



VALCO INDUSTRIES, INC.
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PRESSing NEWS

Valco News—February, 2014

Ohio Incumbent Workforce Training Voucher Program

The market place that Valco services continues to become more competitive and it is critical that we continuously improve our skills and job knowledge in order to compete. Much of what we do on a daily basis requires specific skill sets, such as blueprint interpretation, CNC machine operation & programming, understanding of the geometry & trigonometry used in metal forming, and the ability to perform complicated welding.

In order to remain competitive, it is imperative that we employ the most skilled associates possible. But as we all know, it is becoming increasingly difficult to find people who already possess the necessary skill sets and level of experience that is required for our industry. Consequently, we must continue to focus on growing and developing our current workforce to meet these needs that are required to stay competitive.

This requires a continuous financial, as well as, time commitment to investing in the training and development of our people. But this also directly affects the bottom line of our small business. Training can cost a tremendous amount of money; the laser classes' offered by Trumpf cost in excess of \$2500 and classes on AutoCAD cost over \$2000. While very important, this can present a financial challenge to any company, ours included.

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IN THE VALCO SPOTLIGHT: Joe McDargh

Our Associate Spotlight this month shines on **Joe McDargh** who is part of our second shift welding department. Joe joined the Valco Team in May, 2013 and spends most of his working time running our robotic welder, and does a great job doing it. Joe was born and raised in Springfield and attended the Springfield City Schools. He graduated from our local CTC in May 2013 where he majored in welding his junior and senior years. His home school while at CTC was Springfield High School, from which he also graduated in May of 2013.

Joe became part of the Valco Team on a part-time basis while

finishing his senior year at CTC. When not working, Joe is an avid hunter and fisherman and spends a great deal of time doing both. He says his family enjoys the outdoors and he got his love for hunting and fishing from them.

Joe hopes to attend either Wittenberg or Clark State this fall and study to become a radiology technician or work in the medical assisting field. It is great having Joe as part of our team and we look forward to

him being with us as long as he can. We certainly appreciate the great work he does and all of his contributions to our success and growth. We wish Joe the best of luck wherever his career path may take him.



Valco Associate Recognized for his Community Service



We would like to congratulate **Gary Lehning**, Valco Industries Production Manager, who was presented with a "Green Blazer" during halftime at Springfield Catholic Central High School boys' basketball final regular season game. This prestigious award, one of four given out that evening, is presented annually by the CCHS Boosters to recognize those who have given of their time, talent, and efforts in service to the school.

Gary has been involved with Catholic Central since the early 1990's, initially helping with the annual Klutter Kloset sale. He began spotting for the football public address announcer, John Finnegan, in 1997, before succeeding him in 2002. He plans to continue with this "labor of love" for many more seasons. Gary also is a fixture at boys' basketball games, offering 50/50 tickets to those who feel lucky. He is proud to say that he sells to a large group of regular participants, many who have been trying to buy that winning ticket for the past 20+ years.

Gary says that he is honored to have received this award. He says that CCHS played an important part in his children's lives and that he looks forward to continued service with the school. He thanks the Boosters for this recognition.

We also want to commend and thank Gary on his many years of service to Wittenberg University as key part of their athletic program. He is the long time spotter and announcer for their championship football team and men's and women's basketball teams. If Wittenberg is playing in Springfield, you will always know where you can find Gary.

We congratulate Gary on his well-deserved recognition by Catholic Central and thank him for his many years of fine community service to two great organizations and institutions.



Ohio Incumbent Workforce Training Voucher Program (Cont. from Page 1)

The Ohio Incumbent Workforce Training Voucher Program is a program that will allow us to continue to invest in our people while still remaining a strong, viable company. The program provides state funds to be used specifically for training purposes. For every dollar that we invest, the state will reimburse us 50¢. This is a win-win program for both the state of Ohio as well as businesses throughout the state.

By utilizing the Workforce Training Voucher Program, Valco will be able to increase our skill levels, thus giving us one more tool to increase our ability to remain competitive in our markets. Over the next few months, we will be holding several different training events and classes, including Basic Blueprint Reading, Advanced Welding Blueprint Reading, Advance Press Brake Blueprint Reading, On-site Welder Training/Certification, Welding Inspector Training and some other training classes that are still being developed. We appreciate the financial support from the state and are very excited about being able to offer our associates additional training allowing them to improve and expand their skills, knowledge, and career opportunities.

NEW OPPORTUNITY FOR VALCO!

We are excited to announce a new project that we have recently been awarded that will allow us to expand our manufacturing space, purchase new equipment, and create several additional jobs. Valco will be doing a new interior value-added product for a company that is involved in the finishing of truck interiors. We have been working on this project for a number of months and have recently passed all of the inspection requirements that were required. Last month we received the good news that we have been awarded the long-term product contract. We expect to be in full production within the next several weeks and will begin delivering product in mid-March. Special thanks go to **Bob Wilkerson** who was the Lead Person and Program Manager on this project, and to **Jim Neidhardt** whose efforts were instrumental in achieving a successful PPAP. We are looking forward to taking on a significant amount of new work while growing our capabilities, increasing our manufacturing space, and providing additional jobs for people in our community.

MORE BLUNT FOOD FOR THOUGHT

When going through challenging times...

- Hang in there. But don't be an idiot about it either. Eventually there comes a time to walk away and let it go. As the saying goes, "When you find yourself on a dead horse, get off."
- Healthy arguments are good things. When two people always agree, one of them is no longer necessary.
- It doesn't matter where you start out in life; it only matters where you end up.
- Success comes from what you do, not from what you say you are going to do.
- If you have to ask whether it's right or wrong, it's wrong. Trust your gut.
- It's rarely personal.

—Source: "No Time for Tact"

Hang On! Spring Is Just Around The Corner!



Great Quotes

"I have found the best way to give advice to your children is to find out what they want and then advise them to do it."

— Harry Truman

"What's the point of going out. We're just going to end up back here anyway."

—Homer Simpson

"The surest way not to fail is to determine to succeed."

— Richard Sheridan

"Success is getting and achieving what you want. Happiness is wanting and being content with what you get."

—Bernard Meltzer"

"I've got a great ambition to die of exhaustion rather than boredom."

—Angus Grossart

"Nothing can stop the man with the right mental attitude from achieving his goal; nothing on earth can help the man with the wrong attitude."

—Thomas Jefferson

Announcements

Happy Birthday!



- Rick Osborne March 9th
- Charlotte Brickles.. March 18th
- Angie Judy March 20th
- Bob Bombin March 23rd

We hope you each have a great day on your special day and an even better year. Here's hoping your new year is one of good health, lots of laughs and much personal and professional success!

Years of Service...

- Jim Neidhardt..... March 14 3 Yrs.
- Russ Angell..... March 24 6 Yrs.
- Lita Wood..... March 24 ... 11 Yrs.

We thank each of you for being part of the Valco Team. We greatly appreciate all of you have done and continue to do for Valco and our many customers. We look forward to working with you in the months and years ahead.