



4th Quarter 2024

# THE MELTMINDER

A PUBLICATION BY BENTON FOUNDRY, INC.

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

## Benton Foundry History Next Generation

### BF History Part 8:

Continual Improvement is a phrase that is overused and underappreciated, but at Benton it is a way of life. The objective is simple.... keep moving forward. Know your starting point. Focus on value. Progress will likely be iterative. Collaborate. Think and work holistically. Keep it simple and practical. Optimize and automate. Repeat.

A foundry is a transportation model. The less you move things, the more efficient you are. Yet, when visiting foundries and other manufacturers, you'll often find that historical expansions and improvements resulted in a patchwork of buildings and processes. The product does not flow. There are multiple floor elevations, building columns are in the way, etc. Fritz's view was that if you're going to invest, then do it the right way. If a column is in the way, then move it. It may cost a bit more up-front, but there is no sense working around it for the rest of your life. The objectives have always been to invest in the plant and equipment to not only increase capacity, but streamline the process, improve process control, and expand your capabilities, while standardizing on the most apropos equipment. Benton Foundry's facility reflects this mindset. We are in our 9<sup>th</sup> consecutive five-year capital expenditure plan with over 90% of our profits reinvested during our 45+ year history.

This view and a continual improvement philosophy carries through to other aspects of the operation that have not been previously discussed. Consider the extensive sustainability efforts, including the Benton Foundry Farm, LLC with over 200 acres of managed forest, planting trees to reach carbon neutrality in conjunction with the Pennsylvania Department of Agriculture. Or, consider employee development, with training hours representing roughly 10-12% of all hours worked annually, plus the robust tuition reimbursement program partially funded through a \$500,000 endowment at the Pennsylvania College of Technology. As a result of this program, we have an experienced, highly technical staff. Benton Foundry employs over 10 employees with associate's degrees, over 20 employees with bachelor's degrees and 7 employees with master's degrees. In terms of seniority, we have 39 employees with over 20 years of



**Corey Kindler, Kyle Hall, Tracey Kindler, TJ Kindler  
& Nicholas Hall**

experience PLUS another 40 employees with over 10 years of experience.

The point is that these initiatives are focused on more than just plant and equipment. They relate to sustainability, energy efficiency, information technology, employee development, and succession planning.

This leads us to one of the next exciting steps being taken. Benton Foundry is grooming the next generation. Jeff's son, Kyle, is the 4<sup>th</sup> generation and has been with the company for 3 -1/2 years. He has completed a job rotation performing every job in the foundry and is currently on the second shift melt department in a supervisory role. He also recently completed his master's degree in engineering management from Wilkes University. As the 4<sup>th</sup> generation, this makes over 100 years that the Hall family has been in the iron foundry industry.

Benton Foundry is not just progress, it's stability.

Benton Foundry is financially secure, has the technical staff and tools to make complex parts and has equipment and systems that are second to none. And, we continue to think long term as we groom the next generation.

## Congratulations - Employees of the Quarter/Year



Congratulations to **Tim Kepner** (above), Benton Foundry's 1st shift Employee of the Quarter and 2024 1st shift Employee of the Year. Tim works in our Production Office as our Traffic Manager. He has held this position since June of 1987. Tim is retiring soon. He lives in Hughesville with his wife, Leslie. Tim has two sons, Korbin and Kyle. He has received this award in the past. Tim is a loyal and dedicated employee. Thank you and Congratulations Tim!

*Amazing Job!*

Congratulations to **Stefany Torrealba** (below), Benton Foundry's 2nd shift Employee of the Year. Stefany has been employed at the Foundry since 2022. She currently works in our Melt Department as a Crane Operator. She is a good worker and enjoys learning new responsibilities. Stefany lives in Muncy and she enjoys listening to music, watching movies, cooking, and going to the gym in her spare time. Thank you and Congratulations Stefany!

*Awesome Job!*



Congratulations to **Isabella Kubasek** (left), Benton Foundry's 2nd shift Employee of the Quarter. Isabella works in our Quality Department as a QC Assistant. She has been employed since September of 2020, previously working in our core room. Isabella lives in the Benton area. She enjoys listening to music, riding 4-wheelers and spending time with her family and friends when she isn't working. Thank you and Congratulations Isabella!

*Great Job!*



# Congratulations

## Rescue Pets Serving Vets

As an alternative to a Holiday gift for our President, Jeff Hall this year, the office personnel at Benton Foundry decided to donate to a local charity.

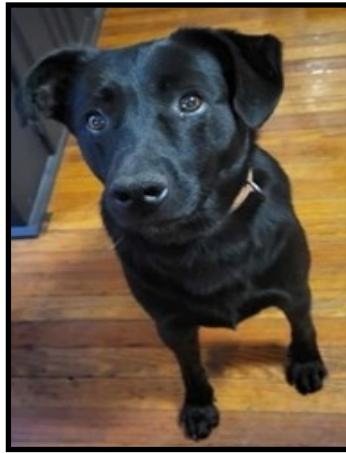
Rescue Pets Serving Vets, Inc. is located in Benton, PA just a few miles from Benton Foundry. They are a non-profit organization focused on rescuing shelter pets, abandoned pets and special needs pets. They work on providing necessary medical care, training and love in their foster homes. Their ultimate goal is to home these pets with the right owner, in either the general public or with veterans that need a special companion as a service or emotional support animal.

Volunteer support and tax-deductible contributions enable them to continue to save animals; give them critical medical care, training and eventually the loving homes they deserve. These pets, in turn, help heal the hearts of our veterans, those with special needs and families in our communities.

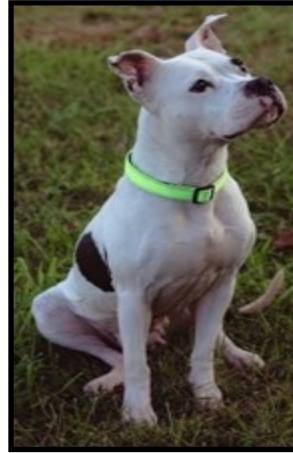
Here are just a few of their current dogs ready to be adopted or fostered! Check out their website [rescuepetservingvets.org](https://rescuepetservingvets.org) for further details or to make a donation.



Kiwi



Ruger



Ribbon



Brix

## Benton Foundry in the Community

During the 4<sup>th</sup> quarter of 2024, Benton Foundry's community outreach included the following activities:

- Benton Area School District HOSA (Health Occupations Student America) Program - Donor
- Benton Area School District Twenty-First Annual Holiday Meal for Senior Citizens – Donor
- Benton Area School District and Central Columbia High School Spring Sports - Sponsor
- Benton Lions Club Halloween Parade – Donor
- Fishing Creek Watershed Association – Donor
- Northern Columbia County Community Center – Donor
- Wounded Warrior Project – Donor
- Benton Area School District Future Farmers of America – Donor
- Columbia/Montour SWAT Team – Donor
- Penn State University Industrial Engineering Advisory Member



## Honoring our Veterans



Back Row (Top photo): **Paul Simko** (Army), **Ken-ny O'Brecht** (Army), **Jim Lamoreaux** (Navy), **Eric Piatt** (Navy), **Bob Houser** (Army), **Tim Kepner** (Air Force), Front Row (Top photo): **Dave Hetler** (Army), **Randy Kadtke** (Air Force), **Bob Little** (Army), **Don Copeland** (Air Force).

Back Row (Bottom photo): **Frank Packer** (Army), **Tom Vandine** (Navy), **Nick Wilson** (Marines), Front Row (Bottom photo): **Dave Emmett** (Air Force), **Eugene Eckroth** (Navy), **Bill Ferguson** (Army)

  
**Thank you for your service!**



## Condolences



**S**cott **Stonier** of Sweet Valley worked at Benton Foundry for over 28 years (from 1984 until his retirement in 2012). Scott held various jobs at the foundry over the years, machine operator in the core room, molder and in the Pattern Shop. Scott served our country in the US Army during the Vietnam Conflict, earning the Bronze Star. Scott was an avid outdoorsman who enjoyed hunting and fishing. Scott passed on October 9, 2024.



**D**avid **Thoen**, a proud resident of Benton, worked at Benton Foundry for over 30 years (from 1987 until his retirement in 2018). The job he held prior to retirement was Setup man in the Core Room. Prior to that he was a Core Machine Operator. David was a staple in the Core Room and was very knowledgeable. David was also a skilled woodworker, avid reader and master storyteller. David passed on October 30, 2024.

## Real ID

### WHAT IS REAL ID?

Passed by Congress in 2005, the REAL ID Act enacted the 9/11 Commission's recommendation that the Federal Government "set standards for the issuance of sources of identification, such as driver's licenses." The Act established minimum security standards for state-issued driver's licenses and identification cards and prohibits certain federal agencies from accepting for official purposes licenses and identification cards from states that do not meet these standards.

These purposes are:

- Accessing certain federal facilities
- Boarding federally regulated commercial aircraft
- Entering nuclear power plants



**The deadline for REAL ID enforcement is May 7, 2025.**

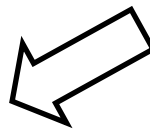
### How do I get a REAL ID?

Visit your state's driver's licensing agency website to find out exactly what documentation is required to obtain a REAL ID. At a minimum, you must provide documentation showing: 1) Full Legal Name; 2) Date of Birth; 3) Social Security Number; 4) Two Proofs of Address of Principal Residence; and 5) Lawful Status. States may impose additional requirements, so check with your state's driver's licensing agency website, before visiting them in person, for additional guidance and assistance.

Dept. of Homeland Security Website <https://www.dhs.gov/>

You can visit [PennDOT.gov/REALID](https://PennDOT.gov/REALID) for more information and a printable document checklist (below).

PA Driver's License with REAL ID (below)



Look  
for the  
yellow  
star.



pennsylvania DEPARTMENT OF TRANSPORTATION	REAL ID DOCUMENT CHECKLIST FACT SHEET
<p>June 2023</p> <p>Do you have all the documents you will need to get a REAL ID? Use this checklist to ensure that you have the proper documents to bring to the Driver License Center.</p>	
<p><b>PROOF OF IDENTITY</b></p> <p>You will need to provide ONE document proving your identity and your lawful status in the United States when applying for a REAL ID. The most common documents you can use to prove your identity are:</p>	
<p>If you are a U.S. citizen or lawful permanent resident, acceptable documents include:</p> <ul style="list-style-type: none"> <li><input type="checkbox"/> Certified copy of a birth certificate filed with the State Office of Vital Statistics with a raised/embossed seal</li> <li><input type="checkbox"/> A valid, unexpired, U.S. Passport or Passport Card</li> <li><input type="checkbox"/> Certificate of U.S. Citizenship (USCIS Form N-560 or Form N-561)</li> <li><input type="checkbox"/> Consular Report of Birth Abroad (CRBA) issued by the U.S. Department of State, Form FS-240, Form DS-1350, or Form FS-545</li> <li><input type="checkbox"/> Certificate of Naturalization issued by DHS, Form N-550 or N-570</li> <li><input type="checkbox"/> Unexpired Employment Authorization Card, (EAD) issued by DHS, Form I-766 or Form I-688B</li> <li><input type="checkbox"/> Valid, unexpired Permanent Resident Card I-551 (Green Card) issued by DHS or INS</li> <li><input type="checkbox"/> Unexpired foreign passport with a valid unexpired US visa affixed, accompanied by the approved I-94 indicating temporary evidence of permanent residence</li> </ul>	
<p>Some non-US Citizens may be required to provide additional documentation</p>	
<p><b>PROOF OF SOCIAL SECURITY NUMBER</b></p> <p>You must present one of the following in your current legal name and displays ALL nine (9) digits of your social security number when applying for a REAL ID. Documents must be original.</p>	
<ul style="list-style-type: none"> <li><input type="checkbox"/> Social Security Card</li> <li><input type="checkbox"/> W-2</li> <li><input type="checkbox"/> SSA-1099 Form</li> <li><input type="checkbox"/> Non SSA-1099 Form</li> <li><input type="checkbox"/> Pay Stub</li> </ul>	
<p><b>PROOF OF YOUR PENNSYLVANIA RESIDENCY</b></p> <p>You will need to provide TWO documents to prove your Pennsylvania residency when applying for a REAL ID. Select which residency documents you will bring to the Driver License Center.</p>	
<ul style="list-style-type: none"> <li><input type="checkbox"/> Current, unexpired PA driver's license or photo ID card</li> <li><input type="checkbox"/> PA vehicle registration card</li> <li><input type="checkbox"/> Auto insurance card</li> <li><input type="checkbox"/> A computer-generated utility bill showing your name and address (cellphone, cable, electric, gas)</li> <li><input type="checkbox"/> Post marked mail/package labels through USPS, UPS, FedEx etc.</li> <li><input type="checkbox"/> A W-2 form/pay stub</li> <li><input type="checkbox"/> Lease agreements or mortgage documents</li> </ul>	
<p><b>PROOF OF LEGAL NAME, DATE OF BIRTH AND/OR GENDER DESIGNATION CHANGE (If applicable)</b></p> <p>If your current legal name, date of birth, or gender designation is different from the information on your birth certificate or legal status document, you must show legal proof of the change. Please note: If you are using a passport as your proof of identity and your passport reflects your current name, YOU DO NOT NEED TO SHOW PROOF OF NAME CHANGE.</p>	
<p>For a name or date of birth change, acceptable documents include:</p> <ul style="list-style-type: none"> <li><input type="checkbox"/> Certified marriage certificate(s) for each marriage to track name change(s), issued by the county court (Clerk or Orphans Court, Register of Wills etc.) in which the license was issued</li> <li><input type="checkbox"/> Court order(s) approving a change of legal name or date of birth</li> <li><input type="checkbox"/> Original or certified copy of an amended birth certificate showing a change of name</li> </ul>	
<p>For a gender designation change, acceptable documents include:</p> <ul style="list-style-type: none"> <li><input type="checkbox"/> A certified, amended birth certificate with a raised seal</li> <li><input type="checkbox"/> A completed <a href="#">DL-32</a> form (PDF)</li> </ul>	

## Retirees



Congratulations to **Stuart Wolfe (left)** on his recent retirement. Stuart worked at the foundry since 1994. With a degree in Computer Science from Lock Haven, his job duties touched on a variety of departments including, but not limited to, purchasing, payroll and IT. Stuart lives in Hughesville with his wife Mary Megan. They have a son Coleman who lives out of state. Stuart is an active member of his church, is a former Hughesville borough councilman and was involved in Boy Scouting for many years. Stuart and Mary Megan enjoy traveling and visiting NYC for a show on occasion. We thank Stuart for his dedication and service and we wish him a long, happy and healthy retirement!

*Congratulations Stu!*



Congratulations to **Tim Kepner (right)** on his upcoming retirement. Tim worked at the foundry since 1987. He was the first Spectrometer Operator. At present, he is Traffic Manager in the Production Control Dept. We thank Tim for getting orders and supplies in and out in a timely manner so production can run smoothly. Tim will likely be spending more time riding his motorcycle and playing golf in the warmer months. We thank Tim for his dedication and service and we wish him a long, happy and healthy retirement!

*Congratulations Tim!*



Tim always enjoyed a  
“Holiday Dress-Up” Day!

We will  
miss you  
Stuart  
and Tim!



# Enjoy your retirement

# Employee Savings and Retirement Plan

Contribution Source						
	Balance As Of 01/01/2024	Contributions	Withdrawals	Gains/ (Losses)	Balance As Of 12/31/2024	Vested Balance
EMPLOYER PROFIT SHARING	\$80,269	\$0	(\$2,062)	\$10,525	\$88,732	\$88,732
EMPLOYER MATCH	\$3,384,451	\$160,840	(\$247,524)	\$448,288	\$3,746,055	\$3,698,130
EMPLOYEE 401(k)	\$9,483,467	\$453,586	(\$707,414)	\$1,287,390	\$10,517,029	\$10,517,029
EMPLOYEE ROLLOVER	\$237,891	\$0	(\$19,838)	\$25,930	\$243,984	\$243,984
BENEFICIARY	\$0	\$0	\$1,467	(\$1,467)	\$0	\$0
TOTAL	\$13,186,079	\$614,425	(\$975,370)	\$1,770,666	\$14,595,800	\$14,547,874

Activity By Fund						
	Balance As Of 01/01/2024	Contributions	Withdrawals	Exchanges	Gains/ (Losses)	Balance As Of 12/31/2024
American Funds New Perspective Fund A	\$861,018	\$25,898	(\$83,532)	(\$88,373)	\$129,344	\$844,355
American Funds Growth Fund of America A	\$1,442,051	\$63,656	(\$333,540)	(\$24,262)	\$352,665	\$1,500,569
American Funds FundamentalInv A	\$1,166,932	\$43,300	(\$31,748)	(\$137,391)	\$257,531	\$1,298,624
American Funds American Mutual Fund A	\$1,012,351	\$32,235	(\$11,320)	(\$4,959)	\$152,076	\$1,180,383
American Funds American Balanced Fund A	\$1,435,703	\$66,140	(\$45,593)	(\$74,430)	\$211,714	\$1,593,534
American Funds Bond of America A	\$294,674	\$12,735	(\$12,501)	\$76,127	\$262	\$371,298
American Funds SMALLCAP World Fund A	\$583,143	\$20,277	(\$3,240)	(\$239,941)	\$7,307	\$367,546
American Funds New World Fund A	\$307,668	\$14,025	(\$4,768)	(\$69,992)	\$19,127	\$266,060
American Funds Capital Income Bldr	\$354,145	\$16,645	(\$349)	(\$18,325)	\$36,204	\$388,318
American Funds Cap World Growth IncA	\$279,708	\$15,138	\$0	(\$134,191)	\$31,870	\$192,525
MFS Mid Cap Growth R3	\$192,756	\$9,424	(\$3,758)	(\$66,585)	\$24,455	\$156,292
Invesco Gold And Spec Minerals R	\$721,588	\$37,703	(\$14,408)	(\$40,489)	\$92,711	\$797,104
Vanguard Materials Index Adm	\$219,378	\$22,682	(\$20,775)	\$49	\$594	\$221,928
Vanguard Mid-Cap Value Index Adm	\$11,718	\$2,802	\$0	\$0	\$1,764	\$16,285
American Funds Money Market Fund A	\$2,080,137	\$66,362	(\$298,832)	\$1,022,532	\$167,451	\$3,037,650
American Funds Trgt Date Ret 2020A	\$8,414	\$2,145	\$0	\$0	\$795	\$11,354
American Funds Trgt Date Ret 2025A	\$400,023	\$9,440	\$0	(\$199,411)	\$40,078	\$250,131
American Funds Trgt Date Ret 2030A	\$654,820	\$14,776	(\$104,032)	\$0	\$70,686	\$636,249
American Funds Trgt Date Ret 2035A	\$109,028	\$14,393	\$0	\$0	\$14,159	\$137,580
American Funds Trgt Date Ret 2040A	\$630,133	\$26,978	\$0	\$0	\$91,833	\$748,944
American Funds Trgt Date Ret 2045A	\$107,306	\$33,278	\$0	\$0	\$17,474	\$158,058
American Funds Trgt Date Ret 2050A	\$171,033	\$14,917	(\$6,259)	\$0	\$26,268	\$205,959
American Funds Trgt Date Ret 2055A	\$18,682	\$4,265	\$0	\$0	\$3,143	\$26,090
American Funds Trgt Date Ret 2060A	\$82,057	\$22,965	\$0	\$0	\$13,691	\$118,713
American Funds Trgt Date Ret 2065A	\$41,612	\$22,247	(\$714)	(\$358)	\$7,465	\$70,251
TOTAL	\$13,186,079	\$614,425	(\$975,370)	\$0	\$1,770,666	\$14,595,800

Price Per Share By Fund						
	12/31/2019	12/31/2020	12/31/2021	12/31/2022	12/31/2023	12/31/2024
American Funds New Perspective Fund A	\$47.26	\$60.49	\$66.41	\$47.31	\$55.90	\$62.11
American Funds Growth Fund of America A	\$51.13	\$67.54	\$74.30	\$49.49	\$63.16	\$74.46
American Funds FundamentalInv A	\$62.02	\$69.15	\$75.96	\$60.25	\$71.49	\$80.72
American Funds American Mutual Fund A	\$43.52	\$44.61	\$53.15	\$48.43	\$51.00	\$55.18
American Funds American Balanced Fund A	\$28.50	\$30.20	\$33.47	\$28.76	\$31.99	\$34.34
American Funds Bond of America A	\$13.09	\$13.79	\$13.39	\$11.38	\$11.49	\$11.14
American Funds SMALLCAP World Fund A	\$58.83	\$79.55	\$80.03	\$56.10	\$66.25	\$67.39
American Funds New World Fund A	\$70.55	\$87.95	\$86.03	\$66.46	\$75.03	\$77.07
American Funds Capital Income Bldr	\$63.32	\$63.01	\$70.16	\$62.99	\$66.22	\$68.96
American Funds Cap World Growth IncA	\$52.28	\$59.39	\$63.67	\$51.58	\$60.12	\$63.56
American Funds Inv Company Of Ameri	\$39.57	\$44.42	\$51.80	\$41.26	\$50.40	
MFS Mid Cap Growth R3		\$28.02	\$30.71	\$21.95	\$26.56	\$28.26
VanEck Global Resources A		\$33.51	\$39.21	\$41.22	\$38.70	
Invesco Gold And Spec Minerals R	\$19.88	\$26.63	\$24.82	\$20.55	\$21.67	\$24.24
Vanguard Materials Index Adm				\$86.74	\$96.81	\$95.71
Vanguard Mid-Cap Value Index Adm				\$70.08	\$75.08	\$83.79
American Funds Money Market Fund A	\$1.00	\$1.00	\$1.00	\$1.00	\$1.00	\$1.00
American Funds Trgt Date Ret 2020A	\$12.96	\$13.75	\$14.26	\$12.17	\$12.97	\$13.40
American Funds Trgt Date Ret 2025A	\$14.07	\$15.39	\$16.09	\$13.46	\$14.57	\$15.10
American Funds Trgt Date Ret 2030A	\$15.16	\$16.80	\$17.79	\$14.53	\$16.14	\$17.20
American Funds Trgt Date Ret 2035A	\$15.77	\$17.85	\$19.53	\$15.46	\$17.55	\$18.93
American Funds Trgt Date Ret 2040A	\$16.20	\$18.57	\$20.61	\$15.92	\$18.47	\$20.42
American Funds Trgt Date Ret 2045A	\$16.51	\$19.00	\$21.21	\$16.21	\$18.94	\$21.05
American Funds Trgt Date Ret 2050A	\$16.22	\$18.72	\$20.98	\$15.84	\$18.62	\$20.75
American Funds Trgt Date Ret 2055A	\$20.29	\$23.45	\$26.32	\$19.75	\$23.38	\$26.10
American Funds Trgt Date Ret 2060A	\$13.56	\$15.72	\$17.75	\$13.38	\$15.87	\$17.76
American Funds Trgt Date Ret 2065A		\$14.58	\$16.81	\$12.98	\$15.46	\$17.38

\* Share price does not reflect fund dividends.

## Congratulations

**Awesome Job** to **ALL Employees** for our lowest quarterly scrap rate in 4.5 years.

**Congratulations** to **Nick Wilson** who graduated with Honors from PCT with an Associate Degree in Automated Manufacturing Technology.

**Good Job** to **Melt** and **Maintenance** on the Furnace 3 coil change. This is scheduled every 5 years as a proactive measure.

**Congratulations** to **Chris Newhart** and **Mike Parsons** for low scrap rates on the Large Disa.

**Awesome Job** to the **Maintenance Dept** for the lowest Maintenance downtime level in over 3 years.

**Congratulations** to **Kyle Hall** who graduated from Wilkes University with a Masters in Engineering Management.

**Good Job** to **Caleb Temple** for being among the top five AFS (e-learning) students in the month of October.

**Congratulations** to **Tim Shepherd** for Completion of the AFS Introduction to Supervisor Development program.

**Awesome Job** to **Sergio Aguilera** and **Martha Pineda** for continuing their ESL studies.

**Good Job** to **Nick Wilson** for a smooth transition to the Maintenance Dept.

**Awesome Job** to **Gilberth Aleman**, **Jeff Garrison** and **Chris Newhart** for helping Maintenance on non-production days.

**Good Job** to **Timmy Schechterly** for continued studies in EET at Penn State, Wilkes-Barre campus.

**Congratulations** to **Ana Ponce**, **Xenia Ponce** and **Olin Covington** for completion of a course on Casting Defect Analysis.

**Good Job** to **Ryan Keeler** for completion of the MAEA Supervisor Leadership program.

**Awesome job** to **Andy Spencer** for filling in as Supervisor for the Night Shift Core Dept .

**Congratulations** to **Morgan Hoover** for completion of the Workers' Compensation Professional course through AMCOMP.

**Good Job** to **Kyle Hall** and **Cody Snyder** for attending the 2024 AFS Melting Conference.

**Awesome Job** to **Bo Boston**, **Kyle Hall**, **Ruth Dawson** and **Caleb Temple** for attending Induction training by Inductotherm.

## Good Job

**Congratulations to the following personnel for their 4th Quarter 2024 performance.**

**Cindy Newhart** - Highest Core Production Efficiency  
**Myriam Mayorga** - Highest Core Assembly Efficiency  
**David Straub** - Highest Molding Efficiency  
**Tom Foust** - Lowest Molding Scrap Rate  
**Eric Barnes** - Highest Grinding Efficiency  
**Sergio Aguilera** - Highest Foxall Running Time

**K**udos to our Lab for once again scoring well in the Iron Casting Research Institute's (ICRI) round 55 Spectrometer Proficiency Testing. Benton Foundry's Lab once again showed no statistically significant differences for repeatability and reproducibility. This testing measures repeatability and consistency between various technicians within a lab and reproducibility and consistency between different labs. Our Lab has continually been recognized for consistently high performance in these exercises. Thanks to Jackie Showers, Cody Snyder, Xenia Ponce, Isabella Kubasek, Bill Simback, Elizabeth Strauch, Jenifer Rundle and Ramiro Pomares.

*Great Job!*

## Sweet Facts

- Milton Hershey introduced Hershey's Kisses in 1907.
- Until 1921, each Kiss was wrapped by hand.
- The Hershey Company produces over 80 million Hershey's Kisses per day. This is about 60,000 Hershey's Kisses every minute.
- The machines that wrap Hershey's Kisses can wrap up to 1,300 chocolates per minute.
- The aluminum foil used to wrap Hershey's Kisses is recyclable.
- Hershey's Kisses are one of the most popular chocolate candies in the United States.
- The paper plume on top of each Kiss was added in 1921 to distinguish Kisses from other candies.
- The Hershey Company's machines run 24 hours a day, seven days a week.
- The name "Kisses" may come from the sound of the machine dropping the Kisses onto the conveyor belt.



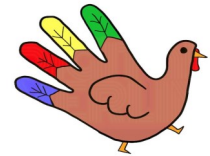
~ AI Overview

## Wildlife - Maine Turkey



The story of Maine's native wild turkeys is one of triumphant recovery following extirpation in the early 1800s. We are thankful for successful reintroduction in the 1980s and the healthy population we have today.

- ♦ Wild turkeys have numerous distinct vocalizations beyond gobble gobble. Their vocabulary includes cackles, clucks, purrs, putts and more!
- ♦ Wild turkeys are impressive triathletes. They can run 18 miles per hour on foot, fly nearly 60 miles per hour for a short sprint and are surprisingly powerful swimmers!
- ♦ The bare head and neck of a wild turkey are composed of a wattle, caruncles and a snood that expands, contracts and changes color with their mood!
- ♦ It takes more than a single handprint to draw a wild turkey. There can be over 5,000 feathers on a single bird!
- ♦ Young turkeys are called “poults.”
- ♦ You can tell the sex of the turkey by the shape of their scat—female scat is curly and male scat is a “J” shape.



~ mefishwildlife.com

## Do Our Pets Experience Grief?

They provide us with comfort, but sometimes they need it too.

Before he recently passed, my husband would tell me how much he loved the two of us. Meaning me and Maple, our dog. He and Maple were inseparable. Even as Jerry lay on a hospital bed we had placed in our family room, Maple would pop up and lick him. That made Jerry smile when he had little to smile about in the throes of Lewy body dementia.

After Jerry died, Maple wasn't interested in things she used to love, such as toys and food. Like me, she was suffering from grief. How could I help Maple?

Kathryn Dench, chief veterinary advisor at Paw Origins, which sells pet supplements online, offers tips:

- Maintain normalcy. Routine is key. Keep walks and feedings consistent.
- Provide extra attention. Give your pet more cuddles and pats.
- Socialize. Interaction with other dogs and people can lift spirits.

Maple is doing much better. Each morning at 7am she licks my face, reminding me that she's hungry and wants love. Now we are the two-some.

~ Judy Mandell

~ AARP The Magazine

## Knoebels



## Birthdays

### February

Amanda Hartman  
Elissa Romberger  
Jim Tumolo  
Glenda Chavez  
Scott Vandine  
Randy Kadtko  
Boane Berg  
Shawn Frey  
Fred Hittle  
Joseling Martinez  
Gene Ryman  
Mark Coleman  
Marty Pelas  
Kenny O'Brecht  
Colton Young  
Matt Shultz  
Mike Shultz  
Eric Barnes  
Joe Sharkuski  
Oscar Aguilar  
Harry Fry

### March

Paul Simko  
Mike Modla  
Jeff Jones  
Kris Young  
Olin Covington  
Lynn Sheatler  
Joe Timko  
Nate Foust  
Erick Tellez  
John Andrews  
Tom Foust  
Greg Vandine  
Ryan Keeler  
Tim Shepherd  
David Straub, Sr.  
Sherry Nerio



### April

Ray Campbell  
Olivia Schechterly  
Mike Machuga  
Chris Madl  
Katherine Miron  
Gerson Urbina  
Francisco Rocha  
Bob Little  
Della Norton  
Annette Brown  
Ed Whitmoyer  
Justin Boyer  
Andy Spencer  
Mike Schumacher  
Gilberth Aleman  
Carlos Tellez



## Trivia Question???

***What country produces the most iron ore?***

Answer will be in 1st Quarter 2025.

Answer from 3rd Quarter question:

***Can you identify five different industries that you will find our products in?***

*Food Processing Equipment, Steam Products, Municipal Applications, Sprinkler System Components, Water and Wastewater Processing Equipment, Heating, Ventilation and Air Conditioning Equipment, Industrial Washing Machines, Agricultural Applications, Power Generation and Distribution, Oil and Gas Processing and Distribution, Munitions, Mining, Marine, Excavation, Road Construction, Railroad, Fluid Power, Motors, Bearing and Drives, Cranes, Hoist and other Material Handling Equipment, Pumps, Valves and Meters*



Want



**\$500?**

## Company Referral Plan

Refer a Potential Employee to Morgan  
(Before They Come In)

If Hired,

**After 90 days of Employment**

**You Get \$250.**

**After 6 months of Employment**

**You Get Another \$250.**

## IRONY



Daily Writing Tips

## "The Wisdom Well"

**"Whenever you see a successful business, someone once made a courageous decision."**

~ Peter F. Drucker

