

1735 W. Burnett St.
Louisville, Kentucky 40210

Tel: 502 339-7511
Fax: 502 339-7571

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

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A message from our President & Chief Operating Officer Promoting a New Generation of Leaders

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

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With organizational growth comes the need for increased structure (more policies and procedure) and focus on the sincerest form of customer intimacy. The shifting of personnel and diversifying responsibilities can put a strain on the senior management team. If one looks carefully, there are future leaders among us - those who have been there all along. It is critical to identify those employees who believe in the corporate vision, and the execution of the company's Mission Statement.

Accu-tec strongly believes in the investment of the individual. We promote educational investment from advanced degrees to educational seminars that give the individual the ability to absorb the educational benefit and apply it to his/her everyday task. Even during economic challenges, we find rewards in job execution and performance through this investment.

It is said that "Leadership is a scary thing. That's why few people want to stand up to the plate.... There are many people who want to be matadors, only to find themselves in the ring with 2,000 pounds of bull bearing down on them, and then discover that what they really wanted was to wear tight pants and hear the crowd roar".

We take educational investment as the necessity for growth. It is a reciprocating partnership between employer and employee. It makes us smarter, matures wisdom, and creates an environment for self-improvement. Our world continues to expand. The major disruptions in business are usually the product of ignorance, yet this can be easily remedied.

Derek Bok is quoted, as saying "If you think education is expensive, try ignorance." I think my most favorite topical quote is by Jonathan Wolfgang... "There is nothing more frightful than ignorance in action." Accu-tec continues to thrive on the philosophy that everyone comes into his job wanting (needing) to succeed. It is our nature. We take great effort on our pre-qualification process of every candidate. If they become part of the team, you can rest assure that they fit ideally to the position given. However, it is also our conviction that every individual needs to be minimally qualified for promotion to the next level in his/her career.

I often brag about the people of Accu-tec. They are sincere in their effort, consider excellence as something that must be maintained rather than achieved, and consider integrity is at the heart of any job well done. It will never surprise me to witness some of these individuals rise to the occasion within leadership circles. The greatest reward that any manger or executive can witness is the success of someone they have helped along.

Stephen J. Homola

PRESIDENT/CHIEF OPERATING OFFICER
ACCU-TEC INTERNATIONAL
shomola@accu-tec.com



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Chris Wiseman

Please join us in welcoming Chris Wiseman as our new Director of Business Development. Chris has over eleven years of Sales Representative experience. Chris began his journey with Accu-tec Jan. 5th, 2009. Chris will continue to provide the excellent service that our customers deserve.

Director-Business Development

Domestic Sales

Chris Wiseman



The Director-Business Development reports directly to the Vice President-Business Development. The primary objective of the Director-Business Development is to be a direct representative capable of making sound decisions for incremental business growth on behalf of Accu-tec, International. The Director-Business Development must possess excellent administrative, public relations and multi-tasking skills necessary to enhance overall operations. He/she will supervise and manage value-added partner strategies, initiatives and results. The Director-Business Development will also serve as corporate representative in matters of leadership with an effective, high performing sales team and enroll partners into relationships that generate sustainable revenue and advance Accu-tec's strategic place in the industry of packaging, distribution, assembly and manufacturing. This leader is a key Director within the senior team who melds the customer with Accu-tec needs, as well as market trends. Director-Business Development is required to strategize with the rest of the organization to deliver profitable revenue growth. He/she will create and manage partnerships that will include distribution, joint solutions, resellers, systems integrators, and third-party Independent Sales Representatives. The Director-Business Development will make inputs/suggestions/recommendations that could enhance or streamline operations. He/she will perform or supervise certain training pre-requisites of the Sales Team to assure effectiveness and productivity.

The Director-Business Development will have control over all new domestic account sales, representatives, and third-party providers. The Director-Business Development will resolve overall corporate issues of customer service and satisfaction. He/she will handle complaints, infractions, etc., which are referred to him/her and take necessary action to resolve these situations. The Director-Business Development will ensure public relations are handled in a courteous and professional manner, both from oneself and as a corporate representative. The Director-Business Development will assist and participate in all phases of the corporate domestic business and strategic plan. He/she will be measured on meeting the objectives, strategies, and overall corporate performance that invests in the by and large excellence of employees, customer expectations, financial health of our business, and successfully Implementing Accu-tec's Mission Statement.

Candidates must have 7-10 years proven success as a sales leader; the ability to create line of sight to revenue for both company and partners; strong strategic skills; administrative documentation and analysis reporting on a weekly basis. Position requires approximately 35% business travel. This position is based out Of The Corporate Office In Louisville, Kentucky.

Direct:(502)371-5303

Cell: (502)643-6524

Fax: (502) 339-7571

cwiseman@accu-tec.com

Employee Attendance

Employee attendance is a vital part of any company. When individuals take unscheduled time off or do not call or show up at all, it hurts the business. The productivity and efficiencies go down and sales are lost. When employee attendance is down and these individuals are plainly not showing up for their jobs, it is time to step up and protect the company and the assets.

Every business needs their workers to be prompt and on time for their daily jobs. Legitimate appointments are expected and are generally scheduled which allow the company to make arrangements for those occurrences. There are endless days of no call and no shows or the same repeated excuse is being used again and again. When this becomes a habit, the company needs to take action. The company suffers if even one employee does not make it that day. Of course there are times when people are ill or have other reasons why they cannot make it in that day. However, when this becomes a habit, the company needs to take action.

Consistently following a company's disciplinary program is one way to help correct the issue. Either the employee's attendance will improve or they will continue to have an issue until they are terminated.

My boss once asked me why I kept an employee that I really had to put lots of extra training time and effort into, I quickly replied "Because they show up EVERYDAY!"

Advantage or Disadvantage - You Choose

What are the advantages of showing up on time and not being absent: Advancement, No Loss of Pay and more importantly keeping your JOB? Who today can afford to be out of job?

Now what are the advantages of not showing up on time or being absent frequently: No Advancement, Loss Of Pay, And Loss Of Your Job?

Woody Allen once said "Eighty percent of success is showing up."

Susan Browning
Plant Manger
Accu-Tec International



Warehouse News

- **Inventories**
- **Consolidation**
- **Heat**

Not much to report on this month, just a couple of quick points for everyone to consider.

It's getting to be that time of year again. Full warehouse inventories and product consolidation is on everyone's mind right now. The spring shipping rush is slacking off somewhat as we near the end of the second quarter. This is an excellent time to take stock of the condition of the warehouse and the customer's product levels. Now is also a great time to do some late spring-cleaning and rearranging of things that might have been overlooked during the mad spring rush.

Another thing to consider now that summer is creeping up on us is the heat. Stay hydrated (plenty of water or Gatorade). Try not to over do it. Temperatures inside some of these trailers frequently climbs to well over 100 degrees. Couple that with exhaust fumes from the forklifts and you could wind up a little green around the gills. Limit your time in the trailer with the engine idling and try to get plenty of fresh air.

Charles (Rusty) Green
Warehouse Manager
Accu-Tec International



Thoughts from home.....

I enjoy woodworking after work hours and lately I have been constructing a garden bench for my daughter's new home. My hobby usually takes my mind away from work, but the other night I was reminded of it.

I was assembling the bench seat and noticed a slight crack in it. It was a small crack that perhaps wouldn't get any larger, but I just couldn't let it pass. I had spent a lot of time measuring, cutting and sanding the piece and I had used the last of my lumber. When I sat down to consider my options, I thought of Accu-tec.

When our quality control staff, line leaders, or even a production line worker discovers a quality issue, it is addressed immediately. The solution may cost us labor hours or materials, but if it is not equal to the customer's specifications, it must be redone. We realize that we are an integral part of their success.

Even though it would take another trip to the lumberyard and more of my time, I wanted my daughter's bench to be the best. I wanted her to ask me to build her something else. Now where are my van keys?

Gary Klass
Inventory/Purchasing Manager
Accu-Tec International



Safety Tips to Prevent Ladder Injuries

Each year there are more than 164,000 emergency room-treated injuries in the U.S. relating to ladders. The U.S. Consumer Product Safety Commission (CPSC) offers the following safety precautions to help prevent these injuries.

- Make sure the weight your ladder is supporting does not exceed its maximum load rating (user plus materials). There should only be one person on the ladder at one time.
- Use a ladder that is the proper length for the job. Proper length is a minimum of 3 feet extending over the roofline or working surface. The three top rungs of a straight, single or extension ladder should not be stood on.
- Straight, single or extension ladders should be set up at about a 75-degree angle.
- All metal ladders should have slip-resistant feet.
- Metal ladders will conduct electricity. Use a wooden or fiberglass ladder in the vicinity of power lines or electrical equipment. Do not let a ladder made from any material contact live electric wires.
- Be sure all locks on extension ladders are properly engaged.
- The ground under the ladder should be level and firm. Large flat wooden boards braced under the ladder can level a ladder on uneven ground or soft ground. A good practice is to have a helper hold the bottom of the ladder.
- Do not place a ladder in front of a door that is not locked, blocked or guarded.
- Keep your body centered between the rails of the ladder at all times. Do not lean too far to the side while working.
- Do not use a ladder for any purpose other than that for which it was intended.
- Do not step on the top step, bucket shelf or attempt to climb or stand on the rear section of a stepladder.
- Never leave a raised ladder unattended.
- Follow use instruction labels on ladders.

Remember that falls from portable ladders (step, straight, combination and extension) are one of the leading causes of occupational fatalities and injuries. Following these safety tips will greatly reduce your chances of having an accident. Till next month. work safely at work and home.

Charlie Cox
Facility Manger
Accu-Tec International



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Quality, Efficiency and Organization

I am proud to be part of a company that still puts quality first.

As production manager, customer satisfaction is part of my essential duties and the responsibility to ensure that the line supervisors are producing a quality product on their lines and meeting the efficiency goals at the same time.

This is not impossible when you have a hyperactive crew with an anal quality inspector. Not to mention, my people-person personality that helps gets them going. All right, they are a fairly smart, self-motivated group that really just needs me to give some direction and show appreciation and they will take care of the rest.

Letting them know what is expected to happen daily is almost all in the job packets they receive at start of shift. These packets contain a Job Card, First Piece Sheet, Reject Report, Spec, Line Layout and Skid Pattern.

The Job Card tells them how many the order is for; the head count required, PPMH (Pieces Per Man Hour) and process time. The PPMH is broke down by minutes, hours and shift. The PPMH can be tricky if you don't know how to figure them out. First take the head count times the PPMH times the hours per shift to get the total 100% quota and just for good measure we add an extra 10%. That sets our goal at 110% and has helped team totals to come up 13.5% in 2008 and working towards another 5% in 2009. My job is letting everyone know exactly how many to run as a whole team, not just per line.

Both quality and line supervisors use the first piece to sign off hourly, checking for any quality issues using the spec and skid patterns for accuracy. Line layouts are most helpful when starting new job for setup information, people placement and the PPMH. Reject reports are completed daily and logged in spreadsheets.

Everyday is an accomplishment and at the end of each day I like everything neat and organized.



T·E·A·M·W·O·R·K

With all the rain we have been having in Louisville I like to have all my ducks in a row.

Do you have your ducks in a row?

As always, Thanks Team!

Patty Bentley
Production Manager
Accu-Tec International



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Break Time Brain Teasers

Here is something different besides reading about how this new software solution or this hardware addition is going to help us serve you better. Put this back for your next coffee break or when you just need to take a break from everything else. The crossword puzzle below covers general computer knowledge. Let's see if you are as knowledgeable as you think you are. Some of the questions may be a little tricky so read them carefully. Answers will be published in next month's issue. Have Fun.

Danny Williams
IT Manger
Accu-Tec International



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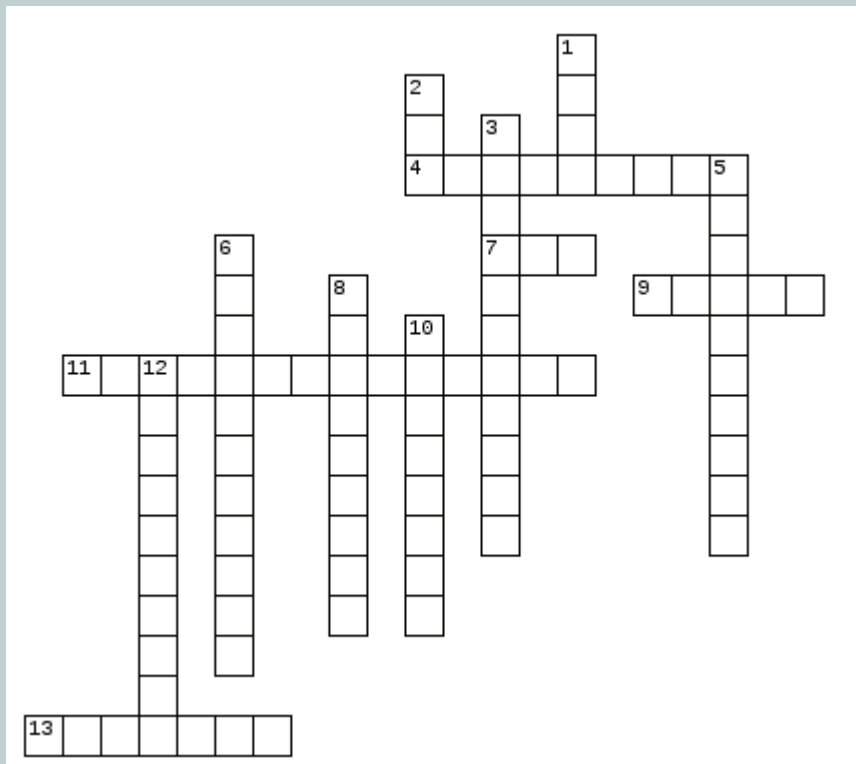
ACCU-TEC PERSONNEL NOTES

June Birthdays

Susan Browning June 15
Matilda Oduro June 21
Viola Fultz June 24
Jeanne Peake June 26

June Anniversaries

Art Frye 9 Years
Brandon Peters 9 Years
Viola Fultz 10 Years



Across Clues

4. I created this large company of software
7. " the Brain of the computer"
9. How the letter was sent over the wires
11. Type of software used to write letters
13. lays words out on paper

Down Clues

1. a type of photo file
2. transfer cable to do work
3. The power source inside all computers
5. Software program used to add up numbers
6. I love to burn my music to one
8. most personal computers use their software
10. the program that allows the entire system to work
12. What I change to look small or large characters



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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.