

nuts & bolts

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Chuck Kelly

Kelly to direct national accounts

The Tennsco family has welcomed a new sales director of national accounts – Chuck Kelly.

With the retirement of Sales Vice President Hal McCalla, some responsibilities have been shifted within the department, said Director of Sales Mike Chapman. As vice president of sales for FireKing Security Group in New Albany, Indiana, Kelly and McCalla had called on many of the same accounts.

“It made sense for us to hire him to take over some of those accounts, and for me to take over some,” Chapman said. Kelly brings 33 years of experience in the office products industry. He will continue to work out of a Minneapolis office as he services Midwest accounts mostly in Illinois, Wisconsin and Michigan.

Insurance swap means little impact for employees

See union contract story on page 5

Big change is coming in a few days for Tennsco employees’ health insurance. Most likely, no one will notice.

On April 1, the company will switch from Aetna to Cigna for its health insurance, but Phil Corbin, vice president for human of human resources, said employees will see little change.

“The problem is that health care costs continue to escalate,” Corbin said. “I see it as a problem not only facing Tennsco but the whole country, which unfortunately the proposed federal legislation doesn’t address.”

Tennsco Vice President of Finance Mike Easley called Cigna “a great insurance company,” and confirmed that “none of our coverages are going to change...same deductible, same co-pay.” A comparison found Cigna offered the best overall package for Tennsco employ-

ees “and Cigna will better control our costs,” he said.

Easley said he especially liked the wellness aspect of Cigna’s services. They will work closely with our employees to encourage them to take the necessary steps to protect their health.

“Health care costs are going up dramatically,” he said. “Cigna’s administrative costs are better which should help control costs without

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Relay team fundraiser 4/24

Tennsco’s Relay for Life Team - **Steel Hoping for a Cure** - is having a fundraiser Saturday, April 24. The team, which raises money for the American Cancer Society, will have a community flea market from 8 am to 4 pm that day at the Tennsco Community Center. Booth spaces will rent for \$25 - \$50.

Insurance

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affecting the overall coverage.”

Corbin said the networks of doctors and hospitals for Aetna and Cigna were very similar. Tennsco employees will continue to benefit from excellent provider discounts. “We aren’t aware of anyone whose doctor isn’t in the new network,” Corbin said.

Easley said Cigna offers a large physician base. “Most of our employees are going to the doctors located in Dickson. Both Dickson Medical Associates (the largest clinic in the area) and Horizon Medical Center accept Cigna insurance. We didn’t see any change there as far as physicians. We see this as a positive change. The main task will be administratively getting everyone enrolled with Cigna.”

Corbin’s department and Cigna representatives met with all employees to explain the coverage, answer questions and distribute information packets.



Wellness Fair draws 266

At least 266 Tennsco employees and their dependents participated in Tennsco’s Wellness Fair March 5-6. Pictured above is Plant 2 material handler Robert Haynes as he talks to a Cigna representative. At left is Shirley Primm, wife of Plant 2’s Albert Primm, as she gets her blood drawn for testing. Below is Troy Hickman, a packer at Plant 2 as he gets information from Principal representative Dottie Northam.



Tennsco/Rotary helping fight hunger in Dickson Co.

As the child headed out the schoolroom door, he told his teacher he was glad today was Friday...not because it was the last day of the school week, but because he knew his back pack would have food in it for the weekend.

This actual account is no doubt repeated as 164 children in Dickson County are discreetly given food in their back packs at week's end to help them through two days of no school breakfasts or lunches. And Tennsco and the Dickson High Noon Rotary club are helping make it happen.

Along with area churches, civic groups and other organizations and individuals, Tennsco contributes funds for the project and Rotary Club members help pack the food bags.

The Food for Kids Back Pack program is one of the highlights of the Coordinated School Health program, said coordinator Sherrie Grove. "Healthy kids in our community are a must if we are to look to them for the future of our community and its success," she said.

Education and health are co-dependent on each other. "In order to be healthy you have to be educated, and you can't get educated if you are not healthy," she said.

The program got started when the High Noon Rotary Club secured a grant through its Rotary International District 6760 which covers Middle Tennessee. Tennsco donated in addition to the Rotary grant.

The youth group from the First United Methodist Church in Dickson adopted the program and housed it. Once a month, volunteers gather at the church's youth activities building and spend 30 to 45 minutes packing more than 400 bags. The gallon plastic bags contain an assortment of dry goods, a canned meat like Spaghetti Os, powdered milk, juice, crackers, cereal and a treat - a Moon Pie this month.

Andy Scott, youth minister/pastoral assistant at the church, had been delivering the food pouches to area elementary schools. School



personnel identified students who may not be getting a lot of nourishment over the weekend. Teachers discreetly place the food in those students' back packs.

Tennsco Plant 5 Manager Johnnie Morris is serving as president of High Noon Rotary this year. He said the program gets food supplies through the Second Harvest Food Bank of Middle Tennessee. Tennsco administration "was moved by the need and volunteered one of our van employees to help make the deliveries," he said.

Each day the group has gathered to pack there are about 10 to 11 volunteers, "and those are moving pretty quickly," Morris said, hustling to fill his food bag as others moved down the food line behind him. "It's almost aerobic," he said, laughing. "Let's put it this way...it got me to thinking this is going to be fun in the summer months."

Morris said it means a lot to him that "in a time a lot of companies are using the economic times as an excuse to cut back, Tennsco hasn't done that."

The company is still sponsoring golf tournaments, the Imagination Library book giveaway and other programs. "I don't know any (charitable) program that Tennsco has cut back on."

Plant 5 Manager Johnnie Morris (at right) packs food bags for the back pack program

Blood drive successful

Tennsco sponsored an American Red Cross blood drive Dec. 21 at the Main Office/Plant 5 complex. Thirty-one individuals donated - six of those were first-time donors.

E-Coat team works wizardry and science

Follow the conveyor line at Tennsco's Plant 3. Watch the hanging parts descend into the basement. Two hours later, the mixture of shelves and struts emerge from the basement clean, pretty and painted.

What few see in the basement is a mixture of manufacturing wizardry and science.

E-Coat Paint Line Supervisor Richard Mangrum moves nimbly from his laboratory, climbing up and down open steel stairs to panels of switches and gauges as he keeps mixtures of paint within standard levels.

This morning, Mangrum arrived at 5:45 a.m. and began running two hours of lab tests on samples while operator Bennie Davidson manually checked systems (Kenneth Baker also works in the department). This is the electrodeposition coating line for Tennsco. The painting process is somewhat unique for the office products industry. It provides an extremely

smooth and even finish. The process is most commonly found in the automotive industry.

Soon, the production line begins its rotation, bringing parts into the paint tank. The huge, open trough brims with milky, almost chocolate-milk-looking paint – Tennsco's standard sand

color. You don't dare touch, though. There's a negative electrical charge running through the tank. The hanging parts carry a positive charge. When the two meet, the paint literally leaps to the part.

While most Tennsco products are painted using dry powder, there are many parts that still need to be dunked in liquid paint to achieve full coverage.

The first step in painting is an eight-stage process to clean oil and dust off the parts that were formed and welded upstairs. That takes plenty of water. For years, Tennsco has been using water bought from the Water Authority of Dickson County and its predecessors. In March, the company began using water drawn from a well that was on the Plant 2/3 land when Tennsco bought it.

Mangrum points with pride to the monstrous tank and its spider-web like filtering system that filters the well water using reverse osmosis. He said the system is already showing significant savings due to the free water supply.

After washing, the moving paint line submerges the parts into the paint trough. The paint has 210 to 300 volts of electricity running through it. Maintaining proper pH and other chemical levels is important at this point. Mangrum and his crew must monitor mixture levels and follow the paint manufacturer's guidelines. The paint solution is formulated to cover the parts but allow excess paint to drop off. "If we're not careful," Mangrum said, "we'll strip not just the excess, but more than we want."

After painting, the parts move back upstairs for baking.

At that point, Mangrum's crew is responsible for the wastewater generated from the e-coat line and all discharge from Plants 2 and 3. The wastewater is pre-treated and then piped into the Water Authority's sewerage system. Mangrum said Tennsco is looking into treating its wastewater onsite.

Mangrum's job is lab technician, maintenance person and manager. He has grown into his responsibilities as the job evolved.

Mangrum began with Tennsco in 1982 as a mig welder. Within a couple of years he'd been made a paint line supervisor. The e-coat line was conceived in 1993 and Mangrum was made the supervisor and brought in as the system was being constructed. He literally knows the system inside and out as he helped construct and install the huge tanks, supply lines and control systems,

Continued on next page

Supervisor Richard Mangrum checks paint solution parameters in the department lab



Tennsco shipper, wife named top 4-H volunteers

Tennsco employee Michael Pierce and his wife Kim were just supporting their children's extra-curricular activities. They did such a good job, a couple of teams received statewide honors.

As lead volunteers for the Dickson County Shooting Sports Program, the Pierces were recently named Volunteers of the Year for the UT Extension Service 4-H Program.

"We can't say enough nice things about them," said Extension Agent Renee Badon. "The program is growing and the kids are learning so much." Kim is also a lead volunteer for 4-H's Horse Project during the school year.

The Pierces meet once a week with 30 to 40 children in the shooting sports program. They practice shooting BB guns and air rifles and demonstrate safety methods at all times.

In their first year of work with the group, 2009-10, two teams of youth placed in the state championship and participated in national competition.



Kim and Michael Pierce

"We are very involved in everything our three children do as our belief is they are the future," Kim said. "4-H instills life skills in children and we trying to do our part to make sure our children are successful in their older years."

Kim teaches second grade and Stuart-Burns Elementary School. Michael is a shipper at Tennsco's Plant 5.



Mangrum checks a value over the paint tank

Continued from previous page

"but I'm still learning everyday," Mangrum said.

Due to machinery and process requirements, the paint has to be circulating constantly and the temperature can't deviate outside of operating parameters. "We're like the fire department. When an alarm goes off, we have to react."

Plant 3 Manager Hensley Perkins called Mangrum one of Tennsco's "key people. He would be one of the hardest people to replace. His training is unique and he's so efficient in what he does." Perkins said the plant "depends on him. Everything we paint off the E Coat system he sees it gets painted, meets quality standards and meets environmental issues."

Mangrum is on call 24 hours a day, seven days a week. In the early 1990s, that wasn't much fun.

"Every time the lights blinked, it set off alarms and I had to come down to check things," Mangrum said.

Now, with the help of electronic controls, the e-coat line resets itself after a power failure relieving Mangrum from most emergency runs.

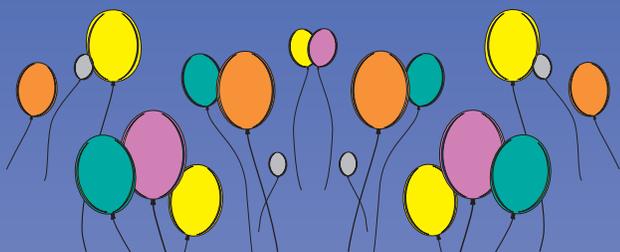
A self-proclaimed "tinkerer," Mangrum said he's thankful for the challenge the e-coat line presents, especially with the changes in technology.

Contract extended another year

Tennsco and the union representing employees agreed to continue under the current labor contract for another year.

"Everybody realized that given the current state of the economy, it was best to leave the current work agreement untouched," said Phil Corbin, vice president for human resources. "Everyone is hoping the economy will turn around by this time next year. We also need to see where health insurance costs will be."

This means there won't be any changes to wages, benefits or cost of benefits for those employees covered by the labor agreement.



They got bonuses

The following employees received a \$50 cash bonus for perfect attendance as of Dec. 31, 2009.

Plant 1

Gerald R. Adcock
 Michael D. Murphy
 David L. Adams
 Tony R. Bush
 Jimmy L. Winters
 Ricky L. Parchment

Plant 2

Donald R. Dugan
 Mark D. Jackson
 Jeremy D. Baker
 Charles T. Curtis
 Gerald L. Curtis
 Jimmy L. Glenn
 Robert L. Russell
 William H. Deloach
 Donnie L. Dudley
 Susan K. Christian
 Michael E. Fleet
 Griselda Meza
 Robin A. Slaughter
 Gene C. Alderidge

Robert W. Martin
 William A. Sullivan
 Gregory L. Curtis
 Sandra D. Cotton

Plant 3

William J. Durham
 Lannon A. Gladden
 Stephen C. Overlock

Billy W. Vetter

Anthony W. Gunn
 David W. Finch

Betty S. Spann

Larry D. Stafford

Terry W. Humphrey

Jeffrey H. Vaughn

Brenda L. Capps

Plant 4

Douglas E. Parker

Plant 5

Gary D. Bailey
 Garry L. Sugg
 Kurt W. Louis
 Gerry L. Hinson
 Nancy D. Capps

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

Oct 09 - Dec 09

PLANT	NAME	MONTH	NO. OF YRS
Office	Blankenship, C.G.	11/89	20
Office	Gordon, Amy R	11/04	5
Office	Plunkett, Sherry L.	10/94	15
1	Cable, Gary C.	10/84	25
1	Nava, Guadalupe	11/99	10
2	French, Barry N.	10/99	10
2	Rodgers, Ronnie C.	10/99	10
2	Rubio, Ezequiel	11/99	10
2	Vasquez, Ermila	10/99	10
3	Brazzell, David S.	10/84	25
3	Kimbrow, Roger O.	10/89	20
3	Manners, Jeffery L.	12/94	15
3	Spann, Betty S.	12/89	20
5	Allsbrooks, Billy W.	10/04	5
5	Charles, Brandon W.	11/04	5
5	Powling, Robert L.	10/04	5
5	Priest, Russell L.	11/04	5
5	Shelton, Larry D.	10/94	15
5	Stinson, Kasey R.	12/99	10
5	Taylor, Ricky L.	11/04	5
6	Black, William J.	10/89	20



Families growing

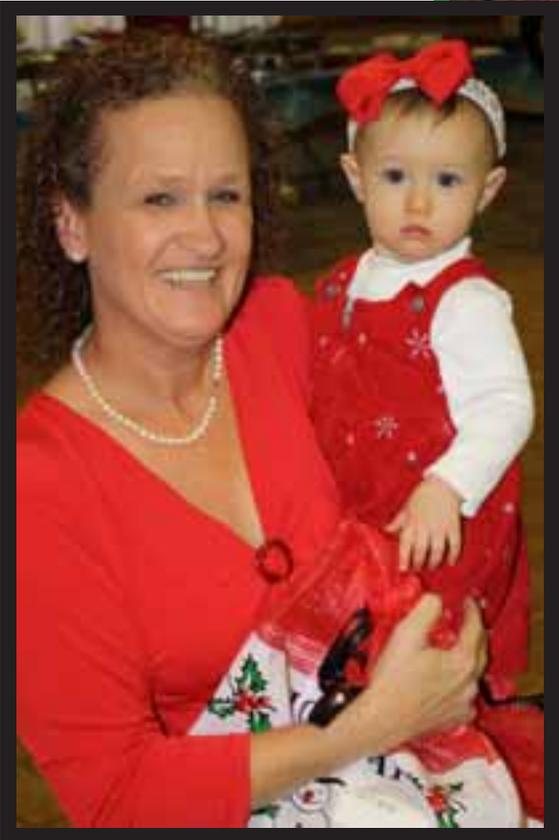
Two Tenssco families have celebrated the arrival of babies over the last few months. Newborn babies of Tenssco employees receive a \$50 savings bond from Tenssco.

Zophia Moon Fleet, daughter of Josh and Ashley Fleet, born 12/9/09, 7 lbs. 4 oz.

Augustus McCrae Donegan, son of Shannon Donegan and Jamie Hamm, born 12/16/09, 6 lbs. 4 oz.



Tennsco Christmas Dinner '09



...smiles, red, full bellies, old friends, new acquaintances, Santa, gifts, dressing up, decorations, holiday joy, desserts... thankfulness...

Engineer brought broad life experiences to drafting table

His pace is a little slower, but Peter Katz still enjoys the challenge of a manufacturing conundrum. He can't volley on the tennis court anymore, but his competitive juices get to flowing when China is mentioned.

Katz is no stranger to challenges. At 88, Katz has viewed life from inside fascist Germany, struggled as an immigrant to get an education, and been eyewitness to the transformation of manufacturing in the United States and around the world.

Weekly, Katz made the trek from Nashville to Tennsco's main office where he brought his paper/pencil-based drafting designs of products, parts and manufacturing work-arounds and consulted with Engineering Department head Mike Webster and his staff. Katz has just announced his plans to retire. He's currently working on modifications to an automatic shelf forming line. "They're pretty complicated," Katz said.

That's when Katz' competitive radar locks on Target 1: China.

"We're having a lot of trouble with China," he interjected. "They're cheap. It's hard to beat them...to try and make the parts cheaper to produce, change the shape, reduce the number of parts and be more competitive. All (U.S. manufacturers) are having trouble.

"They (China) use to make the little stuff. Now they make motorcycles, autos, and the stuff is good," Katz said.

While pessimistic, he does see a glimmer of hope. "Some things we'll stay a little ahead of the Chinese...intellectual design, science. They're good, but we have to be better."

Katz has been in difficult situations before. As a young boy, he and his family fled Nazi Germany. Katz' father was a doctor and relocated the family to New



Peter Katz

York. "He was wise and we got out."

Other family members weren't so fortunate. The Nazis killed Katz' grandparents, uncles and aunts.

"When we came here we had nothing," Katz said. When he graduated high school he didn't have the money to get a doctor's education. He attended The Cooper Union, one of the first colleges to offer a free education to working-class children and to women, according to its website. From Cooper Union, Katz attended the Polytechnic Institute of New York University in Brooklyn and received a master's degree in engineering. Katz worked while going to school, spending time in a manufacturing plant and as a draftsman.

Down through the years Katz "had a lot of interesting jobs," including work with NASA to send a monkey and eventually human astronauts into space. He came to Nashville to open a plant making heating elements for stoves.

In 1978, he became an engineering consultant, the same year he began working with Tennsco founder Les Speyer. Katz has been with Tennsco ever since.

"In the beginning, we had only one plant. We had to improve the products. The products needed work," Katz said. He designed machinery, welders, gauges and fixtures and had them built in Tennsco's tool room. He contributed by designing products or parts of products.

Does a particular project stand out? "I can't remember...there are too many!" Katz said.

What does stand out are the relationships he's enjoyed over the years.

Tennsco employees "are just fine people. All of them...from Mr. Speyer down. They're just very fine people, helpful," Katz said. Down through the

years, Katz said Tennsco managed to be competitive and make a profit, but the company did it "with compassion."

"There has never been a more friendly, cooperative bunch of people."

Webster expressed tremendous respect for Katz. "He's like the Yoda of engineering. He does a lot of the mechanical drawings. It would take us a long time to come up with some of the things he designs."

He acknowledges the tremendous change in engineering down through the



Katz at work at drafting table

years. He had relied on Tennsco computer-aided drafters to transform his ideas on paper into electronic plans, but "human beings still have to do the thinking."

Now, Katz will lay down his drafting pencil. The tennis racket was already idle. In his heyday, Katz was number one in Tennessee in his age range. He played tennis up until a year ago. "I had a bad fall. By the time I recuperated, I couldn't play any more."



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