



ROSITE[®] INSIGHT

The Rostone Newsletter

Perfect Attendance Awards



Elmer Beringer
8 years



William Erwin
7 years



Earl Matson
7 years



William Lafon
6 years



Jack Oursler
6 years



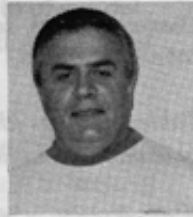
Thomas Barrett
5 years



Mike Donoho
5 years



Leo Farrell
5 years



Ray Lasic
5 years



Ron Skeel
5 years



Thomas Sutton
5 years

Rostone has some very dedicated employees. Pictured above are eleven men who have had perfect attendance for five to eight years. The six who reached the 5-year milestone this year will receive \$500 and a jacket. The other five received these awards last year when our attendance program was started. They will receive \$100 each year that they have perfect attendance until they reach the 10-year mark. Our other perfect attendance achievers are listed below and will also receive \$100 or \$75 and a jacket for their commitment. If you don't know these people, it's not because they aren't here.

Four Years

Mike Grubb Mark Johnson
Darwin Keller Jeff Lester
Alan Miller Ron Morrison

Three Years

Mary L. Gibson Ed Smith
Gary Terrill

Two Years

Larry Anthrop Manfred Owusu
James Roller Carl Spalding
Don Thomas Jim Wang
Kathy Weida Bill Wynn
Kenneth Higginson

One Year

Richard Clark	Scott Cooper
Dwight Davis	Charles Dawson
Dave Dewitt	Carl Hanley
Carol Koons	Fred Lawson
Richard Lovell	Billie Nickle
Wesley Odle	John Renn
Dale Richardson	Ted Rigdon
Steve Shoaf	James L. Smith
Pat South	Charles Thomas
Jim Warbritton	

Congratulations, and thanks for your dedication to Rostone!!

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ISO Update

Many of you were involved in the Mock Assessment on April 5, 6 & 7. The results of the audit were good and bad.

The Bad

Some of our policies and procedures were written to the old standard. For example, preventive action in regard to defect prevention did not have a specific procedure. Also, several documents were found to be of the wrong revision.

The Good

Almost everyone in the plant performed very well. All products were identified, everyone knew what their jobs were and the importance to maintain quality. Everyone knew the Rostone Quality Policy and what it meant.

We have moved out our date for certification, but we have come a long way in the past year and are really close to having it all together. Thanks for everyone's help — we're going to get certified.

Greg Hilbert
QA Manager

Rostone's New Recycling Program

Rostone has started a recycling program for office and computer paper. There are three "toters" available for "office" waste: one in each copier room and one in shipping. There are desktop trays for each office that should be emptied into the toters. The toters will be emptied every Thursday.

Your cooperation will be appreciated in keeping the contents free of the following:

Magazines, newspapers

Carbon paper (a very serious contaminant!)

Envelopes of any kind

Gummed labels, self-stick labels/envelopes, "post-its"

Tablet bindings (the problem is the glue and the binding)

Blueprint paper, thermal fax paper

Rubber bands, paper clips

File cards, paper drinking cups

No hanging file folders, plastic report covers

These items are unacceptable in the recycling operation.

Hopefully this is just the beginning. We are looking at possibilities of recycling more in the future, including newspapers, aluminum cans, magazines, cardboard with fiberglass contamination, and bags from filler and commercial material.

I am personally excited to see Rostone moving in the right direction - - being environmentally concerned. However, it takes everyone to make it work! Your cooperation will be greatly appreciated in putting the paper in the recycling containers and keeping the other garbages out!

If you have any questions or suggestions, don't hesitate to call me at Ext. 342.

Chris Kirk
Associate Engineer

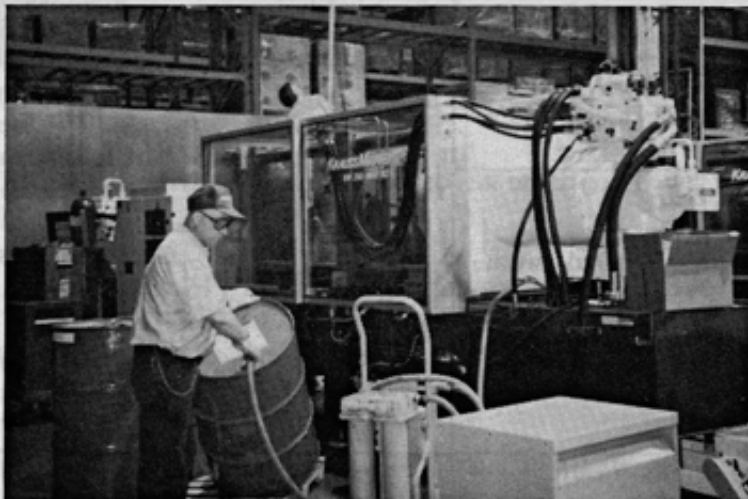
Thomas & Betts Update

Presses: The last 40-ton Krauss-Maffei press is being wired and should be operational by the end of April.

Molds: We are running the 6-cavity case and cover molds in production. The runners system for the 12-cavity mold is being revised to improve flow. We expect to sample them again in a few weeks.

Material: We have completed the switch to Sun Coast Urea which processes more like we expected the Beetle compound to perform. Some problems with warpage and batch-to-batch variation still persist, but the material cost and cure time is closer to what we quoted. A change to Rosite is not in the foreseeable future.

Kevin Sweeney, Director of Engineering



Jerry Spencer working to get a K-M press operational

From the General Manager's Corner

In the January issue of *Rosite Insight* I outlined the goals for 1995. In this issue I would like to report on the progress of our marketing and sales programs. As you recall, in 1994 we doubled our outside sales agent sales force, and our goal is to double that again. I should point out that sales agents are not employees of Rostone, but are independent sales organizations who represent companies like ourselves. They only get paid when they bring in new business, and their commissions are in the price the customer pays. So you see, the more sales coverage we have the better the chances that we can find the kind of new opportunities we seek. We search for agents who already call on our target accounts, and who are familiar with the plastics business. Adding sales coverage does require additional support here at Rostone so we have added one engineer, **Scott Schroeder**, to process the additional quotes we expect, and are also adding a Manager of New Business Development, **Craig Wilson**, who will train and support the sales reps. In addition, **Craig** will replace our old brochures and technical bulletins with updated material which will describe all the new things going on at Rostone. **Roger Gastineau**, based here in Lafayette, and **Dan Levine**, based in Atlanta, are the only full time sales force we have. They are busy following up on the leads developed by the reps.

So far this year, we have added one new customer, Carrier Corp., and have three more pending. Our major

effort is in trying to develop new business in markets other than our traditional electrical power and control markets, without reducing the quality and support of our existing customer base. Our engineering department is putting on a "full court press" to convince our customers to replace their old and worn tools. Most of the tools have been rated and the condition reported to our customers. Both Square D and Allen-Bradley are upgrading their polyester tools, but Allen-Bradley has chosen not to convert their phenolic tools to polyester. Accordingly, we have begun a program to phase out these old tools and replace that business.

Our efforts to earn ISO 9002 certification, critical to seeking future international customers, has been pushed back several months (to August) to allow us to achieve sufficient success with correction and prevention issues prior to an audit. The whole Rostone team has done a great job getting us to this point, but unless we can demonstrate a history of correcting some of our chronic quality problems, and in prevention measures to avoid repeat violations, we do not deserve certification. Everyone must be part of this program, and **Greg Hilbert** and his team will be assisting Rostone in making this breakthrough.

Gene Bold



Lisa Salny-Wolfrum

Many of you may have noticed the young lady in the picture in our plant recently. She is **Lisa Salny-Wolfrum**, an auditor with Congress Financial Corporation (CFC). CFC will be our new lender in the very near future. Lisa was here verifying the accuracy of Rostone's collateral. CFC will be providing two types of loans. First, is the term loan (or mortgage) on our property, plant, and equipment. This loan is paid down monthly over a five-year period.

The second loan is a revolving line of credit. This loan is secured by our inventories and accounts receivable. On a daily basis we borrow money based on a percentage of our inventory levels and shipments. These daily borrowings are used to pay for raw materials, payroll, operating expenses, capital improvements, etc. When the money for these shipments is collected, the revolving line of credit is automatically reduced.

This new financial package should improve our cash flow and help pay for some of our near term capital improvements.

Greg Lynch
Controller

Aaron Rush, 11-year-old son of **Alice Myers in Shipping**, recently won first place in an American Legion poster contest and received a \$1,000 savings bond. The theme was "Invest in Savings Bonds for the Future", and they received over 800 posters. This was a state contest and his poster will now be entered in the national contest. **Aaron** is a fifth grader at Oakland Elementary and is in the Challenge Art Class.

New Employees

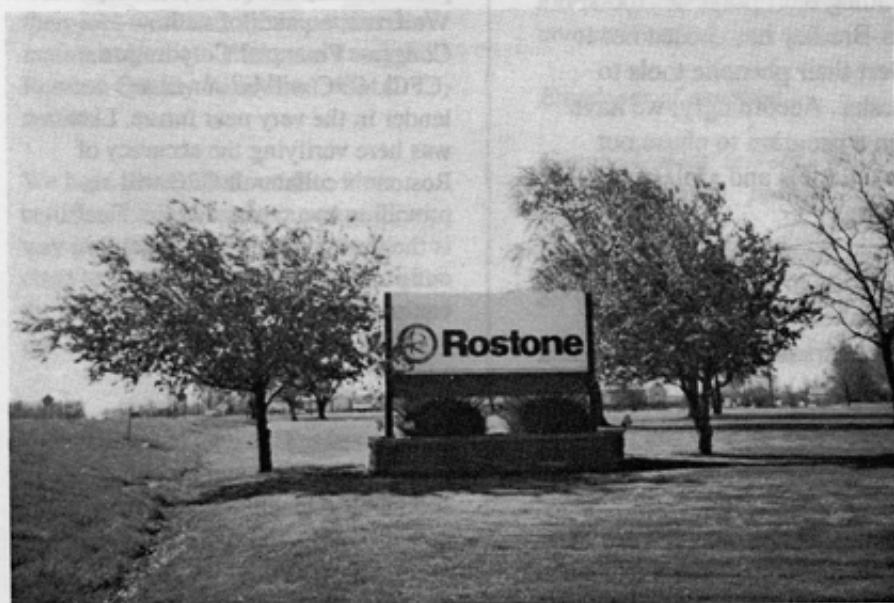
Daniel Auckley
Robyn Brooks
Benjimane Buchanan
Jeffrey Butz
Len Davis
Keith Devault
Terry Duke
Enrique Macias-Villegas
David Oliver
Michael Strong

Craig Wilson has joined Rostone as the **Manager of New Business Development**.

Things you'd love to hear your kid say just once:

"You're so cool, Dad (Mom.)"
"Who cares if the TV is broken?"
"Pass the broccoli, please."
"What! No kiss?"
"No thanks, It's too expensive."
"It's a hard choice. Everything sounds great."
"Bored? How could I be bored?"
"I've already made my bed."
"It was my fault."
"That's okay. None of my friends are allowed to do it either."

Larry Rout in *Child*



Spring is here, the trees are in bloom, and it's golf time.

Ed Padgett gives us the following account of the golf outing held on Good Friday.

Approximately 24 golfers playing in foursomes of their choice met at Deer Track Golf Club near Frankfort. The weather was very cooperative, but from most reports, the course was not. However, everyone seemed to have a good time.

Select shot outings will be set up by a blind draw later. Watch for a posting soon for an outing in May.

Rosite Insight is published monthly for the employees of Rostone Corporation

Please send story ideas and comments to:

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