



4th Quarter 2016

THE MELTMINDER

A PUBLICATION BY BENTON FOUNDRY, INC.

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

Congratulations - Employees of the Quarter



Congratulations to **Dave Eveland** (left), Benton Foundry's 1st shift Employee of the Quarter. Dave works in our Pattern Shop and has been employed since 1987. Dave is a dedicated employee and he has won this award in the past. He resides in Millville with his wife, Marlene. Dave enjoys restoring old cars in his spare time.



Congratulations to **Jeanette Felix** (right), Benton Foundry's 2nd shift Employee of the Quarter. Jeanette has been employed at the Foundry since 2010. She works in our Quality Department as a quality technician. Jeanette lives in Bloomsburg and in her spare time she enjoys hiking and singing karaoke.

Benton Foundry - The Early Years

Alfred Hall and Elmer Kime purchased Benton Foundry from the Harrington family in the late 1950's. The Kime family recently shared some old photographs from that time period with Jeff Hall. As



Core Room

you will see from the old black and white photos, many things have changed over the



Office

years. You will see pictures of the old offices (above), core room (left), pattern shop and dust collectors on the following page.

Congratulations - Employees of the Year



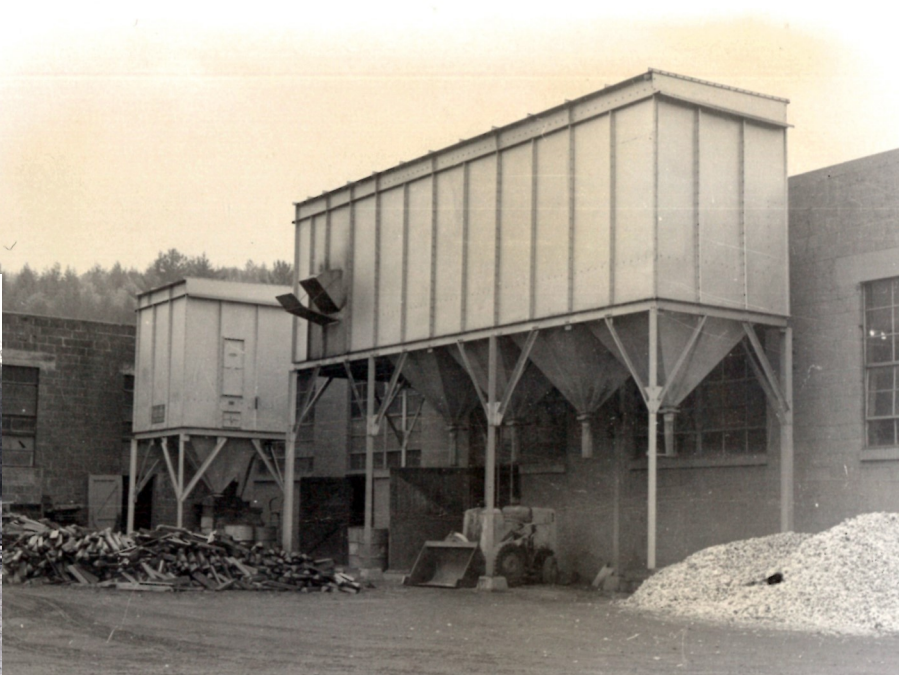
Congratulations to **Adolfo Barrientos** (left), Benton Foundry's 1st shift Employee of the Year. Adolfo works in our Melting Department as an iron pourer and has been employed since 2005. Adolfo previously worked as a molder in our Molding Department. Adolfo lives in Berwick and enjoys spending time with his family.



Congratulations to **Roger Green** (right), Benton Foundry's 2nd shift Employee of the Year. Roger has been employed at the Foundry since 1975. He currently works in the Molding Department as a machine operator. He has worked in many departments over the years. Roger and his wife Mary live in the Unityville area. Roger enjoys working on cars in his spare time and spending time with his family.

Benton Foundry - The Early Years Continued

The Pattern/Wood Working Shop and the Dust Collectors



Benton Continues To Streamline Cleaning Operations

Technology in Action: Robotic Cells offer major benefits to the cleaning and grinding process.

Following is an article on Benton Foundry recently featured in *Modern Casting* magazine.

Benton Foundry in Benton, Pennsylvania, is a state-of-the-art ductile and gray iron, green sand foundry. Their six automatic molding centers produce industrial castings which can be very intricate with up to 50 chaplets in a four-core assembly. The Foundry has been in production for more than 160 years and the Hall family has been in the foundry industry for nearly 100 years.

In 2006, as a result of significant growth and a desire to further improve efficiency, Benton began evaluating its finishing processes. Benton foresaw the approaching change in demographics, recognizing that finishing room personnel were going to be more difficult to hire and even harder to retain. As an added challenge, one of the reasons for their growth is that they were expanding their market focus, adding a new molding line that would accommodate castings up to 250 lbs. The finishing area was not set up to accommodate castings of that size efficiently, and manually handling castings over 50 lbs. would not be part of the plan.



After successfully working with Vulcan Engineering in the past, Benton began the process of adapting the **Foxall®** Automated Casting Finishing cell to fit their finishing needs. Several parts were sent to Vulcan for evaluation and testing. Then, Vulcan worked with Benton's team to fixture, program and grind the parts. President of Benton Foundry, Jeff Hall, stated that, "... a great benefit was having three of our employees at Vulcan for several days getting familiar with the process."

Once the **Foxall®** was installed, the desired production was achieved with much more consistent parts. Fixturing and programming could be accomplished easily, quickly and inexpensively. The retention of operators over grinders has been a success, and abrasive costs were also greatly reduced. The robotic grinder's closed capture ventilation was an added asset. This feature later proved to be an even greater potential advantage in light of the proposed silica regulations.



In 2010, Benton installed a second **Foxall®** system. This particular unit was the first unit that Vulcan equipped with Force Control. This technology monitors the force on the spindle, allowing the robot to be programmed to run faster than units without this feature. Also, the use of Force Control helps to protect the robot from mechanical abuse that could lead to costly repairs.

Benton recently added two more units, including a larger **Foxall® 636** unit that further exceeded expectations, and significantly reduced the payback period when grinding castings up to 250 lbs. "Generally, the larger the casting, the greater the productivity improvement. On the large end of our production envelope, we have had two operators replace seven floor grinders. In addition to time savings, both casting finish and consistency of grind have improved. The former floor grinders have been redeployed and the grinding room is a quieter, cleaner venue," said Jeff Hall.

Throughout the industry: floor, bench, and stationary grinding have historically been very labor intensive with positions predominately held by men. Robotic grinding is a game-changer in that regard. Operator fatigue is decreased, safety is increased and fewer personnel are needed. Plus, it is easier to find employees for machine operators than for manual grinders. The work is generally suitable for men and women of all ages, thus significantly increasing the pool of potential candidates to run these systems.

(Continued on page 4)

Streamlining Continued

(Continued from page 3)

Quality Control at Benton has experienced a decrease in parts that need to be reworked and/or scrapped since the dimensional consistency of ground parts has greatly improved. This decrease in unacceptable parts is also due to having steady, accountable operators. Jeff Hall says, “The robotic cells are there every day, never take a shortcut, and remember all their instructions.”

Over the years, Benton has improved the process of automation in their cleaning room by:

- Adding hoists and other equipment for faster and easier material handling.
- Continuing to work with Vulcan Engineering on additional features and programming options for their **Foxall®** systems.
- Working with individuals in the abrasives industry to be able to grind faster, longer and more accurately while using a variety of tools.



Currently, Benton is operating four (4) **Foxall®** units. Benton Foundry has an objective to continue their efforts to improve automation, while streamlining the existing cleaning and grinding operations to be able to robotically grind ~70% of all product within the next 3-4 years.

Investor's Business Daily (Ten Secrets to Success)

After years of analyzing leaders and successful people, IBD has found these 10 traits that when combined, can turn dreams into reality.

- 1) **HOW YOU THINK IS EVERYTHING:** *Always be positive.* Think success, not failure. Beware of a negative environment.
- 2) **DECIDE UPON YOUR TRUE DREAMS AND GOALS:** Write down your specific goals and develop a plan to reach them.
- 3) **TAKE ACTION:** Goals are nothing without action. Don't be afraid to get started. Just do it.
- 4) **NEVER STOP LEARNING:** Go back to school or read books. Get training and acquire skills.
- 5) **BE PERSISTENT AND WORK HARD:** Success is a marathon, not a sprint. Never give up.
- 6) **LEARN TO ANALYZE DETAILS:** Get all the facts, all the input. Learn from your mistakes.
- 7) **FOCUS YOUR TIME AND MONEY:** Don't let other people or things distract you.
- 8) **DON'T BE AFRAID TO INNOVATE; BE DIFFERENT:** Following the herd is a sure way to mediocrity.
- 9) **DEAL AND COMMUNICATE WITH PEOPLE EFFECTIVELY:** No person is an island. Learn to understand and motivate others.
- 10) **BE HONEST AND DEPENDABLE; TAKE RESPONSIBILITY:** Otherwise, Nos. 1-9 won't matter.

**Learning
Success!**

State Representative David Millard Visits

Benton Foundry falls within David Millard's district for purposes of the Pennsylvania House of Representatives. Dave recently toured the foundry and met with Tim Brown to discuss issues relevant to Benton Foundry. Representative Millard was found to be very in tune with local issues, county issues and Pennsylvania issues. Dave



started in the House in 2003, as a result of a special election to fill a seat vacated by John Gordner who became our local State Senator. Representative Millard's district is the 109th district. You can see the outline of it on the map below.



It was apparent from the interview that Representative Millard was very proud of his humble beginnings. He is the youngest of six children. His mother

suffered a stroke while young and Dave's father worked two full-time jobs while raising a group of very successful children.

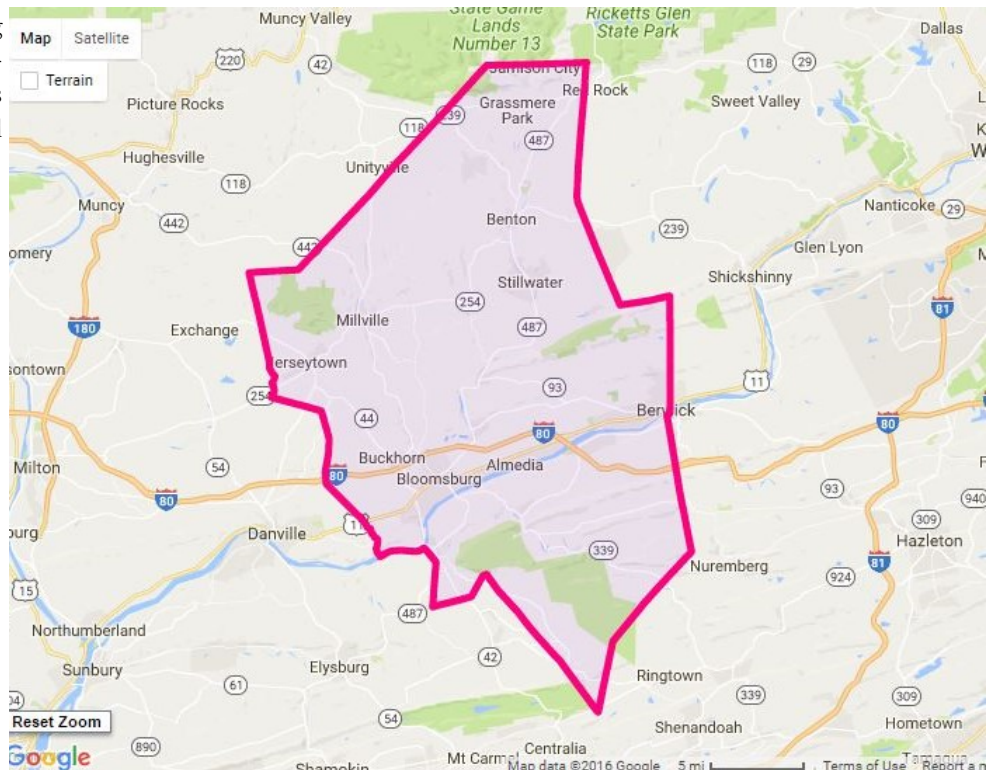
Dave worked at Bechtel in Berwick, as well as PPL for 30 years prior to his election. He is active in the Bloomsburg Fire Department. Dave is also a long-time Bloomsburg Fair Director. Dave was able to attain a Bachelor of Science degree from Bloomsburg University in Business Administration. Representative Millard has support staff available, if you have questions regarding state services. Listed below, please find the contact information. The pictures are of some of Representative Millard's constituents. Dave represents 124 foundry employees (that is a total of approximately 249 including spouses and children.) Dave enjoys receiving our quarterly newsletter, he was able to connect with our employees and it was a very productive meeting.



Hon. David R. Millard
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Berwick, PA 18603
(570) 759-8734

Hon. David R. Millard
1000 Market Street
Market Street Plaza, Suite 39
Bloomsburg, PA 17815
(570) 387-0246

Capital
Hon. David R. Millard
316 Main Capitol Building
PO Box 202109
Harrisburg, PA 17120-2109
(717)783-1102



Employee Savings and Retirement Plan

Contribution Source

	Balance As Of 01/01/2016	Contributions	Withdrawals	Gains/ (Losses)	Balance As Of 12/31/2016	Vested Balance
EMPLOYER PROFIT SHARING	\$68,677	\$0	(\$4,810)	\$5,061	\$68,928	\$68,928
EMPLOYER MATCH	\$1,921,706	\$164,040	(\$162,940)	\$167,033	\$2,089,839	\$2,046,595
EMPLOYEE 401(k)	\$5,720,219	\$488,290	(\$510,320)	\$466,672	\$6,164,861	\$6,164,861
EMPLOYEE ROLLOVER	\$354,088	\$0	(\$3,057)	\$22,670	\$373,701	\$373,701
TOTAL	\$8,064,690	\$652,331	(\$681,127)	\$661,436	\$8,697,330	\$8,654,086

Activity By Fund

	Balance As Of 01/01/2016	Contributions	Withdrawals	Exchanges	Gains/ (Losses)	Balance As Of 12/31/2016
American Funds New Perspective Fund A	\$604,426	\$28,711	(\$96,340)	(\$43,450)	\$6,858	\$500,204
American Funds Growth Fund of America A	\$791,598	\$52,193	(\$127,079)	(\$66,394)	\$54,949	\$705,267
American Funds Fundamentallnv A	\$783,200	\$42,799	(\$115,150)	(\$36,040)	\$86,986	\$761,794
American Funds American Mutual Fund A	\$744,982	\$39,378	(\$63,921)	\$3,041	\$102,485	\$825,965
American Funds American Balanced Fund A	\$757,782	\$63,086	(\$64,357)	(\$40,934)	\$64,885	\$780,462
American Funds Bond of America A	\$409,264	\$37,908	(\$10,461)	\$41,748	\$10,588	\$489,047
American Funds SMALLCAP World Fund A	\$290,882	\$24,513	(\$46,611)	\$19,703	\$14,232	\$302,720
American Funds New World Fund A	\$150,339	\$14,025	(\$4,462)	\$47,256	\$7,007	\$214,164
American Funds Capital Income Bldr	\$264,758	\$32,615	(\$4,015)	\$16,029	\$19,237	\$328,624
American Funds Cap World Grand IncA	\$235,922	\$21,253	(\$1,557)	(\$645)	\$16,275	\$271,248
American Funds Inv Company Of Ameri	\$119,864	\$20,502	(\$54,920)	\$67,886	\$18,471	\$171,803
RS Global Natural Resources Fund A	\$181,282	\$33,405	(\$7,061)	(\$55,350)	\$101,886	\$254,162
RS Value Fund A	\$64,940	\$8,527	(\$3,192)	\$13,969	\$8,342	\$92,586
Oppenheimer Gold And Spec Minerals N	\$227,860	\$43,907	(\$6,461)	\$53,291	\$98,556	\$417,153
American Funds Money Market Fund A	\$1,638,492	\$106,836	(\$44,937)	(\$25,002)	\$358	\$1,675,748
American Funds Trgt Date Ret 2015R1	\$61	\$0	(\$65)	\$0	\$4	\$0
American Funds Trgt Date Ret 2020R2	\$4,754	\$5,382	(\$261)	(\$12,993)	\$6,815	\$3,696
American Funds Trgt Date Ret 2025R2	\$233,502	\$20,766	(\$261)	\$17,200	\$2,880	\$274,087
American Funds Trgt Date Ret 2030R2	\$301,125	\$8,403	(\$10,873)	\$872	\$19,973	\$319,500
American Funds Trgt Date Ret 2035R2	\$16,222	\$6,823	(\$12,962)	\$80	\$1,683	\$11,848
American Funds Trgt Date Ret 2040R2	\$214,991	\$15,397	\$0	\$0	\$15,704	\$246,093
American Funds Trgt Date Ret 2045R2	\$960	\$7,913	(\$458)	(\$197)	\$445	\$8,662
American Funds Trgt Date Ret 2050R2	\$27,484	\$17,988	(\$5,721)	(\$72)	\$2,819	\$42,498
TOTAL	\$8,064,690	\$652,331	(\$681,127)	(\$0)	\$661,436	\$8,697,330

Price Per Share By Fund

	12/31/2012	12/31/2013	12/31/2014	12/31/2015	12/31/2016
American Funds New Perspective Fund A	\$31.26	\$37.56	\$36.28	\$36.02	\$35.33
American Funds Growth Fund of America A	\$34.35	\$43.00	\$42.68	\$41.29	\$42.04
American Funds Fundamentallnv A	\$40.78	\$51.97	\$52.06	\$50.71	\$54.44
American Funds American Mutual Fund A	\$28.36	\$34.81	\$37.14	\$33.85	\$36.83
American Funds American Balanced Fund A	\$20.40	\$24.42	\$24.75	\$23.83	\$24.81
American Funds Bond of America A	\$12.95	\$12.40	\$12.81	\$12.59	\$12.72
American Funds SMALLCAP World Fund A	\$39.91	\$49.15	\$45.31	\$43.63	\$45.98
American Funds New World Fund A	\$54.49	\$58.75	\$53.50	\$50.00	\$51.45
American Funds Capital Income Bldr	\$52.77	\$58.55	\$59.58	\$55.85	\$57.64
American Funds Cap World Grand IncA	\$37.20	\$45.32	\$46.09	\$43.36	\$43.83
American Funds Inv Company Of Ameri	\$30.16	\$36.70	\$37.08	\$33.37	\$36.23
RS Global Natural Resources Fund A	\$36.60	\$35.02	\$24.81	\$15.34	\$23.49
RS Value Fund A	\$25.93	\$34.76	\$33.04	\$28.33	\$27.94
Oppenheimer Gold And Spec Minerals N	\$30.38	\$15.81	\$13.04	\$10.00	\$13.85
American Funds Money Market Fund A	\$1.00	\$1.00	\$1.00	\$1.00	\$1.00
American Funds Trgt Date Ret 2015R2	\$9.66	\$10.76	\$10.87	\$10.19	\$10.60
American Funds Trgt Date Ret 2020R2	\$9.61	\$11.09	\$11.38	\$10.90	\$11.29
American Funds Trgt Date Ret 2025R2	\$9.74	\$11.75	\$12.06	\$11.36	\$11.77
American Funds Trgt Date Ret 2030R2	\$9.97	\$12.21	\$12.51	\$11.87	\$12.30
American Funds Trgt Date Ret 2035R2	\$9.94	\$12.22	\$12.57	\$11.91	\$12.38
American Funds Trgt Date Ret 2040R2	\$10.16	\$12.55	\$12.70	\$12.10	\$12.57
American Funds Trgt Date Ret 2045R2	\$10.14	\$12.37	\$12.74	\$12.19	\$12.69
American Funds Trgt Date Ret 2050R2	\$9.85	\$12.17	\$12.50	\$11.95	\$12.44

* Share price does not reflect fund dividends.

Penn College Student

Amanda Hartman (below) works in core assembly and is currently going to school for Automation Technology at Pennsylvania College of Technology. Amanda made two fix-



turing towers to be used in our lab. This helps our lab/quality technicians hold the castings effectively and efficiently for lay-



outs and scanning purposes. There are 136 threaded holes on the towers and it undoubtedly took a decent number of hours to make. Amanda made these during her Jigs and Fixtures class at PCT using a manual (not CNC) mill. Randy Kadtke and Caroline Mengine from our quality department are very glad to have these and are putting them to good use.

Tidbit

If we only live to work or work to live, we probably are in trouble.

Life is more than either.

Take a look if you are caught up in either of these syndromes and see what adjustments your living requires of you.

Remember, the best work is fulfilling work.

Anne Wilson Schaefer

Condolences

Benton Foundry lost one of our own, **Lawrence (Larry) Beck** on October 24, 2016. Larry was one of our truck drivers and will be remembered for his great sense of humor and his smile. Our condolences to his family.

Maurice (Benny) Heater passed away on December 22, 2016. Benny was a good friend of Fritz Hall and Benton Foundry. He was an active member of the Masonic Fraternity and the Irem Shrine Temple clown unit of Wilkes-Barre. Benny and members of his clown unit provided many years of entertainment at our company picnics. He was a delight to be around and will be sadly missed. Our condolences to his family.



Trivia Question???

Our maintenance shop has been located and relocated many times, can you name the four locations they have occupied over the years?

Answer will be in 1st Quarter 2017

Answer from 3rd Quarter question:

What year was Fritz Hall fired from Benton Foundry by his father? 1960

Here is the "rest of the story" on Fritz's firing in 1960. Fritz wanted to make changes to the production floor to improve productivity. However, at that time his father's partners did not want to make the changes. They decided to stay with the old method of production which caused Fritz and his father to argue and Fritz was fired as a result of the argument.

Fritz then went to work with a silo company building sand silos while still living at home. After several months passed, Fritz's father hired him back. They then made the changes Fritz suggested, productivity increases were achieved and this strategy remained the same for the next thirty years.

Good Job

The last few quarters we listed employees with over 20, 25, 30, 35 & 40 years of service.

Following is a list of Employees with 15-20 Years of Service:

- | | | |
|------------------------|------------------------|----------------------|
| <i>Shawn Frey</i> | <i>Steve Lappan</i> | <i>Barb Gower</i> |
| <i>Jason Karcher</i> | <i>Shawn Nevel</i> | <i>Deb Martz</i> |
| <i>Janice Chapin</i> | <i>Greg Vandine</i> | <i>Bev Gower</i> |
| <i>Ricky Porter</i> | <i>Lou Sappé</i> | <i>Deb Clocker</i> |
| <i>Dave Travepiece</i> | <i>Bob Houser, Jr.</i> | <i>Neil Strait</i> |
| <i>Jim Culver</i> | <i>Terry Whitmire</i> | <i>Aaron McHenry</i> |
| <i>Gerry Lewis</i> | <i>John Hospodar</i> | <i>Della Norton</i> |
| <i>Cheryl Brown</i> | <i>Pete Gowin</i> | <i>Bo Boston</i> |

Birthdays

January

- Jeanette Felix
- Dave Wyda
- Jon Musselman
- Jason Karcher
- Mirian Magorga
- Rich Miscavage
- Janice Chapin
- Aric Strauch
- Mike Kimble
- Barb Gower
- Tim Miller
- Neil Strait
- Jim Wise
- Shawn Owen
- Kyle Lewis
- Tom Little, Jr.
- Teo Grigas
- Greg Williams

February

- Amanda Hartman
- Scott Vandine
- Randy Kadtke
- Shawn Frey
- Fred Hittle
- Mike Holena, Jr.
- Matt Lobos
- Gene Ryman
- Marty Pelas
- Ken O'Brecht
- Brad Eighmey
- Matt Shultz
- Mike Shultz
- Brian Doty
- Alan Wertz

March

- Paul Simko
- Mike Modla
- Jeff Jones
- Lou Sappé
- Al Schumacher
- Lynn Sheatler
- Stuart Wolfe
- Chad Zimmerman
- Richard Snyder
- Michelle Williams
- Joe Timko
- Tammy Norton
- Nathan Foust
- Alberto Caban, Jr.
- Matt Smith
- John Andrews
- Matt Benjamin
- Dave Martin
- Tom Foust
- Greg Vandine
- Justin Merrill
- Tim Shepherd
- David Straub, Sr.
- Tim Bopp
- Ricky Porter
- Sherry Nerio



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
Why do we drive on a parkway — and we park on a driveway?

**They
Had
One
Job
To
Do**



“The Wisdom Well”
“History repeats itself because no one was listening the first time.”
~ Anonymous

