



1st & 2nd Quarter 2018

THE MELTMINDER

A PUBLICATION BY BENTON FOUNDRY, INC.

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

Congratulations - Employees of the 1st Quarter



Congratulations to **Mary Ellen Freed** (left), Benton Foundry's 1st shift Employee of the 1st Quarter. Mary Ellen works in our Core Room and has been employed since 2010. Mary Ellen is a dedicated, hard-working employee. She enjoys watching scary movies and spending time with her son Shawn when she is not working, as well as, her cat and dog.



Congratulations to **Tim Shepherd** (right), Benton Foundry's 2nd shift Employee of the 1st Quarter. Tim has been employed at the Foundry since 2013. He works in our Core Room, but is currently training as a molding machine operator. Tim lives in Benton with his wife Tanya and their three children. Tim enjoys playing football with his friends on the weekends.

Construction Is Underway

We began another construction project in April. This project includes relocating our lab, upgrading our pattern shop and significantly increasing our pattern storage area. This will get all patterns into a fire rated structure. Although we have a similar fire rated structure currently, we have long since outgrown it. This is one of the intermediate steps which is part of our comprehensive five-year plan. It will be the last major step before being able to double our core room in 2019/2020. We are currently in our eighth five-year plan.



Before Demolition



Places To Visit In Pennsylvania

Chanticleer Garden

786 Church Road Wayne, PA 19087

We can finally look forward to mild days and flowers blooming. Stroll through an enchanted garden, bathed in golden sunlight, when you visit Chanticleer Garden. Picnic in the warmth of a glass house. Listen to the melody of the babbling brook. Sit on a perfectly placed stone bench or comfy wooden lounge chairs to admire your surroundings. Chanticleer Garden opens for the season in late March through October, Wednesday through Sunday. www.Chanticleergarden.org



Pittsburgh Botanic Garden

799 Pinkerton Run Road, Oakdale, PA 15071

Meander along a storybook fairy trail at Pittsburgh Botanic Garden. Sit in an over sized bird's nest. Inspect the picturesque fairy homes. Cross a pond on stepping stones and feel the sun's rays that sneak through the trees that line the walking paths. Arrive at Pittsburgh Botanic Garden at least an hour and a half prior to closing to get admission tickets for that day. The breathtaking garden is open Wednesday through Sunday from 9 a.m. to 5 p.m. www.PittsburghBotanicGarden.org



Bear Creek Preserve

47 Rabbit Run Lane, Bear Creek Twp., PA 18702

Lace up your hiking boots, pack your water bottles, and prepare for a breathtaking journey into a tiny piece of paradise when you visit Bear Creek Preserve, a sprawling natural area spread across 3,400 acres in the Lehigh River Watershed. Hike along one of the unpaved hiking paths that span 31 miles. Cross over a picturesque footbridge as you view local wildlife, including turtles, porcupines, owls and bald eagles. Discover a breathtaking gushing waterfall at Bear Creek Preserve, which is open daily from sunrise to sunset.

Lehigh Valley Zoo

5150 Game Preserve Road, Schnecksville, PA 18078

Breathe in the fresh air as you get a close-up look at some of the world's most adorable animals when you visit the Lehigh Valley Zoo. Stroll the 29-acre zoo that's home to more than 275 animals, including penguins, otters, giraffes, and raccoons. Enjoy a quick snack or meal at the zoo. Visitors are also welcome to bring food and non-alcoholic beverages into the zoo. This zoo is open year-round. Check out their website for hours of operation. www.lvzoo.org

Smith Memorial Playground & Playhouse

3500 Reservoir Drive, Philadelphia, PA 19121

Spring means warm weather, gentle breezes, and trips to the park. You'll definitely want to add Smith Memorial Park and Playhouse to your places to visit. The 6.5 acre park features plenty to do both outdoors and indoors, including a giant slide perfect for kids of all ages, a butterfly garden, and a 16,000 square foot indoor playhouse. Check out their website for hours of operation. www.smithplayground.org

Wolf Sanctuary

465 Speedwell Forge Road, Lititz, PA 17543

Journey to the storybook small town of Lititz, home to Wolf Sanctuary of PA. The 80-acre sanctuary houses abandoned, neglected and abused wolves, providing them with lifelong care and a safe home. Be sure to wear comfortable shoes for your guided tour of the sprawling sanctuary. Watch as keepers feed the wolves and learn more about the resident wolves. Reserve a spot to tour Tuesdays or Thursdays. Regular tours are also held on Saturdays and Sundays but reservations are not necessary. See their website for more details.

www.wolfsanctuarypa.org

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Places To Visit In Pennsylvania

(Continued from page 2)

Tree Tops Restaurant

187 Evergreen Lane, Acme, PA 15610

Dine outdoors on a beautiful day at Tree Tops Restaurant, a spectacular eatery nestled among the trees in Acme. The remote restaurant features an impressive menu that's geared toward all food lovers—carnivores, vegetarians and vegans which includes such scrumptious dishes as the smoked chicken sandwich, the grilled vegetable sandwich, chicken capers, and portabella ravioli. Eat among the trees at Tree Tops Restaurant. Check out their website for hours of operation.

www.treetopsrestaurant.net

Bilger's Rocks

1928 Bilger's Rocks Road Grampian, PA

<https://uncoveringpa.com/visiting-bilgers-rocks>



Discover the simple beauty of one of Pennsylvania's most spectacular natural wonders when you visit Bilger's Rocks. The rocks boast a series of passageways, caves, arches and cliffs that date back more than 300 million years. Hike on the trails around the rocks then enjoy a picnic at the pavilion, watch the kids at the playground or camp out overnight or a weekend. Bilger's Rock is open from dawn to dusk all year around.

Turkey Hill Experience

301 Linden Street, Columbia, PA 17512

Ice cream really is one of those treats that's just perfect any time of the year. Celebrate spring with a visit to the Turkey Hill Experience. Learn about the history of Turkey Hill and its ice cream as you embark on a self-guided tour then create your

very own ice cream flavor, star in your own television commercial and enjoy ice cream samples. The Turkey Hill Experience welcomes visits daily from 11 a.m. to 4 p.m.

Salt Springs State Park

2305 Salt Springs Road, Montrose, PA 18801



<https://uncoveringpa.com/salt-spring-state-park-waterfalls>

Soak up the gentle spring sunshine with a trip to Salt Springs State Park, which boasts more than 700 acres of pristine land. Stroll along a picture perfect wooden boardwalk as you're flanked by towering trees. Discover a gushing waterfall and become one of nature's artists by adding a rock formation to what is known as the park's Stonehenge. Salt Springs State Park is open all year.

Eagles Mere



www.eaglesmerepa.org

Plan a delightful weekend spring getaway to the quaint village of Eagles Mere. Boasting a year round population of less than 120 full-time residents, the charming village is dotted with picturesque shops and museums and offers plenty of outdoor activities, including boating on Eagles Mere Lake. Eagles Mere is within easy driving distance of Worlds End State Park.

Only In Your State
Beth Price Williams

The Information That Facebook Collects

When I downloaded a copy of my Facebook data last week, I didn't expect to see much. My profile is sparse, I rarely post anything on the site, and I seldom click on ads. (I'm what some call a Facebook "lurker.")

—But when I opened my file, it was like opening Pandora's box. With a few clicks, I learned that about 500 advertisers—many that I had never heard of, like Bad Dad, a motorcycle parts store, and Space Jesus, an electronica band all had my contact information, which could include my email address, phone number and full name. Facebook also had my entire phone book, including the number to ring my apartment buzzer. The social network had even kept a permanent record of the roughly 100 people I had deleted from my friends list over the last 14 years, including my exes.

There was so much that Facebook knew about me, more than I wanted to know. After looking at the totality of what the Silicon Valley company had obtained about yours truly, I decided to try to better understand how and why my data was collected and stored. I also sought to find out how much of my data could be removed.

How Facebook collects and treats personal information was central when Mark Zuckerberg, the company's chief executive, answered questions in Congress about data privacy and his responsibilities to users. During his testimony, Mr. Zuckerberg repeatedly said Facebook has a tool for downloading your data that "allows people to see and take out all the information they've put on Facebook."

But that's an overstatement. Most basic information, like my birthday, could not be deleted. More important, the pieces of data that I found objectionable, like the record of people I had unfriended, could not be removed from Facebook, either.

"They don't delete anything, and that's a general policy," said Gabriel Weinberg, the founder of DuckDuckGo, which offers internet privacy tools. He added that data was kept around to eventually help brands serve targeted ads.

Beth Gautier, a Facebook spokeswoman, put it this way: "When you delete something, we remove it so it's not visible or accessible on Facebook." She added: "You can also delete your account whenever you want. It may take up to 90 days to delete all backups of data on our servers."

Digging through your Facebook files is an exercise I highly recommend if you care about how your personal information is stored and used. Here's what I learned.

Facebook Retains More Data Than We Think

When you download a copy of your Facebook data, you will see a folder containing multiple subfolders and files. The most important one is the "index" file, which is essentially a raw data set of your Facebook account, where you can click through your profile, friends list, timeline and messages, among other features. One surprising part of my index file was a section called Contact

Info. This contained the 764 names and phone numbers of everyone in my iPhone's address book. Upon closer inspection, it turned out that Facebook had stored my entire phone book because I had uploaded it when setting up Facebook's messaging app, Messenger.

This felt unsettling. I had hoped Messenger would use my contacts list to find others who were also using the app so that I could connect with them easily—and hold on to the relevant contact information only for the people who were on Messenger. Yet Facebook kept the entire list, including the phone numbers for my car mechanic, my apartment door buzzer and a pizzeria.

This felt unnecessary, though Facebook holds on to your phone book partly to keep it synchronized with your contacts list on Messenger and to help find people who newly sign up for the messaging service. I opted to turn off synchronizing and deleted all my phone book entries.

My Facebook data also revealed how little the social network forgets. For instance, in addition to recording the exact date I signed up for Facebook in 2004, there was a record of when I deactivated Facebook in October 2010, only to reactivate it four days later—something I barely remember doing.

Facebook also kept a history of each time I opened Facebook over the last two years, including which device and web browser I used. On some days, it even logged my locations, like when I was at a hospital two years ago or when I visited Tokyo last year. Facebook keeps a log of this data as a security measure to flag suspicious logins from unknown devices or locations, similar to how banks send a fraud alert when your credit card number is used in a suspicious location. This practice seemed reasonable, so I didn't try to purge this information.

What bothered me was the data that I explicitly deleted but that lingered in plain sight. On my friends list, Facebook had a record of "Removed Friends," a dossier of the 112 people I had removed along with the date I clicked the "Unfriend" button. Why should Facebook remember the people I've cut off from my life? Facebook's explanation was dissatisfying. The company said it might use my list of deleted friends so that those people did not appear in my feed with the feature "On This Day," which resurfaces memories from years past to help people reminisce. I'd rather have the option to delete the list of deleted friends for good.

The Ad Industry Has Eyes Everywhere

What Facebook retained about me isn't remotely as creepy as the sheer number of advertisers that have my information in their databases. I found this out when I clicked on the Ads section in my Facebook file, which loaded a history of the dozen ads I had clicked on while browsing the social network.

Lower down, there was a section titled "Advertisers with your contact info," followed by a list of roughly 500 brands, the overwhelming majority of which I had never interacted with. Some brands sounded obscure and sketchy—one was called

Brian X. Chen
The New York Times

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The Information That Facebook Collects

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“Microphone Check,” which turned out to be a radio show. Other brands were more familiar, like Victoria’s Secret Pink, Good Eggs or AARP.

Facebook said unfamiliar advertisers might appear on the list because they might have obtained my contact information from elsewhere, compiled it into a list of people they wanted to target and uploaded that list into Facebook. Brands can upload their customer lists into a tool called Custom Audiences, which helps them find those same people’s Facebook profiles to serve them ads.

Brands can obtain your information in many different ways. Those include:

Buying information from a data provider like Acxiom, which has amassed one of the world’s largest commercial databases on consumers. Brands can buy different types of customer data sets from a provider, like contact information for people who belong to a certain demographic, and take that information to Facebook to serve targeted ads, said Michael Priem, chief executive of Modern Impact, an advertising firm in Minneapolis.

Last month, Facebook announced that it was limiting its practice of allowing advertisers to target ads using information from third-party data brokers like Acxiom.

Using tracking technologies like web cookies and invisible pixels that load in your browser to collect information about your browsing activities. There are many different trackers on the web, and Facebook offers 10 different trackers to help brands harvest your information, according to Ghostery, which offers privacy tools that block ads and trackers. The advertisers can take some pieces of data that they have collected with trackers and upload them into the Custom Audiences tool to serve ads to you on Facebook.

Getting your information in simpler ways, too. Someone you shared information with could share it with another entity. Your credit card loyalty program, for example, could share your information with a hotel chain, and that hotel chain could serve you ads on Facebook.

The upshot? Even a Facebook lurker, like myself, who has barely clicked on any digital ads can have personal information exposed to an enormous number of advertisers. This was not entirely surprising, but seeing the list of unfamiliar brands with my contact information in my Facebook file was a dose of reality.

I tried to contact some of these advertisers, like Very Important Puppets, a toymaker, to ask them about what they did with my data. They did not respond.

What About Google?

Let’s be clear: Facebook is just the tip of the iceberg when it comes to what information tech companies have collected on me.

Knowing this, I also downloaded copies of my Google data with a tool called Google Takeout. The data sets were exponentially larger than my Facebook data. For my personal email account alone, Google’s archive of data measured eight gigabytes, enough to hold about 2,000 hours of music. By comparison, my Facebook data was about 540 megabytes, the equivalent of about 160 hours of music.

Here was the biggest surprise in what Google collected on me: In a folder labeled Ads, Google kept a history of many news articles I had read, like a Newsweek story about Apple employees walking into glass walls and a New York Times story about the editor of our Modern Love column. I didn’t click on ads for either of these stories, but the search giant logged them because the sites had loaded ads served by Google.

In another folder, labeled Android, Google had a record of apps I had opened on an Android phone since 2015, along with the date and time. This felt like an extraordinary level of detail.

Google did not immediately respond to a request for comment. On a brighter note, I downloaded an archive of my LinkedIn data. The data set was less than half a megabyte and contained exactly what I expected: spreadsheets of my LinkedIn contacts and information I had added to my profile.

Yet that offered little solace. Be warned: Once you see the vast amount of data that has been collected about you, you won’t be able to un-see it.

Capital BlueCross Update

Your Explanation of Benefits Simplified A Better Way to Understand Your Benefits

You know the document you receive in the mail from Capital BlueCross after you get medical care? It’s called an Explanation of Benefits or EOB for short. It shares important information you should know about your health plan benefits, and it should be easy to read.

So we made it simple.

The EOBs offer a clear summary of the medical services you

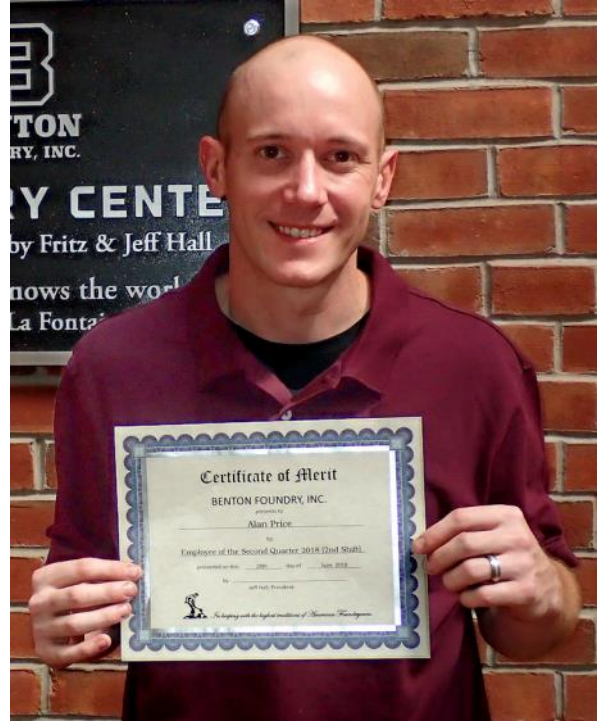
received, as well as a detailed statement. The new statement shows you the portion of the claim covered by your health plan and how much you may owe the healthcare provider who delivered your care. Also, EOBs will now be bundled, meaning less paper to sort through and file. The bundles will include all health claims finalized during a 14 calendar-day period, with each claim separated by provider.

As always, you can access your EOBs 24 hours a day, 7 days a week, through your secure member account at capbluecross.com.

Congratulations - Employees of the 2nd Quarter



Congratulations to **Mike Newhart** (left), Benton Foundry's 1st shift Employee of the 2nd Quarter. Mike works in our Maintenance Department and has been employed since 2014. Mike lives in Waller with his girlfriend Jennifer. He enjoys hunting, fishing and spending time with his family. Mike has bagged a trophy buck or two in the last few years and I am sure he is looking forward to hunting season again this year.



Congratulations to **Alan Price** (right), Benton Foundry's 2nd shift Employee of the 2nd Quarter. Alan has been employed at the Foundry since August of 2017. He works as a Quality Control Assistant in our Lab. Alan lives in Millville with his wife Mary and their two daughters. Alan enjoys spending time with his family and playing fetch with his dog.

More Construction Photos



How 65 Became the Default Retirement Age

For decades, 65 has been the goalpost most everyone in the labor force worked toward for retirement. But why 65? The answer isn't clear-cut, but it is an interesting story with cameos from colorful politicians ranging from the Iron Chancellor to the Kingfish.

Sixty-five is the age most commonly associated with retirement largely because it's when Social Security contributions have historically been distributed, when federal Medicare health care coverage begins, and when many private pension plans begin paying benefits.



There's also no single reason why 65 was selected as the age to begin distributing payments when President Franklin D. Roosevelt signed the Social Security Act on August 14, 1935, said Edward Berkowitz, a history professor at George Washington University who specializes in the history of Social Security. "It was somewhat arbitrary," He said. American planners looked to examples of other social insurance programs in countries like

Germany, but they were also influenced by the intense public pressure at the time to lessen the economic hardships brought on by the Great Depression, he said.

Germany was the first country to adopt a national pension program when Chancellor Otto von Bismarck (The Iron Chancellor) pushed for one in 1889.

The German system initially was intended for those 70 and older, but the starting age was later lowered to 65, according to the Social Security Administration's historians.

There was a long history of 65 being singled out, according to information provided via email by Dora Costa, the chair of the University of California, Los Angeles economics department and author of *The Evolution of Retirement: An American Economic History, 1880-1990*. In addition to the German system, public programs in states like Massachusetts, and the payments distributed to Civil War veterans and their survivors were among that also often used 65 as a benchmark. One of the largest influencers was the public, which was struggling with high unemployment due to the Great Depression. There were pushes for relief by organized civic groups and by populist politicians like Louisiana's Huey Long (nicknamed "the Kingfish"), who proposed a pension for everyone about 60, according to the Social Security Administration's historians.

A compromise of sorts was settled on with 65, Costa said. "Below that would have been too expensive to set up Social Security," Costa said. "Above that would have been politically unpopular - unemployment rates were high, so the political selling point of Social Security was to get the elderly out of the labor force."

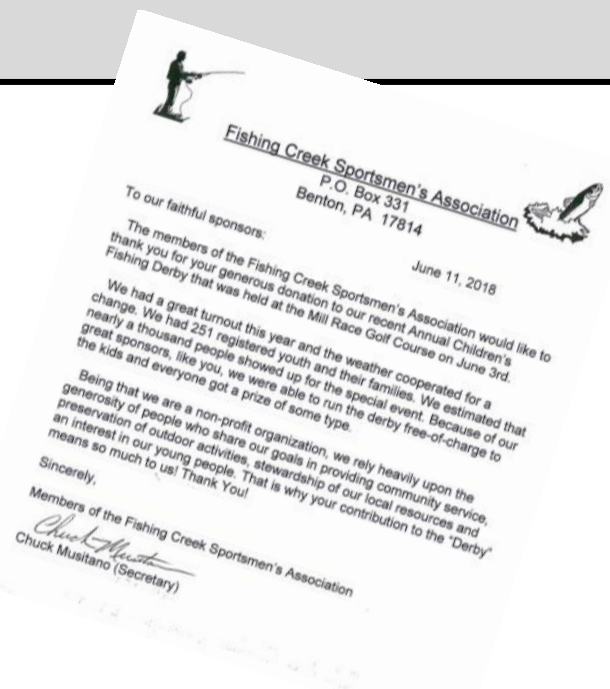
By Sarah Ovaska-Few
Journal of Accountancy

Thank you received

Benton Foundry recently received a thank you from Fishing Creek Sportsmen's Association for a donation made towards their Annual Children's Fishing Derby.

Benton Foundry also received a thank you note from Zach Poust. Zach is a local wrestler that recently participated in a wrestling event in Spokane Washington. Benton Foundry helped support Zach in this endeavor.

Community



This page was featured in the May 2018
Modern Casting Magazine

IN THE COMMUNITY

Benton Foundry

Benton is active in its small community by contributing to the area civic center and sponsoring engineering competitions.



Benton Foundry's donation helped fund the aerobic room and kitchen. The foundry also cast the signs for the rooms.



BENTON FOUNDRY

LOCATION

Benton, Pennsylvania

EMPLOYEES

240

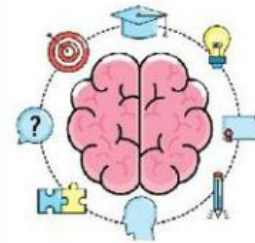
FUN FACT

Benton Foundry sits on land that was part of the 45,000 sq. mile grant King Charles II gave to William Penn in 1681.

A FS Corporate Member Benton Foundry Inc. (Benton, Pennsylvania) is an integral part of the business community in Northeastern Pennsylvania. They've also made themselves a crucial part of the community as a whole, supporting the Northern Columbia County Civic Center with a \$75,000 donation, which includes funding the center's aerobic room and kitchen. Now it sits on the investment committee for the center. **MC**



Benton Foundry is a key supporter of the area's civic center and supports biddy basketball, ballet, senior programs, adult exercise, and other community events. The foundry sits in a rural part of Pennsylvania, and the borough of Benton is located in Columbia County, Pennsylvania. The borough has a population of just 824.



Benton Foundry has also helped support engineering competitions. One example is "Rage In The Cage," a robotics event where students are challenged to create the best-designed robot. Another is its support for the Rube Goldberg Challenge, where participants invent their own machines.

In the Community is a new recurring feature that will run in *Modern Casting* highlighting the positive contributions the industry is making in its surrounding areas. To be featured in a future edition, contact associate editor Brian Sandalow at bsandalow@afsinc.org

Safety and Health

Back Pain Myths

The Truth About Back Pain: It might be a sharp stab. It might be a dull ache. Sooner or later, 8 out of 10 of us have back pain and back pain myths are almost as common. Let's set the record straight about what you may have heard.

Myth: Always Sit up Straight - Slouching is bad, but sitting up too straight and still for long periods can be a strain on your back. Take breaks a few times a day. Lean back in your chair with your feet on the floor and let your back curve slightly. Even better: Try standing for part of the day, perhaps while you're on the phone or reading.

Myth: Don't Lift Heavy Things - It's not necessarily how much you lift, it's how you do it. Get directly in front of the object. Squat close to it, with your back straight and head up. Stand, using your legs to push up the load and your arms to hold it close to your middle. Don't twist or bend your body or you may hurt your back. (Of course you shouldn't pick up anything that might be too heavy for you.)

Myth: Bed Rest Is The Best Cure - Yes, resting can help a recent injury or strain that causes back pain, but a day or two in bed can actually make it worse.

Myth: Pain Is Caused by Injury - Disc degeneration, diseases, infections and even inherited conditions can make your back hurt, too.

Fact: More Pounds, More Pain - Staying fit helps prevent back pain. As you might guess, extra pounds will put stress on your back. Back pain is most common among people who are out of shape, especially weekend warriors who push themselves hard after sitting around all week.

Myth: Skinny Means Pain-Free - Anyone can get back pain. People who are too thin, such as those with an eating disorder like anorexia, may have bone loss. They're more likely to get broken bones and crushed vertebrae.

Myth: Exercise Is Bad for Back Pain - This is a big one. Regular exercise prevents back pain and doctors may recommend exercise for people who have recently hurt their lower back. They'll usually start with gentle movements and gradually build up the intensity. Once the immediate pain goes away, an exercise plan can help keep it from coming back.

Fact: Chiropractic Care Can Help - Treatment guidelines from the American College of Physicians and the American Pain Society recommend that patients and doctors consider other options with proven benefits for low back pain. These include spinal manipulation and massage therapy.

Fact: Acupuncture May Ease Pain - The same organizations say acupuncture, yoga, progressive relaxation and cognitive-behavioral therapy may help when you don't get relief from standard self care.

Myth: Firmer Mattresses Are Better - In a Spanish study, people with ongoing general back pain who slept on a medium-firm mattress hurt less and were able to move better than those who slept on a firm mattress, one size doesn't fit all. Choose your mattress based on your sleep habits, as well as the cause of your back pain.

Web MD

Sugary Beverages

Drinking Sugary beverages is associated with markers of accelerated aging and early signs of Alzheimer's disease, a new study reports.

Researchers used data on more than 4,000 people over 30, examining their brains with MRI and measuring the memory with psychological tests. All completed well-validated food frequency questionnaires.

Sugary beverage intake is an indirect measure of how much sugar we get in our diets, which is difficult to measure precisely. The authors defined "sugary beverage" to include sodas as well as fruit juices, which many contain added sugars.

The study, in *Alzheimer's & Dementia*, found that on average, the more sugary drinks consumed, the lower the total brain volume and the lower the scores on memory test. Brain shrinkage is tied to an increased risk of Alzheimer's disease.

Compared with those who drank no sugary drinks, those who drank one or two a day had a reduced brain volume equivalent to 1.6 years of normal aging, and lower memory scores equivalent to 5.8 years of aging. Those who drank more than two had decreased brain volume equivalent to two years of normal aging and lower memory scores by the equivalent of 11 years.

The researchers controlled for diabetes, blood pressure, cholesterol, smoking and many other health and behavioral characteristics.

"Although we can't prove cause and effect, this data suggests that we should be cautious about drinking sugary beverages," said the lead author, Matthew P. Pase, a senior research fellow at Boston University. "They're empty calories that contribute to weight gain and metabolic disease."

*Nicholas Bakalar,
The New York Times*



Are Trucks Becoming the New Family Car?

Today's pickups are safer and more comfortable and sales to women and families are on the rise. Could one be right for you?

Pickup truck sales are the hottest they've been in a decade and it's no wonder: Driving one is no longer a bumpy, jarring experience that you have to endure. Truck makers today are building pickups with broader appeal, a softer ride and more safety, convenience and comfort features.

As a result, pickups are now attracting more buyers, including those who like the addition of backseats and more cab space and don't seem to mind sacrificing some truck bed length for the extra room inside.

Although the pickup market remains overwhelmingly dominated by male buyers, the number of women who registered full-sized pickups increased 67% from 2008 to 2016 (reaching more than 47,000 trucks in 2016), based on data from IHS Markit. "Family trucks are 40 to 50% of our mix," says David Elshoff, Ram brand spokesman. In the industry, a family truck is one with four full-sized doors in a mid-level or higher trim.

Additional seating has been a trend over the last 10 years and those bigger cabs mean more space for adults as well as kids, says Jen Stockburger, director of operations at Consumer Reports' Auto Test Center in Connecticut. "In our tests, crew-cab pickups typically offer generous rear-seat room to install child seats," she says.

The space needed for those seats means a tradeoff in the size of the pickup beds. Twenty years ago, the Ford F-150's most popular



combination was a regular cab with an 8-foot bed, according to Mel Yu, CR's automotive analyst. Today the cabs are a lot bigger

and the beds are smaller. Consumers don't seem to mind: General Motors says the most popular combo now for the Chevrolet Silverado 1500 is a crew cab with a 5-foot 8-inch bed, the shortest available.

Family-Friendly Changes—Shoppers who choose a pickup as a family vehicle bring different needs to the segment than traditional buyers, says GM spokesman Nick Richards. Core truck capabilities, such as hauling, towing and off-road ability, are still priorities, he says, but "exterior appearance, safety and technology are now more important than ever." It also doesn't hurt that

pickups sit fairly high off the ground, with acres of glass, giving drivers a good view of the world outside, although the long and tall hoods can make parking situations a challenge.

Ford has been evolving its F-150 for years, offering larger cab options, a quiet interior and more luxury features. "Given the versatility of today's trucks, more are being utilized as a primary family vehicle," says Dawn McKenzie, a Ford spokeswoman.

True luxury pickups are a real thing too. Hop up into a high-end truck these days and you'll find leather seats, power-adjustable pedals, soft-closing tailgates, powerful infotainment systems and multi-zone climate control. Ram says demand for its high-end trims have doubled since 2009 to 20% of the mix.

"Among vehicles that cost more than \$50,000 full-sized pickups are some of the most popular," says Gabe Shenhar, associate director of the auto test program at CR. "These are \$60,000 plus vehicles with amenities and swagger." Despite the embrace by more families, the pickup truck segment hasn't been as quick to adopt advanced safety systems as cars and SUVs.

Although pickups can be gas guzzlers, automakers have improved truck mpg by using more efficient engines and transmissions and by reducing weight. The Ram 1500 EcoDiesel is currently the most fuel efficient full-sized pickup, managing 20 mpg overall in CR's testing. The F-150's gasoline 2.7 liter V6 turbo gets an impressive 19 mpg overall.

Ford's F-150 dropped 700 pounds when it switched to an all-aluminum body and Ford is adding a diesel version later in 2018 that the company says could reach 30 highway mpg.

Smart Buying Advice—Pickup trucks have become more civilized, but make no mistake they still don't ride or handle as well as cars or SUVs.

Most have a higher step-in and are more difficult to park. So unless you really need an open bed, a truck might not be for you, especially in an urban living situation.

If you're buying a pickup for the first time, be careful not to get more truck than you need. The brawnier the truck, the more it can cost you in fuel. The burlier ones also tend to have the highest step-ups and the ride comfort will suffer.

For instance, if you're not planning to frequently carry heavy loads or pull a big trailer, you probably don't need a heavy-duty truck (3/4-ton or more) - stick with a light-duty version (1/2-ton)/1500-size). Even a compact truck, such as a Chevrolet Colorado, Honda Ridgeline or the upcoming Ford Ranger, could fit the bill.

If you rarely haul dirty cargo, large appliances or motorcycles, then a minivan or SUV might be the better choice. If you only truly need a pickup once in a while for a specific task, then you might be better off renting on those occasions.

*Mike Monticello
Consumer Reports*

EMPLOYEE SAVINGS AND RETIREMENT PLAN

Contribution Source

	Balance As Of 01/01/2018	Contributions	Withdrawals	Gains/ (Losses)	Balance As Of 6/30/2018	Vested Balance
EMPLOYER PROFIT SHARING	\$77,036	\$0	(\$6,102)	\$1,391	\$72,325	\$72,325
EMPLOYER MATCH	\$2,505,547	\$95,755	(\$111,388)	\$37,913	\$2,527,827	\$2,511,310
EMPLOYEE 401(k)	\$7,040,754	\$272,956	(\$424,898)	\$95,013	\$6,983,825	\$6,983,825
EMPLOYEE ROLLOVER	\$370,242	\$0	(\$2,369)	\$6,005	\$373,878	\$373,878
TOTAL	\$9,993,579	\$368,710	(\$544,757)	\$140,322	\$9,957,855	\$9,941,338

Activity By Fund

	Balance As Of 01/01/2018	Contributions	Withdrawals	Exchanges	Gains/ (Losses)	Balance As Of 6/30/2018
American Funds New Perspective Fund A	\$633,702	\$20,113	(\$2,410)	(\$12,918)	\$28,358	\$666,846
American Funds Growth Fund of America A	\$974,084	\$25,973	(\$37,469)	(\$13,605)	\$86,152	\$1,035,136
American Funds Fundamentallnv A	\$1,028,692	\$26,627	(\$6,126)	(\$8,374)	\$20,677	\$1,061,496
American Funds American Mutual Fund A	\$1,012,948	\$23,256	(\$28,338)	\$0	\$4,689	\$1,012,555
American Funds American Balanced Fund A	\$966,798	\$35,926	\$0	\$110	\$8,541	\$1,011,375
American Funds Bond of America A	\$282,241	\$17,743	\$0	(\$2,778)	(\$4,507)	\$292,698
American Funds SMALLCAP World Fund A	\$456,223	\$17,615	\$0	(\$8,201)	\$20,552	\$486,190
American Funds New World Fund A	\$287,609	\$13,397	(\$3,444)	(\$2,438)	(\$8,246)	\$286,878
American Funds Capital Income Bldr	\$389,672	\$17,106	(\$53)	\$6,604	(\$12,154)	\$401,175
American Funds Cap World Grand IncA	\$357,766	\$12,121	\$0	(\$2,568)	\$1,476	\$368,795
American Funds Inv Company Of Ameri	\$162,790	\$11,736	(\$3,496)	\$0	\$3,223	\$174,254
RS Global Natural Resources Fund A	\$233,548	\$16,241	\$0	\$288	(\$3,057)	\$247,020
RS Value Fund A	\$94,666	\$5,241	\$0	\$0	(\$595)	\$99,312
Oppenheimer Gold And Spec Minerals N	\$426,101	\$25,463	(\$3,157)	(\$8,533)	(\$26,710)	\$413,164
American Funds Money Market Fund A	\$1,553,888	\$54,065	(\$441,145)	\$0	\$7,435	\$1,174,243
American Funds Trgt Date Ret 2020A	\$6,275	\$1,244	\$0	\$0	\$8	\$7,528
American Funds Trgt Date Ret 2025A	\$324,991	\$14,406	\$0	\$53,016	\$1,237	\$393,649
American Funds Trgt Date Ret 2030A	\$384,369	\$4,990	\$0	\$0	\$4,518	\$393,876
American Funds Trgt Date Ret 2035A	\$19,782	\$3,459	\$0	\$0	\$370	\$23,611
American Funds Trgt Date Ret 2040A	\$313,174	\$7,389	\$0	\$0	\$6,308	\$326,871
American Funds Trgt Date Ret 2045A	\$14,322	\$3,007	(\$8,286)	\$0	\$358	\$9,400
American Funds Trgt Date Ret 2050A	\$69,937	\$11,594	(\$10,834)	(\$604)	\$1,688	\$71,781
TOTAL	\$9,993,579	\$368,711	(\$544,757)	(\$0)	\$140,322	\$9,957,855

Price Per Share By Fund

	12/31/2013	12/31/2014	12/31/2015	12/31/2016	12/31/2017	6/30/2018
American Funds New Perspective Fund A	\$37.56	\$36.28	\$36.02	\$35.33	\$43.16	\$45.09
American Funds Growth Fund of America A	\$43.00	\$42.68	\$41.29	\$42.04	\$49.54	\$54.01
American Funds Fundamentallnv A	\$51.97	\$52.06	\$50.71	\$54.44	\$62.21	\$62.61
American Funds American Mutual Fund A	\$34.81	\$37.14	\$33.85	\$36.83	\$40.80	\$40.63
American Funds American Balanced Fund A	\$24.42	\$24.75	\$23.83	\$24.81	\$27.15	\$27.14
American Funds Bond of America A	\$12.40	\$12.81	\$12.59	\$12.72	\$12.89	\$12.55
American Funds SMALLCAP World Fund A	\$49.15	\$45.31	\$43.63	\$45.98	\$55.80	\$58.29
American Funds New World Fund A	\$58.75	\$53.50	\$50.00	\$51.45	\$66.92	\$65.09
American Funds Capital Income Bldr	\$58.55	\$59.58	\$55.85	\$57.64	\$62.82	\$59.94
American Funds Cap World Grand IncA	\$45.32	\$46.09	\$43.36	\$43.83	\$51.11	\$50.81
American Funds Inv Company Of Ameri	\$36.70	\$37.08	\$33.37	\$36.23	\$40.39	\$40.35
RS Global Natural Resources Fund A	\$35.02	\$24.81	\$15.34	\$23.49	\$23.73	\$23.40
RS Value Fund A	\$34.76	\$33.04	\$28.33	\$27.94	\$26.21	\$26.06
Oppenheimer Gold And Spec Minerals N	\$15.81	\$13.04	\$10.00	\$13.85	\$15.74	\$14.77
American Funds Money Market Fund A	\$1.00	\$1.00	\$1.00	\$1.00	\$1.00	\$1.00
American Funds Trgt Date Ret 2020A	\$11.09	\$11.38	\$10.90	\$11.29	\$12.56	\$12.58
American Funds Trgt Date Ret 2025A	\$11.75	\$12.06	\$11.36	\$11.77	\$13.44	\$13.53
American Funds Trgt Date Ret 2030A	\$12.21	\$12.51	\$11.87	\$12.30	\$14.42	\$14.59
American Funds Trgt Date Ret 2035A	\$12.22	\$12.57	\$11.91	\$12.38	\$14.84	\$15.12
American Funds Trgt Date Ret 2040A	\$12.55	\$12.70	\$12.10	\$12.57	\$15.20	\$15.51
American Funds Trgt Date Ret 2045A	\$12.37	\$12.74	\$12.19	\$12.69	\$15.43	\$15.77
American Funds Trgt Date Ret 2050A	\$12.17	\$12.50	\$11.95	\$12.44	\$15.10	\$15.45

* Share price does not reflect fund dividends.

Trivia Question???

What is the only U.S. state without a rectangular flag?

Answer will be in the 3rd Quarter 2018

Answer from 4th Quarter question:

How many retirees were pictured at the Knoebels picnic last year? Nine

Don Nevel, Mel Bartlow, Joe Grenewich, JoAnn Hess, Todd Whitmoyer, Carl Puderbaugh, Beth Ann Gough, Joe Gower & Gloria Kocher

Birthdays

August

Dale Engle
Adolfo Barrientos
Felix Lopez
Ernie Priebe
Steve Lappan
Melissa Morales
Sarah Eighmey
Howard Jones
Nyman Engel
Tina Bizup
Beth Litwhiler
Tom Boatman
Dustin Burke
Roger Green
Nick Lawton
Eric Piatt
Nate Steinruck
Mike McAndrew
Ed Evans
Walt Lutcavage
Lee Ray

September

Lori Nafus
Mike Mengine
Shawn Nevel
Tim Kepner
George Bagdoyan
Dave Travelpiece
Dan Snyder
Kim Spencer
Tyler Hartman
JR Peterson
Ashley Hart
Bill Keefe, Jr.
Courtney Leahy
Eric Malcein
Andrew Ritinski
Charles Emick
Dan Williams



October

Sherry Steele
Chris Boom
Casey Swisher
Renee Danko
Ray Katz
David Thoen
Chris Newhart
Tom Vandine
Gordon Gottshall
Shane Hess
Joe Dougherty
Rosa Reyes



**HAPPY
BIRTHDAY**



Want

\$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

Oxymoron

*If work is so terrific, why do they
have to pay you to do it?*



"The Wisdom Well"

**"I attribute my success to this—I never
gave or took any excuse."**

~ Florence Nightengale

