



THE MELTMINDER

A PUBLICATION BY THE BENTON FOUNDRY, INC.

Web Site: <http://www.bentonfoundry.com>

3rd Quarter 2011

Welcome Paul Wakely



Paul Wakely began his career at Benton Foundry on May 31, 2011 as plant manager. Paul brings a wealth of foundry experience to the job. He also brings a different perspective, as well.

Paul spent his early years in Workington Cumbria, England (south of Scotland) where he was born and raised. He attended McMaster University in Hamilton Canada where he worked on a mechanical engineering degree. While toiling on that degree he did some drafting work for Canon Ingot Mold in Hamilton, Canada.

Paul remained in the Foundry business from that point on. He then moved on to Atlas Steel in Welland, Ontario where he was an industrial analyst working out of their industrial engineering department. He spent 2 years at Atlas then moved to Neelon Casting LTD in Sudbury, Ontario. He took over at Neelon as their core room supervisor in which capacity he work for the next 5 years.

He described Neelon in Sudbury as a high volume, gray iron shop. Some of their products were disc brake rotors for the automotive primary and after markets (600,000/month) that went into GM's Cadillac brand, Chrysler's mini-vans, Ford F-150 and escort models. While at Neelon, he moved up to operations manager and plant manager.

Paul then moved to a Citation plant in Mansfield, Ohio and spent 6 years as operations manager. He described that shop as a medium volume foundry that produced parts for the railroad, automotive and heavy truck businesses. He spent the next 2 years as the operations manager for another Citation shop located in Berlin, Wisconsin. That shop was a low to medium volume job shop. Paul then worked as general manager and had responsibility for two foundries—one in Berlin, Wisconsin and the other in Browntown, Wisconsin. In 2010 Grede and Citation merged and Paul took on a corporate role in which he sought suitable acquisition targets for the new business entity.

Paul's wife Shannan, hails originally from West Virginia and lives in Oshkosh, Wisconsin with their four children Grace, Garrett, Sara and Taylor. They're looking to relocate to this area shortly.

Paul shared some initial observations about his time spent here so far. He observed that the craftsmen with whom he works are very skilled and are a big driver in making this a good shop. He's pleased with the infusion of capital back into the business (evident in the current construction project and new plant equipment) and sees that as a very positive sign. Due to our growth he eagerly anticipates the challenge of moving to a management structure needed to manage a larger business. One of his goals is to work to develop a culture where individual initiative to get things done becomes part of the everyday routine. To this end he's focusing on prioritizing decisions & work responsibilities. He realizes this culture change is a process and views his role as one that empowers people to make decisions and to offer guidance.

What's New at Benton Foundry?

Another construction project began in May 2011. This project will provide additional office space, a conference room, employee cafeteria and employee shower area (see the progress below and next 2 pages).



What's New at Benton Foundry?



What's New at Benton Foundry?



Congratulations - Employees of the Quarter



Teo Grigas - 1st Shift

Teo Grigas has most recently received this recognition in 2009 and has worked at the Foundry for 17 years. Teo is an auto-molder who demonstrates a continual focus on production and quality to a degree that impresses his supervisors.

Teo lives in Benton and enjoys his family during his time off.



Andy Spencer - 2nd Shift

Andy Spencer is no stranger to this award. He last gained this recognition in 2009. This 14 year employee works as an auto-molder and continues to earn the respect of his supervisors due to his work ethic.

Andy lives with his family in Shickshinny. He enjoys spending time with his family and fishing.

Your Money plansponsor.com May 2011, Rebecca Moore

“Late Boomers”

A new survey commissioned by online investing firm Scottrade finds many Baby Boomers (born 1945-1966) have retirement savings regrets that can provide an important lesson for younger generations.

Nearly half (46%) of Boomers did not start saving for retirement until age 35 or older. However, if given a second chance, the majority of Boomers (58%) would have started saving at a younger age, and nearly half (45%) would have saved more. 50% of Boomers surveyed would recommend starting to save for retirement earlier than age 25.

Scottrade found that almost half (47%) of Boomers have \$100,000 or less saved, and more than a third (37%) are concerned that they will have to work in their retirement years. Almost a quarter (23%) think they will still be working at age 75 or

older. Considering the Boomer’s plight and the ease of making investments today, Scottrade expected to see Gen Y’s (born 1983-1991) reacting by increasing its savings. However the vast majority (73%) has less than \$25,000 saved for retirement. In fact, 55% of Gen Yers have not yet started to save for retirement and only 21% are actively planning for retirement.

The survey indicates that Gen Y’s lack of action does not stem from lack of awareness or interest; 73% of Gen Yers realize that they are not saving enough for retirement. What Gen Y may not realize is that older generations based their retirement planning on the three-legged stool of Social Security, savings and employer pensions. The approach their parents and grandparents took toward saving is no longer appropriate because the old model doesn’t exist. By the time Gen Y retires, they may have only one reliable leg to stand on - their own savings - and they need to plan accordingly.

Benton Foundry 2011 Annual Picnic at Knoebel's Grove

This annual event was held on August 13, 2011. The weather was overcast and warm - pleasant enough to enjoy the park but not so hot that it was uncomfortable. Everyone enjoyed grilled chicken, hot dogs, hamburgers and the sides. The operation at Knoebel's was well-managed from the parking lot, to the rides, to the food and everything in between.

Thanks to the following Benton Foundry vendors whose generosity in prize donations helped make the event enjoyable for all: Saint-Gobain Abrasives, Inductotherm Corporation, Central Penn Oil, Friedman Electric, Smith & Richardson, Inc., American Paper & Supply, Inc., Airgas Safety, Nivert Metal Supply, Steve Shannon Tire Center, Woodruff Corporation, Fastenal, Applied Industrial Technologies, Zenmar Tools, Ashland Inc., IFS Industries, Inc., The Asbury Graphite Mills, Inc., The Lenick Company, Miller & Company, Krentzman Metals Corporation, Lancaster Foundry Supply Co., and Washington Mills. Thanks also to Annette Brown whose year-long, behind-the-scenes efforts go unheralded.



Benton Foundry 2011 Annual Picnic at Knoebel's Grove



Benton Foundry 2011 Annual Picnic at Knoebel's Grove



Education

Tim Schechterly recently earned dual Associate in Engineering Technology degrees (with high distinction) from Pennsylvania State University with majors in Electrical Engineering Technology and Mechanical Engineering Technology. He was a recipient of the Frank C. Kostos Award for his achievement of earning the highest grade point average in his degree programs.

While working on his degree, he averaged 19 credits per semester (a typical college semester is 15 credits) and worked full-time here at the Foundry. He was supported in his educational efforts by the Benton Foundry Education Reimbursement Plan.

Tim is married and has five children. Alison, his wife deserves credit for her support for Tim's educational efforts.



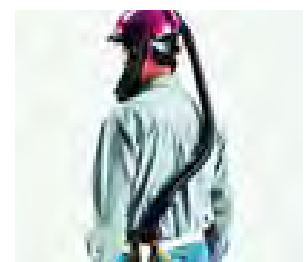
Respiratory Protection

The next time you're scheduled for FIT testing - think beyond the physical act of putting a respirator on your face to the reasons for that exercise - your health & safety. In addition to the FIT test protocol itself, you're given a lot of additional information including:

- Why the respirator is necessary
- How improper fit, usage or maintenance can compromise the protective effect of the respirator
- What limitations & capabilities exist for that respirator
- How to inspect, put on, remove & seal check the respirator
- Maintenance & storage procedures
- Recognition of medical signs and symptoms that may limit or prevent use of a respirator
- The effect of facial hair that interferes with the seal of a respirator on the effectiveness of that respirator
- The specific hazard that respirator mitigates

CFR (Code of Federal Regulations) 1910.134 covers respiratory protection in general industry. It provides direction on respirator selection, medical evaluation, FIT testing, inspection & storage and training. The standard states that the training must be "comprehensive, understandable & recur annually."

Benton Foundry incorporates training into FIT testing for a reason - your health & safety. Use the opportunity during your next FIT test to take a more active role in the process. Don't be afraid to ask questions. Remember, this training is for you.



Slay Your Home's Energy Vampires Kiplinger's Personal Finance

They suck electricity even when you're not using them. They are the night stalkers: vampire appliances (TV's, computers, DVD players and cell phone chargers) that siphon energy around the clock, even when idle. The average US home has 40 such devices that draw power continuously and account for nearly 10% of home energy use, according to the Lawrence Berkeley National Laboratory. The good news is that with the proper equipment you can drive a stake through the heart of these power vamps.

A good first step is the Belkin Conserve Smart AV, a \$30 surge protector/power strip designed for home-entertainment systems. It automatically shuts off components when you turn off your TV.

Power down. You don't have to spend money to slay a vampire. A simple step, such as unplugging cell phones and MP3 players once they're charged, is a helpful cost-cutting suggestion from the Environmental Protection Agency. Another tip, if you use a desktop computer with a separate monitor, configure its energy settings so that it powers down when not in use. The next move is up to you.

NEED

\$250.00?

Company Referral Plan

Refer a Potential Employee to Lou
(Before They Come In)
If Hired, After
6 Months of Employment
You Get \$250.00

Job Well Done

- From Management**

Thanks to everyone who helped minimize damage by the swollen creek. Your fast response and follow through on needed procedures is greatly appreciated.

- From Production Control**

We want to recognize the efforts of all those involved in setting a new pouring record for Grey Iron on Thursday 7/14/11. **The two shifts combined to tap 373,000+ pounds.** It takes the efforts of all departments and all employees to make this happen. Thank you for your efforts.



Summer 2011 Birthdays

July

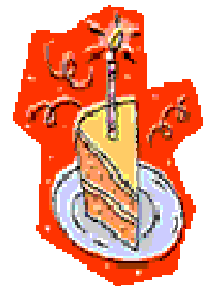
Pepe, Jeremy
Phillips, Albert
Packer, Frank
Mohr, Sean
Hontz, Dan
Mohr, Brian
Liddick, Adam
Gonzalez, Ben
Parsons, Mark
Cashner, Parvin
Bailey, Lonnie
Bowers, Trevor
Schechterly, Tim
Kessler, Fred
Lorson, Chris
Eddy, Tony
McLucas, Dave
Bowman, Robbie
Clocker, Deb
Diltz, Nathan
Parsons II, Michael

August

Barrientos, Adolfo
Priebe, Ernie
Lopez, Felix Ivan
Lappan IV, Steve
Hartman, Dave
Bailey, Willy
Engel, Nyman
Bizup, Tina
Burke, Dustin
Dubravski, Tony
Green, Roger
Roberts, Desiree
Piatt, Eric
Lawton, Nick
Gower, Melinda
Long, Brian
Boone III, Paul
Evans Jr., Ed
Whitmoyer, Todd

September

Mengine, Mike
Nevel, Shawn
Kepner, Tim
Bagdoyan, George
Travelpiece, Dave
Frank, Peter
Lopez-Morrell, Ruben
Jacobs, Jeremy
Peterson, J.R.
Hartman, Tyler
Keefe Jr., Bill
Gonzalez Jr., Steve
Keller, Matt



"The Wisdom Well"

The two most common
elements in the universe are
Hydrogen and stupidity.

- Harlan Ellison