



The Valve Stem



4th Quarter 2019

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Newsletter Comments ?

Please send any pictures, information, recipes or anything you would like to share with the rest of the M&H Team Members.

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Announcing... EMPLOYEE OF THE QUARTER

The Employee of the Quarter program is a peer recognition program to acknowledge Team Members who exemplify performance, attitude, and initiative as shown by their use of *The McWane Way* Principles: Safety, Leadership, Accountability, Excellence, Trust, Teamwork, Communication, Environment.

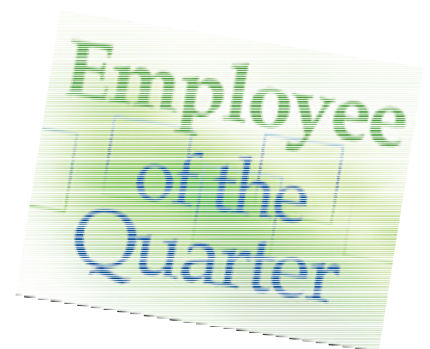
Alan Smith, Butterfly Valve Assembly and Test in the Machine Shop, has been selected as the Q4 2019 Employee of the Quarter. Alan constantly goes above and beyond and is supportive of the team. Alan can be regularly seen not only in Butterfly Valve Assembly, but also in the paint booth, powder coat, transporting products while driving a Powered Industrial Truck (PIT), and wherever he is needed for special projects to ensure priority shipments get out the door. Alan exemplifies the definition of Teamwork and Leadership. He leads himself and others well. Alan Smith will receive his 10-year service award in 2020.

During the award ceremony on January 3, 2020, Alan Smith was awarded a certificate of recognition, a gift card, and given the opportunity to choose a parking spot as his personal parking space for the next three months.

Congratulations Alan!



Pictured L-R: Vince Gahafer, Alan Smith, Cecil Payne, and Curtis Ramsey



Never Surrender: A Breast Cancer Support Organization

-Stacy Engle, Safety

Never Surrender is a local nonprofit charity that provides much needed screening, financial and other medical assistance to qualified Etowah and Calhoun County residents who are going through breast cancer. M & H Valve employees supported Never Surrender and took donations the month of October during Breast Cancer Awareness Month. The donations collected and money given by M&H Valve totaled \$1000.00. Stacy Engle presented the donation to Never Surrender board member Kim Hood.



The Art of Giving

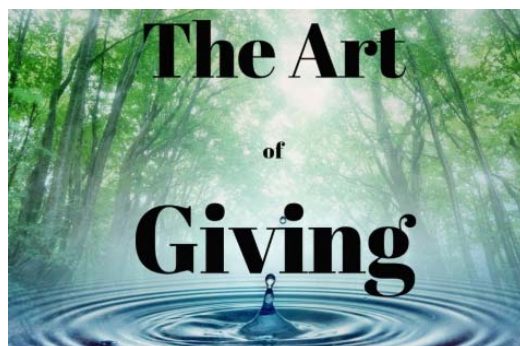
True giving comes from the same place inside you as your deepest happiness. They are inexplicably intertwined. A gift is something that is enjoyed twice. First by the giver who revels in the pleasure of giving something special and then also enjoyed by the person who receives the gift. A very special form of giving takes the form of small, personal acts of kindness. Very often it is not money or belongings that people need, it's the things that can't be seen, such as advice reassurance, a kind word, compliments or a smile.

The act of giving doesn't have to be limited to an exchange of presents at Christmas time or Birthdays. You can treat every person you meet as someone who you can give a gift to.

You may be a bit skeptical, wondering what exactly do you have to give? Everybody has something of value for another person. It could be a kind word, a simple smile, some appreciation, the sharing of some special knowledge, even a helping hand or a bit of support during a difficult emotional time.

You have something to give everyone. Every single act of love, kindness and generosity will multiply and return to you many times over. The more you give the happier you will feel.

-Excerpts from theartofhappiness.net



*-Judith Harrison,
HR Director*

American By Choice

M&H Valve's payroll specialist, Monika Tozer, has something new to celebrate – U.S. citizenship.

Monika already had her green card as a permanent resident and had lived in in the U.S. since 2005 but she wanted more. Monika said she was Brazilian born, had German blood, and an American heart. On August 11, 2001, she had a dream that she was to come to the United States. This dream became reality four years later when Monika received a job offer and moved to New Jersey.

Like most things with the U.S. government, the process was paperwork intensive and required a lot of documentation of life events. In preparation for the citizenship interview, Monika studied material for the better part of 2019. She passed the interview with flying colors in early December 2019. The interview tested her knowledge of U.S. history and civics, as well as her ability to read, write, speak, and understand English.

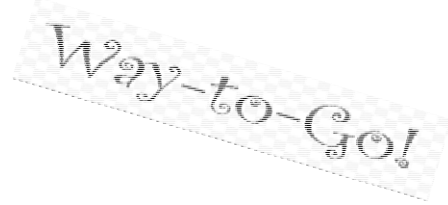
Monika proudly took the Oath of Allegiance to the United States and became a citizen on January 3, 2020!

Congratulations Monika!

Test your knowledge of U.S. history and civics without using Siri or your phone to google the answers.
(Answers will be on the bottom of page 6 of the newsletter.)

Questions:

- 1) Why does the flag have 50 stars?
- 2) Who is the "Father of Our Country"?
- 3) How many amendments does the Constitution have?
- 4) Why did the colonists fight the British?
- 5) What did the Emancipation Proclamation do?
- 6) Who was President during the Great Depression and World War II?
- 7) Who is the current Chief Justice of the United States?
- 8) If both the President and the Vice President can no longer serve, who becomes President?
- 9) What are the two parts of the U.S. Congress?
- 10) Why do some states have more Representatives than other states?
- 11) We elect a U.S. Representative for how many years?
- 12) How many U.S. Senators are there?



Christmas Party 2019

*-Beverly Ervin,
Human Resources*

If you didn't get a chance to attend, you missed a fun time! The 2019 Company Christmas Party was once again held at Hilton Garden Inn in Oxford. Hats off to the staff for an amazing job accommodating us! The night began with fun tunes from DJ Rolon and progressed with Christmas guessing games (quotes & songs), karaoke, best dressed and most unique outfit awards, dancing, a delicious buffet and even better conversations! Thanks to everyone who came out and made the party fun and interesting. Last but not least, thanks to M & H Valve for investing in its employees by giving us this opportunity to get dressed up, mix and mingle off-site, and enjoy ourselves!



Picture above: Donte Carlisle and Tony Orłowski
Right picture: Jose Rolon



Picture L-R: Griffin Herb, Angie Robertson, Kelsey Wright, Kandi Willis, Colby Johnson, Austin Bowen, and Elijah Jenkins

M&H Valve - Present and Accounted For

-Beverly Ervin, Human Resources



M & H Valve represented at the first Bits and Bytes Career Fair at Jacksonville State University. The Department of Applied Engineering partnered with the Department of Mathematics, Computing and Information Sciences to provide an opportunity for their students to get hands-on, real-time knowledge about key industries and businesses in the area. We had an opportunity to speak with and collect resumes from potential intern candidates with majors in engineering, design and automation, manufacturing management, and occupational safety and health. M & H realizes that recruiting in manufacturing is very competitive and is working to build a pipeline of talent earlier on by establishing a positive presence at local schools and by sharing what awesome work we do here.

-Stacy Engle,
Safety

M & H Valve Annual Health Fair

We had our Annual Health Fair on November 5th. Team members filtered through all day to participate in the fair. Regional Medical Center was here and provided testing for all team members interested. They performed bloodwork that checked cholesterol, blood sugar, and checked PSA levels for our male team members. They also did blood pressure checks, balance checks and April Cobb, Nurse Practitioner from RMC Occupational Health Center was here to answer general health questions. Walgreens Pharmacy was here and provided flu shots to those team members who wanted one. Magic Feet, a popular vendor made another appearance with their insoles to help support your feet. Healthy snacks were also provided and we had many gift card door prizes.

It's always good to get a check on your basic health!



New Automation Cell in the Machine Shop

-Mike Brown, Machine Shop

In December of 2019, the Machine Shop installed a new work cell to machine RS seal plates. The cell is equipped with a Fanuc M-20iB, 6 axis, 3D vision guided robot, that is paired with a Fuji ANW-3500 twin spindle CNC lathe.

The highlight of the cell is the Robot picking up RS seal plates from a standard container bin. The seal plates are randomly placed in a bin as they come off the Powder Coat line and do not require any special placement for the robot. The 3D vision system scans the container, identifies the best seal plates, and provides pick point coordinates to the robot. With this information, the robot picks up the seal plate and loads it onto the CNC machine nest. Next, the CNC machine robot loads the part into the spindle, machines it, and places the finished part on a table for inspection. This eliminates manually loading parts onto the machine and the cells efficiency is improved also.

The 3D vision scanner that enables us to pick irregular shaped items (randomly placed in a container) is somewhat new technology. We are excited to utilize this technology and invite you to come see it for yourself in the Machine Shop.



Civics Answers: 1) One star for each state 2) George Washington 3) 27 4) Because they did not have self-governance 5) Freed the slaves
6) Franklin Roosevelt 7) John Roberts 8) Speaker of the House 9) The Senate and the House 10) Some states have more people 11) 2 12) 100

Susan Roach Retires after 40 years of Service

Susan began her career at M & H Valve on 1/1/1979. During her 40 years, she held positions as a Foundry Lab Technician, Accounting Clerk, HR Clerk, Nurse, and Workers Comp Clerk. For the last 9 years she served as the Safety and Environmental Clerk where she excelled at ensuring all our training documentation was complete and accounted for. I can't recall a single time during her 9 years that we ever lost or couldn't account for a single piece of documentation. That is saying a lot considering the amount we generate annually.

We will surely miss her for the meticulous attention to detail and the dedication she has shown in the Safety Department but will miss her more for the person and lady that she is. Susan always thought of others first and would go above and beyond to help. From the M & H Safety Department and the rest of the M&H Family, we wish for Susan a long, healthy, enjoyable retirement. You deserve it!

-Josh Gunning, Safety & Health Manager



Christa Beal Retires after 15 years of Service

Christa has served M&H for 15 years in one of the most under-appreciated jobs at the facility, though she was often the final step at M&H that ensured the quality of our service to our customers. She has been a dependable part of the Shipping Department during that time, and she has looked after the welfare of each employee to have worked with her. We will certainly miss her, and we sincerely appreciate all the time and effort she dedicated to the team's success. We want to thank her family for sharing so much of Christa's time with us, and we wish Christa and her family well on her journey into retirement.

-Tim Presley, Logistics & ERP Manager

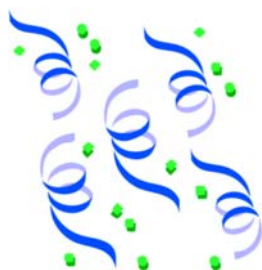


BIRTHDAYS

January, February, March



1/2 LaWarren Edmondson	2/2 Christopher Herron	3/2 Steve Munroe
1/3 James Prewitt	2/3 Anthony Guy	3/2 Jeffrey Rasmussen
1/3 Ricky Vise	2/16 Christopher Boyd	3/8 Ronald Hanner
1/6 James Forsythe	2/16 Cecil Payne	3/9 Jasmine Chatman
1/10 Danny Smith	2/17 Joshua Gunning	3/10 Kristopher Eatman
1/11 David Muncher	2/20 Ronald Jemison Jr.	3/11 Terry Storey
1/14 Andrew McCullough	2/22 Timothy Presley	3/13 Jordan Garmon
1/15 Lawrence Hawkins	2/23 Richard Payne	3/16 James Forrest
1/17 Bobbie Hammond	2/24 Dwayne Allen	3/18 Alan Gaither
1/18 Charles Hanners	2/24 Tadarius Mallory	3/21 Steve Butterworth
1/19 David Lambert	2/26 Menzo Parker Jr.	3/26 Stevie Moore
1/22 Kendrick Carmichael	2/27 Rocky Lanz	3/26 Anthony Orłowski
1/22 Jesus Rodriguez		3/28 Devin Barker
1/23 Griffin Herb		3/28 Dennis Jackson
1/24 Dalton Heath		3/29 Steven Blasko
1/24 Alan Smith		3/29 George Moore Jr.
1/25 Siddharth Patel		3/29 Richard Willis
1/27 Terry Sledge		3/30 Gerald Smith
1/28 Algaenun Christian		3/31 Jarrod Bowen
1/31 James Hubbard		



ANNIVERSARIES

January, February, March

1/2 18 yrs. Stacy Engle	2/1 1 yr. Nickoles Stephens	3/1 2 yrs. William, Bain
1/2 24 yrs. Jerry Summerlin	2/5 2 yrs. Timothy Champion	3/1 8 yrs. Kelsey McWilliams
1/3 3 yrs. David Bobby	2/6 3 yrs. Kevin Ito	3/4 21 yrs. Kandi Willis
1/3 15 yrs. Christopher Herron	2/7 9 yrs. Dwayne Allen	3/12 2 yrs. Richard Bowman
1/6 8 yrs. Michael Walker	2/7 14 yrs. Robert Bell	3/12 2 yrs. Deangelo Conley
1/16 1 yr. Linda Emge	2/8 21 yrs. Donald Baldwin	3/12 19 yrs. Steve Rodgers
1/16 22 yrs. Gary Stawski	2/11 1 yr. Christopher Nissley	3/17 23 yrs. Brad Whitaker
1/17 20 yrs. John Milteer Jr.	2/11 7 yrs. Kimberly Robertson	3/20 48 yrs. James Hubbard
1/19 8 yrs. Joshua Sweatt	2/15 7 yrs. Franklin Elston	3/20 3 yrs. Dakota King
1/23 1 yr. George Monroe	2/18 23 yrs. Ronald Hanner	3/21 8 yrs. Tadarius Mallory
1/30 14 yrs. Cameron Clark	2/18 6 yrs. Victor Luna	3/24 6 yrs. Robert Edmondson
1/30 3 yrs. Zachary Franklin	2/21 8 yrs. Steve Butterworth	3/24 6 yrs. Desmond Woodruff
1/30 3 yrs. Nikolaus Mitchell	2/22 4 yrs. Darrel Moore	3/27 3 yrs. Daniel McKinley
1/30 14 yrs. Richard Willis		3/30 5 yrs. Kenneth Vansciver