

nuts & bolts

Volume 15

issue 1

Spring 2011



Tennsco tops with Grainger

Call it a five-peat. For the fifth time in the last dozen years, Tennsco has captured the coveted Partners in Performance Supplier Award given by Grainger.

Grainger, a leading broad line supplier of facilities maintenance products serving businesses and institutions throughout North America, presents the award annually to a select group of

National Business Furniture names Tennsco Supplier of the Year. See story on page 8

suppliers for outstanding performance throughout the year.

Tennsco's previously won the prestigious award in 1998, 2001, 2002 and 2008.

Tennsco Director of Sales Mike Chapman said Grainger

See Grainger, page 8

Company, union sign 3-year pact

With an approved labor agreement in place, Tennsco Corp.'s medical insurance costs are in better focus and the company's workforce can look forward to pay increases over the three-year life of the contract.

Also, those employees who participate in wellness programs and maintain good health could earn

significant deductions from their insurance premiums.

After only two weeks of negotiations and two union votes in February, members of the Local S-234 of the Allied Stove, Furnace and Appliance Workers, Division of Boilermakers, ratified the pact. Representatives of the union and management negotiating teams gathered

April 6 and formally signed the agreement.

The previous contract actually expired at midnight on Feb. 15. Employees worked without a contract until it was ratified on Feb. 19.

Union members initially rejected the contract offer on Feb. 12, leaving the

See Contract, page 4

Local area relationships helping families, landfill

A company's success is measured in many ways...by profit/loss statements, growth, the quality of its products, the dedication of its employees and many other factors. Not to be diminished is the quality and breadth of the relationships an organization develops over the years.

Yes, Tenssco employees work to earn a living, and the corporation exists to earn a profit, but the personal efforts of employees and the company to support, sustain and help area entities grow and prosper amount to more than just a bottom line.

Consider Habitat for Humanity.

Over the years, Tenssco has been an integral part of Habitat becoming self-sustaining in the local area. Through contributions of shelving and storage components, Tenssco helped the non-profit organization establish retail stores that brought

in cash for the entity's house-building efforts. (see related article from Dickson County)

In March, Habitat for Humanity of Montgomery County (Clarksville) included Tenssco in the celebration of the third anniversary of its Clarksville ReStore resale outlet. Tenssco shelving enabled the facility to store and display donated goods that are in turn sold to the public at a fraction of the retail price and keep usable materials out of area landfills.

Montgomery County Habitat for Humanity thanks Tenssco

"We are all part of a cause (that) is a win-win," said Joe Davidson, store manager for Habitat for Humanity of Montgomery County. "On one end we are building much-needed homes for our local community and on the other we are re-using materials that were headed for the landfill."

Three years ago, Tenssco donated \$25,000 worth of shelving to help ReStore in its first year. Tenssco was the largest donor that year, Davidson said. That year, 131,000 pounds of materials were sold through the store.

The next year, 261,000 pounds of materials were diverted from landfills and re-sold through the store.

Last year, almost 400,000 pounds of materials were sold, bringing in enough dollars in the first three years of the store to build five Habitat homes.

"The ReStore has come a long way and helped many of Clarksville and Montgomery County residents," Davidson said to those at the open house celebration. "None of what we've done could have been possible without the support of our gracious donors and volunteers like you."

Tenssco representatives joined in the Open House/Celebration at the Montgomery County ReStore resale outlet. Pictured (at far left and far right) are Tenssco employees John Beard and Aaron DeBlock with (in center) Habitat Executive Director Jennifer Krea and Store Manager Joe Davidson.





Shelving turns Habitat dream into a reality

Tennsco has helped make a dream come true for Habitat for Humanity in Dickson County. In donating shelving and bulk storage racks, Tennsco enabled the local non-profit to establish its ReStore facility. Through that facility, local residents can contribute everything from discarded windows to glassware which will be re-sold through the retail store and raise money for building future Habitat for Humanity homes.

"It's definitely a dream come true in many ways," said Chris Greene, director of the Dickson division of Habitat for Humanity. "It's not just the store but the expanded office space. We now have a place to educate homeowners." Greene was referring to the vetting process Habitat carries future homeowners through to teach them budgeting.

The shelving – valued at more than \$20,000 – "is a great contribution. They were very generous," Greene said. "It would have been a much more difficult task to purchase that shelving. It makes the store possible."

With its donation, Tennsco is credited with being a "pillar" for the Habitat program.

Greene said the idea for a store was hatched shortly after he joined the entity in 2007. "The store is certainly going to enable us to build more houses, because we'll have more income coming in on a steady basis."

Greene explained that sponsors are solicited for each Habitat house that's built. "If you're short of money, that's a problem. With the store, we can have liquid assets. With the money from ReStore, we'll increase the number of houses."

Habitat is currently building two houses per year in Dickson County. Next year, the local division will build three houses. At the end of 2011, Dickson County will have 21 Habitat houses, Greene said. Through a \$225,000 affordable housing grant from the federal government, the division will bump up that total to 28 by the end of 2013.

The ReStore facility, located in the Dickson Plaza shopping center between Highway 70 and the Highway 70 by pass in Dickson, encompasses 6,250 square feet of space. About 4,000 square feet is retail space, about 400 square feet is storage for the store, and the rest is offices and meeting space.

Shoppers at the Dickson ReStore Emelda (above at left) and Lowell Reeves (above right) were able to peruse the items for sale displayed on Tennsco L&T shelving. A Tennsco shelving unit (below) displays knick-knacks.



Blood drive impacted lives

As the year turned from 2010 to 2011, Tennsco employees rolled up their sleeves and gave the life-giving gift of blood. A total of 31 units of blood were collected during a drive Dec. 21.

Jamie L. Gunter, donor recruitment representative for the American Red Cross Blood Services, said each unit donated had the potential to save up to three lives - "meaning Tennsco had an impact on 93 people...That is friends, family and coworkers who (had) a happier holiday with their loved ones thanks to everyone's selfless donation.

The 31 donors received a T-shirt from the American Red Cross.

Contract

Continued from page 1

existing work agreement to expire at midnight Feb. 15. Union members came back that weekend and ratified the agreement on Feb. 19.

"It was unusual to have so few days to negotiate," said management team leader Phil Corbin, vice president for human resources. "The relatively short negotiating period allowed all of us to really focus on the issues."

The pact guarantees 2.5% wage increases for employees the first year and 1.5% increases in each of the next two years.

Corbin said health insurance realignment was the only other major issue on the negotiating table. Corbin said Tennsco was affected by the federal Health Care Reform Act and had to adjust insurance plans. "We're trying to control costs...because insurance costs have been going up dramatically every year," he said.

Following are some of the health insurance changes that took affect April 1:

Co-pays were increased by \$5. The core plan co-pay went from \$35 to \$40. The Buy Up plan went from \$25 to \$30. Specialist co-pays increased, too: Core plan went from \$35 to \$60; Buy Up plan went from \$25 to \$50.

Deductibles doubled. Core plan deductibles went from \$1,000 to \$2,000 for an individual and from \$2,000 to \$4,000 for a family. The Buy Up plan went from \$500 to \$1,000 for an individual and \$1,000 to \$2,000 for a family.

Tennsco did add another layer to its health care options - a high deductible health plan with a \$2,500 deductible for individuals and a \$5,000 deductible for families. After the deductible is met, Corbin said, the employee would pay no co-pays or coinsurance.

"Obviously, premiums are less," he said. "The advantage is an employee can open a health savings account and pay for medical expenses out of that. Those deposits into the health savings account are taken out before income taxes are assessed, and as long as those funds are paying for health care services they aren't taxed."

Corbin acknowledged that the high deductible plan "is not for everybody...really employees should weigh the pros and cons of



SEEKING FITNESS ■ With new insurance policies taking effect, Tennsco employees had greater incentive to participate in the semi-annual wellness fair. In March, 498 got weighed, measured, pricked, coached and counseled. Physicians were on hand (above) for one-on-one consultation. Employees seeking a check of their life signs had their height measured (at right), stepped on the scales (below, at right), and surrendered a few syringes of blood. Staying within healthy limits on vital health measures could result in lower health insurance premiums. (See details in story on this page)



each plan and decide which one is the best option for their particular situation.

Prescription drugs. Prescription drug co-pays stayed at \$10 for generics. The co-pay for brand drugs changed slightly from \$30 or 35%, whichever



was higher, to \$35 or 35%, whichever was higher.

Preventive care. Corbin said the new health care legislation mandated that health plans pay 100% of preventive care services with no maximum. Corbin said Tennsco had been paying 100% of preventive care for employees, but with some maximums. "Now those limits have gone away," he said.

Wellness program. Corbin labeled changes to Tennsco's wellness program "significant," pointing out that employees can reduce their health insurance premiums even further.

The previous \$6 per adult weekly discount for participating in the wellness fair has increased to a possible \$10 - \$2 for not using tobacco, \$2 for going through the wellness fair, \$2 for completing the health risk assessment and up to another \$4 for being within the good zone on body mass index, blood pressure, total cholesterol and glucose levels.

The first wellness fair of 2011 had 498 participants. Corbin's staff and the staff at Dickson Medical Associates expanded the fair by an extra day to accommodate extra participants. Health consultants from Cigna were on sight with laptop computers to help folks with the health risk assessment.

"Nobody has to participate. It isn't mandatory," Corbin said. "But Cigna can push programming to employees...with free coaching and free help available to control some of our health risks. It just makes sense for everyone to participate."

Family picnic set for Sept. 17

Go ahead and mark your calendar - Tennsco's annual Family Picnic is set for Saturday, Sept. 17. As always, the event will be held at the Tennsco Community Center and the surrounding area

nuts & bolts

NEW EMPLOYEES ■ Tennsco has welcomed several new employees to the team. Mike Kelly has joined Tennsco's sales team and will be working accounts all over the U.S., particularly marketing industrial shelving to the automotive retail sector. Trudy Whiting and Amanda Tidwell have joined the Customer Service staff. Wesley Osborne has taken on credit manager duties.



Mike Kelly



Trudy Whiting



Amanda Tidwell



Wesley Osborne

Perfect attendance garners cash reward

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

Plant 1

David L. Adams

Gerald R. Adcock

Robert T. Donegan

Michael D. Murphy

Ricky L. Parchment

Jimmy L. Winters

Plant 2

Gene C. Alderidge

Jerry L. Carver

Sandra D. Cotton

Charles T. Curtis

Gerald L. Curtis

William H. Deloach

Donnie L. Dudley

Donald R. Dugan

Michael E. Fleet

Jimmy L. Glenn

Johnny W. Halliburton

Milton J. Harris

Mark D. Jackson

Billy D. Lane

Virgil Lee Mann

Robert W. Martin

Griselda Meza

Ezequiel Rubio

Billy D. Sensing

Daniel Douglas Smith

Plant 3

Brenda L. Capps

Darrell Davis

William J. Durham

David W. Finch

Anthony W. Gunn

Stephen C. Overlock

Christopher Paul Petty

Betty S. Spann

Larry D. Stafford

Billy W. Vetter

Plant 5

Gerry L. Hinson

Kurt W. Louis

Travis L. Singleton

James R. Tate Jr.

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

Oct - Dec 2010

PLANT	NAME	MONTH	NO. OF YRS
Office	Lewis, Brandy	12/2000	10
Office	Powers, Janet M.	11/2000	10
Office	Tidwell, Stephanie B.	10/2005	5
1	Carter, James	11/2005	5
2	Pullum, Frances I.	11/2000	10
2	Thomas, Michael S.	12/2000	10
3	Griffin, Shannon R.	10/1995	15
3	Miller, Jimmy R.	11/2005	5
4	Rye, Darrell T.	10/1990	20
5	Geary, Debbie	10/1995	15
5	Overton, Lorraine G.	11/2000	10
5	Rainey, Megan L.	10/2005	5
5	Reynolds, Brandon S.	11/1995	15

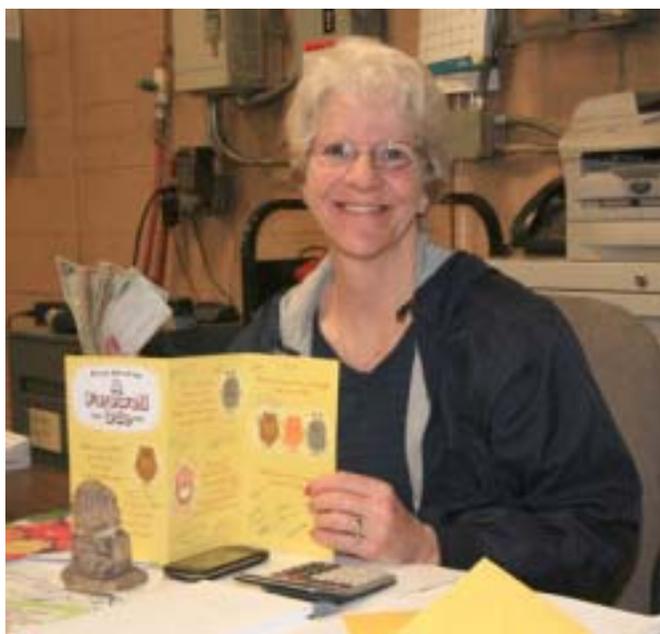
Jan - March 2011

PLANT	NAME	MONTH	NO. OF YRS
Office	Brandon, Michael	2/2001	10
1	Winters, Jimmy L.	2/1986	25
2	Bruce, James A.	1/2006	5
2	Carver, Jerry L.	3/2006	5
2	Comuzie, Daniel J.	1/2006	5
2	Greene, William N. Jr.	1/1986	25
2	Lee, Benjamin A.	1/1996	15
2	Mullins, William	3/2006	5
2	Underhill, Brenda K.	2/1996	15
3	Brewster, Vincent L.	2/1996	15
3	Burgess, Steven	1/1986	25
3	Finch, David W.	1/1986	25
3	Overlock, Stephen C.	3/2001	10
5	Brumlow, Stephen E.	3/2006	5
5	Lambright, Timmy L.	3/1991	20
5	Myatt, Ronnie E.	2/2006	5
5	Roberts, Charlotte Ann	3/1991	20



MAYS RETIRES ■ After working more than four decades at Tennsco, material handler Preston Mays was feted at a retirement in January. Mays finished his 41-year tenure working on Plant 1's paint line. "I enjoyed my years there," Mays said. "I enjoyed my job. Everyone was good to me from the first day I hired on." These days, Mays is spending his time in his flower beds. "I can do that all day long," he said. Mays (center) is pictured with Plant 1 Manager Jerry Estes and Tennsco President Stuart Speyer.

CROZIER BIDS FAREWELL ■ Brenda Crozier is replacing a full work schedule with a full retirement schedule. Crozier (at right, looking over well wishes from co-workers) finished 20 years on April 15. She joined Tennsco in 1991. Crozier was the paint line supervisor at Plant 5, Shift 1. "I had a lot of good friends and I'm going to miss every one of them." Crozier said. "It'll take some getting used to." She said she'll now fill her days fishing, gardening and working at her church. "I've got a pond that's stocked with catfish. I'm going to enjoy life a little bit," she said.



Families celebrate births

Ella Lou May Rogers, daughter of Robert and Allison Rogers, born 1.26.11, 9 lbs 12 oz.

Aiden Cash Fizer, son of Anthony and Amy Fizer, born 3.17.11, 7lbs 10 oz

Tennsco supplier of the year

The accolades just keep rolling in. National Business Furniture has named Tennsco its Supplier of the Year for 2010.

In his announcement of the award, NBF's Vice President for Marketing and Merchandising Randy Farah said the award was based on nine different criteria ranging from Consistent Shipping to Quality of Product. "Over the years we have worked to build a strong relationship and the time and effort you have put into this relationship is reflected in this award," Farah said.

NBF sent a plaque and a congratulatory banner. "May these serve as a reminder to your people of the goals that we have attained together and the bright future that we have ahead of us," he said.

NBF markets Tennsco products to corporate offices, government agencies, school, church and home office markets.



Relay for Life team prepping

Tennsco's Relay for Life team got a jump on this year's upcoming event and has been working to raise money for several weeks.

Team Captain Stephanie Tidwell said the Tennsco team - Steel Hoping for a Cure - has already held several events including a turkey shoot at the Porter Community Center, a Tupperware® party and flower sales. Staff members also collected (folks can still contribute) spent ink jet cartridges and old cell phones. ("I really like that one," Tidwell said. "We didn't have to ask people to contribute money.")

And if you've seen a few more folks wearing jeans in the office recently, it's because they paid \$10 and got three passes to wear jeans in a month.

As *Nuts&Bolts* went to press, the team was preparing for the April 30 flea market at the Tennsco Community Center.

"Even though we've been having a lot of rain, it's been going pretty successfully," Tidwell said, just days before the event. Most of the flea market was to be held inside the center.

All this is leading up to the big event...the overnight Relay for Life June 10-11. All proceeds from the Relay for Life events go to the American Cancer Society with the hope of finding a cure for cancer.

Tidwell said in the coming days the team will finalize what it's going to feature in its booth at the annual event. The team has a reputation to uphold. Last year, Steel Hoping for a Cure came in third place by raising \$7,863.55.

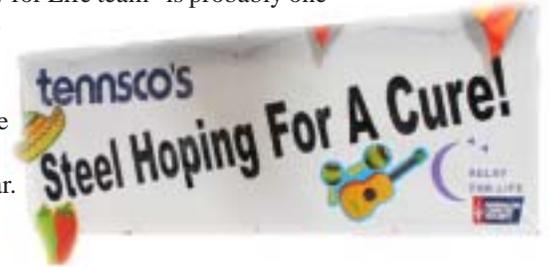
Engineering staff member Aaron DeBlock, himself a cancer survivor, put forth a tremendous personal effort. He donned a stunning black and pink ensemble and won the womanless beauty contest held in conjunction with the Relay.

"We're thinking about having Aaron do it again. He's such a doll. I'm hoping we can collect money from around the plants because he is one fine looking woman," Tidwell said.

On a personal note, Tidwell said chairing the Relay for Life team "is probably one of the hardest things I've ever done. It's hard to keep going and continue to be motivated.

"But all it takes is seeing my dad's picture or hearing about someone's child, and you realize you're working on something bigger than yourself."

Tidwell's father succumbed to lung cancer last year.



Grainger

Continued from page 1

measures the performance of all their vendors and recognizes about 25 top performers each year. Included in the measurement are such items as on-time shipping performance, product lead times, shipping consistency and accuracy. The award Tennsco received places it in the top 1 percent of Grainger's suppliers.

"It is an honor to receive this award," Chapman said. "We are proud of the recognition. I think it helps to validate our belief that Tennsco is one of the top suppliers in our industry with regards to service, product quality, lead times and price."

Chapman thanked all Tennsco employees "whose hard work and dedication make this possible. It's this kind of commitment to excellence that separates Tennsco from our competition."

W.W. Grainger, Inc., with 2010 sales of \$7.2 billion, serves businesses in Canada, China, Mexico, South America, the Far East and the U.S. Grainger's network includes more than 600 branches, 18 distribution centers and multiple web sites.



Tennsco Corp.
201 Tennsco Drive,
Dickson, TN 37056-1888
615/446-8000

Stuart Speyer President
Phil Corbin . Vice President, Human Resources
Gary Fouts Editor, gf grafix