportation costs to and from Empire. Also, all of our petroleum products that we buy increased substantially.

Empire initially went to quarterly metal adjustments based on the American Metal Market in order to counter the increases. In December, we went to monthly metal adjustments on zinc to try to mitigate the damage. Other than metal adjustments, Empire has had to absorb all other surcharges. We have tried to become more efficient in our operating procedures improving in utility and energy resources; employee output and hours of production and purchasing procedures.

In 2007, we will continue to witness increased competition from global sources for castings and tooling. Empire is proud of our workforce and capabilities to meet the challenges in '07. In recent global quoting, Empire has been price competitive with Asian and European sources. We must continue to stay focused on what we do best – manufacture quality die castings on time! For over 50 years, Empire has been an industry leader in producing quality die cast parts.

As a team, we must remain focused on this core competency in order to remain a leader for years to come.



## New Beginnings

by Peter Schlegel, Sales Manager

As the calendar year draws to a close, now is the time to explain to all that we are moving our Sales Department in a new direction for 2007. Since sales are the key to profits and to all of our jobs, we have reorganized our Sales Department to ensure that we are efficient and effective in our daily efforts to attract new, profitable business.

As the new Sales Manager for Empire Die Casting Co., we have created a team approach that best symbolizes the strengths of all of our team members. Direct sales is my responsibility and I bring to Empire over 25 years experience in contract manufacturing in plastic injection molding, aluminum sand castings, powder coating, and now die casting. I am our face to the world each workweek as I develop new business along the East Coast. Further, I supervise our sales representative network as we continue to push into new markets. Jo Henderson brings considerable expertise in office administration and direct mail marketing to our program. She has already advised us on different approaches to sales promotion, which should supplement considerably our direct selling efforts. Tim Tennant continues to lead the estimating department and will handle much of the inside selling effort. His knowledge of our company and of the industry as a whole is invaluable. Finally, Bob Hopkins provides the steady leadership as he manages our key accounts and directs the entire sales program. Bob keeps us focused and motivated.

Globalization continues to be a challenge to the company. Yet, we are confident that the new year will reward us with continuing success. With your steady support throughout the company, we look forward to attracting more customers and to generating added sales revenue for everyone's benefit.



## Employee of the Quarter – Oleh Bilovus



Oleh (right) with Jim Collins,  
Maintenance Supervisor.

Oleh, is a very quiet and practical man. When told he was the *Employee of the Quarter*, he said, "Good, I am very surprised." Then I asked him why he thought he was selected and he said, "Because, I do a good job." Well, that was Oleh's acceptance speech. So, I'm going to tell you he was chosen because he has demonstrated dedication and hard work and Empire Die Casting has recognized him for his contribution to the company. Oleh started his employment with Empire on July 5, 2000 as a degator. For the last two years, he has worked in the maintenance department as a general laborer, meaning he takes care of all the things we take for granted.

Oleh came to the United States from the Ukraine seven years ago and his first job was as a temporary worker for Empire. He stated, he had a limited English vocabulary and it was difficult for him at first. However, that did not stop him as a singer. He shyly said he likes to sing Lionel Ritchie tunes and enjoys country music and club dancing. Wow, assimilation at work in the great USA. Some of his hobbies include soccer, boxing and basketball.

On a more serious side, Oleh admits missing his family back in the Ukraine. His mother, sister and brother still live there and he has not seen them in seven years. He plans to visit them one day, when the time is right. He also has a 13-year-old daughter, Julie, who lives in Washington and he spends time with her every summer.

Congratulations, Oleh, GOOD JOB!

# Supplier Salute



Tremblay Tool Steels, Inc., is a leading steel service center dedicated to providing a wide range of steel products and value added services to the automotive and machine shop industry. Our product line consists of tool, die, mold and general purpose steels. We are fortunate to have Bemar Industrial Grinding located in our warehouse, enabling Tremblay to provide "IN HOUSE" grinding services. Our specialty is the pre-squaring of steel flats. We also have CAD CAM burning capabilities. For a complete list of our material and machining capabilities, please visit our website at [www.tremblaytool.com](http://www.tremblaytool.com).

Please call 330-467-4725 or fax 330-467-0092 your inquiries to our qualified sales staff.  
 Brent Pavone, Sales Manager

## Employee Spotlight – Ken Simko

Mr. Simko is a humanitarian when it comes to volunteering his time at St. Augustine's Catholic Church and Hunger Center. Ken became a volunteer 15 years ago, helping the church provide food, money, clothing and other items to the community. The church also participates in a Community Outreach Program that helps people of all denominations; and offers services to the blind and deaf community that includes educational services, transportation, referrals for additional help; and moral and spiritual support.

Ken read an article in the local paper for volunteer help at St. Augustine and felt compelled to help because, "I appreciate what I have and wanted to help others who did not have," he said. For the past few years, his 16-year-old son, Kyle, helps his father

around the church by cleaning, serving meals and light maintenance. He mentioned that anyone can become a volunteer by offering their skills in cooking in the Hunger Center, cleaning-up the kitchen and dining area, organizing the food pantry, or just delivering meals to shut-ins on certain holidays, like Easter and Christmas.



President Bush visits St. Augustine in 2001

Perhaps, you would just like to donate food, money, clothing, toys, or any items you feel people can use. St. Augustine Church is located at 2486 West 14<sup>th</sup> Street in Cleveland or call 216-781-5530 to get volunteer information.

### The Junk Drawer

By Jo Henderson

Everybody has one, that drawer in the kitchen that contains a little bit of everything, something-of-nothing that you forgot about and can't remember why you kept it, or where and what it belongs to. It might be that button to a coat that is long gone, a dried out Sharpie to mark the kids' clothes, a phone number with no name and the list goes on and on.

One day, you plan to clean it out, but you are afraid to throw anything away because you might need it later. Sounds familiar?

Well, that's what "The Junk Drawer" is about and will be included throughout the company newsletter, "The First Shot". It has a little bit of everything for everybody. Things to do, places to go and ideas to share. You might try something from "The Junk Drawer" or you might put it away for future use in the kitchen junk drawer. But, it will be there when you want to remember something you read in "The Junk Drawer".

"The Junk Drawer" is employee friendly. If you have any tried-and-true recipes you would like to share, that's great. Just make sure you tried it and it truly tastes good! Or, you might want to suggest a book to include in the bestseller section. Funny jokes are difficult to come across, but you might have a side buster that will be posted on some of our refrigerators. Please make sure jokes are in good taste and not offensive to others. Save the good stuff for your friends.

If you have any suggestions, comments or would like to contribute an article, email or call me at extension 3159.

### What's Your Sign?

A look at 2007



**Capricorn** A hard worker, you will find new ways expressing yourself this year. Your practical approach to life makes it important to stay focused on getting things done in a timely manner. You are taking life very realistically this year and are feeling very serious. You don't like to spend time discussing topics that are not of interest to you, and it's important that you not engage in activities that don't pique your interest.



**Aquarius** This year, idealistic Aquarius shines brightly. You truly are a visionary with a high sense of purpose and an advanced way of thinking. It will be very easy for you to express your individuality and altruistic ideals. New opportunities will arise to express your true feelings and perceptions in ways that increase your confidence.



**Pisces** Pisces is having a once in a lifetime opportunity for great changes this year. You will be having the time of your life, expressing your loving and compassion to the world and fulfilling your boldest dreams. There won't be a dull moment and you will intuitively know exactly what path to follow and what feels right in your heart.

## No Smoke Screen

*The smoke has cleared and it is the law!*

Okay, let's get the recent smoking ban cleared up, so that everyone understands the current smoking laws and how it affects employers and employees. The smoking ban applies to every individual or entity in Ohio that employs one or more people. The law bans smoking in all public places and places of employment, except for a few exceptions, with many restrictions.

Where can people in Ohio smoke? Not many places, so I will list them.

- Family-owned businesses, but everyone has to be related to the owner, the business is closed to the public and is a free-standing building (means no adjoining buildings where smoke can permeate).
- Private residences, the place you live. However, if you provide child-care or adult care in a private residence smoking is prohibited during hours of operation.
- "Outdoor patios" that are physically separated from a building.
- Hotels can designate up to 20% of their rooms for smoking.

To make sure you follow the smoking ban law, a hefty fine will deter anyone from smoking in areas other than those listed.

Since the month of December, the smoking ban has been in effect and some of us may have decided it is better to curtail or quit smoking. Here are five steps that will help you quit.

1. Get ready.
2. Get support.
3. Learn new skills and behavior.
4. Get medication and use it correctly.
5. Be prepared for relapse or difficult situations.



For more detailed information to help you quit smoking visit [www.cdc.gov](http://www.cdc.gov). If you would like more information on Ohio smoke laws, visit [www.odh.ohio.gov](http://www.odh.ohio.gov).

## The Empire Family

**We have additions to the Empire family that we would like to introduce and want to say congratulations to the family members leaving because they have attained the milestone in life.**

**Charles Allen, Degator (Aluminum)** – Mr. Allen has an Associate's Degree in Business Management. He has two children, two cats and a dog. His interests include working on cars, fishing and playing video games on his Playstation.

**Denver Bortz, Controller (Accounting)** – Has 25 years experience in Finance/Accounting and has worked the last 10 years in the manufacturing industry. He is a graduate of The University of Akron, with a B.S. in Finance, and an MBA from John Carroll University. He resides with wife, Lisa, and daughter, Amanda, a high school senior and son, Michael, who is a college freshman (cannot leave out Clover, the family dog). Denver enjoys playing volleyball, camping, bicycling, canoeing and teaches Advanced Finance at Walsh University in the evening.

**Michael D. Davis, II, Vibe Operator/CNC Operator (Secondary)** – Michael is a certified CNC Operator and currently attends Cuyahoga Community College, pursuing his associate's degree in business management. He has a girlfriend, who is an employee of Empire, and a five-year-old son. In his spare time, he loves to play football, basketball and going to the movies.

**Jo Henderson, Sales Assistant (Sales)** – Jo has more than 23 years experience in the corporate environment and is a graduate of The University of Akron with a B.A. in Business & Organizational Communication and a minor in Psychology. She has two children, Randy, a student at OSU; a ten-year-old daughter, Sydney; and Kit-Kat, the family cat. She enjoys reading suspense novels, cooking, restoring furniture and playing pool.

**Vicky Prosser, Degator/Operator (Zinc)** – Vicky's experience prior to joining Empire was in shipping/receiving and a school bus driver. She is happily single and sharing her home with two cats and a dog.

**Randy Revock, CNC Operator (Secondary)** – Is a Nordonia High School graduate and served in the United States Army. He lives with his family and two cats, Roxy and Cleo. Randy loves animals, video games, swimming, paintball and going to the movies.

**Peter Schlegel, Sales Manager (Sales)** – Peter graduated from the University of Virginia with a B.S. in Commerce and Temple University with an MBA in Marketing. He has 25 years experience in contract manufacturing in plastic injection molding, tooling, aluminum sand castings and powder coating. He has been married for 27 years to wife, Nancy, and has two sons; Peter Jr., 23-years-old and Christian, 20-years-old and family pet, Beau, a miniature poodle. Some of his interests are sailing, golf, skiing and running.

**Scott Sobie, Sr., Customer Service Representative (Customer Service)** – Scott is a graduate of Lakeland Community College with an Associate's Degree in Business Management. He is married and they have a 17-year-old son and a two-year-old daughter. Scott is interested in drag racing, darts, softball and loves to travel.

**Leonid Utis, Industrial Engineer (Operations)** – Leo is originally from the Ukraine and is a graduate of Technical University (Ukraine) with a B.S. in Mechanical Engineering. His family includes wife, Dina, and two children; daughter, Jane and son, Andrey. He also is the proud grandfather of three-year-old Sam. He enjoys traveling, sports and home improvement.

**Scott Vinson, Project Engineer (Engineering)** – Scott is a graduate of Cleveland State University with a Bachelor's Degree in Operations Management. He is married to wife, Michelle, and his favorite hobbies are swimming, cycling and ski/snowboarding.

**Gerald Wilson, Material Handler (Aluminum)** – Gerald participated in the Job Corp. while earning his diploma. He and wife, Tasha, have five wonderful children. He enjoys spending time with his children, playing football/basketball and playing a competitive game of chess.



**Sylvester Richardson, Die Cast Setup (Zinc Foundry)**  
**Retired after 20 years of service on October 20, 2006**

### Adventurous Travels

Jim and Cindy Collins had an opportunity to visit the beautiful state of Alaska this past July. Here are a few photographs of the couple enjoying the wonderful scenery.



You will not see wildlife like this at your local zoo.



A view of Portage Lake Glacier.



Hiking the Matanuska Glacier near Palmer. Alaska

### Take All The Money Worries Off My Back



Fresh out of business school, the young man answered a want ad for an accountant. Now he was being interviewed by a highly agitated, arrogant little man who ran a small business that he had started from scratch.

"I need someone with an accounting degree," the man said. "But mainly, I'm looking for someone to do my worrying for me."

"How's that?" the would be accountant asked.

"I worry about a lot of things," the man said. "But I don't want to have to worry about money. Your job will be to take all the money worries off my back."

"I see," the accountant said. "And how much will my position pay?"

"I'll start you at eighty five thousand," responded the owner decisively.

"Eighty five thousand dollars!" the accountant exclaimed. "How can such a small business afford a sum like that?"

"That," the owner said, "is your first worry. Now get to work!"

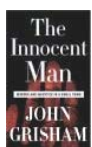
### Bestsellers

*In the world of books, it opens a world of imagination*

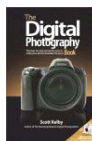
Turn the television off and stimulate your mind...read a book! Let's take a trip to a remote island, solve a crime or learn how-to-do something together. Broaden your horizon and challenge yourself to start and finish a good book. Here are a few books to interest almost any reader.



**CROSS**, by James Patterson  
Alex Cross, retired from the F.B.I., has a chance to track a rapist who may have murdered his wife. (Fiction)



**THE INNOCENT MAN**, by John Grisham  
Grisham's first non-fiction book concerns a man sentenced to death for a crime he did not commit. (Non-Fiction)



**THE DIGITAL PHOTOGRAPHY BOOK**, by Scott Kelby  
The step-by-step secrets for how to make your photos look like today's top digital pros. (Advice)

### Appreciation of Art



Monet  
*Bathers at La Grenouillere*

### Upcoming Events

Relax and take that special someone to see their favorite musical artist or hang out with family and friends for an exciting weekend. Just go on-line for more information and ticket purchase.

#### The Q Arena

[www.theQarena.com](http://www.theQarena.com)

#### Disney on Ice Princess Wishes

January 10 – January 11

**Justin Timberlake**

Saturday, February 3

**Josh Groban**

Sunday, February 18

**Joel Osteen**

Friday, February 23

#### The Tangier

[www.thetangier.com](http://www.thetangier.com)

#### Zoso

#### Ultimate Led Zeppelin Experience

Friday, January 26

**ConFunkShun**

Sunday, February 18

**Ekostik Hookah**

Friday, February 16

**Richard Elliot**

Saturday, February 17

#### The Family Stone Experience

Founding Members of Sly and the Family Stone

Saturday, February 24

#### Michael Stanley & The Resonators

March 23-24, March 30-31

### Chicken Noodle Soup Recipe for the mind, body and soul

Here is a simple recipe for those cold winter nights when you want something quick and delicious. While you're at it, toast some garlic bread and toss a salad for a hearty meal.

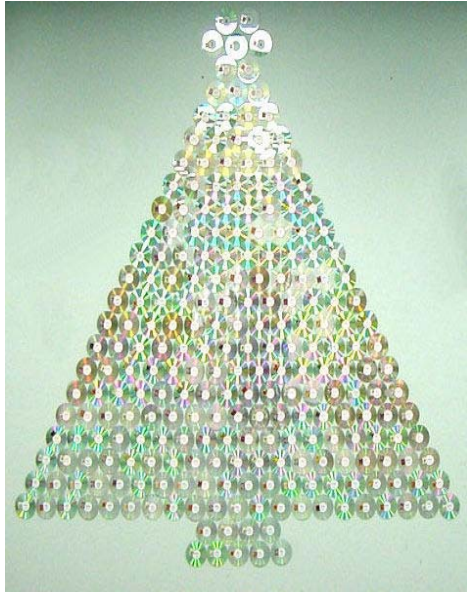
#### Ingredients:

- 4 cups chicken broth
- Generous dash ground black pepper
- 1 medium carrot, sliced (about 1/2 cup)
- 1 stalk celery, sliced (about 1/2 cup)
- 1/2 cup uncooked medium egg noodles
- 1 cup cubed cooked chicken or turkey

#### Directions:

- MIX broth, black pepper, carrot and celery in saucepan. Heat to a boil.
- STIR in noodles and chicken. Cook over medium heat 10 minutes or until noodles are done.

# Christmas Luncheon



Empire's CD Tree, very pretty and unique.

Above, employees enjoying the Christmas Luncheon on December 21.

Beautiful spread of all the food brought in by Empire employees.



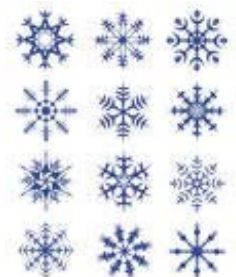
Big decision time. Who goes first?



A big cookie for little James.



Time to get back to work.



# At the Zoo

W	H	A	T	I	S	B	K	O	A	L	A	B	E	A	R	L
A	C	K	A	N	D	W	S	R	E	T	S	O	O	R	S	H
I	T	H	E	A	S	N	D	H	R	E	D	A	H	L	N	L
O	V	A	E	R	T	A	Z	E	I	B	R	I	A	N	I	C
E	N	T	K	V	A	B	V	P	X	P	N	F	B	G	U	R
L	K	E	A	G	B	L	W	D	A	O	P	K	T	M	G	T
E	G	E	N	Y	L	Q	S	T	C	N	K	O	F	I	N	O
P	R	H	G	L	T	K	L	E	T	Q	D	G	R	X	E	L
H	I	C	A	I	M	L	R	X	L	B	P	A	T	P	P	E
A	Z	R	R	O	P	O	Y	T	F	T	F	Y	B	F	K	C
N	Z	X	O	N	U	Q	T	F	Y	F	R	G	P	E	T	O
T	L	Q	O	S	T	K	C	D	E	E	R	U	B	W	A	N
S	Y	L	R	B	L	A	C	K	B	E	A	R	T	T	K	R
E	B	J	A	Z	M	P	O	L	A	R	B	E	A	R	F	Q
A	E	W	M	M	D	G	N	P	E	A	C	O	C	K	V	F
L	A	N	R	G	A	L	L	Z	N	L	E	O	P	A	R	D
S	R	Z	F	L	O	W	S	E	O	G	N	I	M	A	L	F

After all of the words are found, find the hidden message by reading the unused letters from left to right.

bats	hippo	peacock
black bear	kangaroo	penguins
cheetah	koala bear	polar bear
deer	leopard	rhinoceros
elephant	lion	roosters
flamingoes	llama	seals
giraffe	ocelot	turtles
grizzly bear	panda bear	wolf



## *Tradeshow Trail*

### **Shot Show**

Orlando, FL  
January 11 - 14

### **National Builders Show**

Orlando, FL  
February 7 - 10

### **National Farm/Machinery Show**

Louisville, KY  
February 14 - 17

### **Work Truck Show**

Indianapolis, IN  
March 7 - 9

### **Job Shop Show**

Valley Forge Convention Center  
Valley Forge, PA  
April 11 & 12

## *Toys for Tots*

It is the holiday season and once again, the employees of Empire Die Casting Co., Inc. showed the holiday spirit by providing toys so less fortunate children will have a happy holiday. Sincere thanks to everyone who gave and who worked to make this another successful year.



### *Happy Holidays*

Tammie Stevens, Safety Director

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

Compiled and Formatted by:  
*Jo Henderson*

THE

**FIRST  
SHOT**

