



The Valve Stem



3rd Quarter 2019

Announcing... EMPLOYEE OF THE QUARTER

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Newsletter Comments ?

Please send any pictures, information, recipes or anything you would like to share with the rest of the M&H Team Members.

Stacy Engle

Managing Editor
stacy.engle@mh-valve.com
(256)741-6203



The Employee of the Quarter program is a peer recognition program to acknowledge Team Members who exemplify performance, attitude, and initiative as shown by their use of the McWane Way Principles: Safety, Leadership, Accountability, Excellence, Trust, Teamwork, Communication, Environment.

Franklin Elston, Parts Shipper/Receiver, is M&H Valve's Q3 2019 Employee of the Quarter. He was collectively nominated by the Shipping and Receiving Department for displaying the Principles of Leadership, Accountability, Communication, and Trust.

Frank showed accountability and ownership by recognizing a mistake he had made, owning it, correcting his actions, and learning from it. What had Frank done? He parked in M&H Valve's Q2 2019 EOQ parking space assigned to Austin Bailey early in the day and planned to move to an open spot prior to Austin coming to work on second shift. Unfortunately, Frank forgot and a hunt followed to determine the identify of the car owner in the coveted parking space. The day after this occurred, Frank asked his boss if he could call a meeting because he wanted to speak to the group. Frank's request was granted, and Frank apologized for his actions to the group and to Austin, expressed regret for his actions, and the embarrassment that he brought to the Shipping department. He further talked about doing the right thing and advised everyone to not make the mistake that he did. That took a lot of Courage, Leadership, Great Communication, and Trust! And yes, after receipt of the Q3 2019 EOQ award, Frank made amends with Austin Bailey by offering equal parking time.



Franklin Elston began his career at M&H Valve in 2013. He received a certificate of recognition, a restaurant gift card, and will get to choose a parking spot of his choice as his personal parking space for the next three months. Pictured is Josh Seals (Shipping Manager) and Franklin Elston.



**Paige Shears,
Chief Accountant**

M & H Valve Gives...

M&H Valve continues to be committed to community outreach and being a good corporate citizen by giving back to our community and local charitable organizations which service our area. Year to date 2019, we have donated over \$38,000 to organizations in need. This quarter we will highlight the East Central Alabama UCP Center.

M&H Valve has been partnering with the East Central Alabama UCP Center since 2013 and began by sponsoring three children in 2013, 2014, 2016 and 2018 and sponsoring four children in 2015 and 2017. The East Central Alabama UCP serves the areas of Calhoun, Cleburne, Randolph, Talladega and Clay Counties and has been serving for more than 58 years. The East Central Alabama UCP is dedicated to serving individuals from birth to adulthood with developmental and physical disabilities, including autism, cerebral palsy, down syndrome and spina bifida. The East Central Alabama UCP maintains several programs through the center which include Children’s Choice Inclusion Daycare, Outpatient Therapy Clinic, Adjust Day Habilitation Program, Early Intervention Program and HEARTS Respite Program.



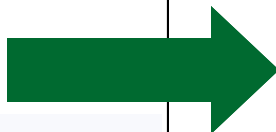
<http://www.neversurrenderbftc.org>
<https://ww5.komen.org>
<https://www.cancer.org>

<http://www.diabetes.org>

https://www.cdc.gov/motorvehiclesafety/impaired_driving/

East Central Alabama United Cerebral Palsy Summer Fund Raiser

M&H Valve employees supported our local United Cerebral Palsy by purchasing t-shirts and wore them on this year’s Summer Casual Day, June 21st. Several even purchased shirts for their family members bringing our total to 20 shirts this year. 97 cents of every \$1 raised provides life-changing therapies to children and adults with disabilities!



(Pictured L-R Front Row: Kandi Willis, Todd Willis, Tommy Fielder, Nicole Ferrebee, Steve Rodgers, Kirk Johnson. L-R Back Row: Tim Presley, Judy Harrison, Susan Johnson, Georgia Vinson, Linda Emge. (Not pictured: Paige Shears, Tony Orłowski, Greg Davis, Josh Seals, Dewayne Bean)

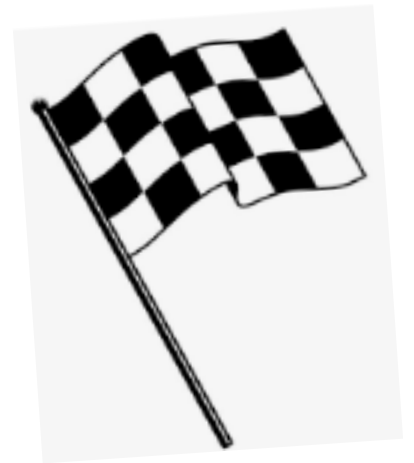
Mike Fulmer,
Wedge Coat Manager

Wedge Coat News...

Michael Isbell has the “Need for Speed”

Michael Isbell may work at M&H Valve as a Wedge Coat Operator during the week, but during his time off, you will most likely find him racing dirt track cars at the local Talladega Race Track. As with anything someone starts out to accomplish, he experienced several hurdles he had to overcome. On August 17, 2019 Michael got his first win after racing for a couple of years. He currently runs the Crate Late Model class, which the engine must be purchased from GM and you are limited to what you can do to the motor. It is all about set up of the car and driver ability. If he drives that car like he operates these injection machines in Wedge Coat (wide open), many more wins will be heading his way. Congratulations Michael! Look forward to hearing more good things from you.

Have fun but stay safe!



Way-to-Go!



ENVIRONMENTAL

*Steven Blasko,
Environmental Manager*

Greetings Everyone,

I would like to personally thank everyone that entered a project into McWane’s Annual Pollution Prevention Challenge. The Pollution Prevention Challenge is an annual competition across all McWane divisions to come up with projects or ideas that will reduce or eliminate pollutants through increased efficiency in the use of raw materials, energy, water, or other resources, protection of natural resources by conservation or source reduction. These projects help McWane to improve and get better every year by allowing other plants to see ideas on how they can make their process better. Please start thinking of ideas for 2020 and let us know, we would love to have even more projects next year.

This year M&H submitted a company record high of four projects across all production related departments. Please join me in congratulating the following teams that worked together and entered projects this year:

Coolant Recycling:

- Daniel McKinley
- John Brueshaber
- Ricky Powell
- Terry Storey
- Cecil Payne
- Cam Clark
- Steven Blasko
- Ricky Vise

Pattern Changes:

- Frank Musich
- Gerald Smith
- Jimmy Wade
- Steve Griffith
- Wesley Bones
- Anthony Guy
- Ricky Vise
- Steven Blasko

DISA Cooling Water:

- John Brueshaber
- Michael Walker
- Chris Nissley
- Clyde Williams
- Steven Griffith
- Anthony Guy
- Randal Kerr
- Chris Berta

Baghouse Monitoring System:

- Steven Blasko
- Ricky Vise
- Michael Walker
- Clyde Williams
- Randal Kerr
- Steven Griffith
- John Brueshaber



*Beverly Ervin,
Human Resources*

M & H Valve Annual Picnic

Summertime is usually family reunion time....and that's just what we had and did!

This year, once again, M & H Valve hosted the annual company picnic at Camp Lee in Anniston, AL. With its quiet settings (although no longer quiet when we arrived. LOL), beautiful scenery, super hospitable staff, natural resources, spacious grounds, and convenient facilities, we gathered together and enjoyed great food, great fun, and even better company! The event kicked off Saturday, August 10th at 10:00 am and ended around 2:00pm. This year's fun included fishing, water zip-lining, swimming, canoeing, bingo, inflatable for the kids, unlimited sno-cones from Kona Ice, Face Painting by Sherry, a Cruise-in, a scavenger hunt, a Cornhole Tournament, great giveaways, and music by DJ Jose Rolon!

Congrats to our Cornhole Winners!

1st Place Team – Sack Slangas (Victor Luna & Anthony Cornejo)

2nd Place Team – Ron & Ron (Ron Ervin & Ron Ervin, Jr)

3rd Place Team – Shake & Bake (DJ Johnson & Dwayne Allen)



Somewhere close to 220 people came out and made it awesome! Thank you for coming out! We are looking forward to next year's annual company outing. If you have not already filled in a survey, please take a moment to let us know what you thought and any ideas for next year! You may obtain a survey from your supervisor or from HR. Thank you to the M & H team for funding this event and allowing us to have this fun opportunity!



Human Resources News...



2020 Open Enrollment

*Vanessa Hill,
Human Resources*

It's that time of year again! The 2020 Open Enrollment period will be ***October 21 through November 22, 2019***. All changes and/or additions made during Open Enrollment will be effective January 1, 2020. Listed below are some of the changes that will occur for 2020.

UltiPro: Open Enrollment will be done through UltiPro this year! You will have the ability to make your elections and/or changes, update beneficiaries, etc. Upon completion of your elections and/or changes, you will be able to print your confirmation. Instructions and/or demonstrations on these new features will be provided.

Advantage Plan and HDHP Medical Plans (Salaried): There will be an increase (approximately 25%) in the salaried health insurance premiums for the Advantage Plan and the High Deductible Health Plan (HDHP) for 2020. This increase in premiums is due to the increase in overall claims experience from the previous year.

Vision Coverage: McWane is changing our vision coverage through NVA (National Vision Administrators). In 2020, you will have the option of EyeMed, VSP, or an Indemnity Plan.

Open Enrollment meetings will begin the week of October 21st. All changes and/or additions will be communicated during the meetings and enrollment information will be distributed to all employees. Communications will be sent out about the upcoming meetings.

McWane Turns 100!

*Beverly Ervin,
Human Resources*

We are a proud member of the McWane family, and because of this we are fully committed to celebrating our parent company's 100 Year Birthday in 2021. To do so, teams have been assembled at each McWane facility around the world, with the goals to 1) reflect the path it has taken to get to where we are and 2) to celebrate the people, like you, who made it possible!

Together, our successes are the result of a core group of principles that promote excellence within our company. Known as "*The McWane Way*", these principles have allowed us to build strong products, cultivate strong team members and leaders, and pave our way forward. By this alone, we have huge reasons to celebrate!

It will take all of us to make McWane's 100th Birthday a huge success! Starting now and throughout 2020, you may be asked to help us think about ways to celebrate. Please be open and share your ideas and input with the Celebration Team. We are excited about what's coming and want to make sure that EVERYONE knows how important they are to the current and future success of M & H Valve Company and the McWane Family! Thank you for being you! Look out for more information coming soon!



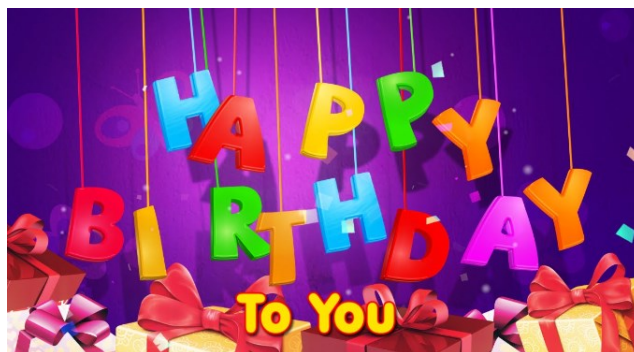


BIRTHDAYS

October, November, December

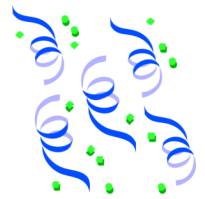
| | | | | | |
|-------------------|-------|--------------------|-------|-------------------|-------|
| Clifton Embry | 10/1 | Matthew Hicks | 11/2 | Wesley Bones | 12/4 |
| Scottie Conley | 10/2 | Robert Sheppard | 11/5 | Kendall Rush | 12/6 |
| Anthony Cornejo | 10/3 | Michael Stinson | 11/7 | Michael Isbell | 12/8 |
| Justin Kelley | 10/3 | Bryant Bradford | 11/14 | Ricky Powell | 12/8 |
| Christopher Berta | 10/5 | Cameron Clark | 11/15 | Jason Turner | 12/11 |
| Darrel Moore | 10/10 | Clyde Williams | 11/17 | Daniel McKinley | 12/12 |
| Steven Griffith | 10/11 | Arthur Blankenship | 11/19 | Kandi Willis | 12/14 |
| David Bobby | 10/12 | Jhonker Bravo | 11/21 | Bradford Whitaker | 12/20 |
| Thomas Strickland | 10/13 | Vanessa Winchester | 11/21 | Colby Johnson | 12/24 |
| Linda Emge | 10/14 | Paige Shears | 11/22 | Cheyenne Good | 12/26 |
| James Martin | 10/16 | William Sparks | 11/23 | Jacob Jackson | 12/28 |
| Terry O'dell | 10/17 | Randall Kerr | 11/27 | Gary Stawski | 12/28 |
| Stacey Vree | 10/17 | Donald Walker | 11/30 | Nickoles Stephens | 12/29 |
| David Bishop | 10/22 | | | Kelsey Wright | 12/29 |
| Sammie Elston | 10/23 | | | Kelsey Mcwilliams | 12/30 |
| Beverly Ervin | 10/23 | | | | |
| Blake Hurst | 10/31 | | | | |

Birthday Trivia: It is believed that the first actual birthday cake was made in Germany in the Middle Ages. The Germans would celebrate children's birthdays with cake, calling the celebration Kinderfest. Cakes originally were a coarse, bread-like product, and later became a much sweeter version, called Geburtstagorten.



ANNIVERSARIES

October, November, December



| | | | | | |
|--------------------|-------|---------|-------------------|-------|---------|
| Eddy Balch | 10/1 | 7 yrs. | Cheyenne Good | 11/1 | 20 yrs. |
| Brandon Smith | 10/1 | 1 yrs. | Christopher Boyd | 11/5 | 1 yr. |
| Robert Smith | 10/1 | 12 yrs. | James Forrest | 11/5 | 7 yrs. |
| Tommy Fielder | 10/2 | 47 yrs. | Kenneth Boyce Jr. | 11/12 | 17 yrs. |
| Artie Warren | 10/2 | 2 yrs. | Steve Munroe | 11/15 | 20 yrs. |
| Darryl Crump | 10/4 | 15 yrs. | Amy Chandler | 11/19 | 1 yr. |
| Kevin Bowers | 10/10 | 3 yrs. | Joshua Hammond | 11/21 | 3 yrs. |
| Nathaniel Moon | 10/11 | 3 yrs. | Colby Johnson | 11/27 | 2 yrs. |
| Scottie Conley | 10/15 | 1 yrs. | Randall Kerr | 11/28 | 25 yrs. |
| Dalton Heath | 10/18 | 3 yrs. | Greg Davis | 12/4 | 18 yrs. |
| Anterio Turner | 10/19 | 20 yrs. | Daniel McIntyre | 12/4 | 13 yrs. |
| David Bishop | 10/22 | 1 yr. | Timothy Davidson | 12/12 | 3 yrs. |
| Michael Brown | 10/23 | 4 yrs. | James Forsythe | 12/12 | 3 yrs. |
| Algaenun Christian | 10/24 | 3 yrs. | Menzo Parker | 12/15 | 22 yrs. |
| Josh Gunning | 10/24 | 14 yrs. | Johnathon Payne | 12/17 | 1 yr. |
| Wesley Bones | 10/27 | 22 yrs. | Terry Storey | 12/19 | 8 yrs. |
| Dennis Jackson | 10/27 | 22 yrs. | Keith Williams | 12/19 | 3 yrs. |
| Ronald Jemison Jr. | 10/29 | 1 yr. | Vince Gahafer | 12/20 | 2 yrs. |
| Donnie Timmons Jr. | 10/29 | 1 yr. | Griffin Herb | 12/20 | 9 yrs. |
| Jerame Pippin | 10/30 | 2 yrs. | Thomas Strickland | 12/28 | 5 yrs. |
| Ricky Powell | 10/31 | 8 yrs. | Jeff Rasmussen | 12/29 | 5 yrs. |
| Aniceto Zavala | 10/31 | 8 yrs. | Zachary Pitts | 12/31 | 5 yrs. |

