



VALCO INDUSTRIES, INC.
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PRESSing NEWS

Valco News—January, 2015

Let it Go, Let it Go!

New Years marks a new beginning. New people to meet, new adventures to enjoy and new memories to create!

Listed below are some ideas, thoughts, and actions you can make part of your new year's resolutions for 2015. Here are 10 things (10 more next month) for you to let go of in order to reach unlimited happiness and make 2015 a great year.

1. Let go of all thoughts that don't make you feel empowered and strong.
2. Let go of feeling guilty for doing what you truly want to do.
3. Let go of the fear of the unknown; take one small step and watch the path reveal itself.
4. Let go of regrets; at one point in your life, that "whatever" was exactly what you wanted.
5. Let go of worrying; worrying is like praying for what you don't want.
6. Let go of blaming anyone for anything; be accountable for your own life. If you don't like something, you have two choices, accept it or change it.
7. Let go of thinking you are damaged; you matter, and the world needs you just as you are.
8. Let go of thinking your dreams are not important; always follow your heart.
9. Let go of being the "go-to person" for everyone, all the time; stop blowing yourself off and take care of yourself first ... because you matter.
10. Let go of thinking everyone else is happier, more successful or better off than you. You are right where you need to be. Your journey is unfolding perfectly for you.

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IN THE VALCO SPOTLIGHT: Frankie Knight



Our Associate Spotlight this month shines on **Frankie Knight** who has been part of the Valco Team since November 17 of last year. Frankie is a key member of our production planning/scheduling department. She was born and raised in Urbana, Ohio and graduated from Urbana High School (Go Hill Climbers) in 1985.

During her senior year she was able to get released early from school each day so she could work in the afternoons.



Frankie's first job after high school graduation was with Tech II where she worked for five years and operated several different injection molding machines. From there she went to DSC Packaging (a division of Dow Chemical) in Urbana which packaged a variety of different chemicals. After several years DSC closed their Urbana operation. Frankie then took a job with Ohi-Tec where she worked from 1997 to 2011.

While at Ohi-Tec she had a number of different jobs, each with increasing job responsibilities. During her first several years at Ohi-Tec she ran a number of different stamping presses and then became an assistant in the quality department. She also did the plant safety training and was the lead person on their ISO certification efforts and eventual certification. Her last position with Ohi-Tec was as quality manager.

After a company-wide restructuring and being laid off Frankie started attending Clark State in 2010 taking classes on a part time basis. She will be graduating (for which we certainly congratulate her) this summer with her accounting degree. She has also started taking business management courses and expects to get her two year degree in business management some time in 2016. When first attending Clark State she also worked at Channel Equipment in their office. She also currently works part-time at Hot Head Burrito. We wonder when she has time to breathe.

Frankie has been married to Warren Knight for the past seven years. Warren and Frankie farm 200 acres of hay they own and Warren also farms another 1,700 acres of corn and beans. She has two children, Harlee, age 14, and Britany, age 21. In whatever little free time she has, she enjoys reading and doing cross stitch. It is great to have Frankie as part of the Valco Team as she brings a wealth of knowledge in a wide variety of areas and a great work ethic with her. We look forward to working with her in the months and years ahead.

Welcome to the Team Frankie!



VALCO ASSOCIATE SERVES ON CLARK STATE ENGINEERING ADVISORY BOARD

We want to acknowledge and thank **Nichole Metzger** for serving on the Clark State Engineering Advisory Board. This board consists of volunteers from several area counties that meet several times a year to discuss how Clark State can better serve the manufacturing industry with its graduates.

Since Clark State is a technical college, and focuses on having students job-ready with a specific set of job skills, they want to have as much feedback from the community as possible to ensure that its students are coming out with the skills needed to work and live in their

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CONTINUING EDUCATION



Continued good news for Valco employees, as well as our customers, because the Ohio Incumbent Workforce Training Program has been extended through the end of the 2015 calendar year.

Since July of 2014 we have completed the following training classes/certifications:

- **Motoman NX 100 Basic Programming** – Darren Perez
- **Motoman DX 100 Basic Programming** – Lonnie Cook and Mark Winn
- **Motoman DX 100 Advanced Programming** – Shawn Ayers
- **T.J. Snow Resistance Welding** – Lonnie Cook and Jim Hardesty
- **University of Dayton Lean Six Sigma Yellow Belt**
– Dave Montgomery, Jim Hardesty, Nichole Metzger and Dave Jenkins
- **Clark State Basic Welding** —Herman Banks, Justice Banks, Larry Brown, Charles Walker, Jesse Whit and Dan Woodruff
- **SoftTech E2 Manufacturing Software**—Angie Judy, Denise Gordin, Toby Clarke and Frankie Knight
- **Hobart Welding Certification**—Mike Hughes and Mike Ropp
- **SigmaNest Software** —Russ Angell

Throughout 2015 we will be continuing with our ongoing emphasis on training. Valco plans to invest between \$25,000-\$30,000 in employee professional development this year. We encourage you to take advantage of these training/learning opportunities to increase your technical skills and expertise! The more you know, the more you can do, and the more knowledge you have the better your future will be and the more job security you will be creating for yourself. We want to thank **Bill Wolfarth** for heading up all of the training initiatives and being sure we are putting to good use all of the available training dollars while developing local partnerships with Clark State and other training facilities and organizations.

Great Quotes

“You can’t build a reputation on what you are going to do.”
—Henry Ford (not Johnny Manziel)

“Real integrity is doing the right thing, knowing that nobody’s going to know whether you did it or not.”
—Oprah Winfrey

“Always do your best. What you plant now, you will harvest later.”
—Og Mandino

“The louder he talked of his honor, the faster we counted our spoons.”
—Ralph Waldo Emerson

Announcements

HAPPY BIRTHDAY!



Josh Salyers..... Feb. 1st
 Cody Evans..... Feb. 4th
 Don Briggs..... Feb. 10th
 Mike Frazier Feb. 17th

What a great birthday month. We sure hope each of you have a great day on your special day and an even better year...a year of good health, lots of laughs and much personal and professional success. Enjoy your special time of year!

Years of Service

Robin Freeman Feb. 8.... 13 Yrs.*
***Wow!!**

Jamie Queen..... Feb. 15 4 Yrs.
Nichole Metzger.. Feb. 16..... 4 Yrs.

Thanks to each of you for all you have done and continue to do for Valco and our many customers. Your many contributions are greatly appreciated and we look forward to having you as part of the Valco Team for many years to come.

Welcome to Valco!



Thomas Elam who is the newest member of our welding department. He has been with us since December 19th of 2014 and is working on first shift. It is great having Thomas as part of the Valco Team.

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community. Even though Nichole may be a bit biased since she is a graduate of Clark State, she thinks it is a terrific school and that this committee is a good start in learning what local employer’s needs are and being sure they create classes that will better suit those needs. The meeting usually consists of getting an update on the classes that will be offered for each particular certificate program. Everyone who attends the meeting then provides their feedback about how those classes can meet their needs or what classes the college could still create to further meet the needs of the community.

We appreciate Nichole working with Clark State on the critical job and career education/training they provide and matching the skills and education local employers need.