

## My Pa Said...



Sadly, it has been nearly 20 years since my Dad's passing, but my hero image of him lives on and I remember him daily. The many life lessons I learned from him over more than forty years are truly priceless. I thought I would share some of his wisdom with you.

- **Double Knot Your Shoelaces** - Lesson: plan ahead and be prepared so you don't trip up
- **Ride a Bike** - Lesson: Balance in all things, keep up with your maintenance, be confident
- **Personal Hygiene** - Lesson: Take care of yourself, no one else will
- **Grow a Garden** - Lesson: How easy and inexpensive it is to eat well, stay healthy and eat natural products, share your abundance
- **Play Fair** - Lesson: It is not who wins, but how you play and if you participate or not
- **Be Mindful of Scars** - Lesson: Learn lessons from your mistakes and don't repeat them
- **Never Stop Reading and Learning** - Lesson: Build up your self esteem, exercise your memory, education is a lifelong process, learning equals earning, you will never be bored if you are learning something!
- **Save your Money** - Lesson: Financial independence is great, there is always a rainy day to save for
- **Nothing is ever Broken** - Lesson: Recycle, almost everything can be repaired, and reused
- **Work Hard and Take Chances** - Lesson: Get dirty and make something; manufacturing is an honorable profession, you never really know if something will work unless you try it!



*Is National Health Care the answer?  
Is getting the prescription and doctor's costs under control a priority?*

Both are certainly important, but I think the first priority is getting America back in shape again. After all, if America continues on the path of obesity that it is currently on, then we are only masking the problem with National Health Care and the reduction of costs.

Many of you know two weeks ago, I hiked the tallest mountain in Slovenia. It was the hardest thing I have ever done in my life. Even though I trained for over a year, hiking three to four times a week for 2 hours a shot, it didn't prepare me for this. At almost 9,000 feet, this was two days of hiking 7 hours each day with an overnight. There were 11 people in total from our group of 51 that hiked. What I witnessed was 7 year olds and 75 year olds passing us as if we were standing still. At the top where we stayed overnight, there were 300 people staying at this "hut" as they called them, and very few were overweight. In many places in Europe, people go to the seaside for one week and then typically hike a mountain or mountains for the second week. The Europeans take exercising and eating healthy very seriously. Many grow their own gardens and very seldom eat at restaurants – especially fast food restaurants.

Many of you might ask why I am focusing on this so much. What is the point? The point is that recently Empire received the results back from our Health Fair that we hosted. Two of the areas that we exceed the national average are in obesity and high blood pressure. Both are critical and will reflect on our employees' health and productivity in the future. It is now time to change this people. In training for the mountain hike, the 2 hour walks, three times a week resulted in reducing weight and getting my blood pressure in order (it was a little high before the training). I know we are all busy with family and work. But it is time for us to take control of our destiny. National Health Care and reducing prescription costs are not going to fix the issues. They will just mask the issues. It is up to all of us to start exercising as if in one year we may have to hike a mountain. If you do, it is very inspirational. If you don't and you are in good health because of it, it is even more inspirational. Continue to maintain this discipline from that point forward.



Robert Hopkins - President



One outcome of the recent economic turmoil has been a newfound interest on the part of both individuals and corporations in saving money. People are realizing that with small adjustments to their spending habits, they can make a substantial impact to their overall budgets. Following are a number of ideas that you can use to benefit in this new age of austerity. Most of these ideas operate on two distinct levels: usage (consumption) and cost (unit price) which, cumulatively, can add up to real dollars.

**\*Heating Costs** – As winter approaches in Northeast Ohio, there are a number of actions you can take to significantly reduce your home heating costs. Investing in a programmable thermostat for \$30 can pay big dividends by turning down the temperature during sleeping hours and when no one is home. Prices for natural gas have also fallen dramatically over the past couple years due to new drilling techniques increasing the overall supply of gas. Variable rate plans can currently be found for less than \$5.00/MCF. Although most experts project that prices will remain low, many people feel more comfortable going into winter with a fixed rate plan. Companies like IGS 1-877-444-7427 and Ohio Natural Gas 1-888-466-4427 currently offer 6 to 9 month plans averaging in the mid-\$6 range.

**\*Transportation** – Again, a small up-front investment can have a big payback. [www.fueleconomy.gov](http://www.fueleconomy.gov) estimates that by having a properly tuned engine, tires inflated to specification, a clean air filter, and the correct oil, a car owner can cumulatively improve their gas mileage by 10% or more. Using U.S. Department of Transportation statistics for average vehicle miles per gallon and assuming a gas cost of \$2.65 per gallon, a 10% improvement in mileage would translate into savings of almost \$200 per year (plus your car and tires will likely last much longer). On the cost front, reward programs like those from Giant Eagle and Speedway offer an additional opportunity to shave a few percentage points off of the price paid per gallon.

**\*Insurance** – If you have been with the same agent/company for several years, it may behoove you to shop your policies around. Frequently, this will result in savings of a couple hundred dollars. This is a very nice return for an hour or two's work and a few phone calls.

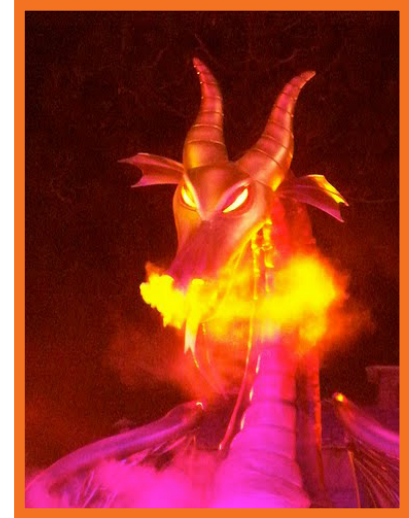
**\*Communications** – Do you still have a land line and a cell phone? Have you reviewed your contracts recently to make sure that they still make sense? Are you paying for services you don't need? Have you looked at Skype or a MagicJack for long distance? Have you shopped your ISP provider for Internet service? Telecommunications continues to change rapidly providing several opportunities to save substantial sums of money.

**\*Cable** – The cable company is a master at opening your pocketbook. By "bundling" services they present a deal that looks too good to pass up. Do you regularly use everything you are paying for? Can you cut back to a more basic service? Better yet, can you cut cable altogether? Converting to free TV saves hundreds of dollars.

**\*Free Stuff** – Videos (and books) at the local library. Pay your bills online and save the postage. Water out of the tap (versus bottled). Credit reports at [www.annualcreditreport.com](http://www.annualcreditreport.com). ATM fees if you stay in-network. Coin counting fees if you go to your bank branch instead of the Coinstar machine at the supermarket. Fresh air. Rebates/rewards for using a reward card credit card for purchases (and paying off that balance monthly!).

These are just a few ideas to get you started. Together, however, they easily represent a thousand dollars or more a year. That is real money! It can fund a vacation or help pay down debt. I would also encourage you to view expenses at work in a similar light. Saving money at work benefits us all by improving the Company's financial health. The last few years have been challenging for everyone. Adopting these habits now will hopefully make the next few years a little easier.

It has been awhile since we have been able to give you an update on the status of the “American Recovery and Reinvestment Act” for the furnace project. Until recently, all we could say was that we were waiting on the State of Ohio to get back to us. What happened was simple, the company we were working with decided to not be involved anymore. In talking back and forth with the State of Ohio, we were finally requested to resubmit our application. They said it would still need to score high enough (as it did originally) to be selected. At the time this article was written, Empire Die Casting Co., Inc. has resubmitted the application and we are highly confident that it will score close to the same, if not higher than the original application. There is an upside of having to delay the start of this project. In working with two new suppliers, we should be able to get almost twice the amount of furnace equipment. The original application was for one melter, two transfer ladles and five holders. The revised application is for two melters, two transfer ladles, two standard holders and one dosing holder. This will enable us to melt entirely with electric instead of gas, as well as the ability to shut off the **dragon breathing ladle heaters**. We hope to hear from the State of Ohio soon and will keep you informed on when we are able to proceed with the grant and secure our new furnaces.



## Supplier Salute



### *Ashby Dillon, Inc. Joins Empire Die Casting Co., Inc. Marketing Team*

Ashby Dillon, Inc. is pleased and honored to have recently been selected by Empire Die Casting Co., Inc. to provide the company with marketing plan development/implementation, brand development and sales support services.

Founded in 1960 by John Ashby, Ashby Dillon, Inc. specializes in working with business-to-business marketers throughout the region to help them create and implement plans to further develop both current and existing markets both domestically and internationally.

Areas of Ashby Dillon specialization include...marketing plan development, market research, brand development, new product introductions, re-marketing programs, web site development and marketing, Search Engine Optimization, Pay Per Click programs, social media hubs, print and electronic trade advertising, direct marketing, sales presentations, public relations, sales literature development, and trade show graphics and allied materials.

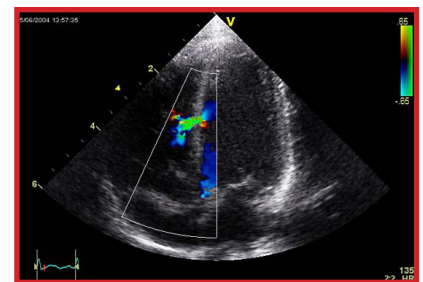
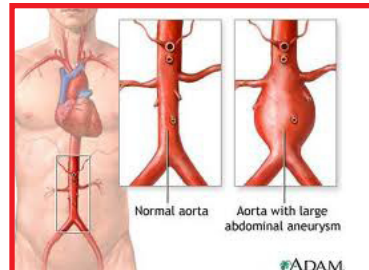
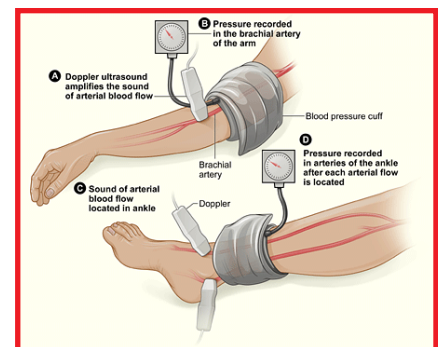
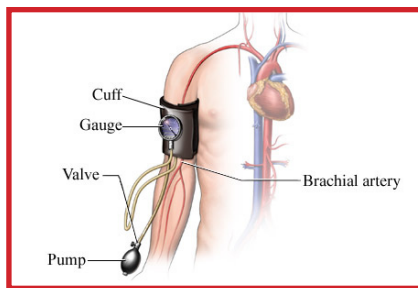
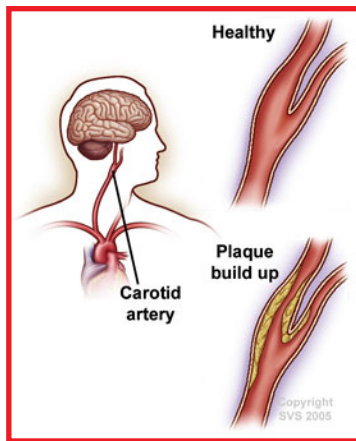
In commenting on being selected to work with Empire Die Casting Co., Inc., Lowell Dillon commented...”It is a tremendous opportunity to partner with a company that is so technologically advanced as Empire Die Casting Co., Inc. The company has such an incredible breadth of die casting capabilities and added value services. Empire Die Casting Co., Inc. is moving forward in so many positive directions...it’s great to work with a company that is so aggressive in its growth plans and expectations.”



Healthy Life Screening represents a new kind of preventive healthcare whose overall vision is to bring to light the seriousness of the cardiovascular diseases that have been claiming hundreds of thousands of lives each year in the United States. By conducting these screenings to identify participants' risks for LV Dysfunction/Sudden Cardiac Death, Carotid Artery Disease/Stroke, Abdominal Aortic Aneurysm (AAA), Peripheral Arterial Disease (PAD), and Hypertension, we hope to reduce the risk of death from these cardiovascular diseases.

Healthy Life Screening works closely with medical offices and corporations to provide you with the best possible preventive cardiovascular screenings. The screening tests are conducted by highly skilled and trained Sonographers using Doppler ultrasound technology. All test results are read by board certified cardiologists and are sent to you so that you may begin follow-up care with your physician if necessary. A separate letter is included with your results for your physician.

Empire Die Casting Co., Inc. held a screening for its employees on September 9, 2010.



On April 12, 2010 Empire began the weigh in for our version of "The Biggest Loser". With a great turn out of 35 participants we were able to put together 7 teams. Competition started off pretty intense with some teams passing out candy to other teams but soon tapered off to everyone supporting each other. The mid game weigh-in was May 17th and the final weigh-in on June 21, 2010.

Our first place individual winner, Tom Malicki (Chief designer) lost a total of 18.4 pounds and won \$25.00 a month in reductions in his insurance premiums for one year.

We also had prizes for the 1st place team with a total loss of 54.4 pounds and each person received a \$25 gas card and the 2nd place team had a total loss of 46.6 pounds and that team received luxury suite tickets to a Lake County Captains Game.

The total weight loss for all of the participants was 192.4 pounds. We are very proud of all of our teams and we will be honoring them soon with a healthy brunch.

Sandy Martin - HR & Wellness Coordinator



The award for “Employee of the Quarter” was presented by Denver Bortz, Controller (pictured left), to JoAnn Solnick (pictured right). JoAnn has worked in the Accounting Dept. for the past 21 years. JoAnn enjoys volunteering for Single Volunteers and Playhouse Square. She also enjoys crafts and traveling. She recently returned from a trip to Italy.



July 21, 2010 Employee Appreciation Day Cookout - (Pictured from left to right - Rick Rogel, CEO; Paul Lee, Maintenance Employee; Bob Hopkins, President; Denver Bortz, Controller) Empire’s management personally grilled hamburgers and hot dogs for all the employees. Each shift had burgers and dogs with chips, pop, cookies, pasta salad, and fruit salad.

## The Empire Family

Congratulations to each employee who celebrated their anniversary this past quarter:

- Linda Acevedo, 10 Years
- Walter Bauer, 10 Years
- Oleh Bilovus, 10 Years
- Barb Hillis, 10 Years
- Jose Rivera, 10 Years
- David Torres, 10 Years
- Paul Head, 15 Years
- Sherrie Head, 15 Years
- John Kress, 15 Years
- Donald Dickau, 20 Years
- Jadwiga Sroka, 20 Years
- Walter Wasiluk, 27 Years
- Michael Stephan, 34 Years

We have additions to the Empire family we would like to introduce and welcome:

- James Bokshon, Degator
- Boyd Deem, Secondary Set-Up
- Derek Demetriu, Secondary Machining
- Ronald Henderson, Degator
- Elton Herndon, Degator
- Ernest Hill, Degator
- Stephen McAdory, Degator
- Mike Orr, Maintenance

The Empire Family would like to welcome Coyan Stevenson. She will be working in the Customer Service Department. Please feel free to call her and introduce yourself. You can reach her Monday - Friday from 8 AM to 3PM at 330-467-0750 x 3063

## Supplier Recognition



256-764-7077 Florence, AL



Godfrey & Wing Inc.

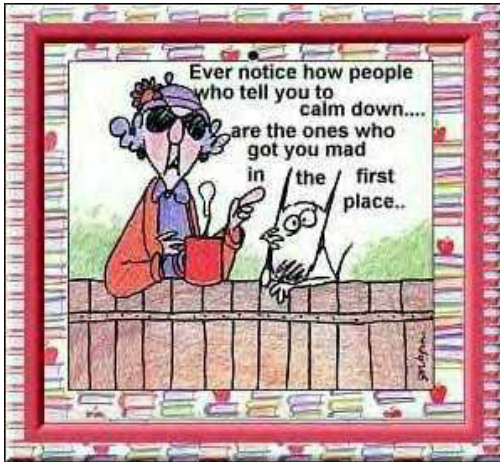
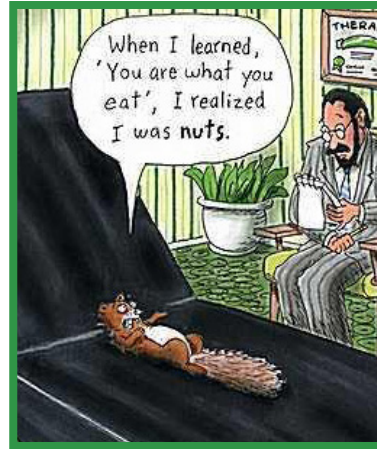
330-562-1440 Aurora, OH



216-889-1916 Cleveland, OH



845-427-2151 Maybrook, NY



Sign behind an Amish carriage:  
Energy efficient vehicle. Runs on grass and oats.  
CAUTION: Avoid exhaust!

Bob was in trouble. He forgot his wedding anniversary. His wife was really upset. She told him "Tomorrow morning, I expect to find a gift in the driveway that goes from 0 to 200 in 6 seconds AND IT BETTER BE THERE !!!" The next morning he got up early and left for work. When his wife woke up, she looked out the window and sure enough there was a box gift-wrapped in the middle of the driveway. Confused, the wife put on her robe and ran out to the driveway, brought the box back in the house. She opened it and found a brand new bathroom scale. Bob has been missing since Friday.

- Q. What is a vampire's favorite holiday?  
A. Fangsgiving
- Q: How do you fix a broken pumpkin?  
A: With a pumpkin patch
- Q: What did the fish say when he swam into a wall?  
A: Damn.

## New Parrot

Sue went to a pet shop and immediately spotted a large, beautiful parrot. There was a sign on the cage that said ... \$50.00. "Why so little?" Sue asked the pet store owner. The owner looked at her and said, "Look, I should tell you first that this bird used to live in a house of prostitution, and sometimes it says some pretty vulgar stuff." Sue thought about this, but decided she had to have the bird anyway. She took it home and hung the bird's cage up in her living room and waited for it to say something. The bird looked around the room, then at her, and said, "New house, new madam." Sue was a bit shocked at the implication, but then thought "that's really not so bad." When her two teenage daughters returned from school, the bird saw them and said, "New house, new madam, new girls." The girls and the woman were a bit offended but then began to laugh about the situation considering how and where the parrot had been raised.

Moments later, Sue's husband, Doug, came home from work. The bird looked at him and said, .....

"Hi, Doug."



# Tradeshow Trail



Green Industries & Equipment Expo Louisville, KY - Oct. 28-30, 2010

Power-Gen Show Orlando, FL - Dec. 14-16, 2010

SEMA Show/AAIW Expo Las Vegas, NV - Nov. 2-4, 2010

Society of Auto. Engr. (SAE) Rosemont, IL - Oct. 5-6, 2010



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The First Shot is written and published quarterly by the employees of Empire Die Casting Co., Inc.

Compiled and Formatted by:  
*Heather Norman*



Have a Safe and Happy Halloween and Thanksgiving!!

