



A local council of manufacturers in
Craig, Delaware, Mayes &
Ottawa Counties

GRAND LAKE MANUFACTURERS' COUNCIL

FEBRUARY 2011 Issue

OKLAHOMA
MANUFACTURING
ALLIANCE



Building Positive Employee Relations

GLMC Quarterly Meeting — **FRIDAY**, March 11, 2011, 11:15 am — 1:00 pm
NE Technology Center (AFTON Campus)

INSIDE THIS ISSUE:

| | |
|-----------------------------|---|
| 2011 Supervisor Training.. | 2 |
| EP Scientific Expansion.... | 2 |
| President's Message..... | 3 |
| Umicore Recognition..... | 3 |
| GLMC Events Calendar.... | 3 |
| Fax Back Reservation..... | 4 |

GLMC Board Members and Steering Committee:

President
RAMIN ZARRABI
Tracker Marine
Miami, OK.....918-541-2001

VP—President Elect
DAVID SANCHEZ
Fresh Start Bakeries
Vinita, OK.....918-256-5757

Sec/Treasurer
JERRY SALCHER
RAE Corp.
Pryor, OK.....918-825-7222

Past Presidents:
LARRY JOHNSON
DAVE MITCHELL
DENNIS THOMAS
DON MALONE
ROB MUTERSBAUGH
CHARLIE CAMPBELL
SCOTT HERBST
KEITH MARTIN
DWAYNE VANCIL
SCOTT LAWSON
BILL DUTTON
BETTY MEEKS
DAVE COOK

B J MOONEY
Vinita Chamber.....918-256-7133

CINDY MORRIS
Miami Chamber918-542-4481

LISA FRIDEN
Grove Chamber.....918-786-9079

BARBARA HAWKINS
Pryor Chamber.....918-825-0157

JUDEE SNODDERLY
M.A.E.D.S.....918-542-8405

MARSHA COLE
Mfg. Ext. Agent, OK Mfg. Alliance
918-257-4033 office
918-964-1521 cell phone
marsha.cole@okalliance.com

Last Fall GLMC hosted presentations from Devon Energy Corporation and QuikTrip—both among Fortune's 100 Best Companies to work for. A common theme of these two companies is their emphasis on *employee relations*.

At the March 11 GLMC Luncheon Meeting, a team from Tracker Marine will talk about the "tools" that they use to engage their workforce and build positive employee relations.

Job Relations (JR), one of the J-Programs supported by TWI (Training within Industry), is one of tools that Tracker uses to engage their associates on a daily basis. JR provides a systematic process for interacting with employees—a template for being reactive (handling difficult situations) as well as proactive for giving constructive feedback. As a result, leaders at Tracker focus on giving credit when due, telling people in advance about changes that will affect them, making the best use of each person's ability, and earning employee's loyalty and cooperation.

Our presenters—

*Tracker Team: Amy Wyrick,
Jose Garza & Travis Hins.*

*In addition, Mitchell Ingram,
President of TWI Training
Solutions, will provide specifics about TWI.*



TWI was originally developed in the United States at the beginning of WWII to quickly train people entering the workforce to support the war efforts. It consists of three (3) programs: Job Instruction (JI), Job Methods (JM) and Job Relations (JR). TWI became the "hidden part" of the Toyota Production system after WWII.

Want to learn more about JR? TWI?
Check out this website:

<http://twi-institute.com>

Make Reservations by NOON
Tuesday, March 8 by email—
marsha.cole@okalliance.com
or use the fax form on the back page
Cost is \$10 (includes lunch)

March 15 Deadline to File for Ad Valorem Tax Exemption

Manufacturers that pay ad valorem (property) taxes to your county of residence may be eligible to file for the ad valorem tax exemption for new investment in depreciable property.

Here's the basic criteria—

- ◆ Your company had a capital investment of \$250,000 or more in 2010, and
- ◆ Your company increased payroll in the amount of \$250,000 or more in 2010, and
- ◆ Your company has a Manufacturer's Sales Tax Exemption Certificate
- ◆ OR, if your company applied in previous years for exemption on capital investments in 2006, 2007, 2008 and/or 2009. (Application must be resubmitted for each of the 5 years for which the 5 year exemption applies)

Also, if you did not apply for an exemption that you qualified for in the previous years,

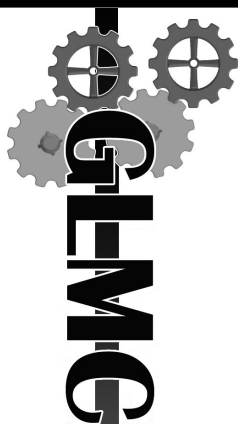
you can apply for the exemption for the years still remaining on the 5-year period. However, it is critical that you file the application with your local county assessor's office by **MARCH 15**. The application is now available online at <http://www.tax.ok.gov/advform/Tax%20Exempt%20Mfg%20Packet.pdf>

Contact information for the local area
County Assessor's offices—

| | |
|-----------------|--------------|
| Delaware County | 918-253-4523 |
| Craig County | 918-256-8766 |
| Mayes County | 918-825-0625 |
| Ottawa County | 918-542-9418 |
| Rogers County | 918-341-3290 |

Don't wait too long—the application is 8-10 pages and may require research to gather the necessary information. Also, the application must be notarized.

If you fail to file prior to March 15th, your company will be required to pay the balance of ad valorem tax assessed.



2011 Supervisor Training in Afton and Pryor

GLMC Supervisor Training continues to be supported by area companies. This year two sessions are being held to accommodate a total of 42 participants. A morning session is being held at NE Tech Center Afton Campus and an afternoon session at the Pryor Industrial Park.

College Credit Now Offered—Based on a review of the curriculum and credentials of the instructors, NEO A&M College will offer college credit for completion of the Supervisor Training.

This year's attendees:

Amark Engineering: Joe Stark

Blitz USA: Kevin Oakley

Fresh Start Bakeries: Tracy Carson, Donnie Root, Lisa Treece, Brent Rubink

J M Farms: Misty Flaming

Malone's CNC: Scott Brown, Dennis Malloy, Patrick Malone, Mike Tackkett

Mars Petcare: Curtis Pannell

Newell Coach: Cody Cook, Darren Keller

Precision Machine: Brian Anderson

Tracker Marine: Jason Bryan, Nathan Hughes, Corbee Meeks, Wade Yancy

Umicore: Deborah Draper, Jan Schneider, Matthew Perkins

HE&M Saw: Cindy Rainwater, Richard Keith

Norit Americas: Charles Adams

Precision Components: Lue Vang, Brian Ward, Cindy Baumann

RAE Corp: Mike Bayless, Timothy Bilyeu, Debbie Bledsoe, Tammy Burleigh, John Compton, John Crow, Adam Fultz, Buddy Hall, Daryl Harding, Randy Henington, Kevin Kvittum, Karen Lee, David Newton, Kevin Rose, Jerry Sien, Alan Swank, Lester Swearingin, Jerry Zumstein



Afton Class



Pryor Class



GLMC Resources

Books Available:

- Take it to the Next Level
- Built to Last
- Good to Great
- Understanding Variation
- Great Game of Business
- In Search of Excellence
- Machine that Chgd the World
- Balanced Scorecard
- Six Sigma Implementation
- Who Moved my Cheese?
- JACK: from the gut
- Making 6 Sigma Last
- Zapp-Lightning of Empowerment
- Making the Numbers Count
- Quality Brain Teasers
- Fierce Conversations

Contact Marsha at 257-4033 or marsha.cole@okalliance.com to check out these books.

ThermoFisher Scientific Breaks Ground for New Facility

A groundbreaking ceremony was held on February 15th to celebrate a \$4.5 million expansion of Thermo Fisher Scientific's Miami facility, EP Scientific Products.

EP Scientific Products offers a full line of environmental sampling containers processed to meet or exceed EPA requirements. Containers for critical environment applications are processed and certified to each customer's specifications.

Currently EP Scientific Products has lab, administration, warehousing and production operations occurring in five (5) buildings

located behind and adjacent to Montana Mike's restaurant. This expansion will provide a single facility to accommodate all operations.

In addition to company employees and community guests, corporate executives from Waltham, MA attended the groundbreaking. Don Leggett, Site Manager for the Miami facility, stated that the City of Miami was selected for this expansion because of the expertise and dedication of the existing workforce, and because the support of local officials made Miami a good choice for this investment.



Pictured above is the architect's rendering of Thermo Fisher Scientific's new building that will be located on Main Street, just north of Vance Ford in Miami. Construction started February 15 and is scheduled to be completed in August of this year.

MESSAGE FROM GLMC'S PRESIDENT...



I love to watch interview programs on the C-Span cable channel (It can almost be considered a guilty pleasure). I particularly like to watch Brian Lamb (CEO of C-Span) interview people from all walks of life. (*You are probably thinking ... BORING!!! I hear that from my wife and kids all the time.*) There is one question that comes up every time he interviews political or business personalities and that is "What keeps you awake at night?"

As a manufacturing manager, here's what keeps me awake at night—How can we support potential business growth if we cannot find employees that have the right mix of skills, knowledge, experiences and values. I believe part of the answer to this question is to create a more robust and "intentional partnership" between educational institutions who are preparing the future workforce and the industries that will need the talent to achieve their business objectives. This partnership could include elements such as:

- ▶ Development of a "Model Employee" profile that clearly states responsibilities, abilities, personal characteristics and values that an entry level employee must possess.
- ▶ Conducting job skills testing (such as ACT WorkKeys) and assessment. This is being done currently by the Technology Centers and WorkForce Centers. ACT WorkKeys assessment is a comprehensive system for measuring, communicating and improving the common skills required for success in the workplace.
- ▶ Conducting behavioral testing and assessment. Behavioral assessment tools (such as ProfileXT, PDP works, People Clues & many others) provide an evaluation of core traits and attitudes, and provide insight into an individual's reasoning style, behavioral traits, occupational interests ...

- ▶ Industries providing internships and job shadowing opportunities for students. These internships could be short or long term assignments working on various projects to provide exposure to the workplace. This would also provide an opportunity for organizations to evaluate students in their work environment.
- ▶ Establishing a formal referral process so instructor recommendations of graduating students could be used as another critical factor in our selection process.
- ▶ Conducting Job Fairs that would involve many industries that would potentially recruit from these institutions.
- ▶ Working with educational institutions to develop and incorporate basic concepts (such as 5S, Safety, Problem Solving, Communication, etc) that are a common need of all industries.
- ▶ Working with educational institutions to incorporate basic work ethic and etiquettes into their curriculums (such as attendance, getting work completed on time, being attentive to instructions etc.)
- ▶ Working with education to create an awareness among students of the impact of drug & alcohol abuse on their personal and work lives.

There is no doubt many other ideas that need to be explored in development of this "intentional partnership" between industry and education. I invite you to join this conversation so we together create a more prosperous future for our communities. If you would like to be included in upcoming meetings as GLMC undertakes this partnership, please contact Marsha (marsha.cole@okalliance.com).

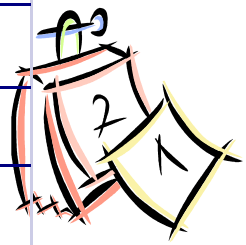
Ramin Zarrabi
GLMC President

 ★ **UMICORE in top 5 of world's 100 most sustainable corporations** according to Corporate Knights, an independent magazine focused on promoting sustainable development. The ranking is based on 10 key performance indicators—including capacity to innovate, senior management remuneration, diversity and productivity related to a set of environmental factors.
 ★ Umicore is a materials technology group with local operations in Quapaw that specializes in germanium based electro-optical materials. Umicore's overriding corporate goal of sustainable value creation is based on this ambition to develop, produce and recycle materials in a way that fulfills its mission: *materials for a better life.*
 ★*****



MARK YOUR CALENDAR...

| | | | |
|---------------------------------------|--------------------------------|--|--------------------------------------|
| 2 Sessions! January 20— April 1 | 8-11:30 am 1-4:30 pm | GLMC Supervisor Training — Afton ◆ Contact marsha.cole@okalliance.com for details ◆ GLMC Supervisor Training — Pryor | NTC Afton (am) NTC Pryor (pm) |
| Feb 28—Mar 4 | 7:30am—6pm (1/2 day Friday) | ISO 5-Day Lead Auditor Training RAB Certified — ISO 9001:2008 | Tulsa Technology Center |
| March 11 | 11:15 to 1 pm | GLMC Quarterly Luncheon Meeting "Building Positive Employee Relations" | NE Technology Center — Afton |
| March 31 | 8 am—5 pm | Hazwoper Refresher ◆ Contact Bonnie: bonnie.anderson@netech.edu ◆ | NE Technology Center — Afton |
| April 5 & 6 | 8 am—5 pm | Confined Space Rescue ◆ Contact Bonnie: bonnie.anderson@netech.edu ◆ | NE Technology Center — Afton |
| May 29 | Noon—1:30 | Grand Lake H R Group ◆ Contact Ellen: ellen.odell@precisionaerogroup.com ◆ | Tracker Marine Miami |



Building Positive Employee Relations
FRIDAY, MARCH 11 — 11:30 AM -1:00 PM
NE Technology Center — Afton Campus



GLMC
PO Box 219
Afton, OK 74331



Fax Reservation Form
FAX TO: MARSHA, OK ALLIANCE
918-257-4342 (fax #)

Building Positive Employee Relations

FRIDAY, March 11, 2011 — 11:30 am to 1:00 pm
Northeast Technology Center — Afton Campus

Company _____

Contact _____ Phone _____

| NAME | TITLE |
|-------|-------|
| _____ | _____ |
| _____ | _____ |
| _____ | _____ |

Make Reservations Before NOON Tuesday, March 8

Check out our Web Site—
GLMC-OK.com

Oklahoma Manufacturing Alliance

