

# ◆ ROSITE INSIGHT ◆

September 1996

## FROM THE GENERAL MANAGER

We have had a change in the General Manager's position — effective 9/30/96 Leo Bell assumed this role and Gene Bold will be our Director of Strategical Planning. This is a new position created to bring focus on growing our Division. The message below is Gene's thought as we move forward:



This is the first issue in many months, and I want to thank Jackie Jessee for volunteering to edit the newsletter. I also want to thank everyone who appeared and spoke up at the City Council meetings during the recent property tax hearings. During the employee meetings we had on the front lawn prior to the hearings, there were many questions about the future of Rostone. Now that the tax abatements have been continued, I would like to discuss those other questions again, in case you weren't in the shift meeting when they were answered.

The sense of many of the questions involved was, "When will sales return so that things can go back to where they were?" Well, sales are starting to return. September's running rate is as high as last February, and now that we have booked Char-Broil, October and November running rates should put us where we expected to be in March. However, as I said in our meetings, "We cannot go back to doing things the same old way and win new business".

We have introduced change throughout the company. We have combined Customer Service and Scheduling in order to improve our response to customers. We

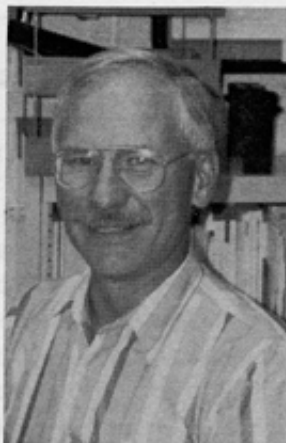
have added an Inside Sales Manager to focus on rapid response to requests for quotations, to support the greatly enlarged sales force, and to give additional personal service to new customers like Sunbeam, Carrier and Char-Broil. We have structured the tool room to focus on our customer's engineering revisions and customer-paid tool repairs.

We have new Manufacturing and Quality managers who are focused on helping us change to achieve the continuous improvement required to compete. The first objective was to raise our productivity to the levels of which we are capable. This was accomplished in August, and I want to compliment the 97% of the folks who responded. We also made significant headway in focusing on identifying previously "unreported scrap". Accurate reporting of output and scrap will allow us to identify the major problems and correct them by working together. Eliminating customer returns and reducing scrap are the next challenges that have eluded us in the past. Reducing internal quality defects will reduce the number of defects that get shipped. Simply adding inspectors is not the answer. Everyone is an inspector. Our Quality Assurance staff must be focused on monitoring new product startups, where we do not have quality history. The same emphasis that we place on productivity will be extended to internal defects.

Charles Darwin said, "It is not the strongest of the species that survive, nor the most intelligent, but the one most responsive to change."

## CONGRATULATIONS LARRY BATT

Larry Batta was promoted to Quality Assurance Manager effective September 2, 1996. Larry received his Mechanical Engineering degree from Purdue University in 1972 and has been an integral part of our product engineering department for 19 years. Larry is very familiar with our products and customers and brings expertise to the job.



## WELCOME TO ROSTONE

Craig Gibson joined Rostone as our Manufacturing Manager on May 20, 1996. He came to us from Dubuque, Iowa where he was the Plant Manager of an injection molding facility. He received his Bachelor's degree from the University of Wisconsin.



## INTERNAL CHANGES

In August we combined the duties of the customer service area and the production planning department. Jim Hill is the Manager of Production Control and Customer Service. Reporting to him will be Bob Foresman and Bill Morris as Production Planners/Customer Service Representatives. Jane Smeltzer, former Customer Service Manager has been named the Internal Sales Manager.



## UNITED WAY CAMPAIGN

The United Way campaign at Rostone will begin the last of September. Rostone believes in and supports the United Way. Following is a list of the United Way agencies that service Lafayette and Tippecanoe County:

- American Red Cross
- The Arc
- Big Brothers & Big Sisters
- Boy Scouts - Sagamore Council
- Cerebral Palsy Association
- Community & Family Resource Ctr-
- Community Health Clinic
- Crisis Center
- Family Services, Inc.
- Food Finders Food Bank
- Girl Scouts - Sycamore Council
- Hanna Community
- Lafayette Adult Reading Academy
- Lafayette Family YMCA
- Lafayette Transitional Housing Ctr
- Legal Aid Corporation
- Lyn Treece Boys & Girls Club
- Meals on Wheels
- Mental Health Association
- New Directions, Inc.
- Salvation Army
- Senior Center of Tippecanoe
- Tippecanoe Co. Child Care
- Visiting Nurse Home Health Service
- Volunteer Bureau
- Wabash Center
- YWCA & Domestic Violence Intervention & Prevention Program

Please consider the assistance these agencies provide to and make an effort to help support them when your supervisor contacts you.

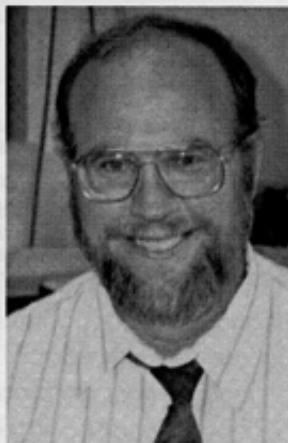
## MIKE DONOHO MEMORIAL FUND

Mike Donoho was employed at Ros-tone from October 15, 1975 until his death in November of 1995. Mike was a volunteer for several local agencies and he was a first responder on the American Red Cross Disaster Action Team. Through donations from his funeral, a memorial fund has been established to help purchase major disaster equipment. A plaque will be awarded annually to the disaster service volunteer who best exemplifies the spirit Mike brought to the American Red Cross. There is also a plaque on display at the Red Cross office. Donations are still being accepted and can be sent to:

American Red Cross  
Mike Donoho Memorial Fund  
111 S. 7th Street  
Lafayette, IN 47901

## CONGRATULATIONS KEVIN SWEENEY

Kevin Sweeney was recently named to the Board of Directors of the Society of Plastics Engineers which oversees the activities of the thermoset division. He will serve a 3 year term and is scheduled to attend four to six meetings per year.



*Say what you mean, mean what you say, but don't say it mean.*

## SERVICE ANNIVERSARIES

Since it has been several months since we published a newsletter, there are numerous service anniversaries to report.

### 28 Years or more

John Ford 41 yrs. 4/28/55  
Earl Matson 39 yrs. 8/12/57  
Wayne Buck 37 yrs. 9/09/59  
Gene Mitchell 34 yrs. 4/02/62  
George Clark 34 yrs. 5/22/62  
Chuck Dawson 34 yrs. 8/20/62  
Jerry Graves 34 yrs. 9/05/62  
Mel Elliott 34 yrs. 9/18/62  
Ed Johnson 33 yrs. 5/20/63  
Jeff Lambert 33 yrs. 7/15/63  
Larry Whitesell 33 yrs. 8/5/63  
Bob Switzer 33 yrs. 9/23/63  
Charlie Davison 32 yrs. 5/27/64  
Billy R. Moore 32 yrs. 6/1/64  
Leo Farrell 32 yrs. 6/8/64  
Steve Carr 32 yrs. 6/25/64  
Roger Williams 32 yrs. 8/31/64  
Tip Bunch 32 yrs. 9/29/64  
Carl Hanley 31 yrs. 4/19/65  
Jim Weigle 31 yrs. 9/13/65  
Steve Shoaf 30 yrs. 5/23/66  
Jerry Moore 30 yrs. 7/11/66  
Dale Richardson 30 yrs. 8/29/66  
Charlie Thomas 28 yrs. 4/3/68  
Dick Shaw 28 yrs. 4/8/68  
Bob Matson 28 yrs. 4/24/68  
Burt Budreau 28 yrs. 5/21/68  
Mike Johns 28 yrs. 6/24/68  
Steve Hawk 28 yrs. 7/23/68  
Dick Lade 28 yrs. 9/9/68  
Jack Oursler 28 yrs. 9/9/68



## ONEIDA ROSTONE ON THE INTERNET

In response to customer inquiries and an opportunity through the Thomas Register, Rostone has a World Wide Web page on the Internet. The information was taken from our recent brochure. You can find our "Home Page" at <http://www.thomasregister.com/rosite> Thomas Register offered 750 if its advertisers free page development and web pages on their site free for the first year as an experiment.

We maintain an Internet E-mail address which is [rostone@holli.com](mailto:rostone@holli.com)

Don Leaderach from ORC is working on the Corporate web page. It will reference the other facilities and will link to the Rostone pages.

*It's easy to be pleasant  
When life flows like a song.*

*But the person worthwhile  
Is the one who will smile  
When everything goes dead wrong.*

*For the test of the heart is trouble  
And it always comes with years.*

*And the smile that is worth  
The praises of earth  
Is the smile that shines through tears.*

*Anonymous*

ROSTONE

<http://www.thomasregister.com:8000/old/rosite>

# ROSTONE

### Rostone

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Call TOLL FREE 800-637-4851  
E-Mail: [rostone@holli.com](mailto:rostone@holli.com)

E-mail

## Selection Guide for **ROSITE** brand thermoset polyester molding compounds.

Rosite standard polyester composites offer a wide range of physical, mechanical, electrical and thermal characteristics in the combinations needed to meet most product specifications. Custom formulations, in virtually any quantity, can be developed when required. Rostone's design and materials engineers will work with you to achieve optimum product manufacturability and performance. They can also develop prototypes and tooling.

### SELECTION GUIDE

- ☐ Rosite Molding Compounds
- ☐ Tight Tolerances and Stability
- ☐ Electrical Properties/Arc Quenching
- ☐ Electrostatic Dissipative
- ☐ Wear Resistance (WR)
- ☐ High Impact Strength
- ☐ Flame Resistance
- ☐ Corrosion/Chemical Resistance
- ☐ Chart about Production Processes For ROSITE Thermoset Polyesters

### Compound List

Compound Properties (Charts-Preformatted text available for printing)

Comparative Wear Testing (Chart)

ROSTONE's Service & Commitment