



VALCO INDUSTRIES, INC.
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PRESSing NEWS

Valco News—July 2013

Take Advantage of Valco Benefit Programs

If you are not already a member of Valco's 401K benefit program now is the time to join and get started on planning and saving for your future. Even though it may sometimes feel like it, it is never too late to join and take more control of your retirement years and quality of life. If you have been with Valco for at least one year, you are eligible to participate. Valco puts in \$.50 for every \$1.00 you contribute up to 6% of your earnings. Your earnings grow tax free until they are withdrawn and you receive a tax benefit for the portion you put in. If you would like to join, learn more or meet with a representative of Consolidated Financial Services, check with Jamie Callan. Don't put off your participation any longer than you may already have.

A reminder about Valco's Employee Assistance Program (EAP). This is a benefit program for all Valco associates and members of their immediate family. We are partnering with Layh and Associates in Yellow Springs as our Employee Assistant representative. You can call them direct at 937-767-9171 for an appointment. They are located at 416 Xenia Avenue in Yellow Springs. The total costs of the first two visits are covered in full by Valco, after which our insurance program would probably participate. So if you or a member of your family are having any type of personal issues such as stress, drugs, alcohol, marital, child rearing, etc., take advantage of this strictly confidential and professional service you have available as a member of the Valco Team. If you would like to get more information or help with setting up an appointment, you can talk with Eddie.

Don't forget about Valco's Continuing Education Benefit Program to help you learn new skills, brush up on old ones, or expand your current talent level. You can get more information and verify which courses qualify by checking with Dave Montgomery. Valco pays for the course upfront so you have no out of the pocket expense in order to get started.

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IN THE VALCO SPOTLIGHT: J-O Delacruz

Our Associate Spotlight this month shines on **J-O Delacruz** who has been with us since May 13th of this year. J-O is doing Tig Welding on second shift and it has been great having him as part of the Valco Team.

J-O was born in the Philippines and lived there until he was 6 years old. He then moved to Springfield with his mother and two sisters to join his grandmother and uncle who were living in Springfield at the time. His father stayed in the Philippines and expected to join them when it could be worked out. Unfortunately J-O's father died in an automobile accident before he could join his family in the States.

J-O attended North High School (Go Panthers!) for his freshman year after which North and South were combined into one high school and he then became a Wildcat. While attending Springfield High School,

J-O played football, wrestled and ran track. During his football playing days his team made the playoffs for three straight years.

He graduated in 2011 and went to work for his uncle, who owned a fabrication company called Almandrey Fab Tech in Piqua. They did a great deal of designing and fabricating of fixtures. It was here that J-O learned to weld and spent

the next couple of years doing a great deal of Tig welding. We are sure glad he did as he hit the ground running when he joined Valco in May.

During his free time, he enjoys fishing and working out to try and stay in good shape. J-O says he has enjoyed his first several months at Valco and enjoys the wide variety of work he has been doing and enjoys working with the folks on his shift. We are glad to have J-O as part of the Valco Team and look forward to working with him in the months and years ahead.



Customer Compliments Valco Associates On A Job Well Done!



Pictured Left to Right:

Dave Koepp, Stamping; Paul Blevins, Grind;
Tyler Cypryla, Final inspection/packaging;
Ray Powell, Welding;
Robin Freeman, Machining;
Rick Osborne, Grind;
Micah Hanks, Laser;
Dan Woodruff, Final inspection/packaging;
Howard Denson, Robotic Welding;
Anthony Varga, Welding

We have recently received the following compliments from a valued east coast customer who is in the access flooring industry. This final product is truly a total Team effort by the Valco Associates as it involves every department we have and pretty well touches almost every associates' hands. We want to thank the Valco Team members for doing such an amazing job on such a complex part.

☛ **Gentlemen: Attached is the latest Quality Spreadsheet for 2013. 3,695 grates produced 0% defects. I know this was a long process with getting these grates to meet our specifications, especially at the beginning and just want to let all of you know that Valco has been doing an excellent job. Keep up the good quality!!!! —Sr. Quality Supervisor**

☛ **Yes, good work everyone. Also, we have been able to fulfill our customer orders on time due to your strong efforts! —Senior Buyer**



Reminder

This year we will be celebrating **Labor Day on Monday September 2nd**, which is a paid holiday for all full time associates who have been with us for at least 90 days. Normal production schedules and hours will resume with the start of production on **Tuesday September 3rd**. So even though Labor Day usually means the end of summer and the start of school, and we hope some cooler weather, at least we get to take the day off work with pay. Enjoy your long holiday weekend and be safe out there!

WEIGHT CONTROL



Clever Ways To Cut Calories

- Drink nonfat milk instead of 1 or 2% milk.
- Use small glasses for juice.
- Flavor your coffee with spices such as cinnamon instead of cream, sugar, or flavored syrup.
- Eat broth-based rather than cream-based soups.
- Make pizza without cheese.
- Add fresh vegetables to your favorite sauces, meatloaf, or burgers for a healthy, low calorie "filler."
- Drink light beer instead of regular beer, wine, or fruit-based alcoholic beverages, and limit yourself to two.

What Am I?

- I am an event.
- Competition drives me.
- I took a break during WWII.
- I have men and women's varieties.
- Uruguay won me first.
- In 2009, well over 1 billion people watched me.
- My prize is a vessel.
- I am the culminating event in the world's most popular sport.

(Don't peek at the answer!)



ANNOUNCEMENTS



Dave Denney.....August 12th

We hope Dave has a great day on his special day and an even better year, filled with good health, lots of laughs, and much personal and professional success. Enjoy your special day!

Years of Service...

Steve Queen..... Aug. 10..... 4 Yrs.
 Paul Blevins Aug. 18..... 3 Yrs.
 Jimmy Hall..... Aug. 20..... 11 Yrs.
 Charlotte Brickles. Aug. 26..... 11 Yrs.

We thank each of you for all you have done for Valco and our many customers. Your many contributions over the years are greatly appreciated and we look forward to your continued support and being a member of the Valco Team for many years to come!

“Great Quotes”

“What a wonderful life I’ve had! I only wish I’d realized it sooner.”
—Colette

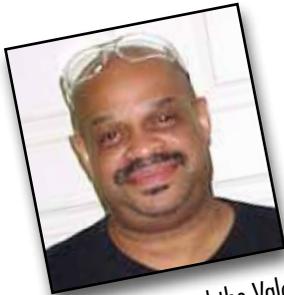
“If you can give your child only one gift, let it be enthusiasm.”
—Bruce Barton

“Our task is not to fix the blame for the past, but to fix the course for the future.”
—John F. Kennedy

“Mistakes are part of the dues one pays for a full life.”
—Sophia Loren

“The odds of hitting your target go up dramatically when you aim for it.”
—Mal Pancoast

Welcome New Associates!



Larry Brown, joined the Valco Team on July 15th and will be working on second shift as part of our production support team.



Bob Bombin, joined the Valco Team on July 22nd as assistant general manager.

We are glad to have Larry and Bob as the newest members of the Valco Team and look forward to working with them in the month and years ahead. We wish them the best in their new positions.