

THE FIRST SHOT



A QUARTERLY NEWSLETTER DEVOTED TO THE PEOPLE OF EMPIRE DIE CASTING

Fall

Number 36

Some Rules Are Meant To Be Broken

by Rick Rogel, President

Rules are meant to be followed. If they weren't, they would be called "suggestions." Life would be a lot easier if they would just put a special code on those rules that are okay to ignore. . . like stop signs.

I know, you never drove through a stop sign and if you raised your hand, your application for sainthood will be emailed soon.

Our shop rules seem to fit into this lame category. Ignore or bend a rule, and you make it okay for others to do the same. This is Cro-Magnon thinking. FORGET IT! Be understanding and considerate of others and make a genuine effort to follow common sense rules. Forget about sensitivity training and try to understand and create well-being here at work and at home. This isn't camping and sitting in a circle-jerk singing "kumbaya." We're talking considerate, we're talking humanity.

Rick

Congratulations On Your Retirement

Robert Atkinson recently retired on July 27th after seven years with Empire Die Casting. He has a total of 41 years in the die casting industry and was employed by Empire on April 17, 2000. He started as a diecaster, then as a degator and for the last two years worked in secondary bench inspection.



Robert (right) accepting his retirement gift from Gary Larimer, Secondary Machining (left).

Since his retirement, he has moved to Pennsylvania to be closer to his 90-year-old mother and is enjoying his life. He plans to relax; play Texas Hold'em Poker; travel extensively; and play a lot of golf.

Robert returned to celebrate with co-workers and friends on September 18th. He was presented with a beautiful retirement watch and a delicious cake that totally surprised him, because he was not expecting to receive such a wonderful gift.

He said he truly enjoyed working with all the people, everyone was very nice and top-notch. But he set his goal, many years

ago, to retire at 62-years-old, no matter what.

Congratulations, Robert, and enjoy the rest of your retirement years.

USS New York

by Bob Hopkins, Vice President, Administration

It was built with 24 tons of scrap steel from the World Trade Center.

It is the fifth in a new class of warship—designed for missions that include special operations against terrorists. It will carry a crew of 360 sailors and 700 combat-ready Marines to be delivered ashore by helicopters and assault craft.

Steel from the World Trade Center was melted down in a foundry in Amite, LA to cast the ship's bow section. When it was poured into the molds on September 9, 2003, "those big rough steelworkers treated it with total reverence," recalled Navy Capt. Kevin Wensing, who was there. "It was a spiritual moment for everybody there."

Junior Chavers, foundry operations manager, said that when the trade center steel first arrived, he touched it with his hand and the "hair on my neck stood up." "It had a big meaning to it for all of us, he said. "They knocked us down. They can't keep us down. We're going to be back."



The ship's motto? "Never Forget"

Measurable and Objectives

by Paul Head, Vice President, Operations

Objectives defined: What the organization chooses to try and accomplish; goals.

What is the purpose? What do they mean? Why should we care?

All are interesting questions. Which one would you ask? How you answer might say something about your mind set toward your job, but it doesn't mean you do not care, it might simply mean that we as a company have not communicated effectively the importance of Empire's Measurable and Objectives to you.

The Measurable and Objectives are quite simple. They are items that we feel are important enough to watch, measure and establish goals. This gives us all a sense of how we are doing as a company and see if we are improving or not. Measurable and Objectives are reviewed, and posted monthly and they can also change from time-to-time.

The Measurable and Objectives are broken up into several different categories

Business Management	Sales and financial related items
Product Realization	Production related items
Purchasing	Items or services we purchase
Resource Management	Equipment, people and building
Customer Satisfaction	Just that, how are we doing with our customers?

You can find the Measurable and Objectives posted in four locations in the plant

1. Aluminum Foundry	Inside the main door where the boxes are stored
2. Zinc Foundry	Around the corner of the foundry as you exit the vibratory area
3. Secondary Machining	By the vending machines
4. CIC Wall	Across from the maintenance area

We should all review the Measurable and Objectives on a regular basis. They are typically updated the third week of the month for the previous month. These items are a great information source of how all of us are doing, as well as if we are slipping or improving.

This should be important to all of us from the stand-point that we have to compete on a daily basis in a global market place and that all of us have an impact on cost, profitability and the Measurable and Objectives.

I would encourage everyone to start (if you do not currently) review and learn about the Measurable and Objectives, as well as understand that everything we do has an effect on them.

U.S. Navy Recognition



Our sincerest thanks to Tom Malicki and Jack Galkowski; two long-term tool room team members, who designed and machined restoration parts for a WWII PB4Y (flying boat) being restored for the National Naval Aviation Museum, in Pensacola, FL.

This is a great place to visit and for additional information visit www.naval-air.org.

Supplier Salute



Cintas Corporation provides highly specialized services to businesses throughout North America. Cintas provides a uniform program, floor mats, shop towels and cloth roll towels to Empire Die Casting Co., Inc. Cintas operates more than 400 facilities in the U.S. and Canada, including 11 manufacturing plants and seven distribution centers that employ more than 34,000 people. Cintas has been recognized in FORTUNE magazine as one of "America's most Admired Companies" for the seventh straight year; named "Best Uniform Supplier" by the Food Processing Industry; won Image of the Year Award from the National Association of manufacturers and Distributors. We at Cintas would like to thank Empire Die Casting Co., Inc. for this opportunity and thank you for the business.

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The Power of a Penny (Part 2)

by Denver Bortz, Controller

Last time, we looked at how important a penny was in our personal finances. We saw that by regularly saving pennies we could, over time, amass a small fortune for use in our retirement years. Since our jobs are the source of most of our personal earnings, it is very important that we look at how pennies impact that part of our life as well.

We can compare our jobs to fighting a war. In fact, every day that we show up for work we are involved in an intense battle for our survival. You see or hear it in the news almost every day. Companies are closing down and people are losing their jobs. It really is like war!

To win a war, it is important that the soldiers clearly understand the objective. Our objective is pennies! A recent study by die casting industry trade groups indicates that the average profitability for our industry is slightly over 5 percent. That means that for every \$1 in sales, there is a nickel left after all expenses are paid. This obviously doesn't leave much room for error. It is extremely important that every soldier (employee) in our army is focused on capturing that nickel to ensure we can win the war!

Waste and inefficiency are our most dangerous enemies in this war. The single largest expense for Empire is metal (or material) cost at slightly less than 40 cents out of every dollar. The larger the expense, the more the opportunity it holds for making a dramatic impact to the bottom line. With metal, a reduction in scrap of only a couple percent will translate into a full penny out of the nickel we're looking for. Multiply that by several million dollars in sales and the number is big!

Labor is our next largest expense. Clearly, it is important that every single soldier must do his/her share to win the war. If we can produce just a few more good parts each hour, each day, by each employee we are well on our way to generating another penny or two!

Some other large expenses and actions we can take include the following. Health insurance (*after* employee portion) and worker's compensation cost Empire about \$1,400,000 every year. Stay healthy and safe---there are non-financial benefits, too! Utilities run over \$1,700,000 per year. Energy management is critical. Repairs and maintenance run almost \$1,000,000.

Take care of the equipment you use. It is usually much less expensive to maintain than repair. A 5% reduction in just these last three expenses would drive over \$200,000 to the bottom line! Challenge yourself to find at least 5% (if not 10%) savings that are within your control each and every day.

Friends, we, like all companies, are in a war for our very survival. We owe it to ourselves, our families, and our customers (who are in their own battles to control costs) to win. We can do it a penny at a time!

Research and Development . . .

The Use of Laser Engineered Net Shaping for Rapid Manufacturing of Dies with Protective Coatings and Improved Thermal Management

U.S. Department of Energy • Office of Energy Efficiency and Renewable Energy

Most dies in the casting industry are machined from premium grade H-13 tool steel. While these dies provide excellent performance in terms of service life, they have some inherent limitations. First, the machining methods are not capable of producing irregularly shaped cooling channels for reduced cycle times. Second, localized deposition of high thermal conductivity materials (e.g., copper) for further improvement to thermal management is not possible. Finally, the conventional die fabrication route is rather slow and thus increases the time between product design and full-scale production.

Ohio State Researchers are developing the use of Laser Engineered Net Shaping (LENS), a relatively new solid free form fabrication process that is capable of rapidly producing complex, dense parts directly from a computer aided drawing without the need for molds or ancillary tooling. In addition, the process can produce parts with localized variation in composition. With this unique process, it becomes possible to rapidly fabricate dies with complex cooling channels and localized variation in composition for improved thermal management.

Employee of the Quarter

Adam Skotnicki is the new *Employee of the Quarter*, who was chosen because of his dedication and hard work.

He started working for Empire 15 years ago as a degator in the aluminum foundry and currently is an operator.

Originally from Poland, he has lived in the United States for the past 16 years. Adam heard about Empire from his son-in-law, Tom Malicki, and employee of Empire.

Adam's prior occupation and talent was an accomplished musician in Poland. He plays many instruments, but his specialty is the saxophone and clarinet. He continues to enjoy playing music with his band the "Polish Falcons" on Saturday nights.

Adam plans to retire in a couple of years and return to Poland to be with his mother, two brothers and three sisters. He lives in Garfield Heights with his wife; they have a son, a daughter and a 9-year-old grandson. His hobbies consist of his first love, music.

Adam said he was very surprised about receiving the award because he has waited 15 long years. He believes he received the award because his main goal is to try very hard on every tasks given to him.

Congratulations, Adam, on a task well done.



Adam Skotnicki (right) receiving his award from Craig Schlauch, Aluminum Mfg. Manager.



Photograph of LENS process in operation. A laser is used to melt a thin surface layer of material, and powder is injected into the molten pool through four copper nozzles in order to make components in a layer-by-layer fashion.



Photograph of a die made with conformal cooling using the LENS process

**Important Words
to
FORGET**

10 Words to Forget

It doesn't matter what I do—I'm only one person

9 Words to Forget

I'll change just as soon as everyone else does

8 Words to Forget

Do as I say, not as I do

7 Words to Forget

That's their opinion. . .
What do they know?

6 Words to Forget

Because I said so, that's why

5 Words to Forget

I win and you lose

4 Words to Forget

It's not my job

3 Words to Forget

I don't care

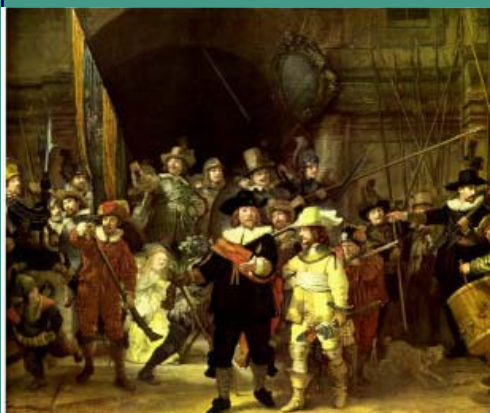
2 Words to Forget

Those people

1 Word to Forget

Me

Appreciation of Art



The Night Watch

Rembrandt Harmensz van Rijn (1606-1669) is known as one of the greatest painters in history. He was a Dutch baroque artist. Baroque is a form of art that became popular in the sixteenth and seventeenth century. Baroque makes the viewer feel involved, acts out spiritual or religious events, and uses drama.

Rembrandt created over 600 paintings and thousands of sketches. He showed lots of his emotions and feelings through his art. He used lots of shadows in his painting. Rembrandt was Christian and had paintings of stories from the Bible. His paintings were unusual for where he lived because the people did not usually draw things from church or royalty items.

One of Rembrandt's more famous group portraits is *Night Watch*, commissioned in 1642. This portrait embodies the Baroque style with its drama and animated crowd. It is a masterpiece of both style and massive size. The dimensions of *Night Watch* are 13 feet by 16 feet and within these parameters contains eighteen guardsmen and sixteen other figures. He turned a traditional Dutch portrait into a "dazzling blaze of light, color and motion."

Did You Know?



Drinking two glasses of Gatorade can relieve headache pain almost immediately — without the unpleasant side effects caused by traditional "pain relievers".

Before you head to the drugstore for a high-priced inhaler filled with mysterious chemicals, try chewing on a couple of curiously strong Altoids peppermints. They'll clear up your stuffed nose.



**Cajun Spiced Roasted
Pumpkin Seeds**

Courtesy of Southern Food

- 1 cup pumpkin seeds
- 1 teaspoon Cajun seasoning, or to taste
- Paprika, for more color, if desired
- A little salt, depending on saltiness of the seasoning
- 2 dashes Worcestershire sauce
- 1 tablespoon melted butter or vegetable oil

Preparation:

Rinse seeds well and get as much of the pumpkin pulp off of them as possible.



Some of the small pieces are going to adhere, but they won't hurt the seeds at all, and might even add a little more flavor. Pat dry with paper towels. Don't let them dry completely on the paper towels, because they might stick!

Toss pumpkin seeds with seasonings. Combine butter and Worcestershire sauce; stir into seeds until well blended and coated.

Heat oven to 300°. Roast, turning from time to time, for about 45 to 60 minutes.

**Ritz Cracker Treats
With Chocolate Peanut Butter
Coating**

- 8 ounces chocolate flavored dark or dipping chocolate.
- 1/2 cup peanut butter chips
- Ritz Crackers, 3 to 4 dozen
- Peanut butter
- Holiday sprinkles

Preparation:

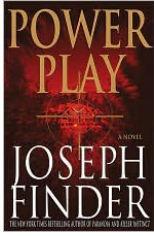
Spread peanut butter on a cracker and top with another cracker. Makes about 18 to 24 treats.

Melt chocolate and peanut butter chips over hot water or very low heat. Dip filled crackers in the chocolate mixture, turning to coat thoroughly. Place on wax paper and decorate with Halloween sprinkles. Store in an airtight container for up to one week.



Bestsellers

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

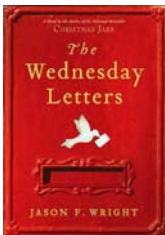


It was the perfect retreat for a troubled company. No cell phones. No BlackBerrys. No cars. Just a deluxe lodge surrounded by thousands of miles of wilderness and a desolate seacoast.

Jake Landry is a junior executive at the Hammond Aerospace Corporation, a steady, modest, and taciturn guy with a gift for keeping his head down—and a turbulent past he prays he's put behind him. Ordered to fill in for his boss at the annual offsite, he's out of his element. He's uncomfortable with the lavish accommodations and especially with the arrogant, swaggering men who run the company and the only person he knows there is the new special assistant to the CEO—who happens to be Jake's ex.

Then a band of hunters, apparently lost in the woods, crash the opening-night festivities. Soon the execs of a billion-dollar company, cut off from the rest of the world, find themselves at the mercy of a group of men with guns. . . and a cunning plan to take Hammond Aerospace for all it's worth.

But the hostage takers aren't who they appear to be and neither is Jake Landry. The high flyers hadn't wanted Jake to come along. Now he's the only one who can save them.



Jack and Laurel have been married for 39 years. They've lived a good life and appear to have had the perfect marriage. With his wife cradled in his arms, and before Jack takes his last breath, he scribbles his last "Wednesday Letter." When their adult children arrive to arrange the funeral, they discover boxes and boxes full of love letters that their father wrote to their mother each week on Wednesday. As they begin to open and read the letters, the children uncover the shocking truth about the past.

In addition, each one must deal with the present-day challenges. Matthew has a troubled marriage, Samantha is a single mother, and Malcolm is the black sheep of the family who has returned home after a mysterious two-year absence. *The Wednesday Letters* has a powerful message about forgiveness and quietly beckons for readers to start writing their own "Wednesday Letters".

When Insults Had Class

"I have never killed a man, but I have read many obituaries with great pleasure." - Clarence Darrow

"He has never been known to use a word that might send a reader to the dictionary." - William Faulkner (about Ernest Hemingway)

"Poor Faulkner. Does he really think big emotions come from big words?" - Ernest Hemingway (about William Faulkner)

"I am enclosing two tickets to the first night of my new play, bring a friend. . . If you have one."
George Bernard Shaw to Winston Churchill

"Cannot possibly attend first night, will attend second. . . If there is one."
Winston Churchill, in response.

What's Your Sign? A Look at 2007

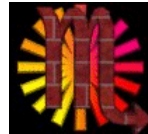


Libra

Sep 23–Oct 22

Balancing acts are something you do very well, and you'll be regular tightrope walker this year!

You have a natural ability to patiently give people your valuable time, and weigh new ideas without jumping to conclusions. Lots of rewards both personally and professionally will come from being able to work hard creating various successful projects in your career. You have spent a lot of time mastering your communication skills, and you'll experience personal transformation in a deep and profound way. People listen to you because you have something important to say and know how to articulate what you mean. You could easily find yourself in the public limelight.



Scorpio

Oct 23–Nov 21

Passion carries your creativity and expression.

Getting in touch with and appreciating more of your passionate nature will transform you in a way that results in putting more money in the bank. You could easily work as an advisor for big companies or in public relations. You understand what motivates people to do a good job and will find yourself in situations where people want your advice. Your creative insight expresses itself in dynamic ways and you will gain lots of recognition. You have a very good support system in both your career and home life, and will learn that perfect order is taking place in your life at this time.



Sagittarius

Nov 22–Dec 21

Your strong sense of self will get you through almost anything, and your confidence will enable you to take on any new opportunities that come

your way. You're focused on communicating more, and may find that writing becomes more predominant in your career. You really enjoy working and being gainfully employed. Your energetic and happy nature gives a lot to others in ways that make them feel very comfortable. People know that you're sincerely interested in what they have to say because you're such a good listener. You will feel good about all the blessings in your life, and are full of gratitude for your family. You are developing new ways of communicating, which draw upon your uniqueness.

Guess Who. . . has many grandchildren now?



Correct answer for Issue 34: Paul Head

Submitted by Ray Schumacher

Correct answer for Issue 35: Barry Blakeslee

Submitted by Freddie Jackiewicz

Please submit your answer with the date and time to
Jo Henderson



"Energy Champion Plant Award"

by Ken Simko, Cost Accountant

Empire Die Casting Co., Inc. was notified on September 21, 2007, that we achieved the Department of Energy (DOE) highest award level for the "Energy Champion Plant Award".

Of the possible 700 companies that participated for the award, 65 companies won an award and Empire Die Casting Co., Inc. was one of the winners. To qualify for this award, a company must participate in a "Save Energy Now" assessment, completed by an Industrial Assessment Center, in Empire's case, the University of Dayton completed the industrial assessment.

To win the "Energy Champion Award", a company must achieve **one of the following**:

1. **Energy Saver Plant Award:** Save more than 75,000 MMBTU total energy savings or more than 7.5% total energy savings.
2. **Energy Champion Plant Award:** Save more than 250,000 MMBTU total energy savings or more than 15% total energy savings. **Empire achieved this award criteria.**
3. **Energy Champion Team Award:** Save more than 10% energy savings in the original plant and replication in two or more plants.

Promotional awards template, banner and a glass trophy will be presented to Empire Die Casting Co., Inc. at a future DOE meeting and also highlighted on the DOE website.



Tradeshow Trail

International Hobby Show
Chicago, IL
October 18—21

Green Industry and Equipment Expo
Louisville, KY
October 25—27

SEMA Show
Las Vegas, NV
October 30—November 2

Performance Racing Show
Orlando, FL
December 6—8

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Compiled and Formatted by:
Jo Henderson

To contribute any suggestions, comments or articles to "The Junk Drawer", email or call me at ext. 3159.

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