



4th Quarter 2018

# THE MELTMINDER

A PUBLICATION BY BENTON FOUNDRY, INC.

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

## Congratulations - Employees of the Quarter



Congratulations to **Matt Smith**, Benton Foundry's 1st shift Employee of the Quarter. Matt works in our Melt Department as a furnace operator. He has been employed since 2016. Matt lives in Benton with his wife Micaela. Matt enjoys spending time with his family.

Congratulations to **Dave Straub** (below), Benton Foundry's 2nd shift Employee of the Quarter. Dave has been employed at the Foundry since 2010. He works in our Molding Department as a machine operator. Dave lives in Watsonstown with his wife Brenda. Dave is a dedicated employee and has won this award in the past.

*Way  
To  
Go!*



## Construction Completed on New Lab & Pattern Shop

### Moving in has begun!

We are in the midst of relocating all of our patterns into the new fire-rated pattern storage area. This new storage area is 28-feet high and is equipped with a new Crown TSP-6500 Turret forklift. (Photos on Page 2) Extra space was incorporated into the design to accommodate our future growth plans. On the first floor, the new structure also includes a room for our CMM and Romer 3D scanner, a mechanical testing room and pattern shop office. We also made room for core box rigging, gating, minor repairs, revisions and modifications.



## Construction Completed on Lab & Pattern Shop

(Continued from page 1)

On the second floor, we have a records room and our new Quality Lab. This is a full-service sand and metal



lab. Some of the equipment includes our Spectrometer, Leco C/S & O/N determinators and Olympus microscope with image analysis software. Our quality management team and metallurgists also call this new area home. This move should be completed by mid-February.



## Smoke Detectors

Shopping for smoke detectors isn't as straightforward as you might hope. There are several types to choose from: ionization, photoelectric, dual-sensor and more. Part of the reason is that fires can burn differently: some flare, others smolder. Different types of smoke detectors are more sensitive to one type or the other. Unfortunately, not all detectors can adequately detect both fire types, so we recommend using either dual-sensor smoke alarms or a combination of units to ensure the best protection.

**Dual-Sensor** - These units, such as the First Alert 3120B, excel at detecting both types of fire and are the most effective smoke alarms in *Consumer Reports* tests.

**Ionization** - This type of smoke detector is best at detecting the small particles typical of fast, flaming fires. It works by detecting charged smoke particles from the flame, which triggers the alarm, according to the National Fire Protection Association (NFPA). Ionization smoke detectors are particularly sensitive to burnt food and steam, so to prevent false alarms, avoid mounting this type of detector near the kitchen or bathroom.



Don't rely on these units alone: In CR tests, ionization detectors such as the Kidde were excellent at detecting flaring fires but unable to detect smoky, smoldering fire adequately. So you'll need to buy photoelectric models, too.

**Photoelectric** - Best at detecting smoky, smoldering fires, photoelectric smoke detectors use an LED light beam inside the detector's inner chamber. When rising smoke particles interrupt or scatter the beam, the NFPA explains, it then triggers the alarm.

In CR tests, photoelectric detectors such as the First Alert, though excellent at detecting smoldering fires, were poor at flaming fires, so pair them with ionization models.

**Combination and Smart** - Some units, such as the Nest Protect (2nd Generation) model detect carbon monoxide as well as smoke, saving you the step of buying additional CO monitors. The Nest is also smart meaning it can send detection and low battery alerts to your phone. You can also make your regular smoke alarm smarter by adding a smoke alarm listening device, such as the Leo Smart Alert or Kidde RemoteLync Monitor which alerts you when detectors go off. The Roost Smart Battery, which you can put inside any conventional detector uses a 9-volt battery to upgrade it with an internet connection and get alerts.

*Consumer Reports (December 2018)*

## Winter to be Warm & Wet

This is according to the *Farmer's Almanac*. Story by Marcus Schneck, *Pennsylvania Life & Culture*

Winter temperatures will be well above normal and precipitation will be a bit above normal across Pennsylvania, according to the Old Farmer's Almanac which has been producing long-range forecasts since 1792.

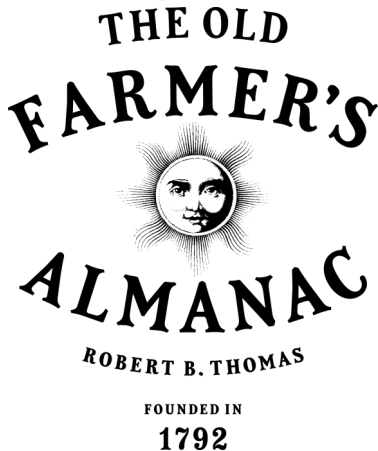
The warmer temperatures will mean a lot of that precipitation will fall as rain and the state will see near-normal to below-normal amounts of snow.

"The coldest periods will be in mid- and late December, early and late January and early and mid-February," reads the almanac's forecast for the Appalachians region, which includes most of Pennsylvania, except for the southeastern corner of the state and western Pennsylvania.

"The snowiest periods will be in mid-December, early January and early February."

While meteorologists may not place much value in the Almanac's long-range forecast, the editors of the book note, "We derive our weather forecasts from a secret formula that was developed by the founder of this Almanac, Robert Thomas, in 1792. Thomas believed that weather on Earth was influenced by sunspots, which are magnetic storms on the surface of the sun.

Over the years, we have refined and enhanced this formula with state-of-the-art technology and modern scientific calculations. We employ three scientific disciplines to make our long-



range predictions: solar science, the study of sunspots and other solar activity; climatology, the study of prevailing weather patterns; and meteorology, the study of the atmosphere.

We predict weather trends and events by comparing solar patterns and historical weather conditions with current solar activity."



According to the editors, the Almanac's accuracy last winter was 83 percent, "slightly above our historical average of 80 percent. Temperatures in the Deep South, Desert Southwest and Pacific Southwest were warmer than we forecast. Most other regions had a February warm enough to offset cold temperatures in other winter months, making our overall forecast of above-normal temperatures correct.

Our forecast for the change in precipitation from last winter was correct in 72 percent of the regions. We were correct in most regions, but our forecast missed the direction in the Southeast, Ohio Valley, Heartland, High Plains and Desert Southwest." The 2018 Almanac is the 227th edition.



## Tidbits from Sierra: Explore, Enjoy, Protect

The **Antarctic Ice Sheet is melting** nearly three times faster than it was in 2012. Since 1992, it has lost 3 trillion tons of ice.

The oil industry buys thousands of \$10,000 refrigeration devices called thermos-syphons to **keep the Arctic tundra frozen** so that oil production can continue.

Climate change has **slowed the speed of hurricanes and tropical storms** by 10 percent since 1949, increasing the danger to humans from increased rainfall and storm surges.

Starting in 2020, California will **require almost all new homes to have solar panels**.

## Health

### 5 Tips For Staying Healthy In The Winter Months

An apple a day keeps the doctor away. We've all heard the saying more than once. Unfortunately, that is not a fool-proof method for staying healthy during the winter months. Fear not though, there are many more steps you can take to keep your body running at full strength in these winter months. With another two months of winter left to go, we can all use a refresher on some common tips to help us stay healthy.

Here are some tips to avoid those common winter ailments like the cold or flu and keep you operating in top shape.

**Stay hydrated:** Everyone always says to "drink some water", but it's true! Drinking water is important as it keeps your body working at its peak. Without proper hydration, you may feel aches in your muscles and joints, digestion issues, body temperature changes and more. Staying properly hydrated is a good way to maintain the equilibrium between your body's intake and output. It's also quite easy to grab a travel water bottle and keep that with you and take a few sips as time goes by.



**Wash your hands:** Yes, there are germs everywhere. One of the most important things we can do to keep us from getting sick is to keep our hands clean. Whether we're eating snacks, shaking hands or grabbing objects along the walk to our destination, we risk getting germs on us. People then touch their eyes, nose and mouth throughout the day, many times without realizing it, inviting those germs inside. So as the science shows us, make it a habit to wash your hands throughout the day, especially when you find them touching all kinds of various objects.



**Eat healthy:** It's so easy to just go for the ramen noodle bowl or a greasy slice of pizza. The end results might not be as good as the feast itself. In addition to tasting good, healthy eating will help you avoid sickness too. Foods rich in vitamins,

like C, D & E can help improve your immune system. In addition to fighting the common cold or flu, many other food options can help maintain muscle and joint strength, digestive strength and fight many common ailments. So next time you run for some groceries, be sure to grab some whole grains, nuts, and fresh fruits and vegetables to give yourself plenty of healthy options for your next meal or snack.



**Get up and move:** Studies show that even moderate exercise can help us prevent sicknesses like the common cold or flu. This doesn't need to be a wipe-you-out type of workout. Simply getting yourself to sweat through physical activity is enough to stress out your immune system, which can help your body strengthen it. By making our body fight off the inflammation we feel from a decent workout, we in turn force our immune systems to strengthen as part of the process. So keep to a schedule of small 30 minute work-outs throughout the week. A short walk or jog, athletic activity in the gym or whatever pleases you, will keep your body healthy both inside and out.

**Get enough sleep:** If you're balancing regular exercise along with school, work and social commitments, your body will need plenty of rest to keep healthy. Studies show that lack of sleep can negatively affect your immune system, as the amount of infection-fighting antibodies and cells in your body are reduced during those periods when you don't get enough sleep. According to health care research, adults can maintain a strong immune system with about seven to eight hours of good sleep each night.



Taras Kufel

The University of New York

**Make 2019 your best year yet! Make goals and a plan to stick with them. Improve your overall wellbeing!**

## Employee Savings and Retirement Plan

| <b>Contribution Source</b>                     |                             |               |               |                    |                             |                             |
|--|-----------------------------|---------------|---------------|--------------------|-----------------------------|-----------------------------|
|  | Balance As Of<br>01/01/2018 | Contributions | Withdrawals   | Gains/<br>(Losses) | Balance As Of<br>12/31/2018 | Vested<br>Balance           |
| EMPLOYER PROFIT SHARING                        | \$77,036                    | \$0           | (\$11,170)    | (\$2,826)          | \$63,039                    | \$63,039                    |
| EMPLOYER MATCH                                 | \$2,505,547                 | \$185,597     | (\$279,572)   | (\$131,339)        | \$2,280,232                 | \$2,258,626                 |
| EMPLOYEE 401(k)                                | \$7,040,754                 | \$508,994     | (\$796,033)   | (\$401,082)        | \$6,352,632                 | \$6,352,632                 |
| EMPLOYEE ROLLOVER                              | \$370,242                   | \$0           | (\$7,132)     | (\$13,066)         | \$350,045                   | \$350,045                   |
| TOTAL  | \$9,993,579                 | \$694,590     | (\$1,093,907) | (\$548,314)        | \$9,045,949                 | \$9,024,342                 |
| <b>Activity By Fund</b>                        |                             |               |               |                    |                             |                             |
|  | Balance As Of<br>01/01/2018 | Contributions | Withdrawals   | Exchanges          | Gains/<br>(Losses)          | Balance As Of<br>12/31/2018 |
| American Funds New Perspective Fund A          | \$633,702                   | \$38,723      | (\$33,502)    | (\$12,943)         | (\$35,612)                  | \$590,369                   |
| American Funds Growth Fund of America A        | \$974,084                   | \$52,936      | (\$67,870)    | \$39,132           | (\$35,006)                  | \$963,277                   |
| American Funds Fundamentallnv A                | \$1,028,692                 | \$48,861      | (\$96,734)    | (\$18,067)         | (\$60,787)                  | \$901,965                   |
| American Funds American Mutual Fund A          | \$1,012,948                 | \$41,720      | (\$163,603)   | (\$10)             | (\$13,702)                  | \$877,352                   |
| American Funds American Balanced Fund A        | \$966,798                   | \$68,857      | (\$75,998)    | \$6,341            | (\$25,475)                  | \$940,523                   |
| American Funds Bond of America A               | \$282,241                   | \$33,687      | (\$5,389)     | (\$6,365)          | (\$39)                      | \$304,135                   |
| American Funds SMALLCAP World Fund A           | \$456,223                   | \$32,896      | (\$5,140)     | (\$7,956)          | (\$46,359)                  | \$429,664                   |
| American Funds New World Fund A                | \$287,609                   | \$21,567      | (\$6,043)     | (\$64,451)         | (\$29,512)                  | \$209,170                   |
| American Funds Capital Income Bldr             | \$389,672                   | \$32,123      | (\$53)        | \$600              | (\$29,066)                  | \$393,276                   |
| American Funds Cap World Grand IncA            | \$357,766                   | \$19,633      | (\$113,715)   | (\$2,743)          | (\$24,773)                  | \$236,168                   |
| American Funds Inv Company Of Ameri            | \$162,790                   | \$21,241      | (\$10,331)    | \$0                | (\$11,489)                  | \$162,211                   |
| RS Global Natural Resources Fund A             | \$233,548                   | \$26,912      | (\$61)        | \$5,101            | (\$119,804)                 | \$145,696                   |
| RS Value Fund A                                | \$94,666                    | \$9,193       | (\$2,224)     | \$0                | (\$10,860)                  | \$90,775                    |
| Oppenheimer Gold And Spec Minerals N           | \$426,101                   | \$44,443      | (\$15,096)    | (\$434)            | (\$58,039)                  | \$396,975                   |
| American Funds Money Market Fund A             | \$1,553,888                 | \$106,574     | (\$479,027)   | \$198,390          | \$15,815                    | \$1,395,639                 |
| American Funds Trgt Date Ret 2020A             | \$6,275                     | \$4,429       | \$0           | \$2,545            | (\$4,838)                   | \$8,412                     |
| American Funds Trgt Date Ret 2025A             | \$324,991                   | \$27,391      | \$0           | (\$153,129)        | (\$13,382)                  | \$185,871                   |
| American Funds Trgt Date Ret 2030A             | \$384,369                   | \$10,895      | \$0           | \$0                | (\$18,151)                  | \$377,113                   |
| American Funds Trgt Date Ret 2035A             | \$19,782                    | \$7,332       | \$0           | \$0                | (\$1,575)                   | \$25,539                    |
| American Funds Trgt Date Ret 2040A             | \$313,174                   | \$15,227      | \$0           | \$0                | (\$19,569)                  | \$308,831                   |
| American Funds Trgt Date Ret 2045A             | \$14,322                    | \$4,596       | (\$8,286)     | (\$4,201)          | (\$87)                      | \$6,344                     |
| American Funds Trgt Date Ret 2050A             | \$69,937                    | \$24,219      | (\$10,834)    | \$18,189           | (\$5,949)                   | \$95,563                    |
| American Funds Trgt Date Ret 2055A             | \$0                         | \$743         | \$0           | \$0                | (\$32)                      | \$711                       |
| American Funds Trgt Date Ret 2060A             | \$0                         | \$393         | \$0           | \$0                | (\$22)                      | \$371                       |
| TOTAL  | \$9,993,579                 | \$694,591     | (\$1,093,907) | \$0                | (\$548,314)                 | \$9,045,949                 |
| <b>Price Per Share By Fund</b>                 |                             |               |               |                    |                             |                             |
|  | 12/31/2013                  | 12/31/2014    | 12/31/2015    | 12/31/2016         | 12/31/2017                  | 12/31/2018                  |
| American Funds New Perspective Fund A          | \$37.56                     | \$36.28       | \$36.02       | \$35.33            | \$43.16                     | \$37.67                     |
| American Funds Growth Fund of America A        | \$43.00                     | \$42.68       | \$41.29       | \$42.04            | \$49.54                     | \$42.76                     |
| American Funds Fundamentallnv A                | \$51.97                     | \$52.06       | \$50.71       | \$54.44            | \$62.21                     | \$52.29                     |
| American Funds American Mutual Fund A          | \$34.81                     | \$37.14       | \$33.85       | \$36.83            | \$40.80                     | \$37.51                     |
| American Funds American Balanced Fund A        | \$24.42                     | \$24.75       | \$23.83       | \$24.81            | \$27.15                     | \$24.90                     |
| American Funds Bond of America A               | \$12.40                     | \$12.81       | \$12.59       | \$12.72            | \$12.89                     | \$12.57                     |
| American Funds SMALLCAP World Fund A           | \$49.15                     | \$45.31       | \$43.63       | \$45.98            | \$55.80                     | \$46.90                     |
| American Funds New World Fund A                | \$58.75                     | \$53.50       | \$50.00       | \$51.45            | \$66.92                     | \$57.36                     |
| American Funds Capital Income Bldr             | \$58.55                     | \$59.58       | \$55.85       | \$57.64            | \$62.82                     | \$56.33                     |
| American Funds Cap World Grand IncA            | \$45.32                     | \$46.09       | \$43.36       | \$43.83            | \$51.11                     | \$42.81                     |
| American Funds Inv Company Of Ameri            | \$36.70                     | \$37.08       | \$33.37       | \$36.23            | \$40.39                     | \$33.91                     |
| RS Global Natural Resources Fund A             | \$35.02                     | \$24.81       | \$15.34       | \$23.49            | \$23.73                     | \$12.86                     |
| RS Value Fund A                                | \$34.76                     | \$33.04       | \$28.33       | \$27.94            | \$26.21                     | \$20.28                     |
| Oppenheimer Gold And Spec Minerals N           | \$15.81                     | \$13.04       | \$10.00       | \$13.85            | \$15.74                     | \$13.64                     |
| 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                     | \$11.69                     |
| American Funds Trgt Date Ret 2025A             | \$11.75                     | \$12.06       | \$11.36       | \$11.77            | \$13.44                     | \$12.43                     |
| American Funds Trgt Date Ret 2030A             | \$12.21                     | \$12.51       | \$11.87       | \$12.30            | \$14.42                     | \$13.17                     |
| American Funds Trgt Date Ret 2035A             | \$12.22                     | \$12.57       | \$11.91       | \$12.38            | \$14.84                     | \$13.38                     |
| American Funds Trgt Date Ret 2040A             | \$12.55                     | \$12.70       | \$12.10       | \$12.57            | \$15.20                     | \$13.63                     |
| American Funds Trgt Date Ret 2045A             | \$12.37                     | \$12.74       | \$12.19       | \$12.69            | \$15.43                     | \$13.84                     |
| American Funds Trgt Date Ret 2050A             | \$12.17                     | \$12.50       | \$11.95       | \$12.44            | \$15.10                     | \$13.56                     |
| American Funds Trgt Date Ret 2055A             |                             |               |               |                    |                             | \$16.92                     |
| American Funds Trgt Date Ret 2060A             |                             |               |               |                    |                             | \$11.24                     |
| * Share price does not reflect fund dividends. |                             |               |               |                    |                             |                             |

## Congratulations - Employees of the Year



Congratulations to **Bob Little**, Benton Foundry's 1st shift **Employee of the Year**. Bob works in our Core Department as a forklift operator and has been employed since 1993. Bob lives outside of Hughesville, with his wife Mary. He enjoys wood-working, construction and working on cars in his spare time.

Congratulations to **Tim Shepherd** (below), Benton Foundry's 2nd shift **Employee of the Year**. Tim has been employed at the Foundry since 2013. He currently works in the Molding Department as a machine operator. He has worked in many departments over the years. Tim lives in Benton with his wife Tanya and their three children. Tim enjoys playing football with his friends on the weekends.



## Kudos

**Great Job to our lab** on the most recent round of ICRI spectrometer testing. We continue to have one of the most accurate and repeatable results of the 39 labs that participated. We have placed well in this competition for several years. Keep up the good work!



## Retirees

**Beverly (Bev) Gower** retires after 18 1/2 years. Bev has been a dedicated worker on our 2nd shift, cleaning and caring for our facilities. Bev and her husband Joe (also a Benton Foundry retiree) plan on moving to Florida in the new year. They are moving to enjoy the warmer climate and spend time with their daughter and twin grandsons. They are looking forward to their new endeavor. We wish them a happy and healthy retirement. Thank you for your dedication and enjoy spending time with your family.



## Good Job

*Thanks to all of the grinding room, core room and maintenance employees for extra hours put in, especially those volunteering for weekend shifts.*

**Eric Malcein** made the Dean's List at Pennsylvania College of Technology for the 2018 Fall semester. **Congratulations Eric** on your 4.0.

**Mary Green** has taken over the cleaning duties on second shift. **Thank you Mary!**

**Kenny O'Brecht** continues to perform admirably in his "hook-out" role. **Good job Ken!**

**Ron Steward** has completed his training in the lab. **Way to Go Ron!**

**Thank you** to our **Human Resource** and **Payroll** personnel for handling the extra workload with all of the recent new hires.

**Thank you to the furnace measure, chip, patch and load crews** for recent efforts to get longer and more consistent furnace life.



## Tidbit

### *Mr. Rogers Came From A Foundry Family*

*Fred Rogers was molded by the foundry industry.*

According to the biography *The Good Neighbor: The Life and Work of Fred Rogers*, by Maxwell King, Rogers' parents owned Latrobe Die Casting in Latrobe, PA. The oldest son of James and Nancy Rogers, Fred Rogers saw the impact of his parents' generosity in the community and grew up to become an everlasting symbol of kindness. As we all know, Rogers became an iconic figure in television as the host and mind behind *Mister Rogers' Neighborhood*. His friendly and welcoming demeanor on the educational program made him an important part of childhood for any kid who watched his program.



*Modern Casting*

## Recent Tours

**The following groups recently toured our Discovery Center and facility:**

Bloomsburg University (*Physics Department*)

Bloomsburg High School

Central Columbia High School

Wilkes University

(*Engineering Department*)

Milton High School

Benton High School "Teacher in the Work Place" program.



## Prevent Injuries This Season

**Shoveling Snow: *The Gyroscope*** - Keep your shovel close to you and dig using the big muscles of your legs and behind, not the puny ones in your arms and back.

**Walking Icy Paths: *The Stealthy Scout*** - Send one foot forward slowly, assess your stability and only then put weight on the foot. Now sneak your other foot forward and do the same, like a sly mythical creature.

*Hilary Smith*

*AARP The Magazine*

## NOTICE

**Due to our current workload, the light at the end of the tunnel has been turned off.**

## Trivia Question???

***What heavy metal element was once known as quicksilver?***

Answer will be in 1st Quarter 2019

***Answer from 3rd Quarter question:***

***What is the most malleable metal? Gold***

# 10 Things That Require Zero Talent

- 1) *Be On Time*
- 2) *Work Ethic*
- 3) *Effort*
- 4) *Body Language*
- 5) *Energy*
- 6) *Attitude*
- 7) *Passion*
- 8) *Being Coachable*
- 9) *Doing Extra*
- 10) *Being Prepared*

*Brigette Hyacinth  
LinkedIn*

## Birthdays

### February

- Amanda Hartman
- Taylor Leahy
- Scott Vandine
- Randy Kadtko
- Charles Mengine
- Shawn Frey
- Fred Hittle
- Michael Holena
- Matt Lobos
- Gene Ryman
- Melanie Bankes
- Jamaica Benner
- Dawn Swisher
- Mark Coleman
- Marty Pelas
- Ken O'Brecht
- Bradley Eighmey
- Matt Shultz
- Mike Shultz
- Eric Barnes
- Brian Doty
- Barb Gottshall
- Harry Fry
- Alan Wertz

### March

- Paula Jurbala
- Paul Simko
- Mike Modla
- Jeff Jones
- Lou Sappe'
- Al Schumacher
- Ron Steward
- Stuart Wolfe
- Chad Zimmerman
- Albert Zeitler
- Michelle Williams
- Joe Timko
- Tammy Norton
- Nate Foust
- Alberto Caban
- Matt Smith
- John Andrews
- Tom Foust
- Caleb Gross
- Greg Vandine
- Tim Shepherd
- David Straub, Sr.
- Tim Bopp
- Pete Gowin, Jr.
- Sherry Nerio
- Jonathan Shaw

### April

- Ethan Fritz
- Ray Campbell
- Julian Thouvenot
- Jared Whitmoyer
- Mike Machuga
- Anthony Shaffer
- Mary Alice Green
- Chris Madl
- Arlo Maurer
- Sue Hanna
- Harry Miller
- Bob Little
- Della Norton
- Annette Brown
- Tom Kimble
- Ed Whitmoyer
- Paul Oteiza
- Mike Schumacher
- Stephen Bailey
- Mike Scherer
- Jonas Roper
- Matt Hess
- Joe Burkland
- James Stine



\$

# 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 doesn't glue stick to the inside  
of the bottle?

# Irony



## “The Wisdom Well”

“I have not failed. I've just found 10,000  
ways that won't work.”

~ Thomas A. Edison

# BENTON FOUNDRY, INC.