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December 2009

Volume 2, Issue 12

A message from our President & Chief Operating Officer 2009-Year of Teaching

As you will see from the articles following from our management, this year was one that has tested our sense of creativity, perseverance, and unequalled determination. Whatever your personal view of 2009, it has changed each of us. It forced us to re-think and modify. "Change is hard because people overestimate the value of what they have—and underestimate the value of what they may gain by giving that up." — James Belasco and Ralph Stayer-Flight of the Buffalo (1994)

We were tested through circumstances beyond our control and conditions that were very much of personal ownership. We tend to go through this every decade in business, however this year was more profound, even historical. Everyone was personally touched this year. Many-embraced hope... that it will soon change and everything will revert back to "normal"... hope is never a plan. For some clung onto the resistance to change a map that had transformed to obsolescence. And yet, there were those that looked at change as an opportunity not to merely observe, but to create and pro-act: To face the challenge beyond perseverance.

We will experience change over the next year that may have taken a decade to culminate in the past. Our planet is smaller, more fragile, and increasingly more of a community. We are no longer self-reliant, but reliant on each other to succeed or maybe survive. We look to partnerships, alliances, and intimacies to compete and succeed. We have only two options in life, to lead or to follow. We can no longer stand on the sidelines waiting for the wave to sweep us to a trickle down success. We need leadership that is brave and followers that are totally committed. Each of us must decide which we will become. The statement "I am sure glad when this year will be over!" will not suffice. The changes we experienced are still in evolution.

This is the time of year that I dedicate to developing the operating business plan for next year. I will sit down with Jeff and together we will put forward a working agenda, just as we have done in previous years. We will, both, have to evaluate this past year on what we have learned rather than we did. Those things that were done are now past. Our leadership skills will again be tested, as we move into 2010. We will debate, focus, and elaborate before sharing with our management how we set the business course. However there is one area that we will surely agree, we appreciate every customer, supplier, vendor, and those that have given us the opportunity (won or lost) to participate in their businesses. We shall commit to be an asset to customers and diligently pursue every avenue in their fight to succeed.



(Continued from page 1)

The era of "It is nothing personal, its just business" will ring out as untruth ignorance. Of course it is personal! It always was. It's not a matter of circumstance but of choice.

We always look forward to hearing from you. If you have a challenge, we are here as an opportunity. We need you and hopefully you will find like others in 2009 that you need us. Together we can achieve that which no one can achieve alone.

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Accu-tec shall be an integral part of each customer's success!

Stephen J. Homola

President/Chief Operating Officer
Accu-tec International
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Congratulations and Thank You

Last month I was traveling and did not get to contribute an article to the newsletter. Additionally, we had a very special celebration at our company as Roy Kraemer celebrated his 20th Anniversary with Accu-tec International.

It is a rarity today to find many people who have devoted twenty years to a company. People are on the move, and changing jobs has become common place in our country, It is also a rarity to have an individual in your organization that spends every day trying to do his best for his customers, his employees, and his peers.

I worked with Roy at a former employer many years ago. He was one of the first people Accu-tec hired. He has worked himself up through the ranks one position after the next, always maintaining his commitment to quality and integrity.

Why is the good man not celebrated more? We celebrate the flashy, the star, the beautiful, and the ego. Roy Kraemer, What is a good person? He/She does right by their company, their customers, their friends and their family. Consequently they does right by their self.

My guess is Roy does not need to be celebrated by others. He is comfortable within himself and his actions. But all of us who work with Roy celebrate and congratulate him on this his 20th anniversary with Accu-tec International.

Jeff Davis
CEO

Accu-tec International



Ways to Recognize and Reward Employees in Tough Times

Most companies recognize that people are their most important asset, but in tough times it's financial incentives and motivational programs that often get cut first. Nonetheless, it is still important to remember that no matter how good the product, how innovative the technology or how necessary the service; it's the people in your company who ultimately determine your success. Bottom line your business is only as good as your employees. So here are some ideas to help you motivate your employees and keep them focused during tough times.

Ask your employees what they want – Talk to your employees to find out what motivational programs they value and eliminate any programs that may turn out to be unpopular. Be honest with your employees. Let them know where the company stands financially and ask them for creative ideas that will help motivate them at work. The company and the employees need to be aligned.

Empower employees – Get your employees involved in making decisions and generating new ideas. By empowering them you create an ownership mentality.

Treat them like family – Employees need a good work/life balance. They know that they are expected to work hard, but little things do matter. It is important to be flexible. Flexibility will not only help you retain and motivate your employees, but will also help you to attract new employees. You might find financial incentives to be a quick-fix solution, but they are not the end-all for every situation. Many employees would simply like to work in an environment where they feel needed and appreciated.

Say thank you – The easiest, least expensive way to motivate workers is to often overlooked – saying thank you. Take it a step further and write thank-you notes to employees for a pleasant surprise in their mailboxes at work or home.

Recognize them with an award - Beyond a thank you, recognition awards make employees feel valued as part of the team. Whether it's a simple blue ribbon they can hang in their cubicle or a framed certificate, present the award in front of all your employees and tell the honoree exactly why you are giving it, Your honored worker gets time in the spotlight and you get the chance to make the point to all your employees that quality work is valued.

Give the gift of time - If you can't afford raises, consider the gift of time. Give additional days off, making a Tuesday or Thursday holiday into a four-day weekend or give employees their birthdays off or an extra personal day. Make sure they understand what the time is worth.

Take suggestions - Ask employees for suggestions to improve the business. Whether your business is baking bread, fixing faucets or selling sofas, your employees know what works. Ask them how to improve the process and you'll end up with a better product and/or better customer service.

Offer free food - The words "free food" can start a stampede of smiling workers to the employee break room. Whether it's pizza for lunch on Fridays, doughnuts in the morning or parties to commemorate birthdays, food will boost morale.

Roy Kraemer
Vice President / General Manager
Accu-tec International



Thanks!

As the Thanksgiving holiday officially kicks off the holiday season and the countdown until Christmas begins, I think now is an appropriate time to reflect on what I have to be thankful for.

I am thankful for my job at Accu-tec, the people with whom I work, and my boss. My employer has chosen to actively pursue cost reductions through process improvements, vendor price reductions, and thrift before initiating reductions that impact our employees. Indeed, it is often with great consideration and angst and only as a last result before a decision is made that negatively impacts our employees.

I am thankful for our employees. Under the leadership of Patty and Rusty, our production and warehouse employees have learned to work as a team. The results are phenomenal, as employees have become cross-trained not only within their department, but across departments. As employees become aware of what needs to be done, they pitch in to do it. While "it's not my job" has caused many businesses to fail in the wake of turmoil, our employees have adopted a can-do attitude and risen to the challenge time and again.

I am thankful for my boss, Steve. I have been blessed throughout my career with mentors who have taught me a lot. Steve, however, has probably been the one who has taught me most to appreciate, respect and to treat each employee with dignity. Even though I have learned a lot more from Steve, I won't say too much more as his ego doesn't need it. Enough said.

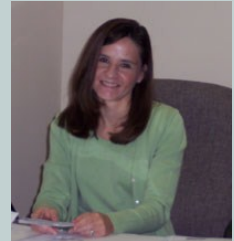
I am grateful my employer has chosen to enhance its employee tuition assistance program. While many employers have slashed payrolls and employee benefits, including tuition assistance programs during this challenging year amid the challenges brought about by the uncertainty in the economy. Accu-tec, however, enhanced their tuition assistance program. Three employees, including myself, have taken advantage of this great benefit to date and others are considering doing so.

We are blessed to have such a diligent team in Canada. Throughout all the challenges in 2009, they have continually stepped up to the plate and created new ways for cost and efficiency improvements that have never before been realized. Warren Ellis has not accepted "no" or "maybe" as a satisfactory response, but rather yes, "We will find a way!"

Finally, I am thankful for our customers. Accu-tec would not even be here if not for the opportunity each of our customers have given us to serve them. I am thankful that we have a great team, including Roy, Susan, Jeanna, and Chris, who provide each customer outstanding service.

Tina Mann

Controller/Human Resource Manager
Accu-tec International



It's Graduation Time!!!

Stacy Spencer has been an employee of Accu-tec for 2 years. Stacy works in the Accounting Department as my assistant. She has been a valuable asset, both to the company and me.

Stacy had already received her Bachelor of Science in Business degree, with a dual concentration in Finance and Business Economics and Public Policy, from Indiana University Southeast in May 2005. In 2007, Stacy decided to pursue her Accounting degree. While her academic career has been successful, maintaining a high GPA and receiving several awards and scholarships, the final payoff is finally here – graduation day! Stacy is set to graduate this month. She has worked very hard to reach this point and I am proud she has achieved her goals.

Stacy plans to take a little break before tackling the CPA exam next year. Once she achieves that goal, she is considering pursuing her MBA.

Way to go Stacy! Congratulations on a job well done!



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HOLIDAY SEASON 2009

As we are closing in on another holiday season, it is again time to reflect on a year gone by. The year 2009 has had its challenges for Accu-tec, just as it has for most other companies. Through hard work, and a dedicated team effort, we have traveled that bumpy road, and can take a great deal of pride in the job we have done. We have seen an expansion of our customer base, increased our productivity, and proven that standing strong as a team, will keep us together.

Our struggle will undoubtedly continue into 2010, but we are better prepared today, to welcome the challenge. Our future is in our own hands. The improvements that we have gained will benefit each of us as we begin another year.

We would like to say "THANK YOU", to our customers, who have placed their faith in Accu-tec International over this past year, and promise that our commitment to be "an integral part of your success", will continue into, and beyond, 2010.

The holiday season is more importantly, a time for family and friends. It is the time of year when we relax, while surrounded by those who are important to us in our personal lives.

**Our team at the Canada Plant would like to take this opportunity
to wish everyone a**

Safe and Happy Holiday!



Warren Ellis
Plant Manager, Canada
Accu-tec International

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A few notes about the last 12 months...

As this year comes to a close I wanted to look back on a few of our accomplishments for our customers:

- For Alliance Entertainment and NCircle Entertainment over 1.6 million units were received, labeled, repackaged and distributed.
- For Reynolds Food Packaging over 3 million units were received, 350,000 units produced, and 2 million units shipped on 53,000 pallets.
- For Jim Beam Clermont/Frankfort over 550,000 units were produced and shipped.
- For Avon U.S.A. over 1.3 million units were produced and shipped.
- We have also started a new operation for one of our customers that involves receiving, warehousing, and shipping over 200 new items for them.
- We developed relationships with 15 new customers and look forward to helping them grow them next year.
- Our cost initiatives have provided production re-organization/enhancements, which have resulted in historical efficiencies for production, warehousing, and inventory control.

Would you like to join us?

Have a great Holiday Season!

Gary Klass
Inventory Control Manager
Louisville Facility
Accu-Tec International



The Holidays

The Holidays, otherwise known as Thanksgiving, Christmas, and New Years.

A great time for many and a not so great time for some. It is a time of year for reflection for me and to be thankful for the many blessings and good fortune that I have been blessed. In the grand scheme of things, as long as you are still employed and have food to eat and a place to rest your head consider yourself among the fortunate in today's economy.

It is not about the turkey; it's about celebrating a place to be free and new beginnings. It is not about the shiny lights, the gifts, the tree or even Santa Claus. It's about celebrating the expectation and a promise kept. It is as simple as that.

The New Year, it is a time of hope. A time to look towards the future and start a new year off hopefully, in a better direction than the previous one. So, give thanks, celebrate and be happy, but don't lose sight of what it all really means. We are able to do these things in large part because of the thousands of men and women that are sacrificing their families, friends and sometimes even them so we can remain free. Give thanks and say some prayers for our troops fighting for these rights all over the world so we can continue to enjoy our "Holidays".

Charles (Rusty) Green
Warehouse Manager
Accu-tec International



Workplace Decorum and Etiquette

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By using George Carlin's (R.I.P.) "Seven Dirty Words" as obscenity proxies our city (Louisville, Kentucky) showed the greatest percentage of searchers looking for dirty words.

So is profanity in the workplace acceptable? The answer is no. The environment you are working in should not make a difference, still this is my 4th factory type job and I have found the use of curse words is pretty normal.

I do not know if there is a survey out there comparing the use of foul language comparing women to men. In my opinion women are much worse. Many organizations have standards and guidelines for behavior, dress code and etiquette.

Our Code of Ethics at Accu-tec states that each individual is responsible for the integrity and consequences of his or her own actions.

The highest standards of honesty, integrity and fairness must be followed by Accu-tec personnel when engaging in any activity concerning the company, particularly in relationships with fellow employees, customers, suppliers, governmental agencies and the general public.

Each employee has a responsibility to strive to attain the highest level of personal performance and productivity.

Employees are expected to treat each other with respect and courtesy. Some people are offended but don't say anything while others just talk like that.

People judge you by the way you speak. Cursing is unprofessional and unacceptable in any workplace.

I think a nice New Year resolution would be no profanity. Make people around you more comfortable, gain respect from fellow workers.

You can only go so far if you look good but sound bad.

Patty Bentley,
Production Manager
Accu-Tec Production Manager



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ACCU-TEC PERSONNEL NOTES

December Birthdays

Brandon Peters	December 2
James Fleming	December 4
Kirandeep Dhani	December 12
Valencia Jones	December 16
Mercy Opoku	December 16
Christine Desnoyers	December 18
Ron Kepley	December 23

December Anniversaries

Mandeep Sidhu	9 years
Jeet Brar	3 years
Matilda Oduro	3 years
Rafika Sadek	3 years
Stacy Spencer	2 years

Windows 7

Microsoft may have got it right this time. From my personal experience as well as everyone I have spoken with has nothing but good things to say about Windows 7. From the obvious security changes we all endured during the Vista days to the user friendly environment we now see in Windows 7, MS has made great strides. I have roughly been using it for about 2 months now and our very own VP Roy Kraemer has been using it for about a month now. Between the two of us we have pretty much tested everything from the technical aspect of it to the common user level experience and have yet to come across anything that was not expected. We did encounter one set back, now when we walk into the office and press the power button we no longer have the time to fix a cup of coffee and heat up our breakfast before the computer is ready. Outside of that there are many advantages of Windows 7, from faster network navigation to a more stable environment in general. Depending on your network policy restrictions users now have the ability to customize their environment to allow for a more productive day. One simple feature that everyone seems to love is the ability to pin programs to the taskbar which allows for quick and easy access to those everyday files that you open 100 times a day through a right click feature. Another great feature is the ability to run those programs that were not designed to work with Vista (compatibility mode).

It makes me angry to think of Vista and all the headaches and then to see all the revisions that Windows 7 has, it is almost as if these versions should have been released in reverse order. Vista may have just been ahead of its time, no one likes change, and to have a drastic change as Vista was thrust upon us we just would not accept it, we fought it, several programs stopped.....we just hated it. Windows 7 has those same changes to an extent but it also allows for compatibility, it is user friendly, it is stable and so far everyone seems to love it.

My personal opinion, anyone using Vista should seriously consider **“moving”** to Windows 7.

Notice I said **“moving”** and not **“upgrading”**? In my experience if at all possible it is best to start fresh. Upgrading tends to carry along any issues you currently have. If your PC is currently giving you nothing but headaches, crashes, problems most likely all upgrading will do is carry over those same issues. My advice is to backup any and all important files and do a fresh install by formatting your hard drive. This will erase any issues you may have had and give you the best possible experience with your new operating system. But beware reinstalling a new operating system is not always as straight forward as you would hope. It is not hard but it can get ugly real quick if you are not familiar with the process. Several things come into play, drivers for all the components or backup discs for the programs you have (not all systems come with the CD's/DVD's these days). Make sure you do your research/homework or take your system to your local support store.

Danny Williams

IT Manager
Accu-tec International





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Questions, Comments, or Feedback

We at Accu-Tec International take great pride in our work, customers, friends, associates, and business partners. For that reason we are incorporating this section as another enhancement in the opportunity to contact us regarding general questions, comments, or feedback. This will be reviewed by our management staff as they come in. The option to fill out the Request for Quote (RFQ) on our web site is still available at <http://www.accu-tec.com> or call us directly for one on one assistance. We look forward to hearing from you.