



Accu-tec February 2008 Newsletter

Celebrating 20 Years of Service

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

February 2008

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A message from our President & Chief Operating Officer

It is always a great privilege to combine the energies of business and contributing to the betterment of society. We, the people of Accu-tec, have the strongest desire to create a legacy that is not dominated as a for-profit only business. We elaborated last month on our engagement with the World Clean Air Forest Initiative (WCAFI) and our investment in renewing the atmosphere of our planet. Through this strategic alliance with WCAFI and the United Nations Environment Program's (UNEP) Plant For The Planet: Billion Tree Campaign, we have engaged into an environmental recovery program that will make a difference for all people, regardless of economic, nationality, or political allegiance.

Through this campaign we have also partnered with a most unique company in Bluewater Technologies Corporation www.bluewatertechnologies.ca. Bluewater's commerce is directed to underwater resource recovery. Bluewater was founded on the Vision that through the recovery of submerged tropical timber it would be possible to offset the terrestrial deforestation currently occurring in the tropical rainforests across the globe. It would also be possible to employ and build capacity within the local people and communities in the areas where Bluewater operates. It is paramount that Bluewater employs technology which maintains and fosters the integrity of the environment in which it operates.

The market opportunity for underwater resources is huge. Over 45,000 reservoirs exist worldwide, approximately half of them containing submerged hardwoods such as teak, mahogany, ebony, and rosewood. The estimated value of this submerged wood is in the hundreds of billions of dollars US. Mineral resources found beneath the water's surface are, so far, an untapped opportunity. The scope of these markets is astronomical and Bluewater's early entry into them will ensure sustainable returns, without deforestation of declining natural timber.

So how does a manufactured packaging company, like Accu-tec, partner with a timber recovery corporation? It does by offering a complete source of business components and incorporates the raw product into a commercially viable source. In this case, the raw product is converted into dramatic solid wooden globes to be utilized through corporate, public, private, philanthropic, and consumer marketing channels.



We are excited to be a part of this international venture. Please stay tuned for further updates! Our aspirations are to be a significant global player within the next five years. This is one of the many steps we shall walk toward making us the best in our industry. Contact me and I can tell you more.

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

Stephen J. Homola

President/Chief Operating Officer
shomola@accu-tec.com



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<http://www.accu-tec.com>

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2008, our 20th year in business, is shaping up to be one of Accu-tec's most exciting. Steve and his staff have a significant number of initiatives they are tackling this year. All designed around continuing to meet our mission as a company.

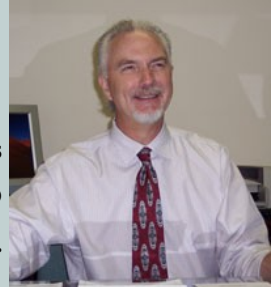
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With the latest financial news there is no mistaking the continued move to a global economy. If Accu-tec is going to meet our mission with our global minded customers, we must continue our change to a global minded model as well.

Accu-tec has a rich tradition of generating and adapting to change. It is a part of our culture that we embrace. Change generates excitement. It also generates challenges which bring about personal, and professional growth.

It is that ability to change and the corresponding personal and professional growth of its people that is allowing us to celebrate this our 20th year.

Jeffrey E. Davis
CEO
Accu-tec Inc.



Accu-tec is working with customers to use more (PLA) plastics for a greener planet.

What is (PLA) Polylactic Acid?

Poly(lactic acid) (PLA) is a biodegradable polymer derived from lactic acid. It is a highly versatile material and is made from 100% renewable resources like corn, sugar beets, wheat and other starch-rich products. Poly(lactic acid) exhibits many properties that are equivalent to or better than many petroleum-based plastics, which makes it suitable for a variety of applications.

It is important that PLA compares well with other popular plastics already used for packaging. It is clear and naturally glossy like the polystyrene used in "blister packs" for products such as batteries, toys, and many others. PLA is resistant to moisture and grease. It has flavor and odor barrier characteristics similar to the popular plastic polyethylene terephthalate (PET) used for soft drinks and many other food products. Tensile strength and modulus of elasticity of PLA is also comparable to PET. PLA can be formulated to be either rigid or flexible and can be copolymerized with other materials. Poly(lactic acid) can be made with different mechanical properties suitable for specific manufacturing processes, such as injection molding, sheet extrusion, blow molding, thermoforming, film forming and fiber spinning using most conventional techniques and equipment.

PLA is a nonvolatile, odorless polymer and is classified as GRAS (generally recognized as safe) by the Food and Drug Administration in the United States.

How Is PLA Made?

The starting material for poly(lactic acid) is starch from a renewable resource such as corn. Corn is milled, which separates starch from the raw material. Unrefined dextrose is then processed from the starch. Dextrose is turned into lactic acid using fermentation, similar to that used by beer and wine producers.

Turning the lactic acid into a polymer plastic takes some specialized chemistry. Through a chemical process called condensation, two lactic acid molecules are converted into one cyclic molecule called a lactide. This lactide is purified through vacuum distillation. A solvent-free melt process causes the ring-shaped lactide polymers to open and join end-to-end to form long chain polymers. A wide range of products that vary in molecular weight and crystallinity can be produced, allowing the PLA to be modified for a variety of applications.

How long does PLA take to biodegrade in a landfill?

PLA is fully compostable and biodegradable. In commercial composting conditions, PLA will compost in approximately 30-45 days. Composting may take longer in a home composting bin. PLA will react in landfills like other organic waste such as food.

Roy Kraemer
Vice President/General Manager





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Teamwork : Coming Together is a Beginning

As we go forth into 2008 Accu-tec is creating a team of ALL hourly employees that will be on an incentive plan to share in the growth of our company.

Our goal in this plan is to increase productivity to 100 % PPMH (pieces per man hour).

Our desire is to share any success we have with every person that is part of the Accu-tec family. The team will consist of highly motivated and skilled individuals.

In our first step coming together as a team, we will be learning to manage time, focus toward problem solving not problem handling, improve cost, become more efficient and develop a team attitude that will not allow failure.

This team will put quality and customer service above all else.

To achieve our goals we must have an attitude of excellence, determination and most important caring about who we are and what we do.

To help in the communication process another team has been developed.

This is the Quality Performance Team.

Those individuals involved on this team will be Chris Depp, Rosa Glenn, Art Fry, Larry Bond, Earl Crawford and Ulysses Grant.

This team will meet at the end of every month in a private session with our President/Chief Operating Officer, Steve Homola. These sessions shall provide an operating plan to improve productivity, empower our employees, and increase quality performance within the **Six Sigma** model program at Accu-tec.

All employees will be able to communicate through these meetings any concerns or ideas on overall improvements to achieve our goals.

Plans created by the team in the monthly meeting will be shared with all employees.

Remember, Communication is our biggest asset. Let's Talk and Listen.

Patty Bentley
Production Manager





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ACCU-TEC PERSONNEL NOTES

February Birthdays

Shams Rashid 2/14

Kevin Parsons /22

Jasvir Kaur 2/25

Danny Williams 2/26

February Anniversaries:

Gloria Botchway 7 years

Kirandeep Dhami 7 years

Mercy Opoku 7 years

Tom Clodfelter 2 years

Rosa Glenn 2 years

Valencia Jones 2 years

Kevin Ritchie 2 years

Joseph Young 1 year

A wise man once said:

One's reputation is everything!

Team vs. Group

Not all groups in companies are teams, but all teams are groups. The difference between a team and a group is that a team is responsible for overall success. A group qualifies as a team only if its members focus on helping one another to accomplish the same goals. In today's business environment, teams have shown themselves to be a requirement for success. That is why you should constantly strive to turn groups into teams.

Be a team player. The most valuable single factor that contributes towards high levels of excellence and quality in a team, come from an individual team member's ability to work with others, i.e. his or her levels of cooperation and communication. These skills include the ability to persuade, negotiate, compromise and make others feel like an important part of the team.

Contribution. In a group, employees are told what to do rather than being asked what they think the best approach would be. Suggestions and creativity are not encouraged. In a team, employees contribute to the organisation's success by applying their unique talents, knowledge and creativity to team goals.

Trust. In a group, employees distrust the motives of colleagues because they do not understand the role of other members. Opinions or disagreements are considered disruptive or non-supportive. In a team, employees work in an environment of trust and are encouraged to express ideas, opinions, disagreements and feelings. Questions are encouraged.

Communication. In a group, employees are cautious about what they say, real communication is not possible. Game playing may occur and communication traps be set to catch the unwary. In a team, employees practice open and honest communication in a non-degrading way. They make a genuine effort to understand each other's point of view and the direction that employee is trying to go.

Personal Development. In a group, employees receive only good to fair training but are limited in applying it to the job by their manager or other group members. In a team, employees are encouraged to constantly develop new skill sets and apply what they learn on the job. They perceive they have the support of the entire team. Full team support will also go a long way towards increasing total team morale. A higher level of team morale can only lead to higher levels of productivity.

Problem Solving. In a group, employees find themselves in problem situations they don't know how to resolve. Their Manager may put off stepping in until a serious problem arises. In a team, employees realise problems are a normal part of day to day work life but they view those situations as an opportunity for new ideas and creativity.

Decision Making. In a group, employees may or may not participate in decisions affecting the team. "Going along with" often appears more important than positive results. Win/lose situations are the norm. In a team, employees actively participate in or have a voice in the decisions affecting the team but understand their Manager must make a final decision based on the standards and goals that will ultimately be beneficial to the overall direction of the company. Positive win/win results should be the goal at all times for the benefit of the company and the employee.

Leadership. In a group, employees tend to work in an undefined work environment with undetermined standards of performance. Leaders do not walk the walk or talk the talk and tend to lead from behind a desk. In a team, employees work in a defined environment, they know what boundaries exist and who has final authority. The Manager sets agreed upon standards of performance and he/she is a part of the team through active, willing participation.

Commitment. In a group, employees are not committed towards excellence or personal pride. Performance levels tend to be low. Employee turnover is high because talented individuals quickly recognise that in a team; only those committed to excellence are hired. Those only committed to being in a group quickly identify themselves and should just as quickly be shown the door. A group member that is allowed to remain a group member will quickly turn the team back into just a group.

"Any business or industry that pays equal rewards to its goof-off and its eager beavers sooner or later will find itself with more goof-offs than eager beavers."

— Mick Delaney

Charles Green
Warehouse Manager

