

Anniston, AL  
2nd Quarter 2013

## The Valve Stem Messenger



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### Newsletter Comments ?

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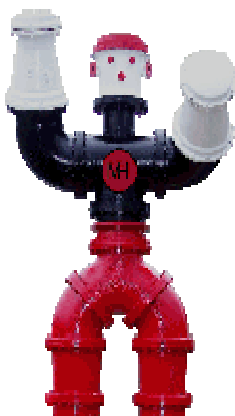
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Several M&H Valve employees participated in the 2013 American Cancer Society Relay for Life fundraiser. In only one and a half months over \$4,700 was raised to help in the fight against cancer by our team which employees voted to name "2<sup>nd</sup> Chances". Fund-raising events included:

- Bake sale
- iPad raffle
- Sack lunch sale (ingredients donated by Dreamland BBQ)
- Rummage sale at the McClellan Medical Complex



In addition to this, M&H employees staffed a tent overnight at the McClellan Soccer Complex on Friday, May 10th.. After sunset, paper sky lanterns were lit and adorned the skies over Anniston in honor or memory of people who battled cancer.

Thank you to those who worked so hard to make this first event for the 2nd Chances team a successful fundraiser to benefit the American Cancer Society.





# **General Manager**

*From the Desk of Tony Orłowski*

## **Changing the Game**

In college I was privileged to know many memorable people – one of them a good friend from Thailand named Jerm Saengchiathip. We often discussed different parts of our respective cultures, and one day when we were talking about food, Jerm told me about a delicious Thai dish made from duck anus. “But, if you don’t cook it right,” he cautioned in his thick accent (and now he spoke slowly for emphasis) “you will never want to eat it again.” He was half right.

The leap from that story to running our business is not as great as you might think. Some may believe our job is to make the best of a situation, but really it’s to *create* the situation we want and then work within it for outstanding results. Long-time readers may be aware I’m no fan of the concept of Continuous Improvement, and this is one of the reasons: Some things simply do not merit the effort to improve them – it takes resources away from what you really should be doing, which is changing the situation you’re operating in. In other words, changing the game.

This idea spans more than just birds and business. It’s not hard to find people in every aspect of life working hard and getting bad results who just don’t seem to have any good choices. You’ll then usually see them do one of two things: either work even harder (most often ending in more of the same results but becoming tired and disillusioned as a special bonus) or just giving in and going with the flow of it until the bitter end comes. But what *we* need to realize is there’s almost always a third option – the option to reject our situation and change it by questioning the premises we’re operating under. Most often you will find the constraints on your options exist only in your mind. You are free to reject the “choices” set before you and choose something else. Foresight and leadership are required to take this other option. Foresight to look up from the hypnotic myopia of what is right in front of us and envisage what could and should be, leadership to get us there.

At M&H we can never accept just mechanically choosing the best of bad options. It’s not my job nor is it yours to simply field balls hit to us – It’s to dictate the game. And if the game doesn’t suit us, even if it means throwing away something we’ve invested significant time, money and energy in and starting new, that’s what we need to do. Because as I learned from Jerm, once you’ve resigned yourself to eating duck anus, the only choice you have then is how to cook it.



# ***Plant Manager***

*Mark Willett*

I thought I would take an opportunity to deviate from my inspirational message (seriously I think they are) and highlight a few areas where M&H Valve is striving to reduce cost, improve production and increase profits in the foundry.

Over the last quarter we have made several significant product and process improvements in the foundry that have touched every department. The pattern shop has been busy making pattern modifications to several jobs that are very difficult to degate. This has been a slow, but rewarding effort. You may have noticed when walking by that the number of times we have castings piled up and running on the floor at degate has gone down dramatically. The pattern shop has also been extremely busy converting shell core coreboxes to Laempe coreboxes. The Laempe "coldbox" process is much less expensive and more efficient than the shell core process and we are already seeing the benefits.

In the grinding room we have spent a great deal of time and money improving the blast machine. These efforts have resulted in reduced blast times and reblast. I cannot think of anything more frustrating for a grinder than having to touch the same casting twice simply because it was not blasted properly. We have also extended the overhead bridge systems in all 10 of the benches allowing two pallets to be placed at each location while still being able to safely manipulate castings utilizing the bridge systems. We are also in the process of trialing new coated steel 9 inch grinding wheels that are safer, last longer and cut better. Special thanks to Pernell Lewis for helping with that trial. While the first version has proven to be worth exploring further the manufacturer is in the design phase of version two.

We have changed the binders we are using at the Laempe which has drastically reduced our gassing times and raw material usage. Perhaps you have noticed the reduction in that not so pleasant smell as you walked past the Laempe. Fortunately, it has also reduced that not so pleasant bill for material we are used to seeing each month as well! It also cannot be forgotten all of the support the Laempe operators have given in assisting the pattern shop with the shell corebox conversions as well. Lastly, we have scheduled the manufacturer to come in the end of July to completely review all aspects of the clamping system on the Laempe to see what we can do to eliminate the need to "mud boxes".

While it has not been easy we are still making progress in changing the premix in our molding sand. This change has resulted in a rollercoaster ride of success and failures. Overall, we have seen that there are benefits, but have to evaluate if those benefits are worth potential costs associated with the change. More to come on that over the next couple weeks. We have also plated over #14 shaker taking all of the sand and castings directly to the Didion. This has reduced the amount of sand on the castings going to blast and eliminated the need for those not so effective team building meetings digging out a plugged up shaker.

Last, but not least, we are in the beginning stages of trialing a new Ferro Magnesium in the melt department. While this product is slightly less expensive than the material we currently use, initial trials also show a reduction in usage and lower mag residuals which have historically caused scrap issues from time to time.

It has been a very busy 2013 in the foundry. Without each and everyone one of you there is no way we could have been able to make all of these improvements. THANK YOU!



## Machine Shop Manager

*Cecil Payne*



The machine shop has purchased a new Mazak Horizontal machining center and is scheduled to arrive in late June. The new machine will be located across from powder coat in the old M/S maintenance location. We will relocate the #4 Mazak FH8800 from the pallettech to develop a cell to machine the hydrant shoe and nozzles.

The new machining cell will provide the capacity that will reduce the lead time, and the on hand quantity of parts to be machined and powder coated waiting to be assembled. In the next several weeks we will be moving a great deal of equipment in different areas of the shop, including the 4"-12" and 14"-20" BFV ring presses, into BFV assembly. In addition, there will be several areas that will be reorganized to enhance the flow of material that will bring the parts to the point of use, and reduce the walking for the assemblers.

On another note, the Butterfly Valve assemblers, along with Curtis Ramsey and Engineering, have done a fantastic job reducing the manufacturing defects that improve the overall quality of the BFV product line. In addition, the number of BFV returns from our customers with quality problems has decreased vastly, due to the team effort and dedication. Keep up the hard work.

## Employee Spotlight

Harry Christian was employed by M&H Valve in Anniston, Al. on Jan. 25, 1972. He has worked at M&H for 41 years -- 25 years in the Cleaning Room, 2 years in the Machine Shop and the remainder in the Foundry. Harry has seen M&H go through a lot of changes over the years, for example, vast improvements in Safety and Environmental. He brings a great deal of experience and knowledge to the Cleaning Room department and he is what we call an OLD SCHOOL employee, never complaining about anything. He is very dependable and has an excellent attendance record. Harry has seen the Cleaning Room make a 360 degree turn around for the better.



Harry has been married 26 yrs. and has 6 children (2 boys and 4 girls), 8 grandkids and 1 great grandchild. His hobbies include fishing and rabbit hunting.

Grady Calloway/Dee Tubbs



Three year old Katie Krieger was swimming with her parents and two sisters in a country club pool in Columbus, MS the first weekend in June this year when the lifeguard noticed Katie under the water and jumped in to pull her out. Witnesses said she wasn't under for more than 30 seconds, but she had turned blue. The lifeguard cleared her throat and began chest compressions. After a minute or so Katie regained consciousness and began to cough.

Katie's hero was Nick Ferrebee, son to M&H employee Nicole Ferrebee and her husband, Rob. It turns out that Nick had just gotten his Red Cross certification the year before and was into his second season working at the club. Nick graduated from Caledonia High School and will be headed to ICC in the fall. Katie calls Nick her superhero (just like Superman). Her Mom and Dad agree.



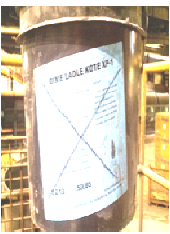
# Environmental Manager

*John Davis*



Big things or little things all make a difference to the environment.

At M&H Valve we are always looking for ways to improve. Most of the time we think of the big things to do that will improve our environmental performance. For example, the addition of a baghouse or pouring more concrete to replace old rock and broken concrete. But recently Foundry Maintenance employees constructed overhangs for their metal storage racks that sit outside. Now when it rains or snows the water will not contact the metal and wash off iron that goes to the creek. It's not a major project but every little bit helps.



Even small containers of every day products we use at our job can be a problem. We are asking everyone who uses a product to put a **BIG X** across the label to let everyone know that it is empty. This goes for the small bucket of grease, a paint can, or pint of epoxy, to the large 330 gallon tote of Starbright 411 Machining Coolant or Bicare 315 / 815 core resin. Remember to get all you can out of the container; not only does it save us money, it is a requirement of the USEPA to meet the definition of empty.

## Graduation Luncheon

As parents we always want the best for our children and when they achieve something special, we are there to congratulate and encourage them. May 30th was just such a day for the proud parents at M&H Valve whose children were graduating from high school. M&H was proud to host a luncheon catered by Classic on Noble to honor the graduates and their parents.

The world today is more competitive than ever before and the best thing young people can do for their career and future earnings is to finish high school. Street smarts just aren't enough. An education gives them the tools they need to achieve the success they want.

Did you know that a high school dropout earns approximately \$260,000 less over a lifetime than a high school graduate and is 72 percent more likely to be unemployed? In America, a high school diploma or GED is the minimum qualification needed to apply for most jobs that pay a decent wage, so young people should try to be as qualified as possible in order to increase their household income.

No matter how old you are or what circumstances you face, it's never too late to finish high school. Finishing high school is something you will never regret, while not finishing is something you will always regret.

Congratulations to all the proud parents of the 2013 high school graduates!

L to R: Tony Orlowski (M&H General Manager); employee Chris Homesley and son Michael; employee Kendrick Carmichael and spouse Lachina, daughter Quachina and son Kendrick; Cathy Dakin, employee Mark Dakin, and daughter Haley; employee Donte Carlisle and daughter Marcia Jackson; employee Danny Ray Smith and son Josey; and M&H Plant Manager Mark Willett.





# Wedge Coat Manager

*Mike Fulmer*

Since the last edition of the newsletter we have received, installed, and tested all equipment associated with rubber coated RS gates. The tooling and the last of the ovens needed to heat the core pins were delivered in May. Desma personnel returned to M&H and assisted in the initial training/setup of the machine with the tooling mounted to the heating plates.

Several trial runs have been completed and once the “bugs” are worked out we will be producing a quality product at a lower cost. Accepting or taking shortcuts in the system may have enabled us to start up sooner; however, we want to make certain we do it right the first time. There is no sense in going backwards to correct a short cut.

A quality rubber formulation is critical to the success of wedge coat along with specified heat ranges for castings, core pins, rubber, and the molds. We are currently working with a third supplier to meet not only M&H specifications but also UL, FM, AWWA and NSF criteria. Without these agencies’ approval we can’t proceed to the next step.

During our initial trial runs, cycle times were adjusted to find the minimum and maximum conditions under which we could operate the machine. A lot of people may not realize the injection cycle is not the longest part of the process. Once the injection has occurred and the rubber is in the mold it must go through a pre-determined curing cycle. This is when the rubber sets in the mold at a preset temperature for a specified time limit. Once this is complete the mold opens and is shuttled out where the process begins again.

We have experienced a few bumps in the road, some of which were anticipated and some not. We are actively pursuing permanent resolutions for those bumps so that we can start producing approved RS gates for all McWane Companies.



Dipping Operations



Casting in mold with core pin



Rubber Injected



Core pin removal station

## *You may find an M&H hydrant anywhere*



While watching our "free HBO/Showtime" weekend on Father's Day, we were watching the 2012 movie "The Three Stooges". During one of the physical scenes, I had to pause and shoot this picture of one of our own M&H Valve hydrants in which a scene was filmed around. The movie was filmed in Atlanta, GA.

*Stacy Engle*



# SAFETY NEWS

*Josh Gunning*

Our 2013 M & H Valve Health Fair was held on Tuesday, May 21<sup>st</sup> and was attended by 102 employees. Services at the fair included BMI, blood pressure checks, Weight Watchers information and Magic Feet. Back by popular demand was Stroke Detection Plus which offered Peripheral Arterial Disease Screening, Osteoporosis Screening, and PSA Screening.

The Health Fair also included a table with information on a new Fitness Program offered by McWane entitled "Get Fit on Route 66". The program began June 3<sup>rd</sup> and will end September 8<sup>th</sup>. All employees were encouraged to participate by registering online and entering minutes engaged in physical activity, with one minute being equal to one mile along the 2448 miles of Route 66. Each participant earns a "Route 66" road sign for every day that they exercise at least 30 minutes. Prizes will be awarded for those reaching certain milestones during the course of the program.

The Wellness Committee would like to thank everyone who attended and if you have any suggestions for next year's fair, please drop a note in the safety suggestion box.



# ***Birthdays***

## **Month of July**

Tommy Fielder - 1st  
 Steve Norman - 2nd  
 Jeremy Felton - 3rd  
 Terry Heath - 4th  
 Nicole Ferreebe - 8th  
 Kenneth Boyce - 9th  
 Jason Guy - 11th  
 Georgia Vinson - 11th  
 Terry Keith Brown - 14th  
 Anthony Richey - 14th  
 Christopher Morris - 15th  
 Travis Speigner - 15th  
 David McPeek - 19th  
 Rusty Dunbar - 19th  
 Adam Hunter - 19th  
 Josh Sweatt - 21st  
 Kirk Johnson - 24th  
 Modney Estelle - 25th  
 Ilene McBee - 26th  
 Shannon Butler - 28th  
 Eddy Balch - 29th  
 Tommy Gibson - 29th

## **Month of August**

Donte Carlisle - 5th  
 Dave Acomb - 5th  
 Mike Burkardt - 7th  
 William Patterson - 11th  
 Dewayne Bean - 13th  
 Christopher Homesley - 15th  
 Ray McClay - 15th  
 Stacy Engle - 17th  
 Franklin Elston - 18th  
 John Dee Tubbs - 18th  
 David McKinney - 21st  
 Ernie Milteer - 23rd  
 Glenn Hanvey - 25th  
 Robert Bell - 27th  
 Mike Humphries - 29th

## **Month of September**

Steven Kelly - 2nd  
 Christa Beal - 4th  
 Daniel Eady - 9th  
 Matthew Lambert - 9th  
 Aniceto Zavala - 9th  
 Frank Musich - 13th  
 Curtis Ramsey - 13th  
 Harry Christian - 14th  
 Steven Minniefield - 14th  
 Quinton Almon - 15th  
 Anterio Turner - 18th  
 Jason Floyd - 22nd  
 J. Glen Key - 24th  
 Mike Fulmer - 26th  
 Steve Rodgers - 28th  
 Charles Finley - 29th  
 Mike Brown - 30th



# **Anniversaries**

## **Month of July:**

John Davis, 1st - 9 yrs.  
 Donte Carlisle, 5th - 13 yrs.  
 Bryant Bradford, 6th - 3 yrs.  
 Kenneth Higgins, 10th - 40 yrs.  
 George Moore Jr., 10th - 13 yrs.  
 Stevie Moore, 11th - 8 yrs.  
 Larry Mays, 13th - 42 yrs.  
 Eric Turner, 14th - 10 yrs.  
 Travanti Dates, 19th - 3 yrs.  
 Steven Kelly, 19th - 3 yrs.  
 Josh Seals, 24th - 11 yrs.  
 Charles Finley, 25th - 45 yrs.  
 Zan Elliott, 26th - 41 yrs.  
 Alan Smith, 27th - 3 yrs.  
 Steve Norman, 28th - 16 yrs.  
 Georgia Vinson, 28th - 3 yrs.  
 Steven Minniefield, 29th - 14yrs.  
 Curtis Ramsey, 30th - 1 yr.

## **Month of August**

Shannon Butler, 1st - 7 yrs.  
 Christopher Homesley, 2nd - 3 yrs.  
 Shannon Payne, 2nd - 3 yrs.  
 Christa Beal, 16th - 9 yrs.  
 Mike Burkardt, 19th - 26 yrs.  
 Larry Parker, 21st - 41 yrs.  
 Sherrill Burt, 22nd - 47 yrs.  
 Adam Hunter, 23rd - 3 yrs.  
 Pernell Lewis, 26th - 2 yrs.  
 Anthony Richey, 26th - 2 yrs.  
 Blake Hurst, 27th - 11 yrs.

## **Month of September**

Jim Meroney, 1st - 12 yrs.  
 Henry Zastawnik, 2nd - 44 yrs.  
 James Hannah, 3rd - 10 yrs.  
 Daniel Eady, 6th - 2 yrs.  
 Kirk Johnson, 6th - 2 yrs.  
 Art Blankenship, 8th - 16 yrs  
 Modney Estelle, 9th - 2 yrs.  
 Jason Guy, 12th - 8 yrs.  
 J. Glen Key, 12th - 44 yrs.  
 Dewayne Bean, 12th - 2 yrs.  
 Kendrick Carmichael, 13th -14yrs.  
 Laura Cornutt, 13th - 14 yrs.  
 Karen Wynn, 14th - 21 yrs.  
 Bryn Getto, 17th - 1 yr.  
 Terry Keith Brown, 23rd - 11 yrs.  
 Anthony Guy, 26th - 8 yrs.  
 Kirk Smith, 26th - 8 yrs.

