Staying on the Cutting Edge with the Know-How of a Seasoned Professional

In any successful business, one of the most valuable assets is also the most intangible, the knowledge and know how of its employees. In a company as innovative and progressive as SPIROL, its employee base provides a pool of talent that allows it to tackle many new challenges on a daily basis. Sometimes, the skills needed to remain on the cutting edge reside with employees who are on the verge of retirement. A good example of this is the recent development and investment program that has occurred in Tubular Products and Disc Springs.

In January, 2005, SPIROL acquired the British manufacturing company Bissell. Bissell was an indirect competitor of SPIROL in the Tubular Products and Slotted Pin lines, selling mostly to distributors in the European market. Occasionally we would run up against each other during Sales calls, but not often. One of Bissell’s product lines was Disc Springs, a high performance item that SPIROL did not offer but which fit nicely into the SPIROL offering of Engineered Components. Bissell over the years had failed to maintain their production capabilities and had outsourced most of their intellectual skills to the point where they were unable to compete in the global markets.

For years, SPIROL’s production technology for Tubular Products had been focused on utilizing forming equipment of one type or another to produce our products. Spacers, Bushings, Compression Limiters, Slotted Pins, etc. had all been tooled and designed to be produced on specialized equipment. While highly efficient in production, often times we were pushing the limits of the equipment’s capabilities. With the acquisition of Bissell, SPIROL now had products and the corresponding business for items that were larger, heavier, and required different production equipment than what SPIROL had available. Rather than simply adopt the same methods that Bissell had used, SPIROL embarked on a program to use the most modern, efficient, and cost effective methods available.

After much review, investigation of available equipment, and competitive research, it was decided that specialized modern presses and die sets offered the best combination of flexibility and cost effectiveness for our needs. SPIROL was now faced with the daunting task of developing all of this new technology essentially from scratch. While there was a talented Engineering pool to draw from, it was lacking experience in press and die work. Fortunately, SPIROL had at our service a highly experienced Die Man who was willing to work with both Engineering and the Machine Shop to provide guidance.

Guenter Wexler was tapped to work on the project of first evaluating the existing Bissell equipment, then working with Engineering and Production to bring new presses and dies into service. In this period of time, SPIROL has purchased three completely rebuilt Minster presses for Disc Spring production, and is right now completing the fifth press for Tubular production. Almost a dozen dies have been built, providing unprecedented efficiencies in Disc Spring production and allowing new Tubular product lines such as the Series GD100 Ground Hollow Dowels to be introduced. The presses are fit with high speed servo feeders and are fully instrumented for fail safe production. The tooling for all these presses has been a real challenge. Getting the tool design to be just right required extensive cycles of tryout, design changes, and testing. As anyone who walks through the Machine Shop has noticed, Guenter is always at the press, either running parts or changing out tools. Guenter has used this opportunity to provide an invaluable hands-on training class, allowing the skill sets and tricks used in assembling and setting up the dies to be passed on to the Engineers, Machinists, and Set Up Mechanics at all locations. In the end, we now have at our disposal die sets that are modular with interchangeable tooling, utilize carbide components, and can produce multi-piece per blow parts with complicated part geometries.

Without having this talent available, SPIROL would never have made the progress we have in the past five years. The work that Guenter has done and the lessons learned has laid the groundwork for future development of even more radical tools. Right now we are working on a die set that is sized to make products beyond anything we currently can offer. It is not just that we will soon be able to make parts better or faster, we will be able to make parts new to SPIROL.

Thank you Guenter!
On September 26, 2009, Pearl Zhao (Zhao Jian Li), SPIROL Shanghai Administrative Assistant, celebrated her marriage to Jeff Duan (Duan An Hua) in Jeff’s hometown in Hunan Province (a 15-hour train ride from Shanghai). Though the legal marriage consists of a certification process at the Shanghai Office of Marriage Registry, the date of the celebration was chosen as this date is actually August 8, (8/8) in the lunar calendar, and the number “8” is considered lucky. In attendance were 150 friends and family members.

As the couple prepared on the morning of the celebration, their family decorated their bed with a red bedspread and pillow shams for luck, and added jujubes and peanuts on top of the bed. The pronunciation of these words together in Chinese (zaozi, huasheng) actually sounds like the phrase "soon give birth to a precious son."

Their celebration began around 11:00 am, setting off fireworks to announce the celebration and receive their guests. By 12:00 pm, the guests arrived with their traditional gift of a red envelope with cash (typically RMB 300 - 500), and in turn, they would receive as a favor, a pack of cigarettes and red envelope with cash (typically RMB 10).

As the guests began eating, the bride and the groom went table to table to toast the guests and pass out wedding candies. While the bride and the groom had soft drinks for the toast, their father and the guests would enjoy baijiu, a typical distilled liquor made from rice that normally ranges from 80 to 120 proof. Cooking and serving the meal were family members, all helping to make the day special.

After the wedding, Pearl and Jeff traveled by train again for 15 hours to Pearl's hometown in Xingwen County, in the Southeast of Sichuan Province. Here they had a relaxing time visiting family and some local tourist areas including the Stone Sea National Geologic Park.

Emmy Wang has completed her IFA certification courses and examinations, and has passed all of them. Emmy has been accepted as an Associate Member to the IFA, therefore, she is now titled as an Incorporated Financial Accountant.

She has worked hard for this certification, and we are proud of her accomplishment.

Congratulations Emmy!
New Employees

Don Wilson 10/26/09 Mechanic - Solid Pins
Steven Briere 11/16/09 Packer
David Benoit 11/23/09 Maintenance
Rebekah Young 11/30/09 Customer Service Coordinator
Jeffrey Matteau 12/07/09 Secondary Ops Supervisor (rehire)
James Maddalena 12/14/09 Mechanic - Coiled Pins
Dennis Campbell 12/21/09 Operator - Coiled Pins
Edmund Croteau 12/21/09 Mechanic - Coiled Pins
David Beaudoin 01/04/10 Mechanic - Solid Pins
Paul Dysinger 01/04/10 Operator - Inserts
Alan Symonowicz 01/04/10 CNC Programmer (rehire)
Philip Gelinas 01/18/10 Mechanic - Inserts
Adam Murzycki 01/18/10 Operator - Slotted Pins
Shawn Ross 01/18/10 Operator - Inserts
Peter Howard 01/25/10 Procurement Manager
Michael Pelletier 01/25/10 Design Engineer

Recent Retirements

October 16, 2009 — Richard Adams, Mechanic - Coiled Pins, retired after 24 years and 8 months of service. Dick started work with SPIROL on July 1, 1985 as an Operator in Production.

January 1, 2010 — Norman Guimont, Master Mechanic - Solid Pins, retired after 13 years and 1 month of service. Norm started work with SPIROL on November 11, 1996 as a Mechanic in Solid Pins.

Working Retirees

Two retirees have been working on a part-time, temporary basis, helping out in the Machine Shop.

John Fitzgerald 07/07/09 Grinder
Robert Sayles 01/19/10 Machinist

Thank you Dick and Norm for your years of service!
Enjoy retirement life for many years!

Promotions

November 9, 2009 — Matt Bartlett has been promoted to the position of Engineer. Matt has done an outstanding job of improving SPIROL’s Tooling and Layout standards for the Davenport and Euroturn machines while supporting Insert Production at all our various locations. In the immediate future, Matt is to play a key role in the consolidation and standardization of SPIROL’s single spindle CNC production work centers.

December 14, 2009 — Dan Cote officially began his new role as a Staff Accountant focusing on manufacturing accounting. Dan has been with SPIROL for over four years, acquiring knowledge of the organization in his roles as Finisher, Planner and Expediter within the Secondary and Shipping departments. We look forward to his continued contributions to the Spirol organization.

Congratulations to Matt and Dan!
October 22, 2009 — SPIROL held its Annual Recognition Dinner in honor of our 20 Year/Retirement Club members at The Imperial Room in downtown Danielson.

This year we went with a tropical island theme. The buffet consisted of foods with a South Seas flavor. Those wearing Hawaiian shirt (or dress) received two raffle tickets.

Fall Luncheon
October 28, 2009 – SPIROL held its Fall Classic luncheon.

Halloween Costume Contest
While we had fewer contestants this year, they really went all out to win the coveted Best Halloween Costume Award.

Suggestion Awards
John Rzepa - Two awards for time-saving improvements:
1) Modification for changing drive belt on RST I
2) Including gauge information on set up data sheet for first-piece inspection upon completing setup

Mike Woznicki congratulates John Rzepa for his award-worthy suggestions.

Service Awards
Dave Wickiser 35 years
Russ Radant 15 years
John Silvia 5 years
Dan Zannini 5 years
Jody Dubreuil 3 years

Above: Bill Hunt presents Russ Radant with his Service Award.

Spirit Awards
Keith Lussier Working a weekend to complete orders
Michael Woznicki Working a weekend to complete orders


New Faces
New Employees during the 3rd quarter, calendar year 2009, were introduced at the luncheon. Left to right are: Mark Munger, Mark Pelletier, Nicole Sylvestre, Theresa Nanna, and Don Wilson.

When the votes were counted, Hulk Hogan had beaten up the competition. Miss Customer Service 2009 was first runner up.
Home Away from Home

November 13, 2009 — **Annie Reid**, Business Systems Analyst Programmer/IT, celebrated her birthday while visiting Danielson for week-long IT training. Annie works for SPIROL from her home office in France.

Annie opens a gift from Spirol before sharing her birthday cake with Danielson co-workers.

Below: She reads birthday wishes on the card that circulated around the office.

Turkey Distribution

November 20, 2009 — Supervisors and managers volunteered to give out turkeys to all employees for the Thanksgiving holiday.

Left: Christine Brown poses with her turkey as Flora Houle, Chuck Wells and Judy White wish her a Happy Thanksgiving.

Right: Mark Pelletier receives his turkey from Jack.

Annual Food Drive

November 20, 2009 – In response to the needs of local homeless shelters and food banks, SPIROL sponsored our **10th Annual Food Drive** for the Thanksgiving holiday. The past generosity of SPIROL employees has helped to make Thanksgiving dinner a festive one for some of the less fortunate members of our community.

From November 9 through November 20, we collected non-perishable food donations in the HR lobby. Not shown above are the many fresh turkeys we donated.

Thank you for your help and generosity!

Annual Giving Tree

December 15, 2009 – The **Annual Giving Tree Drive** at Christmas helps bring smiles to needy children in the Danielson area. United Services supplied the names, ages, and wish lists of area kids. This information was made into ornaments and hung on a tree in the HR lobby. Participating employees picked a name and fulfilled a wish.

We were surprised to learn that no other employer in the 10-town region United Services covers participated in the program this year. Your donations were truly and greatly appreciated.

Thank you to all employees who gave!
Christmas Luncheon

December 18, 2009 — The HR Training Room was again the site of the buffet and dining area for SPIROL’s Employee Appreciation Luncheon.

Italian food was served. Everyone enjoyed the penne pasta with marinara sauce, meatballs and Italian sausage, green salad, garlic bread and Italian bread. For dessert there was spumoni (ice cream) and chocolate drizzle.

Announcements, raffles and awards presentations took place in the front lobby area.

Suggestion Award

Ed Emond  Solved tooling problems

Service Awards

Marcia Mailloux  35 years
Jim Richard  30 years
Christie Jones  15 years
Cindy Bellisle  5 years
Clayton Holmes  3 years
Kelly Weagle  3 years
Tammy Manning  3 years

Above: Jim Shaw presents Christie Jones with her Service Award.
Cindy Bellisle receives her Service Award from Jim Shaw.
Right: Tim Jordan presents Ed Emond with his Suggestion Award certificate and check.
Left: Jim Richard is congratulated for his years of service by Jim Shaw.
Below: Susan Fish hands out the SPIROL 2009 Christmas tree ornaments.

During a few minutes between the luncheon and the presentations, some of us took part in a gift exchange.
In Reflection

Happy New Year to All!!

Phew! We made it through the Summer Slow-Down of 2009. Though we had to let a few people go and shorten the hours of the rest, we came through it all in good standing. We have since picked up more orders and production is currently in close-to full swing.

As we close in on the new year, we reflect on the work that has kept our shop running. We can take pride in that we had very few Quality issues and our on-time delivery was commendable. We have a good group of conscientious workers that know their jobs and do them well.

— Patrick Howe

We look forward to a prosperous 2010.

Service Awards

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<th>July-September 2009</th>
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<td>Yout Suong</td>
<td>10 years</td>
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<td>Pauline Anderson</td>
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<td>Spencer Betts</td>
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<tr>
<th>October-December 2009</th>
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<td>Miles Mushlin</td>
<td>30 years</td>
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<td>Harold Green</td>
<td>25 years</td>
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<td>Kyle Dwinell</td>
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December 11, 2009 — Our Holiday dinner at A.J.’s in White River Junction was a big hit. It’s the first time in many minds that we had 100% participation. (It should be noted, that the great turn-out was due, mostly, to the cooperation of Mother Nature.)

Our special guest was Jeff Koehl. He and Miles Mushlin each took a walk down memory lane. It was like listening to a history lesson, showing us where we’ve been and our goals for the future.

Patrick Howe gave credit to, and thanked, all Vermont employees for making his first year as Plant Manager, one he won’t soon forget, and handed out service awards to Miles, Harold Green and Kyle Dwinell.

The food and service were excellent and everyone enjoyed themselves so much, that A.J.’s has been mentioned as a possible location for next year’s dinner.

New Employees

| Mitchell Pike       | 10/19/09 Operator (rehire) |
New Employees

Judson Fisher 10/26/09 Operator-Stock/Shear
Matthew Petersen 11/03/09 Press Operator (rehire)
Matthew Poveroni 11/06/09 P/T Janitor
Don Fisher 11/09/09 Press Mechanic (rehire)
Zachary Graham 11/16/09 P/T Bench
Charles Klein 11/30/09 P/T Bench
Tara Amberson 12/14/09 Customer Service Representative
Jeffrey Shahan 12/14/09 Operations Manager
Robert Duggan 01/04/10 P/T Bench
Jessica Camburako 01/06/10 Product Administrator
Stephen Paroda 01/18/10 Shim Business Development Manager
Michelle Woodside 01/18/10 Clerk
Steven Pownell 01/25/10 P/T Bench

December 19, 2009 – The Roses Run Country Club in Stow, OH, was the location for our party. We had quite a turn out even though it was snowing to beat the band. As you can see from the pictures, a good time was had by all who attended.

Birth Announcements

We’ve had a two new additions to the SPIROL family here in Ohio.

November 29, 2009 — Jeremy Husk (Methods/Quality Engineer) and his wife, Cathy, welcomed the birth of their baby boy, Tyler Jeremy Husk. Tyler was 8lbs, 2oz, 22”. Mom and baby have been doing just fabulous!

Congratulations to Cathy and Jeremy!

December 8, 2009 — Longtime employee Jim Adolph (Tool Repair Specialist) is beaming over the arrival of his granddaughter, Anna Marie Cline. Anna was 7lbs, 1oz, 19 ¼”. Jim hasn’t stopped smiling since the arrival!

Congratulations Grampa Jim!
Celebrating 30 Years

November 25, 2009 — A luncheon was held to celebrate Allen Reeve’s (Senior Mechanic) 30th year with SPIROL.

Allen offers our team great leadership, technical solutions, and incredible dedication, which is deeply appreciated by everyone. We surprised Al with a gift basket of all his favorite things. And we were able to time the addition of an electric, 1,500 pound Crown Lift truck to the tools of the plant with the celebration, commemorating Allen’s 30th year. The small lift truck, was one of Allen’s favorite toys years ago.

Christmas Luncheon

December 23, 2009 — This year SPIROL Canada decided to “spice” up our Christmas luncheon. Instead of a traditional meal we went with a southern BBQ theme. We dined on pulled pork, cornbread, baked beans and smoked chicken. It was enjoyed by all!

Birth Announcements

October 26, 2009 — Marshall Everett Dowie was born at 8:53 pm to Sarah and Jim Dowie. Sarah Dowie is Operations Manager - Tubular NA.

Here is Marshall at home when he was only a few days old.

Congratulations to Sarah and Jim!

Service Awards

Congratulations to Melanie and BJ!

New Employees

Victoria Hillian 10/26/09 Shipping Clerk/Receptionist
Shannon Dumont 11/02/09 Sales Administrator for Canadian Sales
Robert Fauxbel 01/04/10 Mechanic

Promotions

November 9, 2009 — Melanie Schroeder to Administrative Assistant/Sales Secretary
November 9, 2009 — BJ Matthey to Production Supervisor/Manufacturing Engineer
Day 54, December 22, 2009 — Dale Scott, Medical Senior Field Application Engineer, carried the Olympic Torch in Ridgetown, Ontario (1-1/2 hours from Windsor).

In his own words...

The 2010 Winter Olympics Torch Relay in Canada is the longest relay in the history of the Olympics. This year it travelled 49,000 KM across Canada. There were 12,000 relay runners, and 90% of the Canadian population was within a 1 hour drive of the Torch at some point during the journey. I was fortunate enough to be selected as one of the Torch Relay participants. The process to be selected was long (well over a year from when I first applied) and included in depth back ground checks by the RCMP and an essay that was judged by a panel selected by the Vancouver Olympic Organizing Committee.

The day of my portion of the run just seemed to fly by. I arrived in the town where I was to carry the torch 3 hours ahead of my scheduled time for the orientation that was required. The diversity of participants was amazing. We had a 16-year-old track star, a 72-year-old grandmother and everyone in between. There was a gentleman who carried the torch for the 1988 Winter Olympics that was hosted in Calgary, Alberta. I was selected to be the first runner in the city of Ridgetown. My run was scheduled for 5:15pm. I can only imagine how it looked to the bystanders to see this torch being carried at Dusk as the sun is going down. I know from the photos I have of the event that it was a very special moment for all the participants and all Canadians that watched as we ran by.

Left: Dale and his wife, Lisa, watch a fireworks display.

Below: Dale and four other runners pose with Bridgett Nickerson, Miss Canada 2010.
December 5, 2009 — As every year, Spirol Mexico employees got together to celebrate Christmas and give thanks for the new year to come. The company offered a nice lunch that was held in the recently added office space, which is still unfurnished. The traditional barbecue meat, beans and quesadillas, were served, with the typical guacamole and salsa.

Games and contests were organized and everyone participated, eager to win one of the gifts underneath our Christmas tree.

Although the piñata did not have the traditional seven cones, each which represents one of the capital sins, everyone wanted their turn with the stick to break it.

Hitting the piñata with your eyes blindfolded represents the faith as the virtue that allows us to believe without having to see, and the stick represents God’s strength. Therefore the candies are the reward for overcoming and destroying the capital sins.

Everyone of course was eager to get as many candies as possible once they landed on the floor!

In the karaoke contest, couples were randomly chosen to sing duets, and they got to select the song they would perform.

Enrique Montalvo, on the right, and Elio Haro sing with a lot of soul.

In the karaoke contest, couples were randomly chosen to sing duets, and they got to select the song they would perform.

Enrique Montalvo, on the right, and Elio Haro sing with a lot of soul.

Above: Marco Mireles is trying to break the piñata filled with candies. Blindfolded and in order of seniority, employees got a chance to hit the piñata. Unfortunately, the newer employees didn’t get a chance since the piñata didn’t survive a complete round!
New Employees

Karolina Ziezio  26/10/09  Administration Assistant
Edward “Eddie” Kirby  03/11/09  Metal Forming Operator

Promotion

05 January 2010 — Ian Martin has been promoted to Quality Manager for SPIROL Industries Ltd. (European Operations). Ian has been with the company for 4 years and has gained knowledge of all SPIROL’s procedures and processes.

During the past year, Ian has taken a leadership role in the Quality department and has taken care of all external audits, certifications and quality requirements. He has been an integral member of the SPIROL team and has contributed to production improvements which have aided in the assurance of product quality to the end customer. His customer service from a quality perspective is second to none.

Congratulations to Ian!

Birth Announcement

21 October 2009 — Javier Raposo (Business Development Manager – Coiled Pins) and his wife Esther welcomed Julia Raposo into the world. Julia weighed 2.490 kg and is making her Mum and Dad very happy.

Congratulations to Esther and Javier!

Service Awards

October-December 2009
John Evans  30 years
Glen Stewart  3 years

Right: John Evans is congratulated by Andy Freeman.

Below: Andy presents the Awards package to Glen Stewart.

Below are photos that arrived too late to be included in the previous issue of SPIROL Update. These are the Service Awards for anniversary dates that occurred during July-September 2009.

Clockwise from top left: Mara presents Andy Freeman his award for 30 years of service. Andy presents the Service Awards to Dave Dickson for 25 years, Mara Loncar for 15 years, and Chris Feeney for 3 years.
10 November 2009 — The annual dinner for employees with more than 20 years of service and ex-employees who have retired was held at the Marquess of Exeter, a former 16th century inn in the nearby picturesque village of Lyddington. The guests enjoyed a dinner cooked from local seasonal ingredients in a relaxed welcoming ambience.

Attendees included employees with 20 or more years of service, Lennie Barker, Dave Dickson, John Evans, Andrew Freeman and Pauline Blachford. They were pleased to catch up with retirees Kath Earle, Bob Hay, Bill Lumsden, John Martin and Dick Wallace and special guests Hans Koehl and Bill Hunt.

All guests had a really enjoyable evening. There was certainly a great atmosphere around the dinner table!
23 December 2009 — UK employees were pleased to see the return to the traditional Christmas party. It was held at the brand new Hampton Hilton Hotel which opened on the same road last year.

Employees enjoyed a 3-course dressed buffet and danced the afternoon away. Some even danced the night away!
New Employee

Bruno Séguin 04/01/10 Stores Operative

Service Award

Charlyne Guillemart 5 years

Andy Freeman congratulates Charlyne for her service.

Promotion

04 January 2010 — Marie Alvarez was promoted to the position of Sales Administration & Office Manager (Responsable de l’Administration des Ventes et des Services Généraux) at the SPIROL SAS. This is a role that Marie has been performing for some time and this formalizes the position.

Marie continues to report to Andy Freeman and is responsible for the administration of sales and the day-to-day running of the office and the stores at SPIROL SAS.

Congratulations to Marie!

Christmas Dinner

16 December 2009 — Employees who could attend the Christmas dinner had a relaxed but beautiful meal at the Bristol Café in the atmospheric main street of Reims where the annual Christmas market was also being held.

Reims Christmas Market

Right:
Olivier Boré takes a picture of (from left to right) Françoise Pinchbeck, Annie Reid, Loïc Bourdon, Andy Freeman and Marie Alvarez.

Left:
Olivier gets in the picture as their server for the evening takes a picture of the group.

Below: The lighting is much better from this side.

SPIROL Holding Corporation

Carlone on Nichols’ Board

January 14, 2010 — Joseph J. Carlone, president of Linemaster Switch Corporation and member of SPIROL Holding Corporation’s Board of Directors, has joined the Nichols College Board of Advisors.

“We are fortunate to have such a prominent local business leader on the Board,” said Bill Pieczynski, Nichols’ Associate Vice President for Advancement. “For years, Nichols management students have been touring Linemaster’s physical plant to see first-hand its quality-engineered manufacturing operations.”

To submit an article to this quarterly newsletter, please contact Judy White.