

1735 W. Burnett St.
Louisville, Kentucky 40210

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

October 2008

Volume 1, Issue 12

A message from our President & Chief Operating Officer

Power: Who has it?

It was Sunday afternoon September 14th when Hurricane Ike made its way through Louisville, Kentucky. We experienced 6 hours of sustained 70 miles/hour winds. This was the week where Louisville was to shine as the host of the PGA Ryder Cup Tournament. It was also the week Accu-tec's output must meet an increased output of 63% to begin its 4th quarter surge of customer demand. Within hours, 500,000 + utility customers were without power. I drove to our facility Sunday night to assess our business damage. The 23 mile drive was an experience of total darkness, except for the occasional headlights and revolving emergency vehicle illuminators. Much to my relief, our little corner of the world still had power; however a lot of our roofing and exhaust ventilators were now part of the debris in our parking lot and adjacent streets.

After the momentary of appreciation, then disappointment, I tried calling our team to be prepared to assess what damage we had encountered and be geared up to make sure that our commitments would be met. The telephone lines and cell towers were non-functional and after multiple attempts I reluctantly drove back to our own darkened neighborhood disappointed and powerless to change the course of events. Now for a strong Type A, arrogant and need to be in control type of individual as I, this was near unbearable. The night was a long one with very little rest.

The next morning I arrived to find that an entire team was assembled. They not only assessed the damage, but were already enacting the plan of recovery. The day progressed with no impact to our customers and the week resulted in 100% production and delivery performance; all of this while our own employees were without power in their own homes and many with their own personal issues of repair for the week. It took a total of nine days for complete restoration of power to our community. I know that many of our employees gave more than an extra effort to keep Accu-tec up and running. For this, I cannot express enough the amount of pride and deepest appreciation. I am humbled, which I know that I will eventually get over it, but for now I share my pride with each of you on my gratefulness to be a part of this team.

Power in its truest sense is energy. The energy displayed by our employees was self initiated. Who has it? We all do! We just need to realize that most of life is out of our control. However, it is our reaction to life that sets everything apart and the outcome of success versus failure.

Oh by the way, the Ryder Cup moved on without a hitch as one of the most exciting events in PGA history. The outside world never noticed.

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

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



We're on the web
<http://www.accu-tec.com>

In this issue:

Message from our President	1
Message from our CEO	2-3
Financial Literacy	3
The attitude of service	4
Beam Global Spirits and Wine	5
Who's who-Rusty	6
Facility Updates for October	
Electrical Safety Tip	7
Optimizing your PC	
Who's Who-Patty	8
Ergonomics	9
Personal Notes	



1735 W. Burnett St.
Louisville, Kentucky 40210

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

We're on the web
<http://www.accu-tec.com>

Message from our CEO

Some very good friends of my wife and mine got a head start this summer on the fall ritual of sending their child off to college for the first time. They were met with the same feelings that most of us have gone through who have performed this rite of passage: happiness, pride, relief, fear and sadness. Perhaps their emotions were working overtime as their son, Tyler Kuhn entered the United States Naval Academy.

This was a passion of mine in high school having grown up in the Virginia, Maryland area, and lived in a neighborhood full of naval families. With all diligence I worked myself toward the goal of becoming a Midshipman and ended up with ... a Principle Nomination to West Point Military Academy. No small honor, however in 1972 at the end of the Vietnam War and at the age of 18, this was not what I wanted, and to the dismay of my father proceeded to turn the opportunity down.

Now some 36 years later I have been fascinated once again with this institution and the work it does developing leaders for our country.

This years Superintendent of the U.S. Naval Academy, Jeffrey L. Fowler, Vice Admiral U.S. Navy in his call to the midshipmen, sites the Academy's Mission and the attributes of great leaders written by Augustus C. Buell in the late 1800's. Attributes the Academy is striving to develop in these young men and women.

Mission:

To develop midshipmen morally, mentally and physically and to imbue them with the highest ideals of duty, honor and loyalty in order to provide graduates who are dedicated to a career of naval service and have potential for future development in mind and character to assume the highest responsibilities of command, citizenship and government.

Attributes:

"It is by no means enough that an officer of the Navy should be a capable mariner. He must be that, of course, but also a great deal more. He should be as well a gentleman of liberal education, refined manners, punctilios courtesy, and the nicest sense of personal honor. He should be the soul of tact, patience, justice, firmness, kindness, and charity, No meritorious act of a subordinate should escape his attention or be left to pass without its reward, even if the reward is only a word of approval. Conversely, he should not be blind to a single fault in any subordinate, though at the same time, he should be quick and unfailing to distinguish error from malice, thoughtlessness from incompetency, and well meant shortcomings from heedless or stupid blunder. In one word, every commander should keep constantly before him the great truth, that to be well obeyed, he must be perfectly esteemed."

My best effort at updating this and taking out the military components reads like this:

It is by no means enough that a leader should be capable in their field. They must be that of course, but also a great deal more. They should be as well an individual of broad education, manners, punctilios courtesy, and the highest of personal honor. They should be tactful, patient, firm, kind, support justice and charity. No act of merit by a subordinate should go unnoticed or unrecognized even if that recognition is only a supporting word. Conversely, they should not be blind to a single fault in any subordinate, though they need to quickly and accurately distinguish an error from malice, thoughtlessness from incompetence, and mistakes by flaws from lack of attention. Every individual should keep constantly before him the great truth, that to be a great leader they must **deserve** the highest level of admiration and respect.

(cont. on page 3)



1735 W. Burnett St.
Louisville, Kentucky 40210

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

We're on the web
<http://www.accu-tec.com>

Quality leadership has never been more important: In our homes, communities, businesses, and in our country.

Congratulations Tyler Kuhn. You have the opportunity to become a great leader of others. At the end of the day it will be your choice, as it is for each of us with our opportunities, to make of it what you will.

Jeff Davis
CEO

Accu-tec International



Financial Literacy

I recently became a member of the Community Relations Committee of the Kentucky Society of CPAs. This committee primarily works on financial literacy outreach and projects that Society members can adapt and use in their own communities.

One of the outreach programs created by this committee is the Kids Count program. Kids Count is a financial literacy program designed for second graders wherein CPAs visit classrooms to talk about the advantages of saving money. It's a fun, informal program that teachers, students and CPAs enjoy. The program lasts as little as 20 minutes or as long as 40 minutes, depending on the time the teacher agrees to. The program is free and available as long as supplies last.

Here's the scoop:

- Each child receives a clear plastic piggy bank and easy-to-remember poem about saving;
- Each parent/guardian receives a tip sheet encouraging children to save money;
- Each CPA receives talking points (A mini speech outline), a suggested classroom activity to do if he or she chooses; and all the materials.

The Kids Count program has been very successful. However, there is a need to educate children, and even adults about financial literacy. To fill this need, the AICPA recently announced a program that is an extension of their Feed the Pig campaign, a program designed to help 25-34 year olds with their finances. This new program is called Feed the Pig for Tweens. The curriculum was developed for fourth to six graders. Below is a link with more information about this program, and other financial literacy programs sponsored by the AICPA.

[AICPA and Ad Council Launch Feed the Pig for Tweens](#)

Tina Mann
Controller/HR Manager



The Attitude of Service

Customer Service isn't a job, it's an attitude.

I saw this as a blurb under someone's e-mail signature and it made me think "what is the attitude of customer service?" There are several attitudes of customer service depending on who you're talking to. Some think it's just getting the job done, others think the customer is always right, and some think it's only about getting a paycheck.

I think the real question is what is the successful attitude of customer service? We at Accu-tec are partners with the customer, working together towards a common goal. If a customer has a problem it becomes our problem, if a customer has a need it is our responsibility to do everything within our power to fulfill that need.

The attitude of customer service we strive for at Accu-tec is treating the customer with dignity and respect, always valuing their opinions, and easing their mind of any concerns. This is the winning attitude that allows us to work in a partnership with the customer, allowing us all to reach our goals.

Jeana Hillerich
Customer Service Manager



The Accu-tec "Shipping Sheet"

One of the ways we manage the Reynolds' inventory levels is through the use of an Excel spreadsheet called the "Accu-tec Shipping Sheet". It is e-mailed daily to the responsible Reynolds and Accu-tec management staffs after all of the previous day's receiving, shipping, and production transactions have been entered in Oracle. After the inventory has been downloaded from Oracle, the spreadsheet contains a listing of each item with its monthly forecast, weeks of inventory on hand and shipping quantities totaled from the Sam's, Costco, BJ, and Pricemart orders that have been received.

Both management staffs can review the sheet and determine whether items need to be ordered, produced, and shipped to cover the current orders. It also aids in determining future production runs in order to maintain an adequate inventory reserve.

Throughout the day the "Shipping Sheet" is updated by our customer service representative with new orders and the orders that have shipped are removed. If a new order causes a potential inventory shortage, the responsible party can be phoned and/or sent an e-mail immediately in order to resolve the shortage. The "Accu-tec Shipping Sheet" is another tool that helps us remain an integral part of our customers' success.

Gary Klass
Inventory and Purchasing Manager





1735 W. Burnett St.
Louisville, Kentucky 40210

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

We're on the web
<http://www.accu-tec.com>

Real Growth and Another Big Step Forward for Beam Global Spirits and Wine

Jim Beam and its parent Fortune Brands continue to set a positive and aggressive path forward as they evolve themselves even further into the leaders of their industry. Here is the latest news in this process:

Beam Global acquired a fast-growing premium rum brand. Rum is one of the most attractive spirits categories, and the addition of Cruzan fills a portfolio gap in premium rum with the category's fastest growing brand in the U.S." Cruzan will join the company's portfolio of premium global brands that includes Jim Beam and *Maker's Mark* bourbons, *Sauza* tequila, *Canadian Club* whisky, *Courvoisier* cognac and *Laphroaig* single malt Scotch.

Greater Control Over U.S. Spirits Distribution by transitioning to a dedicated sales force focused solely on Beam Global brands, will simplify the route to market in the U.S. "We believe moving forward now with this distribution solution will provide valuable clarity and sharper focus to our sales force, and will better support Beam Global's vision of 'building brands people want to talk about,'" said Tom Flocco, president and chief executive officer of Beam Global Spirits & Wine. The company's Beam Global spirits business is the fourth largest premium spirits business in the world, and its case volume going forward will be the second largest in the U.S.

Strong Growth for Cruzan Rum

Cruzan is the fifth largest rum brand in the U.S. and generated worldwide net sales of approximately \$50 million in 2007 on volume of approximately 750,000 cases. Cruzan's depletions – sales from distributors to retailers – grew at a strong double-digit rate last year in the U.S., the brand's largest market. Founded in 1760 on the Caribbean island of St. Croix, Cruzan offers a full-line of light, dark and flavored rum. Because Cruzan is already distributed in the U.S. by the Beam Global-*Absolut* joint venture, the company anticipates a smooth integration of the brand into its portfolio. The acquisition includes the Cruzan distillery on St. Croix, as well as inventory.

The acquisition of Cruzan is subject to customary regulatory approvals and is expected to close within the next month.

As always with Beam Global, Accu-tec continues to be included in the process of filling operational needs as they arrive. First with the addition of a dedicated facility in Frankfort for Beam Global, and then the addition of ambient temperature controlled (underground) warehousing for Port Wine and Sherry. Accu-tec is excited to see what will be next. We at Accu-tec are so happy and proud of the continued positive growth of our valued business partner. Accu-tec salutes this aggressive posture in these uncertain times. The full news release is available at the following web-site:

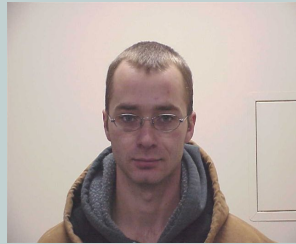
<http://www.fortunebrands.com/news/ReleaseDetail.cfm?ReleaseID=331139&ReleaseType=Corporate>

Barry Epstein
Vice President of Business Development



Who's Who at Accu-tec International?

Starting with this month's newsletter, Patty Bently and myself are starting a new series for the newsletter titled "Who's Who at Accu-tec International". This will give everyone the opportunity to meet through electronic media the other team members here at Accu-Tec that is an integral part of our customer's success.



This month I will highlight our Production Support Supervisor Brandon Peters. Brandon has been with us since June of 2000. Many of you see Brandon on a daily basis but do you really know what he does?

Brandon and his crew of guys are responsible for the seamless flow of raw product into the production room that gets produced into our customers sellable finished goods by Patty's crew's of production employees.

Besides Brandon's "normal" daily job functions he also plays a big role in the success of other material handling departments. He validates inbound products for Avon and receives them into our Axapta system. He is responsible for putting all of that inbound product away into a location controlled environment and keeping track of all of it no matter how hectic things seem to get. He helps in the cross training of other team members and is always there to fill in, in whatever capacity he is needed in at the time. All without having to be asked to do so. In a production/warehouse environment there is always broken pallets, bales of recyclable cardboard as well as compactors that need to be disposed of on a weekly basis. Brandon coordinates with our contractors to have this product removed from our facility in a timely fashion.

So, weather it be loading trucks, moving product, training other employee's or simply just being there to lend a needed hand when called upon, you can always count on Brandon to be "An integral part of each customers success".

Charles (Rusty) Green
Warehouse Manager



Facility Updates For October 08

Canada Facility – The Canada facility is in the process of installing Reynolds Oracle inventory system, which will allow Reynolds to have a live look at their inventory and any time and will let us orders pans directly from Reynolds. With help from the Dixie facility, which is already on the Oracle system it should be up by the 1st of October.

Dixie Facility – The Dixie Facility is in full swing for the 4th quarter build-up.

The Dixie and Burnett locations did suffer minor roof damage for the windstorm caused by Hurricane Ike in Mid September. The roofs have been repaired with no product or loss of production to the locations.

Frankfort Facility – The Frankfort facility has added two inspection lines for pre-selection of Japan glass bottles for Jim beam. These lines will be able to check the glass bottles for any defects from the glass company.

Mexico – Currently for Mexico we are working on quoting a distribution warehouse that would be located in the US for a filter manufacturing company in Mexico. Accu-tec would distribute the company's filters in the US Market.

Roy Kraemer
Vice President / General Manager



1735 W. Burnett St.
Louisville, Kentucky 40210

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

We're on the web
<http://www.accu-tec.com>

Electrical Safety Tip for Around the Home

Every year inserting objects into electrical outlets injures nearly 2400 children. That equates to seven children per day being treated in Emergency Rooms for injuries from contact with wall outlets. The majority of these events involve children under the age of six. The use of plastic outlet caps that we are all familiar with are not as safe as we think they are. Young children easily remove them. The safer solution is to install tamper-resistant outlets. These specialized outlets have been so effective at reducing injuries that the 2008 National Electrical Code changed to require all new homes to be installed with tamper-resistant outlets. These life saving devices can also be installed in existing homes.

Tamper-resistant outlets are standard wall outlets that have an internal shutter mechanism that only allows the flow of electricity when equal pressure is applied to both shutters at the same time as when an electric plug is inserted. When not in use both shutters are closed and the openings are covered.

It is easy to retrofit your older home with tamper resistant outlets as they install the same as standard outlets. For as little as two dollars per each outlet most homes can be retrofitted for under \$50. This is such a small amount to help protect our children or grandchildren that each of us should seriously consider upgrading our homes.

Charlie Cox
Facility Manager



Optimizing Your PC

Got a PC that just does not respond like it used to? Does it seem to be getting slower everyday? There are several things you can do to optimize your PC but one of the things I have found is a program called CCleaner. This is a **freeware** system optimization, privacy and cleaning tool. It removes unused files from your system - allowing Windows to run faster and freeing up valuable hard disk space. It also cleans traces of your online activities such as your Internet history. Additionally it contains a fully featured registry cleaner. But the best part is that it's fast (normally taking less than a second to run) and contains NO Spyware or Adware! Beware that for a free program it is a little on the aggressive side but as long as you are careful on what you have checked in the criteria you should be ok. Otherwise you may erase something you did not expect. The program has been fully tested with Windows 98/NT4/ME/2000/XP/2003/Vista so compatibility should not be an issue. I would encourage everyone to at least take a look at their web page and check out the features, reviews, etc. <http://www.ccleaner.com/>.

Danny Williams
IT Manager
Accu-Tec International



Who's Who at Accu-tec International

1735 W. Burnett St.
Louisville, Kentucky 40210

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

We're on the web
<http://www.accu-tec.com>

Our production employee this month is Tom Clodfelter. Fondly referred to as Old Man Tom. Since 1998 after retiring as a carpenter, Tom came to Accu-tec thru temporary companies first going to Meriweather then College Park and even spent a short time at our plant in Buckner, KY. He operated equipment on Foil and CD packaging lines. If no machine lines are running he makes an excellent stocker or skidder for any customers product. Always making quality his main priority.

In 2005 Tom was made a temporary line lead on the bundler line which wraps innerfold for our club store customers. Starting out with 5 people, running at 50% productivity. With lots of dedication and hard work the parts per man-hour, quality and overall efficiency has improved dramatically.

Tom was officially hired in February of 2006. Now in 2008 his line is operating with 3 people and has a year to date production performance of 122%.



Think of him as kind of a cranky energizer bunny always wearing an Accu-tec ball cap that does whatever is required not to just provide service to our clients, rather to provide total customer satisfaction.

**Thanks Tom,
Patty Bentley
Production Manager**



1735 W. Burnett St.
Louisville, Kentucky 40210

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

We're on the web
<http://www.accu-tec.com>

ACCU-TEC PERSONNEL NOTES

October Birthdays

Ashley Parsons 10/01

October Anniversaries

Gary Klass 12 years

Warren Ellis 8 years

Kevin Parsons 6 years

Jeanne Peake 5 years

Accu-tec's Engineering Comments:

Following up on last month's article of Safety in the workplace. We had identified factors of MSD and CTS. This month we are in pursuit of preventive measures for optimizing human well-being in the workplace through Ergonomics & Human Factors.

Computer work, whether for work or for fun, requires maintaining postures or performing highly repetitive tasks for extended periods, which can lead to problems.

Now, to combat those problems you may try to;

Provide variation in tasks and workstations.

Utilize an adjustable workstation to frequently change seated postures.

Ensure that there is enough workspace.

Try substituting keystrokes versus mousing tasks.

Use micro breaks or rest pauses to stand, stretch, and move around.

Alternate computer tasks with non-computer tasks during the workday.

Make yourself aware of your specific computer components (keyboard and mouse), appropriate lighting (50 foot-candles), other environment factors (air and humidity), and signs and symptoms (aches).

OSHA offers a series of web-based e-Tools that provide information about ergonomics to help prevent MSDs and CTS in the workplace.

<http://www.osha.gov/SLTC/ergonomics/outreach.html> - etools

For a comfortable working posture - pursue the concept of neutral body positioning.

<http://www.osha.gov/SLTC/etools/computerworkstations/positions.html>

This checklist can help you create a safe and comfortable computer workstation.

<http://www.osha.gov/SLTC/etools/computerworkstations/checklist.html>

And for those not so tied to a computer workstation here are some suggested Ergonomic Improvements for Manufacturing that include; material handling devices, portable lifting tables, product handling turntables, single shelf product carts, conveyor systems, foot rests, ergonomic chairs, automated presses, tool fixturing, reduce overextension in reaching and turning, and grip enhancements.

Offering our best regards that you may find more comfort, more enjoyment, and more productivity.

Larry Leopold
Production/Quality Engineer

