



THE MELTMINDER

A PUBLICATION BY THE BENTON FOUNDRY, INC.

VOLUME 17 ISSUE 1 WINTER 2010

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

Congratulations Employees of the Year



Steve Lappan - 1st. Shift

Congratulations to Steve Lappan, Benton Foundrys' 1st shift Employee of the Year. Steve has worked at the Foundry for more than 11 years and is no stranger to this recognition.

Steve keeps busy off the job with family activities. He and his wife of 20 years, Denise, are preparing for the birth of their 1st grandchild, in a month or so. The new mother-to-be, daughter Kailee, is working towards her Bachelor's degree in sociology. Son Cody is a high school junior and plans on attending UNOH upon graduation from high school. Youngest daughter, Miranda, continues to participate in Special Olympic events.

Dave Hartman - 2nd. Shift

Congratulations to Dave Hartman, Benton Foundrys' 2nd shift Employee of the Year. Dave has appeared on these pages in past issues, as well as Steve.

Dave's 11 year old grandson, Chase Aaron, keeps him busy in his spare time. Chase is already an accomplished hunter and has an 8-point buck mounted on the wall from last year. Chase also enjoys helping his grandfather with chores around the farm.

Dave also mentioned 31 years of blissful marriage to his bride, Donna.



Congratulations also to those who were nominated: Mel Bartlow, Jr., Joe Grenewich, Caroline Woodhead, Bo Boston, Andy Spencer and Roger Green.

Notable Quote: "I cannot undertake to lay my finger on that article of the Constitution which granted a right to Congress of expending, on objects of benevolence, the money of their constituents."
- James Madison

Congratulations Employees of the Quarter



Dave Hartman - 2nd. Shift

Congratulations to Benton Foundry's 2nd shift Employee of the Quarter Dave Hartman. Dave also received Employee of the Year honors, as noted on page 1.

Congratulations also to those who were nominated: Andy Palko, Paul Oteiza, Mirian Magorga, Arnold Earnest, Steve Sherwood, Bob Houser, Glenn Cregar, Steve Brown, Jim Culver, Mike Mengine and Paul Boone.

Caroline Woodhead - 1st. Shift

Congratulations to Benton Foundry's 1st shift Employee of the Quarter Caroline Woodhead. Caroline has worked at the Foundry for 2 years.

Caroline has a big event scheduled for this summer as she has marriage plans for July. She enjoys spending her spare time with her son, Santino, and the rest of her family. Although she didn't bring it up, I understand she is a renowned baker of sticky buns. Her co-workers in the QC department look forward to them.



Happy Holidays????

You thought the holidays were over? The following communication was received on 1/8/10. It stated, " In the coming month, please be mindful that your Chinese suppliers may be on holiday the first three weeks of February in celebration of the Chinese New Year. Please schedule shipments accordingly so supply is not affected."

Apparently this is another "benefit" of a global supply chain.



Drive by Bears

The following email was recently sent to us:
 To Whom it May Concern:
 My husband and I have driven past your plant for the past 30 years or so, as we travel to visit family. In the last several years, we have noticed that someone has taken the responsibility to decorate your two outside bear castings, in keeping with the current holiday or season. We always look forward to seeing what attire they will be wearing and/or what props will be surrounding them. It's been one of the highlights of a rather long trip. I just wanted to thank someone for doing such a great job. Their work is noticed by those of us who travel that road...
 - Joan Portelli

Safe Lifting

- Source Material from Michigan Dept. of Labor

Most of you are aware that there is a right and a wrong way to lift something. Maybe you've had some instruction in safe lifting techniques, but, back injuries due to improper lifting continue to be a major accident cause, a review of proper lifting procedures is in order.

There are various types of injuries that can occur while attempting to lift. Hernia, an ailment usually associated with lifting, does not generally result from a single effort expended in lifting. It is usually the result of continued extreme exertion, especially done contrary to the structure of the body.

Back strain is a more common type of lifting injury. Like a hernia, it results from the over-stretching of certain muscles and can be avoided by employing correct lifting techniques.

The first thing that should be done before attempting to lift an object is to "size it up". Look it over and decide if you can handle it alone or if you need help. It is advisable to get help if there's any doubt in your mind as to whether the load is safely within your capacity.

Also, look over the area where you're going to be carrying the object. Make sure it's clear of obstacles. Get a good footing close to the load. Place your feet (8) to (12) inches apart. Bend your knees to grasp the load. Keep your back straight. Bend your knees outward and straddle the load somewhat. Get a firm grip. Keep the load close to your body. Then lift gradually by straightening your legs.

Of course, once you've lifted the load, you'll eventually have to set it down, so you bend your legs again, keeping your back upright, following the lifting procedures in reverse. Make sure that your fingers clear the pinch points. Better set one corner down first.

When you have someone helping you lift an object, teamwork becomes important. If you're going to be carrying the load to another point, both of you should decide in advance how it is to be handled. Check the route and the clearance. One person should be the leader and be in a position to observe and direct the other.

Lifting and lowering should be done in unison. Don't let the load drop suddenly without warning your partner. When carrying a long object, make sure you have proper clearance. Both persons should be on the same side of it and in step.

After having lifted an object, if you intend to place it on a table or bench, rest it on the edge, then slide the object onto the surface. When lifting an item off a bench or table, get close to the load.



When lifting a load above your waist, first, correctly lift it waist high, then rest it on a firm object for support. Change your grip, then again bend your knees to get extra leg muscle into the final effort. Never attempt to

change your grip or the position of your load while you are moving. Stop and rest the load on a firm object, then adjust your grip.

Use caution in changing direction while carrying an object. Don't twist your body - turn it with changes in foot direction. Have a clear vision over the load.

Your back is a very important part of your body, but it's easy to forget that you have one until you injure it. Then it becomes painfully evident. However, by using these safe lifting steps your back can be easy to live with the rest of your life.

Benton Foundry, Inc. Employee Savings & Retirement Plan (401K)

Fund Names	Total Plan Assets 12/31/08	Total Plan Assets 12/31/09
New Perspective A	\$237,428	\$441,249
Growth Fund of America A	\$364,523	\$509,190
Fundamental INVS A	\$469,682	\$701,492
American Mutual A	\$369,410	\$413,056
American Bal. A	\$479,019	\$406,172
Money Market A	\$1,774,134	\$2,421,761
Bd. Fund of Amer. A	\$259,679	\$142,192
SMALLCAP World Fund A	\$56,505	\$174,278
New World Fund A	\$104,182	\$212,945
Cap Inc. Builder A	\$70,370	\$86,746
Cap. Wld. Growth Inc A	\$120,292	\$217,156
Inv. Co. Amer. A	\$36,838	\$70,839
RS Global Nat. Res.	\$283,303	\$297,218
RS Value Fund	\$57,124	\$35,291
Oppen. Gold & Spc. Mineral Fund N	\$937,986	\$632,660
Total Assets	\$5,514,086	\$6,762,253

**New Rules
Clear Investor Fog**

- Kiplinger's Retirement Reoprt

If you're like many investors, you don't read your mutual fund prospectuses cover to cover. And who can blame you? Their complexity makes it difficult to focus on the key information.

The Securities & Exchange Commission has taken steps to change that. Starting in 2010, new regulations will require fund companies to provide investors with a "summary prospectus" for each fund. This three to four page document will summarize in plain English what's contained in the often inscrutable fine print of the prospectus, which typically runs ten to thirty pages.

The summary will list the fund's costs, investment objectives and strategies, risks, and performance. The summary could appear at the beginning of the full prospectus, but fund companies will also have the option of sending out a summary instead of a full prospectus. Companies will be required to place the full document on their Web sites.

The Department of Labor is also working on regulations that could reduce investor confusion. These proposed rules involve employer-based retirement plans.

One regulation would require a plan's outside service provider to disclose fee information and conflicts of interest to the plan's sponsor. Currently, many sponsors, especially small employers, do not know what providers charge for specific services. With the regulation, employers could compare fees of providers, possibly leading to cheaper costs for employees. Congress is considering similar fee disclosure.

Another Labor regulation in the works would require plan sponsors to provide employee with information on the funds in their plans. Employers would provide funds' investment returns for past years, as well as a fund's total fees and expenses.

Employees would then be able to more easily compare offerings. To the degree that participants act on the information, it could result in higher returns for them.

Tax Time

When preparing your taxes for 2009, don't forget to ask your preparer about the federal tax credits available for ENERGY STAR products. If you purchased an energy-efficient product or renewable energy system for your home, you may be eligible for a tax credit. To learn more, go to energystar.gov and follow the links.

RAYMOND JAMES

Tom Mahoney
First Vice President, Investments
Tom.mahoney@raymondjames.com

December 3, 2009

Thomas G. Brown
Vice President
Benton Foundry, inc.
5297 State Route 487
Benton, PA 17814-7641

Dear Tim,

This letter addresses your question regarding compensation paid to vendors associated with the Benton Foundry 401(k).

Raymond James & Associates acts as the broker-dealer representative for the 401(k). We receive no direct compensation from Benton Foundry. We do receive compensation from the mutual fund companies represented in the plan. This compensation is paid through 12b-1 fees and is based on assets held in the plan. The percentage amounts of 12b-1 fees are generally based on fund type and are shown below.

<u>Fund Type</u>	<u>12b-1 fee</u>
Money Market Funds	0.00%
Short & Intermediate Term Bond Funds	0.15%
Equity Funds	0.25%

The Benton Foundry Plan purchases Class A mutual fund shares at Net Asset Value. The plan pays no upfront or back-end commission charges.

Please call with any additional questions you may have.

Best Regards,
Tom Mahoney

When Labels Cheat

- The Blaylock Wellness Report

When choosing what foods to eat, especially processed foods, always check the label and see what type of oil was used. This is especially true for salad dressings, which often use deceptive labeling. The labels will have in bold letters: "Made With Extra-Virgin Olive Oil," but the contents label will show that the majority of the oil used is one of the omega-6 fats. Trans fats are also dangerous and should be avoided.

Again, don't believe labels. A product can state in bold letters "Contains No Trans Fats" and yet still contains them. Here again, look at the contents label. If it says it contains "partially hydrogenated oil," the product contains trans fats. Don't confuse hydrogenated oil with hydrolyzed proteins - they are different, but both are dangerous for your health.

Tree Basics

- from [Arbor Day](#), May/June 2009

Are there particular trees that I can plant that might attract honeybees to my property?

This is a good question, especially in light of the struggle our industrious little friends are having just to exist in our ever-urbanizing world. Both wild and domestic bees are facing disease and habitat problems that have greatly reduced their populations. Bees are essential for pollination of many fruits, vegetables and other plants, so your willingness to help is appreciated.

Some examples of tree & shrub species are provided that are particularly attractive to bees. A good source of water helps, too.

<i>Spring</i>	<i>Summer</i>	<i>Fall/Winter</i>
-Most fruit trees	-Roses	-California laurel
-Maples	-Sourwood	-Franklin tree
-Oaks	-Blackberries	-Asters
-Redbuds	-Blueberries	-Potentilla
-Hazelnuts	-Raspberries	-Sunflower

For more ideas check out arborday.org.

5 Green Myths Exposed

- from Kiplinger Personal Finance

If you're like most people, you're more than happy to be green - as long as it also saves greenbacks. To that end, we've identified five green myths and the truth behind them - plus how much money you may be burning by buying into them.

Myth: Never leave the lights on when you leave the room.

Reality: Mom was right when it comes to incandescent bulbs, but not compact fluorescent lights. The more you switch CFL's on and off, the shorter their operating life.

Myth: You can trust product labels that say "green," "eco-friendly" and the like.

Reality: The green-washing machine loves to crank out vague marketing terms, and the Federal Trade Commission has begun to crack down on environmental claims that fail the regulatory smell test.

Myth: Switching to solar is the best way to save energy.

Reality: Even with government incentives, solar-power systems are expensive. The owner of a typical single-family home in the U.S. wastes almost \$350 annually on heated or cooled air that escapes to the outdoors. So for most houses the first line of defense is to tighten up the house and its' duct-work, improving insulation, switching to CFL's and upgrading appliances.

Myth: Energy savings and tax credits will eventually pay for replacement windows.

Reality: Single-pane windows may be energy wasters, but they're not the biggest culprits. The home-energy tax credit, which is good through 2010, offsets 30% of your expenses, up to \$1500. You can help prevent energy loss for less money if you follow the previous recommendations.



Lean - Our Next Steps

- Alan Wertz

Over the past year Benton Foundry has started taking steps to becoming a lean manufacturing corporation. What does this mean? What “Lean manufacturing” refers to is a series of tools designed to improve the efficiency of a work place. This is attained by improving the flow of product through the plant and by reducing wasteful activities.

Where did we start? We started with 5-S activities throughout the plant in March of 2008 and have continued to make progress over the past two years. Our goal is to have all work areas through 5-S by March of this current year. This creates a strong base, and provides everyone a chance to experience its benefits before we move forward. As discussed, we are starting training on our next topic called SMED (Single Minute Exchange of Dies) in February.

This topic will be covered with all of those individuals that are involved with machinery setup and changeovers. Is our goal a 1 minute changeover in every area? NO! But our goal is setup reduction. This reduction need not come from working faster or harder, but smarter. It takes time to make changes. The keys behind SMED are planning, communication, practice, innovation, standardization, and continuous improvement. We must look at our current practices and review what absolutely must be done while the machine is shut down verses what can be done pre- or post machine shut down. It becomes a matter of streamlining our tasks so that we do them in a repeatable and predicable manner every time. Instead of Single minute changes, lets first shoot for single digit change over (less than 10 minutes).

After our series on SMED we will be shifting gears and once again involving everyone within Benton Foundry in waste reduction. This includes topics such as:

<p>Defect Reduction</p> <p>Overproduction</p> <p>Waiting</p> <p>Not Utilizing Employees</p> <p style="padding-left: 20px;">-Knowledge, Skills, Abilities</p>	<p>Transportation</p> <p>Inventory</p> <p>Motion</p> <p>Excess Processing</p>
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Actions that result in waste reduction will reduce Non-Value added activities. These are activities that add no value to the final product that we ship out the door. Oftentimes these areas are a source of worker frustration because something out of their control is a hindrance to their work. Correcting the problem creates a win-win scenario for both the employee, and in turn, the company. Please think about the above topics until your training session so that your concerns and questions can be discussed. Your involvement is key to the programs success.

PA ACT 129

In an effort to encourage Pennsylvanians to reduce power consumption, Pennsylvania passed ACT 129. This program was proposed by the Pa Utility Commission to increase our energy efficiency and conserve energy. There are many rebates available or soon to be available to all residential customers through this program. Some examples include but are not limited to energy star products: Dehumidifier (\$10), Room Air Conditioner (\$25), Dishwashers (\$30), Refrigerators(\$50), Clothes Washer (\$75), Programmable Thermostats (\$50), Central Air and Heat Pump systems (\$Range). These rebates are available to all PPL customers. All you have to do is:

1. Buy any ENERGY STAR Qualifying Appliance
2. Install the appliance in a property with an active meter using PPL Electric Utilities services

Mail: Rebate form, Copy of your receipt, and the first page of your most recent PPL bill to the address listed on your rebate form. What you will receive is a VISA debit card with your allowable rebate on it. All rebates and information will be available through www.rebate-zone.com/ppl keep an eye out there will be more rebates added throughout the next several weeks/months on what is available and how to apply for your rebate.

Winter 2010 Birthdays

January

A. Earnest
T. Stuart
J. Kandratic
I. Wolfe
M. Magorga
J. Chapin
A. Strauch
T. Miller
N. Strait
B. Gower
J. Wilt
K. Schumacher
T. Grigas

February

B. Hess
S. Vandine
G. Kocher
T. Toporcer
J. Norton
S. Frey
F. Hittle
M. Lobos
J. Insinga
K. O'Brecht
B. Eighmey
C. Puderbaugh
J. Spence
B. Doty
A. Wertz

March

R. Green
E. Gough
D. Dinehart
AW Schumacher
J. Garay
D. Ulmer
S. Wolfe
L. Sheatler
J. Timko
T. Norton
N. Foust
J. Andrews
S. Stonier
T. Foust
G. Vandine
R. Porter
J. Remley
P. Gowin, Jr.
S. Golder

Welcome

During the months of December, January and February we've seen some new faces throughout the plant on both shifts. Adding staff is a great way to begin the year.

To all hired since December 2009, Welcome to Benton Foundry. We look forward to a long and productive partnership.

Job Well Done

- Thanks to all employees who recently worked overtime to meet our customers' needs.

- Recognition for 5-S efforts goes out to those who work on the Isocure belt and in the eutectic welding area for keeping neat and tidy work areas. Departmental recognition goes out to the Core room. And Supervisor recognition goes out to Rick Wilson for taking a proactive approach to 5-S by starting to move the Molding department to the next level by doing his own 5-S audits and being the first department to have all of its areas through the 5-S program.

Security - submitted by Benton Foundry Employees

Identity theft occurs when a thief gains access to information about you and uses that information to steal from you. Information useful to thieves include your social security number, driver's license and bank records.

Identity thieves can obtain information about you in a number of ways, including:

- ◆ Stealing wallets, purses and mail
- ◆ Intercepting personal information you provide on an unsecured website, from business of personnel records at work and personal information at home
- ◆ Rummaging through your trash, and public trash dumps, for personal information
- ◆ Posing as someone who needs your information, such as a government agency, employer, bank or landlord (note: with the US Census ramping up, be aware that any legitimate US Census worker will have a badge, a handheld device, a Census Bureau canvas bag and a confidentiality notice. You should ask for their identification and badge before answering any questions)
- ◆ Buying personal information from store clerks, employees, or other individuals who have access to the information

There are things you can do to protect your identity.

- ◆ Do not give out your social security number to just anyone
- ◆ Do not carry your card in your wallet or purse
- ◆ Keep your card locked away in a safe place with your other important papers
- ◆ Check your credit reports once a year; which you can do for free at www.annualcreditreport.com
- ◆ Contact the Federal Trade Commission (1-877-438-4338) if you think someone is using your identity.

“THE WISDOM WELL”

“Two things are infinite - space and human stupidity.”

- Albert Einstein