



THE MELTMINDER

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3rd Quarter 2016

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

Congratulations - Employees of the Quarter



Congratulations to **Jim Wise** (left), Benton Foundry's 1st shift Employee of the Quarter. Jim works in our Shipping Department and has been employed since 2015. He lives in Washingtonville with his wife, Alesha. Jim enjoys spending time with their four children. They keep him busy in his spare time. **Good job — to both recipients!!**

Congratulations!



Congratulations to **Ed Evans** (right), Benton Foundry's 2nd shift Employee of the Quarter. Ed has been employed at the Foundry since 1995 and has won this award in the past. He currently works in the Molding Department as a machine operator. He has also worked in the Melt Department. Ed, his wife, Kim and their family reside locally. Ed's son, Adam lives at home and also works at the foundry. Adam would like to attend nursing school to further his education. Ed also has a daughter Eribella.

Annual Company Picnic at Knoebels

Our annual company picnic was held August 13, 2016 under hot and steamy conditions at Knoebels Grove. This marks our 21st year at Knoebels. Even though the weather was exceptionally warm and the kids couldn't wait to get to the water rides, we enjoyed a nice meal, prizes and entertainment. We want to thank Benny and the Shriners Clowns for providing balloons and entertainment for the younger crowd, as they have done for so many years!!! Many prizes were donated and appreciated by everyone. Thanks to all who made this event possible. We would also like to recognize Annette Brown for all her hard work on another successful picnic, in spite of the heat.



Knoebels Picnic



Knoebels Picnic



Exploring Pennsylvania

Riding with the 'Godfather of the Pine Creek Rail Trail'

By Gary Thornbloom

Bike trails, particularly rails-to-trails, are for everyone. You do not have to be a competitive cyclist or athlete to enjoy bicycling on these trails.

Pine Creek Rail Trail—62 miles from near Wellsboro to Jersey Shore - follows Pine Creek on a railroad bed from the 1800's and has a 2 percent grade. Which way the wind is blowing will have the strongest impact on your peddling.

After seeing the trail from the stream while paddling, I knew I had to try biking it. I reached out to David Ira Kagan. I had met him a couple times, knew he lived near PCRT, and knew that he biked on it. What I did not know, but soon learned, was that Dave, a retired English and mathematics teacher, had written a book, "Pine Creek Villages," rides more than 4,000 miles a year on PCRT, and is referred to by many as the "Godfather of the Pine Creek Trail." What followed was an informative, interesting day on the trail.

The nearest access from State College is the Jersey Shore terminus, or 3.4 miles farther along at the Whitetail access area - both include parking and toilets. Our day on the PCRT began a little north of there at Dave's home. Dave was an excellent guide and began a narrative that continued off and on as we peddled north, describing Torbert and then subsequent settlements.

If you are not riding with the "Godfather of the Pine Creek Trail," his book "Pine Creek Villages" and his friend Linda Stager's book "The Pine Creek Rail-Trail Guidebook" will be rewarding trail companions.

Pine Creek is an area rich in history.

Native Americans used the stream and valley as a highway. The earliest settlers also gravitated to this natural corridor. Logging, stone quarrying and the railroad are included in this past. The PCRT from Jersey Shore to Waterville includes three steel truss bridges from the railroad era of more than a century ago. The bridge at Torbert is a three span and includes an interesting slant to the top of the structure.

Stone monuments that include a number and the letter "L" are also relics from the railroad days. The number is the miles from the company headquarters in Lyons - "L" - New York.

Not long after we started riding we came to a tree that had fallen across the trail. Dave predicted that the tree would likely be cleaned up by the time we returned, and it was! Dave and others who are familiar with the trail praise the work done by the Department of Conservation and Natural Resources in keeping the trail in prime condition.

As we peddled north, the trail community became obvious as Dave greeted some of the many people he has met while peddling five or more times every week, year-round as long as the snow remains below an inch or so. Betty is one of the colorful characters we stopped to talk with. She is a motivated septuagenarian, who was riding 20 miles on her three-wheeler that day. After moving from a farm with horses that she enjoyed riding, she

has settled into riding a three-wheeler on PCRT.

A class of elementary school students were also biking on the trail the day we were there. The children were at the Bonnell Flats camping area taking a break from biking and engaging in a discussion at a picnic table where they were looking at samples of organisms in Pine Creek



water. They caught up to us later as we finished lunch and they stopped for ice cream.

Dave told me about an nonagenarian who will soon turn 91 and regularly rides the PCRT. Trail riders develop a sense of camaraderie. My sense is that while they ride alone much of the time, they enjoy meeting on the trail, and that they have gotten to know each other.

Opportunities for viewing wildlife are plentiful. Betty described a close enchanting, encounter with a fawn a few days earlier. The PCRT Facebook page is the place to go to learn what is happening on PCRT, including what wildlife people are seeing.

Eagles, geese, bears, deer and snakes - timber rattlers get a lot of attention - are some of the recent sightings. One rider recently encountered a dozen timber rattlers. Riders should always keep their distance, respect the snakes, and give the snakes their space.

Wildflowers are also abundant along the trail. Two that are often the most admired

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The Pine Creek Trail Continued

by riders on this section of trail include dame's rocket and greater celandine, both of which are beautiful but invasive. Another exotic introduced flower, forget-me-not, flows in mounds of tiny blue flowers along a short section of the path.

Native flowers include: mayapple, umbrella leaves with bold white flowers concealed beneath the leaves, which spreads by an underground root system and forms what it is easy to imagine as miniature forests of pixies. Wild columbine also grows in small patches. Some flowers, such as jack-in-the-pulpit, have already bloomed. And others, such as Turk's cap lily and bee-balm have yet to bloom.

Periodically, echoes from the past called out to Dave.

We stopped at Catharine Bonnell's grave site - she died in 1852 at the age of 1; the site of Camp Kline, which for more than 50 years was the home to the bustle of

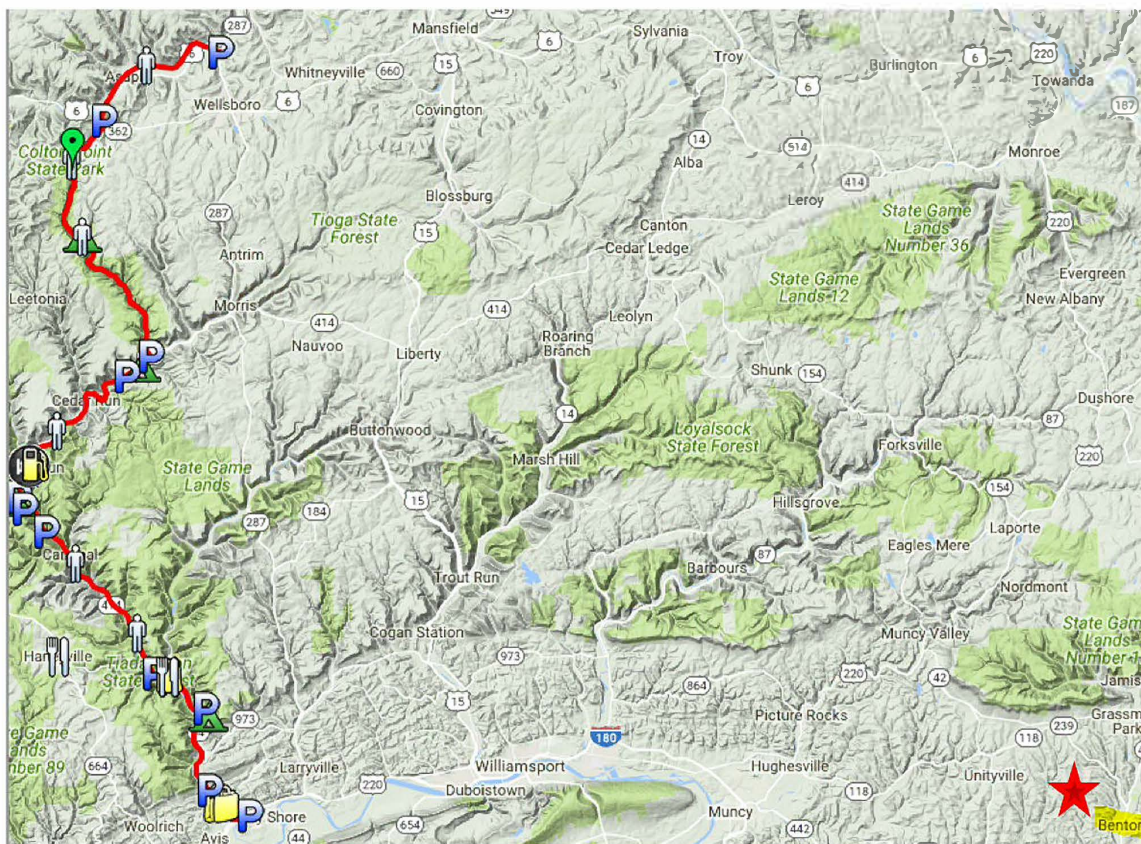
Boy Scout busyness; and then there is the Waterville Tavern built in 1925, where log drivers once made the place ring with their rowdiness. Today, however, it was likely a cold Yuengling and a delicious corned beef Reuben that called out to Dave from the Waterville Tavern. Dave is a regular here and the proprietor knew his order before he placed it. As we threaded off the trail into and then out of Waterville, Dave pointed out a church that is now a private home and the cemetery in back of it. Back on the trail, we peddled several miles farther north to Jersey Mills, where we left towns and homes behind. We were surrounded by Tiadaghton State Forest and the possibility of seeing wildlife increased. We saw a water snake stretched out on the trail.

Occasionally there are benches where you can stop and take in peaceful views of Pine Creek. Mountains, side streams with waterfalls, water rivulets dropping over

rock faces, wildflowers, wildlife, fog from side streams - the views change daily, by the mile, and even hourly. There is always something to engage your interest.

"A day on the Pine Creek Rail Trail is a day well spent," is how Dave summed up his feelings toward riding on the trail. And those days include a wide range of weather, and encounters. Dave spoke of some of his favorite rides, which included riding through an unprecedented number of lightning bugs, beneath a full moon, and experiences you will garner only by riding the PCRT again and again.

The Jersey Shore terminus is an easily accessible entry point to the PCRT. The trail is well maintained, and it offers something for everyone. All you need to do is to get on the trail, and this section of the Pine Creek Rail Trail is worth looking into.



Top Five Ergonomic Trends

Redefining the Workplace

By Allan Brown

Everyone wants to be Google - or - at least, everyone would like to work at Google. Google's efforts to create the happiest place to work includes more than free gourmet meals, massages, "nap pods" and other lavish perks. Their efforts center around a different way of looking at the workplace with a focus on ergonomics. Ergonomics is human engineering, designing things or spaces so people can use them more comfortably, efficiently and safely.

Fortunately, workplaces around the country are following Google's lead. Organizations in every industry are realizing that their people are their most important assets, and their workplace must be optimized for them. We have more than 20,000 policyholders across the Eastern Seaboard, and as MEMIC's chief ergonomist, I see the impact of poor workspace design on the bodies of employees and the bottom lines of companies as productivity decreases and healthcare and insurance costs — including workers' compensation costs — rise.

Here are the top five workplace trends I see as organizations endeavor to increase productivity, improve the health of employees and retain them for the long term:

1) Space is being redefined. We are simultaneously seeing smaller spaces and more spaces. We've all noticed personal workspaces getting smaller. The cube farms have been multiplying since the 1980s, but even the cubes are getting smaller and the walls are getting lower.

The folks in the corner office are not immune to the open office concept as they are losing square footage too. It makes sense because managers are on the floor more or in the field, meeting with their internal teams or external clients.

It's all too easy for employees to see the negative and focus on what they're losing. That's why it is so crucial for management to effectively communicate what is gained through the reorganization and reprioritization of space.

2) Collaboration is being encouraged. Workers can't just be given less space; they must be given more diverse spaces and the autonomy to move around those spaces. Many workplaces, including MEMIC, are creating collaboration spaces of different sizes so people aren't trapped at their desks or battling over who has reserved the large conference room when they only need a quick huddle with three or four coworkers.

The effective open office is about space reflecting and enhancing organizational culture. Flattening the hierarchy, opening doors, increasing communication and collaboration, breaking down departmental silos to create a more nimble and flexible organization that responds to challenges and solves problems quickly is the new paradigm.

3) Mobility is king. The workplace is dynamic: Don't be left sitting still or you'll be left behind. Technology has allowed people to untether from the desk. The BlackBerry thumb has been replaced by smartphones, tablets and laptops. MEMIC has replaced almost every desktop with laptops and docking stations so employees can work seamlessly in the field, move about the office and use the collaboration spaces we've created. The emphasis on mobility is coming just in the nick of time, as the percentage of obese and overweight workers has reached epidemic proportions. The health impacts of a sedentary workplace have led some experts to say, "Sitting is the new smoking." Dynamic sit/stand workstations have been adopted at MEMIC and offices across the country so workers can transition from sitting to standing throughout the day and not be trapped in one unhealthy posture.

The answer to the question "Should I sit or stand at my desk?" is both. It's the ability to change positions that creates the opportunity for wellness.

4) Aesthetics is functionality. An open office must take into consideration the whole person and the whole work experience. The work environment should optimally address all the senses and create a coherent whole that complements your organizational culture.

Think sight, sound and smell: What is your office décor? Are the colors for different spaces appropriately relaxing or stimulating? Do you have a scent or fragrance police? Is there proper ventilation, especially around the break room? What is the noise level? Do you need sound proofing, white noise machines or to designate certain disruptive tasks to specific spaces?

5) It's not about money; it's about attitude.

Yes, Apple is spending \$5 billion building a new campus, but ergonomic solutions don't need to be expensive. Start with your employees who sit the most, and create an environment that allows them more freedom of movement throughout the day. It's the little things that show employees you see them and value them as individuals, and they're not just cogs in the machine. The key to human engineering is adapting your workplace to fit your people, not the other way around.

The trends may be amplified in Silicon Valley, but across the country the economy is improving, unemployment is dropping, baby boomers are retiring and the race is on for attracting and retaining the best talent. The workforce is changing with it. As you make physical changes, you should also see changes and improvements in your workers' compensation claims for ergonomic injuries.

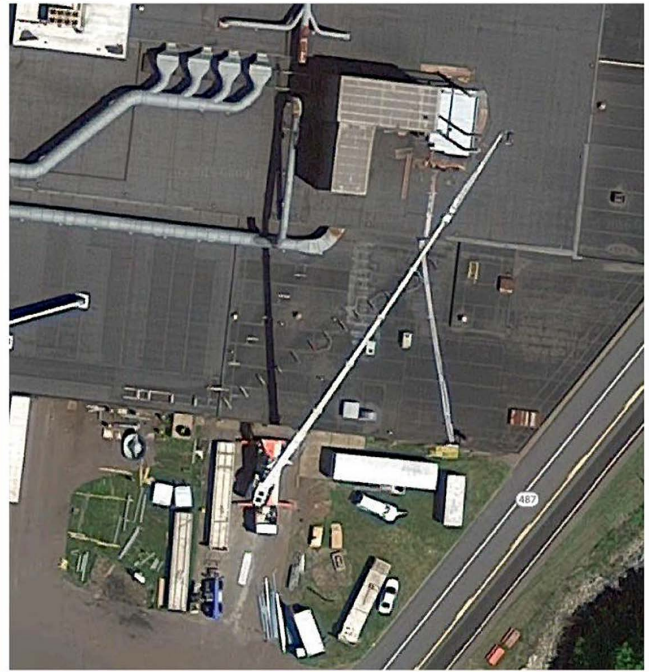
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Other News & Tidbits

A note from Benton Foundry's perspective regarding the article on (Page 6) regarding the workplace space: ****If you have improvement ideas on your work station that would make you more productive and comfortable, please write them down and give them to your supervisor.*



This really neat aerial view highlights our sand silo project we featured in last quarters newsletter. This picture shows the boom extended on the crane and the difficulty setting large pieces of equipment in the center of the building.



Trivia Question???

What year was Fritz Hall fired from Benton Foundry by his father ?

Answer will be in 4th Quarter 2016

Answer from 2nd Quarter question:

Guess who the two longtime Benton Foundry employees are in the picture below and *what year it was?*

Oxymoron

Why do "overlook" and "oversee" mean opposite things?



Rick Wilson and Mel Bartlow (1986)

\$ **Want** \$

\$250.00?

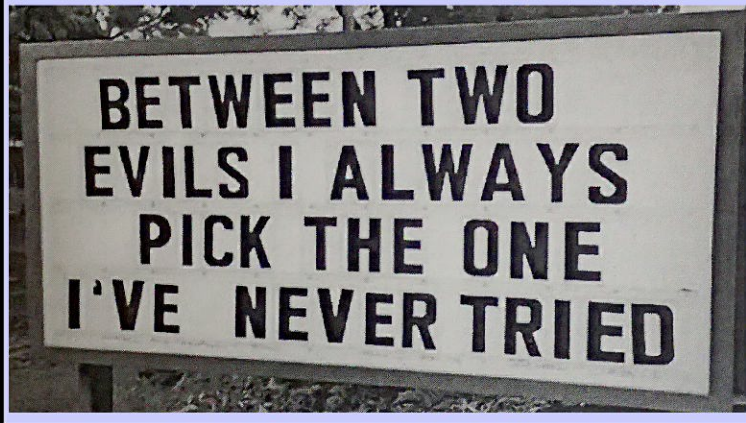
Company Referral Plan

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

\$ \$

Words of Wisdom

Mae West



Birthdays

October

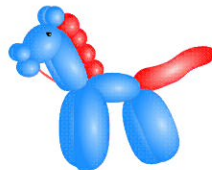
- Jeff Edmondson
- Sherry Steele
- Gerry Lewis
- Ray Katz
- David Little Jr.
- Dave Thoen
- Mike A. Mitchell
- Chris Newhart
- Gene Minnick
- Tom Vandine
- Gordon Gottshall
- Rosa Reyes
- Ron Shanahan
- Rick Wilson

November

- Mike Newhart
- Bev Gower
- Gene Burkhart
- Aaron McHenry
- Joe Smith, Jr.
- Dain Lejedal
- Chad Miller
- Eileen Hess
- Mary Freed
- Nick Shovelin
- Mike McDonald
- Steve Fritz
- Ed Gill
- Tim Moore
- Terry Whitmire
- Pete Gowin
- Ed Lemelin
- Ashley Meek

December

- Gene Eckroth
- Keith Provine
- Joe Grenewich
- Matt Gottshall
- Billy Green
- Chris Pohl
- Greg Woodside
- Robert Gottshall
- Nathan Shoemaker
- Eric Cocco
- Brett Katz
- Mike Mohr
- Donna Remley
- Mike P. Mitchell
- Paul Wakely



Good Job

The last few quarters we listed employees with over 25, 30, 35 & 40 years of service.

Following is a list of Employees with 20-25 Years of Service:

- Nyman Engel
- Sherry Steele
- Robert Little
- Stuart Wolfe
- Gene Eckroth
- Teo Grigas
- Matt Kittle
- Dave McLucas
- Ken O'Brecht

- Gary McCoy
- John Andrews
- Ed Evans



They Had One Job To Do



“The Wisdom Well”

“Not everything that can be counted counts, and not everything that counts can be counted.”

~William Bruce Cameron

