



3rd Quarter 2018

THE MELTMINDER

A PUBLICATION BY BENTON FOUNDRY, INC.

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

Congratulations - Employees of the Quarter



Congratulations to **Bob Little** (left), Benton Foundry's 1st shift Employee of the Quarter. Bob is a forklift operator in our Core Department and has worked at Benton since 1993. Bob lives outside of Hughesville, with his wife Mary. He enjoys woodworking, construction and working on cars in his spare time.



Congratulations to **Boyd Lore** (right), Benton Foundry's 2nd shift Employee of the Quarter. Boyd works in our Melt Department and he is currently training as a furnace operator. Boyd has been employed for several years as a pourer and crane operator. He lives in Benton with Penny and their son Boyd Jr. He enjoys hunting and fishing in his spare time.

Annual Company Picnic at Knoebels

Benton Foundry held its 23rd annual company picnic on Saturday, August 11th at Knoebels Grove. It was an overcast day with rain-threatening clouds. The sun came out in time for the kids to enjoy some rides and games. We gathered for a nice meal and fellowship. We enjoyed prizes, many of which were donated. Thanks to all those that made this event possible, with a special thank you to Annette Brown for her time, coordination and attention to detail.



Knoebels Picnic

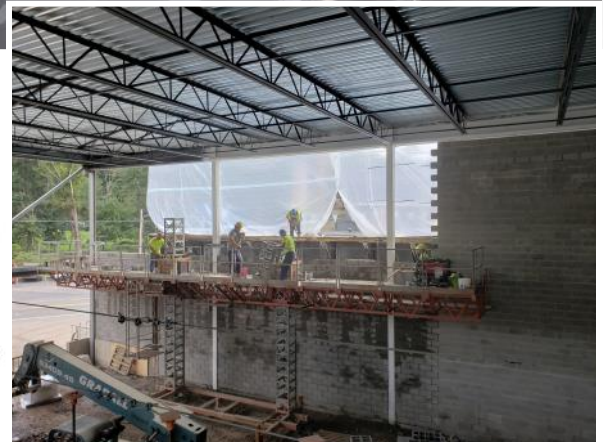


Knoebels Picnic



Construction Progress Continues On The New Lab

We continue to make progress on our latest construction project, albeit a little slower than planned. 2018 has been the wettest summer on record and has caused several delays. We are now scheduled to complete the new pattern storage/pattern shop/lab area in late December. We hope to have pictures of the completed project in our next newsletter. Stay tuned!



Safety and Health

OSHA's Top 10 Violations Iron Foundries - 33151

FY2017		FY2018	
1. Lockout/Tagout	1910.0147	1. Lockout/Tagout	1910.0147
2. Respiratory Protection	1910.0134	2. Air Contaminants	1910.1000
3. Machine Guarding	1910.0212	3. Respiratory Protection	1910.0134
4. Mechanical Power-Transmission Apparatus	1910.0219	4. Machine Guarding - Abrasive Wheels	1910.0215
5. Powered Industrial Trucks	1910.0178	5. Fall Protection	1910.0028
6. PPE	1910.0335	6. Overhead & Gentry Cranes	1910.0179
7. Air Contaminants	1910.1000	7. OSH General Duty Clause	5A001
8. Fall Protection	1910.0028	8. General Requirements	1910.0022
9. Slings	1910.0184	9. Fall Protection - Mobile Ladder Stands & Scaffolds	1910.0029
10. Machine Guarding – Abrasive Wheels	1910.0215	10. Occupational Noise Exposure	1910.0095

Foundry	Accident	Date
Elyria Foundry Elyria, OH	Fire <i>No Injuries - Equipment malfunctioned (motor and conveyor belts)</i>	Jan 2018
Caterpillar Foundry Mapleton, IL	Fire <i>No Injuries - Equipment malfunctioned</i>	Jan 2018
Kohler Co. Kohler, WI	Fire <i>No Injuries – Foundry destroyed</i>	Jan 2018
Whemco Foundry Lima, OH	Explosion <i>4 workers injured with burns – Cause TBD</i>	Feb 2018
Billings Bronze Billings, MT	Fire <i>No Injuries – electrical failure in piece of equipment - Foundry destroyed</i>	Feb 2018
Advanced Cast Products Meadville, PA	Explosion / Fire <i>No Injuries – water may have gotten into the furnace</i>	March 2018

Foundry	Accident	Date
Sioux City Foundry Sioux City, IA	Fire <i>No Injuries – equipment malfunction - dust collector caught fire</i>	April 2018
Lodge Cast Iron South Pittsburg, TN	Fire <i>No Injuries – equipment malfunction – spontaneous combustion of filters</i>	April 2018
Caterpillar Foundry Mapleton, IL	Fire <i>No Injuries - buildup of gas ignited & discharged through smokestack</i>	April 2018
Fairmount Foundry Hamburg, PA	Fire <i>No Injuries – Fire in electrical room</i>	May 2018
CWC Textron Foundry Muskegon, MI	Fire <i>No Injuries – fire on roof – minor damage</i>	May 2018
Donsco Foundry Wrightsville, PA	Fire <i>No Injuries - \$6 million dollars in damage</i>	June 2018
Liberty Foundry Delaware, OH	Explosion / Fire <i>5 workers injured – some with burns</i>	Aug 2018

Retiring in PA

When thinking about where to retire, the typical states that come to mind are Florida and Arizona. Pennsylvania offers many advantages to retirees. At almost 45 thousand square miles, Pennsylvania is one of the largest states in the country. It is also home to the city of Lancaster, which *U.S. News and World Report* recently ranked as the second best area to retire in the U.S. Several other cities in PA also made the list. Approximately 15.4 percent of Pennsylvania's population is 65 years old or older, and it is home to more than 870,000 veterans. The VA Medical Center in Lebanon County, PA, located near Cornwall Manor Retirement Community, is consistently ranked as one of the best veterans' health care facilities in the country. Pennsylvania is also home to 249 retirement communities.

PA Retirement Taxes

When looking for the right state to begin your retirement, you want to consider taxes, so you can stretch your retirement income as far as it will go. Pennsylvania provides a tax-friendly climate for retirees.

Pennsylvania does not tax its residents' retirement income. It is one of only two states, and the only state on the East Coast, that considers pension income completely tax exempt.

The Keystone State also has the lowest flat tax rate in the country at just 3.07 percent. It is impossible to escape federal income taxes, but when you retire, you might lower your tax obligation by retiring in a state where the income tax is low.

Retirees often count on pooling income from several different sources:

Social Security: Retirees derive a portion of their income from Social Security depending on the amount of money they paid into the system while they were working. Widows may be entitled to their spouse's social security check. The state of Pennsylvania does not tax social security income like some states, including West Virginia, Connecticut and Rhode Island.

Pension: Many retirees today receive pension benefits, either from a public entity or private corporation. The amount is based on their terms of employment, the number of years they paid in and how well the pension fund was managed. Neither public nor private pension income is taxed in PA, which offers an advantage over nearby states such as New Jersey, New York and Maryland, which tax pensions.

Individual Retirement Account (IRA): If your employer did not offer a pension plan, you might have invested money in an IRA to use in retirement. IRA's offer different types of tax advantages. Pennsylvania adds one more by not taxing the funds you take out of your IRA as income.

401K: Another retirement investment account, a 401K, usually includes money you saved and matching funds from your employer. No type of employer contribution retirement plan is

eligible for taxation in PA as income.

When you are a resident of Pennsylvania, your retirement income is

tax exempt. Pennsylvania is one of the most generous states in the country for retirees' income. They are also helpful when it comes to other taxes.

The state sales tax in PA is just 6%, which is one of the lowest in the country, although food and clothing are exempt from state sales tax. Only Philadelphia and Pittsburgh add a local tax on top of the state rate. There is another special exemption to sales tax in PA that can have a great impact on seniors. All prescription and non-prescription drugs are tax exempt. Since the cost of medication tends to increase as you age, the state of PA is doing what it can to keep those costs low.

What is the Retirement Age in PA?

The retirement age is the same in every state. For those born in 1960, the full retirement age according to the Social Security Administration is 67. This means you can receive 100 percent of your social security benefits without any reductions. Beneficiaries receive 50 percent of their spouse's retirement benefits when they reach 67 years of age.

If needed, the earliest someone can begin receiving social security retirement benefits is at 62. However, the rate is reduced, and they will only get 70 percent of their own monthly benefits and 32.5 percent of their spouse's retirement benefits. As each month passes, the percentage of their retirement benefits grows until it reaches the full amount at age 67.

Property Taxes in PA

When you reach retirement age, your house may be paid off. Your living expenses would be reduced to property maintenance and taxes. In some states, retirees are quick to downsize to lower their tax burden. In other states with high taxes, property taxes on a single-family home can represent a large part of the retirement budget.

Deciding where to retire requires careful planning and some research. You want to go where you will be comfortable, where you can enjoy your life and where your retirement funds will buy you the most. To do that, you need to look at the housing market, the tax structure, the climate and the proximity of healthcare services.

cornwallmanor.org



Tuition Reimbursement

Benton Foundry's tuition reimbursement program has been a key part of our success for many years. Roughly three years ago, we added sustenance to this program with an endowment program at Pennsylvania College of Technology. The endowment is currently funded with \$250,000 with a goal of \$500,000 for the purpose of providing scholarships to Benton Foundry employees and their families. Currently there are three people enrolled in this program. Benton Foundry firmly believes in continued education, increasing the depth of our staff and providing opportunities for those who are able, willing and deserving. This is a win/win program for the company and the scholar.

We recently surveyed our work force to quantify the number of degreed personnel we have on staff. Although not all of these degrees were a result of Benton Foundry's tuition reimbursement program, the numbers are striking and one more reason why Benton Foundry is a technical leader in the industry. In addition to the degreed personnel, there are several people on staff with professional designations, such as Professional Engineer (PE), Certified Production and Inventory Manager (CPIM), Certified Public Accountant (CPA), Certified Managerial Accountant (CMA) and several with ASQ designations, such as Certified Quality Technician (CQT), Certified Quality Inspector (CQI), Certified Quality Process Analyst (CQPA), and Certified Quality Engineer (CQE). We also offer an Advanced Automation Certification Program to our maintenance personnel through PSU-Hazleton. Eight of our maintenance personnel have completed this certification and two more are currently enrolled.

Personnel with Associate's Degrees – 9

These include degrees in Electrical and Electronics Technology, Mechanical Engineering Technology, Automated Manufacturing Technology and Engineering CAD Technology.

Personnel with Bachelor's Degrees – 25

These include degrees in Computer Science, Mechanical Engineering, Industrial Engineering, Manufacturing Engineering Technology, Material Science, Metallurgical Engineering, Accounting, Computer Aided Product Design and Chemical Engineering.

Personnel with Master's Degrees – 6

These include Business Administration and Materials Engineering.

The Colleges and Universities represented include: Bloomsburg University, Drexel University, Kings College, Lafayette University, Lehigh University, Lock Haven University, Luzerne County Community College, Pennsylvania College of Technology, Penn State University, University of Pittsburgh and Wilkes University. This list is especially impressive when compared to historical staffing levels. For instance, in 1980, Benton Foundry only had 2 people on staff with college degrees (<2% of the employees). Currently, if we were to include certifications and degrees the percentage of the workforce approaches 20%.

AFS E-Learning

Benton Foundry is one of the top 5 companies that has participated in the e-learning courses offered by the American Foundry Society. As of October 16, 2018, Benton Foundry had completed 327 modules, boasting two of the top five students as well. Good job to all those employees that have participated to date. Please note these courses are open to all employees. Please see Lou Sappe or Stuart Wolfe for further information regarding these courses. Keep up the good work.

Employees	Modules	Employees	Modules
Mike McAndrew	70	David Bonczek	51
Teo Grigas	42	Amanda Hartman	30
Randy Kadtko	23	Bill Simback	21
Matt Kittle	14	Caroline Mengine	12
Tom Boatman	12	Chad Davis	11
Ethan Fritz	7	Bo Boston	6
Lori Nafus	1		

Scholarship Recipients

Pennsylvania College of Technology

PENNSTATE



Foundation, Inc.

One College Avenue
Williamsport, PA 17701-5799

570-320-9020
www.pct.edu

July 31, 2018

Mr. Jeffrey Hall
Benton Foundry, Inc.
5297 St Rte 487
Benton, PA 17814

Dear Mr. Hall:

I am pleased to report that Pennsylvania College of Technology has selected Ethan Fritz of Bloomsburg, Eric Malcein of Benton, and Michael McAndrew of Benton to receive the Benton Foundry, Inc. Scholarship for academic year 2018/2019.

Ethan is a senior in the Information Technology - Network Specialist Concentration program, Eric is a freshman in the Automated Manufacturing Technology and Michael is a sophomore in the Electronics and Computer Engineering Technology - Robotics and Automation Emphasis program. They will each be awarded \$1,400 which will be divided between their fall and spring semester.

The entire Penn College community is extremely grateful for this scholarship which helps our students fulfill their educational goals. Please know that this support is sincerely appreciated and needed.

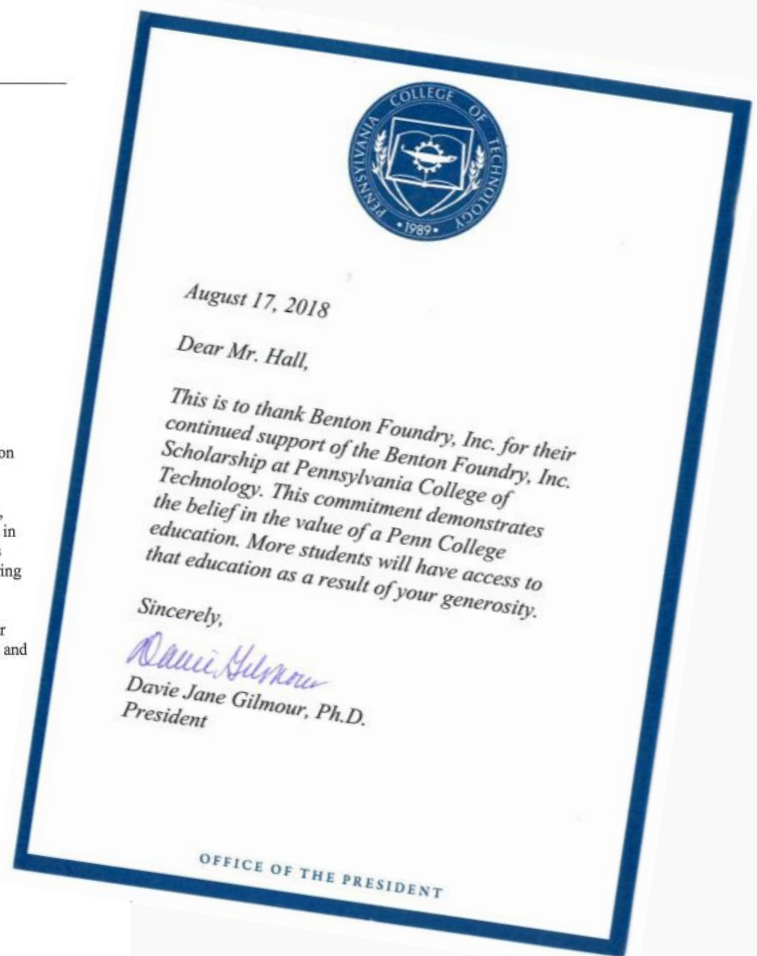
Sincerely,

Kyle A. Smith
Executive Director

Thanks!

An Affiliate of The Pennsylvania State University

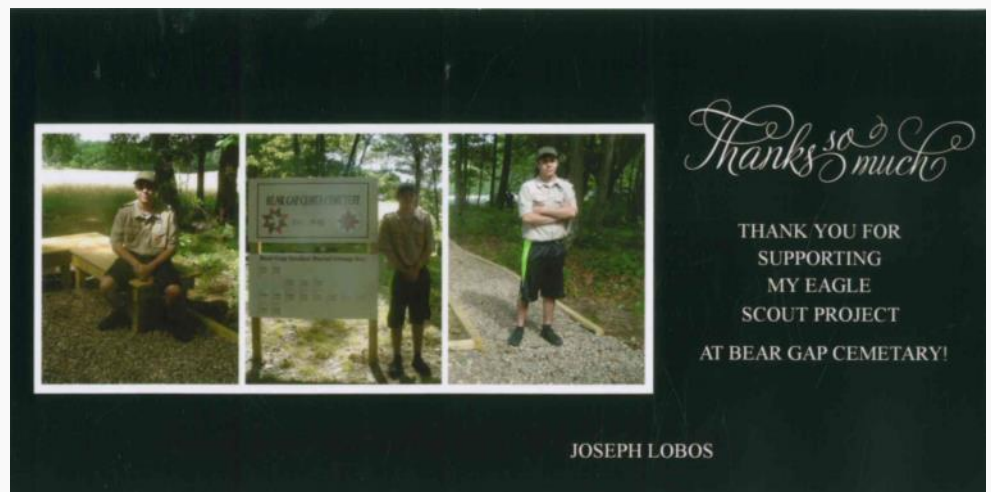
An Equal Opportunity College



Thank You Letters Received

“Thanks So Much”

- received from Joseph Lobos, son of Matt Lobos for helping support his Eagle Scout Project at Bear Gap Cemetery.



Retirees

Carl Stackhouse Retires After 45 Years of Service

Carl started in September 1973 as a high school student working after school. Over the years Carl worked in many different departments and roles. In his earlier years he worked in our Melt Department. He left that department in 1988, as the supervisor and moved into Production Control. Carl served as Production Control Manager until 1995. He then moved onto our Quality Department as Quality Control Manager. Carl's years of experience are invaluable and he will be missed. We wish him and his wife Gina a long and healthy retirement. **Thank you for your amazing dedication!**



David Thoen retires after 30 years at Benton Foundry. David started in December 1987 and worked in our Core Department. David was a shell core machine operator and also worked as box changer/setup for a number of years. We wish David a long and healthy retirement. **Thank you for all your hard work and dedication!**

Good Job

Thank you to all for a job well done.

A good job goes out to **Walt Lutcavage** as he is instrumental in the maintenance of the foundry FIT testing & forklift certification programs. Walt is dependable, organized, prompt, takes the initiative and pays attention to detail. His follow-through is extraordinary. We thank him for his efforts and applaud his approach.

We would like to thank everyone that has participated in the extra work available on Saturdays and Sundays. Your time and efforts have been appreciated.

New Faces in Quality

Chad Davis (right) is not new to Benton Foundry, but is fairly new to the Quality Department and will be taking over Carl Stackhouse's position as Quality Control Manager. Chad graduated from Penn State with a Mechanical Engineering Technology Degree and has been a Process Engineer at the foundry for the last four years.



Bill Simback (left) has recently joined Benton Foundry and will be working with our quality team. Bill has roughly 30 years of experience in the fields of quality, melting, heat treating and plant management. Bill has a degree in Material Science from the University of Pittsburgh. *Welcome Bill*

Trivia Question???

What is the most malleable metal?

Answer will be in the 4th Quarter 2018

Answer from 1st & 2nd Quarters question:

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

Birthdays

November

Bev Gower
Gene Burkhart
Jaime Johnson
Aaron McHenry
Chad Miller
Pat Packer
Jay Knepper
Rob Feliciano
Mary Freed
Nick Shovelin
Keith Leahy
Mike McDonald
Steve Fritz
Ed Gill
Tim Moore
Terry Whitmire
Pete B. Gowin
Ed Lemelin

December

Bill Simback
Gene Eckroth
Keith Provine
Sandy Beckett
Joe Grenewich
Mike Haines
Matt Gottshall
Billy Green
Tony Johnson
Drake Babcock
Maria Higgins
Greg Woodside
Robert Gottshall
Nathan Shoemaker
Aaron Wilver
Eric Cocco
Justin Bankes
Mike Mohr
Donna Remley
Mike Mitchell
Kevin Meeker
Paul Wakely

January

Nathan Keefer
Connor McAndrew
Joshua Masich
David Bonczek
Jonathan Hamilton
Jason Karcher
Clifton Watts
Mirian Magorga
Matt McLaughlin
Rich Miscavage
Alan Price
Aric Strauch
Micheal Kimble
Kyle Renner
Tim Miller
James Wise, Jr.
Tom Little, Jr.
Teo Grigas
Lori McAndrew
Greg Williams



Oxymoron

Why is it called “after dark”, when it really is
“after light”?

\$ **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

\$ \$

Irony



“The Wisdom Well”

“If there is no struggle, there
is no progress.”

~ Frederick Douglass

