



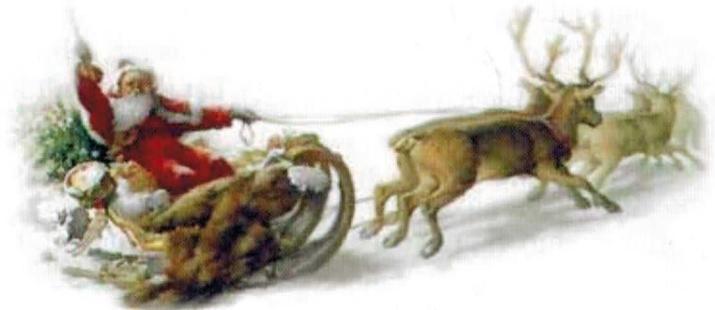
M&H Valve Company

The Valve Stem Messenger

American R/D

A Division of McWane Inc
Anniston, AL
4th Quarter 2012

"Happy Holidays" 2012



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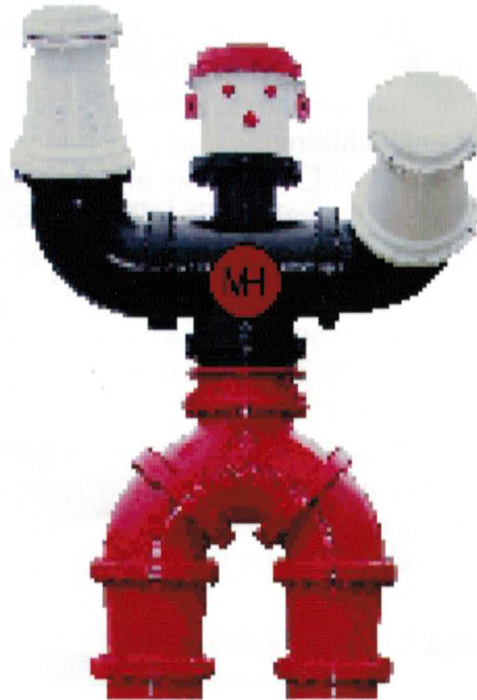
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Ron Ponder
Managing Editor
ron.ponder@mh-valve.com
(256) 741-6266

Susan Roach
Assistant Editor
susan.roach@mh-valve.com
(256) 741-6283





General Manager

From the Desk of Tony Orłowski

An Army of One (to Four)

Looking out over the vast expanse of field, eyes squinted against the assault of a nascent sun on jade-green grass still sparkling with the remnants of a heavy dew, I noticed an involuntary twitch subconsciously betray my concern. Concern? Heck, let's call it what it was Abject Fear. The same thoughts as always bounded across my brain like a ricocheting bullet: "What if we can't handle them this time?" "What if they turn on us?" What if, indeed.

Was I contemplating being physically beaten by a superior team on the field of play, or perhaps pondering my mortality prior to embarking on a dangerous game hunt? I wish. It was the start of the annual Easter Egg Hunt (ages 1 through 4) with hundreds of colorful plastic eggs spread over the local high school football field. If they didn't pick them all up, I was going to have to.

But what amazed me each year was the fact that what you could at best call a marginal crew accomplished so much in so little time. In my life I have never come across a better example of the triumph of self-motivation over coercion. In plain terms, if those Easter eggs were pieces of trash I had to get cleaned up and my crew was these small children, I would've told you it was impossible to get the job done – they just weren't physically or mentally able. Now my biggest problem was holding them back, and what in one case was impossible was now so efficiently done I couldn't keep track of the progress. That aimless gaggle of 1 to 4 year-olds became an *army* of 1 to 4 year-olds – an unstoppable one at that.

Forcing someone to act takes a whole lot of work for very few results. That's why I've never been a fan of rules and directives. Do we really need to tell people 90 percent of that stuff, or is it more for the threat of punishment if they "break the rules?" I find it much better to create a clear, compelling vision of where we need to go so that everyone knows what moves us closer to the goal and what doesn't. I'm also not anyone's referee or scorekeeper – they are – and they're free to act and adjust as needed, so we all have more time to work toward accomplishing rather than controlling. When goals are clear and compelling, the results are astounding, and there's no substitute for this in successful business.

If you haven't recognized it by now, I don't want to tell anyone what to do – I want *them* to tell *me* what they're going to do. Every great company runs this way. Having the best equipment, the most profitable markets and even the smartest employees will never be enough for exceptional performance. Give someone else all that and give me a clear goal and self-motivated people, and I'll beat them with four year-olds.

(There goes that twitch again)





Plant Manager

Mark Willett



I must admit I have waited until the last minute to write my article this quarter. So for those, if not all of you, who were losing sleep waiting for another spirited inspirational message, I apologize. What I will share are some key points regarding our overall performance.

Historically October has been the month the construction season starts to grind to a halt, order entry begins to slow and inventories rebound in preparation for the following spring. However, this was not your average October. This October we shipped more gate valves than any other month in 2012 with the exception of January. Hydrants, while not as dramatic, were still up significantly from October, 2011. At the same time our on-time deliveries for stock and non-stock valves and hydrants remained at approximately 98%.

In the foundry we continue to see a significant increase in demand in 2012 from both the machine shop and our sister companies. With that demand we have been able to keep our man-hours reasonable, scrap rate low and good tons per hour up. Based on our current order entry I believe we should be able to maintain our current operating schedule through the end of the year.

I am very proud of what we have accomplished in 2012, and am already looking forward to more great things to come in 2013. I have said it before, and will say it again, we have a very strong dedicated team here at M&H Valve and the sky is the limit to our success. Thank you for all you do, and I hope you and your family have a safe and enjoyable holiday season.



Spotlight

Machine Shop Tool Room Employees

M & H Valve tool room employees perform a variety of machining tasks each day. They machine fixtures, pattern molds, tools, engineering prototypes, and repair parts for our maintenance departments as needed.

Occasionally, "Special Projects" for sales orders are machined in the tool room to meet or exceed our customers specifications. Customer satisfaction is our first priority.

L-R) Steve Munroe (Manufacturing Engineer), Mike Humphries (Machinist), Steve Butterworth (Machinist) and Mike Brown (Manufacturing Engineer)

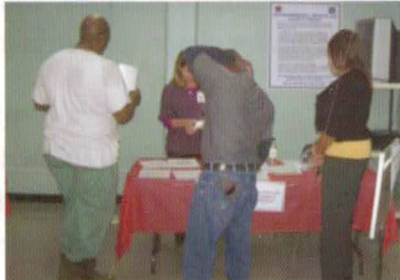


Josh Gunning

2012 M&H Employee Health Fair

Safety / Health Manager

Our 2012 Health Fair was held on Wednesday, November 7th. Services at the fair included BMI, blood pressure checks, Weight Watcher's information, brain health, physician coordination services, healthy snacks and flu shots. Flu Shots were available free of charge to all employees and their spouse. One new thing added this year was a Stroke Detection test. The results provided employees either early detection of stroke potential or it gave peace of mind that one is not in a high risk category for having a stroke. Attendance was strong with 122 employees attending the event. Thanks to everyone that attended.





Facts about Veterans Day

Veterans Day originated as “Armistice Day” on Nov. 11, 1919, the first anniversary of the end of World War I. Congress passed a resolution in 1926 for an annual observance, and Nov. 11 became a national holiday beginning in 1938. President Dwight D. Eisenhower signed legislation in 1954 to change the name to Veterans Day as a way to honor those who served in all American wars. The day honors military veterans with parades and speeches across the nation. A national ceremony takes place at the Tomb of the Unknowns at Arlington National Cemetery in Virginia.

Recognizing our M&H Veterans

Army:

Juan Andrada
Steve Caruso
Ron Ponder
Willie Robinson

Chris Berta
John Davis
Dennis Jackson
Larry Parker

Navy:

Chris Boger
Cameron Clark

Bryant Bradford

Air Force:

Sherrill Burt
Kevin Whaley

Mike Fulmer

Marines:

Robert Bell

Cheyenne Good

Coast Guard:

Ray McClay

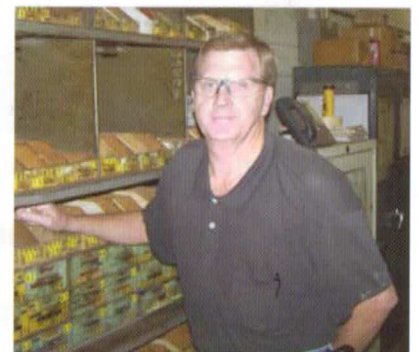
National Guard:

William Patterson
Wesley Bones
Tommy Gibson

Henry Zastawnik
Ronnie Thomas
Todd Willis

Saying Goodbye

William Pugh will be retiring with 43 plus years of service at the end of December. William started in 1970 and has worked in almost every department. For the past 6 years, he has been responsible for the M/S Tool Crib. William and his wife Janice have two sons (Kyle and Dustin) and two grandchildren (Jordan and Cameron). William and Janice plan on spending more time with their children and grandchildren and doing some traveling. William manages a hunting club and enjoys doing mechanic work.



William says, “I will miss everyone and add working here another chapter in my book of life that has been a blessing to me and my family.”



New Wedge Coating Operation Update

Mike Fulmer, Manager



Several of you may have noticed during the inventory the new Wedge Coat Facility located in the warehouse. Approximately half of the warehouse was renovated to include pouring new concrete to level up the floor, insulation installed throughout, dividing wall was put up, and new lights were installed overhead. Several exhaust fans and vents were also mounted to ensure good air movement throughout this area. This is only a few of the items that have been completed in this facility.



Midwest Finishing Systems completed the installation of the 3 stage washer, dip tanks, ovens and conveyor system late October. The Injection Mold Machine is in route from Germany and should arrive at M&H towards the end of November. Desma (Manufacture of the Machine) will be at M&H the first part of December to start the installation and perform the initial run off to eliminate any problems. The first size gate produced at M&H utilizing our equipment will be 6”.

We will have to obtain several certifications such as NSF and UL but this will be part of the trial and test runs. Several employees have asked about job postings and currently I’m planning on posting the job (s) early December. To begin with one or two employees will be needed for the initial startup and trial runs. After the process has been established and we know exactly machine production capability we will be able to determine manning needs to meet customer requirements. Several hundred hours of planning and designing went into this process to ensure we have a 1st rate facility and equipment to produce quality RS Gates. I believe this task has been accomplished. Harvey has worked with several contractors getting the facility where it is currently at. If you haven’t seen it, stop by and I will be more than happy to give you a quick tour of the place.



Environmental Recycling Facts:



- ◆ A used aluminum can is recycled and back on the grocery shelf as a new can in as little as **60** days.
- ◆ We use over **80,000,000,000** aluminum soda cans every year.
- ◆ Americans use **2,500,000** plastic bottles every hour. Most of them are thrown away.
- ◆ Plastic bags and other plastic garbage thrown into the ocean kill as many as **1,000,000** sea creatures every year.

2012 ANNUAL SERVICE AWARDS



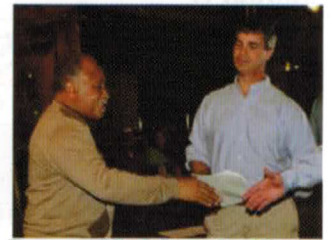
Wilbert Price, 40 yrs



James Butterworth, 40 yrs



Zan Elliott, 40 yrs



James Hubbard, 40 yrs



Harry Christian, 40 yrs



Tommy Fielder, 40 yrs



Pam Greene, 35 yrs



Ecky Bryant, 25 yrs



Karen Wynn, 20 yrs



Ronald Hanner, 15 yrs



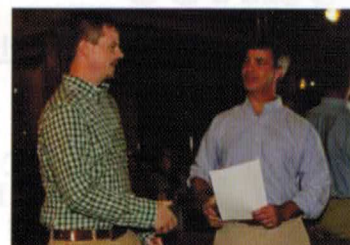
Jason Floyd, 15 yrs



Blake Hurst, 10 yrs



Terry Heath, 10 yrs



Josh Seals, 10 yrs



Susan Johnson, 10 yrs



Keith Brown, 10 yrs



Stacy Engle, 10 yrs



Dennis Jackson, 10 yrs



Robert Smith, 5 yrs



Thirty-four employees were honored this year for their years of service with M&H Valve. Pictured above are recipients who were able to attend the recognition dinner at Top O' The River held on November 1st. Not pictured are Larry Parker-40 yrs., Rusty Dunbar-25 yrs., Mike Burkardt-25 yrs., Dave Acomb- 25 yrs., Brad Whitaker-15 yrs., Sue Thornburg-15 yrs. Art Blankenship-15 yrs., Chris Sayles-15 yrs., Menzo Parker- 15 yrs., Steve Norman-15 yrs., Wesley Bones-15 yrs., James Martin-10 yrs., Kenneth Boyce-10 yrs., Todd Johnson-5 yrs., and Larry Bowers-5 yrs.

Congratulation to all 2012 Service Award Recipients!

Birthdays

January:

Paul Briggs - 3rd
Demetrious Campbell - 4th
Kevin Whaley - 8th
Danny Ray Smith - 10th
Beverly Henderson - 13th
Zan Elliott - 14th
Corey Hill - 14th
Drew McCullough - 14th
Chris Boger - 16th
Bobbie Hammond - 17th
Greg Hanners - 18th
Scott MacArgel - 18th
Kirk Smith - 18th
Ron Andrada - 19th
David Lambert - 19th
Kendrick Carmichael - 22nd
Griffin Herb - 23rd
Alan Smith - 24th
Lanny Gaines - 26th
John Davis - 31st
James Hubbard - 31st

February :

Christopher Herron - 2nd
Anthony Guy - 3rd
Jerry Brown - 10th
Jeff Peppard - 12th
Gary Ray - 15th
Cecil Payne - 16th
Josh Gunning - 17th
Tony McCormick - 17th
Robert Knox - 22nd
Dwayne Allen - 24th
Tadarius Mallory - 24th
Scottie Stamps - 25th
Menzo Parker - 26th
Rocky Lanz - 27th
Mark Willett - 27th

March:

Steve Munroe - 2nd
Jeff Rasmussen - 2nd
David Sheets - 2nd
Laura Cornutt - 3rd
Cedric Wright - 3rd
Billy Joe Turner - 5th
Ronald Hanner - 8th
Terry Storey - 11th
James Forrest - 16th
Alan Gaither - 18th
Anthony Farfan - 19th
Steve Butterworth - 21st
Stevie Moore - 26th
Tony Orłowski - 26th
Joy Lindsey - 27th
Dennis Jackson - 28th
Phillip Smith - 28th
George Moore - 29th



Anniversaries

January:

Susan Roach - 1st - 34 yrs.
Jerry Summerlin - 2nd - 17 yrs.
Stacy Engle - 2nd - 11 yrs.
Anderson Brunt - 3rd - 17 yrs.
Christopher Herron - 3rd - 8 yrs.
Diane Word - 3rd - 2 yrs.
Joy Lindsey - 5th - 22 yrs.
Pam Slaton - 10th - 35 yrs.
Barry O'Brien - 13th - 3 yrs.
Tony McCormick - 14th - 9 yrs.
Gary Stawski - 16th - 15 yrs.
Ernie Milteer - 17th - 13 yrs.
Josh Sweatt - 19th - 1 yr.
Chris Boger - 20th - 10 yrs.
Pam Greene - 24th - 36 yrs.
Harry Christian - 25th - 41 yrs.
Noah Holt - 27th - 10 yrs.
Todd Willis - 30th - 7 yrs.
Quinton Almon - 30th - 7 yrs.
Cameron Clark - 30th - 7 yrs.
Jim Simpson - 30th - 1 yr.
David Sheets - 30th - 7 yrs.

February:

Beverly Henderson - 1st - 33 yrs.
Jeff Peppard - 1st - 2 yrs.
Dwayne Allen - 7th - 2 yrs.
Robert Bell - 7th - 7 yrs.
Willie Robinson - 7th - 7 yrs.
Travis Speigner - 7th - 8 yrs.
Kevin Whaley - 7th - 7 yrs.
Donald Baldwin - 8th - 14 yrs.
Kenneth Teague - 10th - 15 yrs.
Paul Briggs - 14th - 8 yrs.
Grady Calloway - 15th - 24 yrs.
Darryl Crump - 16th - 20 yrs.
Ronald Hanner - 18th - 16 yrs.
Steve Butterworth - 21st - 1 yr.
Andrew Mason - 22nd - 2 yrs.
Demetrious Campbell - 23rd - 2 yrs.

March:

Rusty Dunbar - 1st - 26 yrs.
Kelsey McWilliams - 1st - 1 yr.
Mark Dakin - 3rd - 10 yrs.
Kandi Willis - 4th - 14 yrs.
Todd Johnson - 5th - 6 yrs.
Steven Caruso - 6th - 13 yrs.
Steve Rodgers - 12th - 12 yrs.
Che' George - 13th - 4 yrs.
William Patterson - 13th - 7 yrs.
Ilene McBee - 14th - 2 yrs.
Brad Whitaker - 17th - 16 yrs.
Larry Bowers - 19th - 6 yrs.
Daniel Feregrino - 19th - 1 yr.
James Hubbard - 20th - 41 yrs.
Victor Roach - 20th - 7 yrs.
Cecil Beavers - 21st - 1 yr.
Tadarius Mallory - 21st - 1 yr.
Earnest Hightower - 24th - 10 yrs.

