



a wide view of the crowd at Tennsco's Christmas Dinner

nuts & bolts

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a quarterly newsletter for the employees of Tennsco Corp.



HOLIDAY CHEER ■ The annual Tennsco Christmas Dinner ushered in the holiday season as employees gathered Dec. 5 with their families (see photo across top of page) to enjoy a festive meal...with plenty of desserts! Santa was there as well with toys galore. Will Powers, 7 (at left), was rather methodical opening his gifts. Not Deacon Hatley, 3. In a snap he was head first in the bag.

Tennsco gets **GOLD** for being **green**

You might not give it much thought, but what are all the products brought into your workspace and your home doing to your health?

As a producer of products that end up in work places, Tennsco has labored to reduce its environmental impact and received kudos for doing so.

Scientific Certification Systems (SCS) has granted Tennsco its Indoor Advantage™ Gold certification for a range of products. The SCS designation means the approved Tennsco products are deemed to not put any Volatile Organic Compounds (VOCs) into the

air which would be harmful.

SCS has developed a reputation as a global leader in independent certification and verification of environmental, sustainability, stewardship, food quality, food safety and food purity claims.

For more than 25 years, SCS has been in the business of setting internationally recognized standards and certification programs related to the environment and social accountability. SCS works in many sectors of the economy: greenhouse gas inventories and offsets,



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Students and staff members from Dickson Middle School presented thank you gifts to Tenssco representative Phil Corbin (center with package). Pictured with Corbin (at right, L to R) teacher Deborah Allen, Principal David Bradford and Assistant Principal Madonna Walker. Another student (below) wanted to make sure Tenssco got the message of thanks.



Donation brings world into English classroom

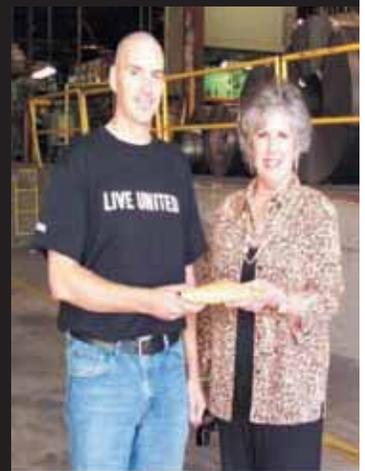
Thanks to a \$3,000 donation from Tenssco, English teacher Debbie Allen is able to make her lessons come to life for students at Dickson Middle School and demonstrate a model classroom for best teaching practices.

The donation provided amplification for soft-spoken Allen, a video projector, screen and document reader. When preparing to write research papers, Allen said she uses the equipment to show students how to do proper research on the Internet. In speech classes, Allen said she now can present a video example of great speech-making, rather than just relying on students to read a speech.



UW BLACKOUT ■ Things turned black at Tenssco this fall...but it was for a good reason. To raise money for United Way, Tenssco staffers sold black "Live United" t-shirts and wore them on

Sept. 30. Vice President of Operations Van Malone offered to shave his head if employees sold 250 shirts. They did...so he did (at left). T-shirt sales plus breakfast and dinner plate sales led by David Hamilton and Lisa Bowen raised \$3,010, which was matched by Tenssco for a total contribution of \$6,020. A closely-coiffed Malone (at right) presented a check to United Way Executive Director Bettye Eighmy.



Certification

Continued from page 1

agricultural production, food processing and handling, forestry, fisheries, flowers and plants, energy, green building, product manufacturing and corporate social responsibility.

“We’re seeing more and more of these types of requirements,” said Director of Sales and Marketing Mike Chapman, “especially when dealing with government.”

Engineering Vice President Mike Webster concurred, saying Tennsco is receiving an increase in inquiries asking if the company conforms with the leading “green” procedures and methods.

Tennsco’s SCS approved products are all the firm’s steel products:

Fixed shelf cabinets, lateral/vertical files, library shelving, heavy ventilated lockers, standard lockers, cardfiles, storage cabinets, bulk storage (not including those with wood and particleboard options), bookcases, Q-Line shelving, Z-Line shelving, Add-A-Stack, service carts, ESP Shelving and Imperial Shelving.

Webster said there were several entities Tennsco could have approached for clean air certification. SCS seemed to be a better fit, he said, for Tennsco’s manufacturing process and products. Also, SCS certification conforms to three other standards that Tennsco follows: the American National Standards Institute and the Business and Institutional Furniture Manufacturer’s Association, and stringent standards set by the state of California.

“When they toured the plants – they spent two days with us – they even made sure we were recycling,” Webster said.

“They made sure there was nothing even in our packaging that was harmful,” Chapman said.

Those Tennsco products that include wood products won’t pass SCS because of the compounds used by Tennsco’s vendors to produce the laminated boards and workbench tops. But, Chapman said, Tennsco requires its wood products vendors to conform to California Air Resource Board standards which is a stringent “green” standard.

To be proactive in the overall area of sustainable and green production methods, Tennsco has prepared an information packet for building designers. The Leadership in Energy and Environmental Design (LEED®) Green Building Rating System™ encourages and accelerates adoption of sustainable green building and development practices through accepted tools and performance criteria.

LEED is a certification program and benchmark for the design, construction and operation of a high performance green buildings. Tennsco products contribute to a building’s overall LEED rating due to the recycled content of its products, the local/regional manufacturing that reducing transportation, and the output of no VOCs from the powder paint coating on products.

Chapman said consumers have to educate themselves “to discern the difference among manufacturers,” and consumers want to buy “environmentally sensitive materials,” Webster added.



Local dancers pose with a Dance Theatre member and Tennsco’s Phil Corbin at the announcement of the performance

Tennsco sponsors Nutcracker tour

Tennsco has helped support the arts this fall and usher in the holiday season by sponsoring a touring production of *The Nutcracker*.

Dance Theatre of Tennessee performed twice at Creek Wood High School. Dance Theatre of Tennessee partnered with Miss Amy’s School of Dance for the Dickson County performance.

Highlighted by Tchaikovsky’s brilliant score, *The Nutcracker* is the holiday classic story of young Clara, a special gift and her fanciful dream about a world of sugary confections.

The Dickson County performance was part of the troupe’s four-county performance tour that includes Robertson, Davidson and Rutherford counties.

Tennsco provided financial support for the local performance.

Dance Theatre of Tennessee is the performing arm of Asian American Performing Arts Society, a 501(c)3 charitable and tax-exempt non-profit organization. Led by Artistic Director/Founder and longtime Nashville Premier Principal Dancer Christopher Mohnani and resident choreographer Brian Williamson, the performance was a narrated version of the full-length ballet *The Nutcracker*. It provided an opportunity for the community to usher the holiday season in a more relatable, accessible and affordable way. It also provided the local youth an opportunity to perform and participate and start a holiday tradition they can call their own.

Youth performers came from different parts of Dickson County with some coming from McEwen in adjacent Humphreys County. In addition, young audience members were invited to come and partake of a Nutcracker story time in the lobby during the afternoon performances and have photos taken with the Sugar Plum Fairy.

For more information, please visit the website at www.dancetheatretn.org, www.facebook.com/dancetheatreoftennessee, www.ticketsnashville.com or call the dance troupe at 615.391.5500.

Employees honored for years of service

Tennsco leadership paused this fall and honored those employees marking employment milestones.

At the 2010 Service Awards banquet held at The Renaissance Center in October, Tennsco President Stuart Speyer praised those gathered. "The reason for our success is due to the people sitting in this room.

Speyer went on to say "these are challenging times for manufacturers. We're seeing shifts in business, but we are up to that task."

In noting Tennsco's receipt of Grainger's Partner in Performance award, Speyer said "I'm proud of you all for being the ones

who get things done." Tennsco received the award for being in the top 1% performers for Grainger.

Speyer went through the roll call of longevity levels of employees, pointing out that the 318 employees with more than 10 years of experience with Tennsco would constitute the second largest company in Dickson. There are 133 employees with more than 20 years tenure and 75 employees who have been with Tennsco at least 25 years.

Employees were treated to a buffet dinner followed by a performance of *Smoke on the Mountain: Homecoming* in the Gaslight Dinner Theater.

10 Years



10 Years, Plant 2 - Plant 2 Manager Roy Stinson (far right) presents 10-year service awards to (L to R) Ilena Mae Burns, Mark Jackson, Jeramie Baggett and Shannon Thomas.



10 Years, Plant 2 - Plant 2 Manager Roy Stinson (far right) presents 10-year service awards to (L to R) Frances Pullum, Sharon Marable and Troy Hickman.

10 Years



10 Years, Plant 5 - Plant 5 Manager Johnny Morris (far right) presents 10-year service awards to (L to R) Lori Overton, Richard Atkinson, Ramiro Villarroel, Chris Popek and Jason Blaylock.

10 Years



10 Years, Office - Vice President for Human Resources Phil Corbin (far right) presents 10-year service awards to (L to R) Janet Powers and Brandy Lewis

20 Years



20 Years, Plant 2 - Plant 2 Manager Roy Stinson (far right) presents 20-year service awards to (L to R) Don Lockett, David Hamilton, Mickey Walker, Rita Vineyard and Jimmy Glenn



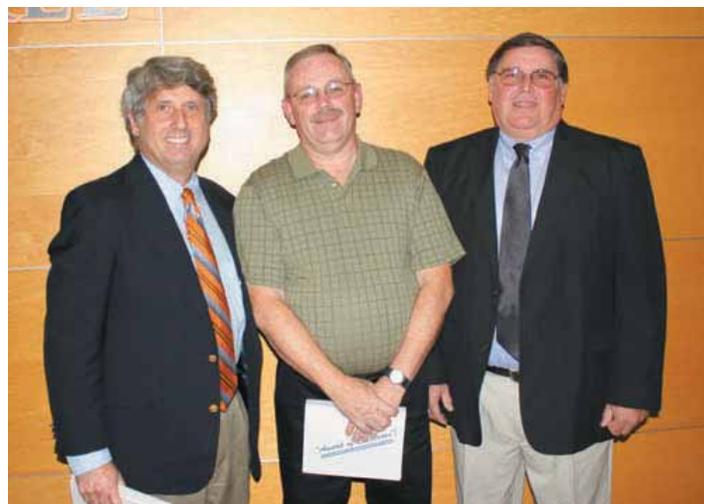
20 Years, Office and Plant 6 - Vice President for Human Resources Phil Corbin (far left) presents 20-year service awards to (L to R) Tiffany Birt, Tony Styer and Darrell Rye.

25 Years

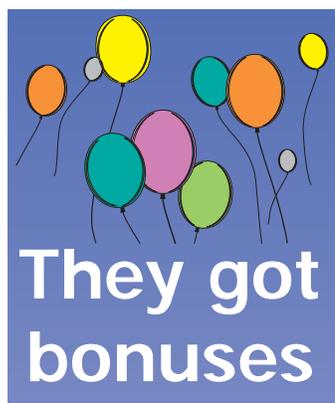


25 Years, Plant 2 - Plant 2 Manager Roy Stinson (far right) presents 25-year service awards to (L to R) James Oliphant, Virgil Lee Mann, Mark Holland, Jeff Stallings and Stacy Hicks.

30 Years



30 Years, Office and Plant 2 - Plant 2 Manager Roy Stinson (far right) presents 30-year service awards to (L to R) Stuart Speyer and Larry Dunn.



The following employees received a \$50 cash bonus for perfect attendance in the third quarter of 2010.

Plant 1

James Carpenter

Plant 2

Jeff Bell

Raymond Boone

John Breeden

Terry Givens

Wendell Haynes

Renee Holden

Dowell Jones

Dean Proctor

Jerry Smith

Plant 3

Steve Brazzell

Bennie Davidson

Laszlo Nagy

Ramon Sura

Juan Valdez

Plant 4

Howard Clemons

Larry Jackson

Plant 5

Kenneth Greene

Charlotte Roberts

Plant 6

Shannon Beech



FAMILIES GROWING ■ Three Tennsco families have celebrated the arrival of babies over the last few months. Newborn babies of Tennsco employees receive a \$50 savings bond from Tennsco.

Ellie Danielle Johnson, daughter of John Derek Johnson and Crystal Dawn Curtis, born 9/8/10, 8 lbs. 2 oz.

Emily Sophia Nava, daughter of Guadalupe and Rocio Nava, born 9/20/10, 8 lbs. 15 oz.

Joshua Lee Matthew Owens, son of Matt and Amanda Marie Owens, born 10/20/10, 7 lbs. 13 oz.

EMPLOYEE ANNIVERSARIES ■ This listing of employee anniversaries includes those celebrating a five-year interval.

July - September 2010

PLANT	NAME	MONTH	NO. OF YRS
Office	Birt, Tiffany J.	8/90	20
Office	Hicks, Stacy R.	8/85	25
Office	Speyer, Stuart W.	8/80	30
1	Harry Jr., Harry	8/95	15
1	O'Neal, Shawn K.	8/95	15
1	Stallings, Jeffrey T.	7/85	25
2	Adams, Joseph Aaron	8/05	5
2	Baggett, Jeramie T.	7/00	10
2	Boone, Crystal L.	8/05	5
2	Brewton, Brandon B.	7/05	5
2	Curtis, Gregory L.	8/90	20
2	Glenn, Jimmy L.	8/90	20
2	Hamilton, David	9/90	20
2	Harris, William Ray	9/05	5
2	Hickman, Troy L.	9/00	10
2	Joslin, Emily E.	8/90	20
2	Lampley, Ginger G.	8/95	15
2	Marable, Sharon D.	7/00	10
2	Nichols, Richard W.	7/95	15
2	Reese, Joshua L.	8/05	5
3	Buchanan, Harry V.	7/05	5
3	Donegan, Shannon D.	7/95	15
3	Humphrey, Terry W.	7/00	10
3	Owens, Dillard M.	7/05	5
3	Tomlinson, Rickey W.	8/80	30
5	Atkinson, Richard W.	8/00	10
5	Beasley, Troy J.	8/85	25
5	Booker, Jonathan C.	9/05	5
5	Jensen, Matthew	8/95	15
5	Johnson, John D.	9/05	5
5	Mayberry, John W.	7/95	15
5	Sensing, Kevin S.	8/95	15
5	Smith, Kristin G.	7/05	5
5	Vetter, Adam T.	8/05	5
5	Villarroel, Jose Ramiro	8/00	10



MAKING WELLNESS HAPPEN ■ Dennie Boren Jr. (above) is all smiles as he gets his blood drawn at the Tennsco Wellness Fair in October. Boren was one of 285 who participated in the fair. A total of 221 folks received flu shots. Spouse Pam Boren (below) stopped to ask questions of the CIGNA insurance representative.



NEW DUTIES ■ David Furr has changed from material handling to handling materials. Well, kinda. Formerly a warehouse material handler at Plant 2, Furr has joined the Engineering Department in the main office where he'll be working as a graphics assistant.





WELCOME TENNSCO EMPLOYEES
TO
TENNSCO'S FAMILY DAY

FAMILY TIME ■ Fun, food and families were the priority of the day at Tennsco's annual Family Picnic in September.

nuts & bolts

Get help with gym fee and get fit

Need a way to work off those extra holiday pounds in the new year? Tennsco's making it a little easier financially for employees and their families to stay healthy.

Through an arrangement with Powerhouse Gym, employees can join for just dollars per month.

Tennsco will pay half of the \$19 per month single membership, half of the \$38 per month couples membership, and \$20 toward the \$57 monthly membership offered to Tennsco families (up to five people in the same household). Employees would still have to pay the one-time \$20.10 down payment fee.

Powerhouse is now open 24 hours a day, seven days a week. The gym has updated its cardio machines and added 17-inch high definition televisions for the elliptical and treadmill machines.

The facility offers free personal training sessions, free child care, tanning beds, group fitness classes (included in the membership fee), a juice bar and saunas.

Tennsco's human resources department can deduct the employee part of the dues from payroll checks. For more information, contact Human Resources.



David Blair (at left) demonstrates how various display shelves can be fitted to the new sloping panel. At right (above) is a view of an installation at Gwinnett Community College in Georgia. At right (below) is a close up of the bookstore-like display now available with Estey's Designer Series



Sloping unit makes media display 'dressier'

Tennsco's versatile Estey library shelving just got more versatile.

In an effort to expand the use of Tennsco's Designer Series, Engineer David Blair designed a sloping panel for face-out storage of CDs, DVDs and books.

The new, larger panel is designed for use with the library shelving products.

The European-styled contemporary line features square, clean edges and crisp lines, Blair said, pointing out the rounded

corners on Tennsco's traditional library shelving. The contemporary shelving also allows for add-on panels made of acrylic and glass.

"It makes the unit a little dressier," Blair said. "It gives it a bookstore look."

Since being made available to the public in June, Blair said Tennsco had made two large installations – at Gwinnett Community College in Georgia and at the Waco/McLennan County public library in Texas.



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