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VICTORY IS AT HAND



Above: The racks for product inside the 30,000-square-foot facility in Vaughan, Ontario. Below, the exterior of the building.

Photos courtesy Victory Metals



CA completes an acquisition that expands its influence and helps map its future

It was an exciting, painstaking, nerve-jangling time for those directly involved and impacted, but for them Clinton Aluminum's acquisition of Victory Metals, which was finalized May 27, was well worth both the wait and the worry.

As a business, Victory Metals of Vaughan, Ontario, was a fledgling enterprise, begun just two years ago by former employees of ThyssenKrupp, the international materials giant based in Germany. As a location and a facility, Victory smelled like victory for CA in its three-year quest to further develop a stronger presence in Canada and the Great Lakes region.

With the acquisition, Victory Metals is no more. The name becomes Clinton Aluminum Canada, ULC,



and the 30,000-square-foot, five-year-old facility located in the northern Toronto suburb becomes home to six former Victory employees, plus two from Clinton — truck driver Mike Fitzsimmons and sales rep Colin Docherty, who were holding down the fort in Canada hoping for this big day.

"I'm excited about getting out of the truck," says Fitzsimmons, who becomes operations manager three years after signing on to be just that. "It's been a long road, but they've treated me

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International Mold runs like a tank/4

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HEALTH QUESTIONS

Did you know that every hour your heart pumps almost 70 gallons of blood to your 60,000 miles worth of vessels?

Did you know that 1 in 3 adults in the U.S. have high blood pressure without knowing it? And that during this time, high blood pressure may be damaging the heart, blood vessels, kidneys and other parts of your body?



There are some dietary culprits to high blood pressure, also known as pre-hypertension or hypertension, or elevated systolic and diastolic reading.

Cholesterol can form plaque in your arteries and narrow the openings.

Saturated fat attaches to the red blood cells, making your blood overly thick and

sludgy.

Excess sodium causes your body to retain fluids.

Diet, exercise and reading labels can help control these factors.

There's an old saying that you are what you eat. Think about it the next time you reach for that extra piece of pizza and brew.

Stay strong!

— **Bryan Salapa**

Do you know your blood pressure? Blood pressure results from two forces: one when the heart squeezes or contracts and pumps blood into the arteries (this is your systolic pressure) and the other when the heart relaxes between beats (diastolic pressure). The systolic pressure is always listed first when you're given your BP. A reading of 120 over 80 is a normal BP. The 120 is your systolic pressure.

VICTORY from cover

amazing.”

Fitzsimmons and Docherty kept their head down through the economic downturn in 2008, but not their hopes.

“If it ever came down to it, I’ll climb in the truck if need be,” Fitzsimmons says. “Colin and myself think that we’re in a great position and we’re just going to grow and grow and grow.”

CA president Tony Negrelli said that he and others at Clinton began speaking with Victory founders Chris Lawrence, Geoff Roy and David Marx in the first part of this year. It seems the timing was just right.

“We had a decent inventory to enable us to compete with the big boys, and we’ve done really well,” says Lawrence, the former Victory president who

now becomes inside sales manager. “But when we’d put all the money we could put into it, you could just see it stall.

We’d been talking to as many as five groups (about a buyout).

“We had put in the full amount we could invest, realized what would be needed to take the next step, then we started looking. We were little guys in a big guys game.”

Lawrence and the other founders sacrificed a lot to make a go of it at Victory. Lawrence was the director of sales for the Eastern Canada region at ThyssenKrupp, and says the company even offered to make him a vice president for the region before the Victory startup.

The 50-something Lawrence is married with two daughters and five grandchildren. He took out a second mortgage on his house to help

finance Victory, but the transition to Clinton isn’t troubling him. He says that Clinton inherits 400 or so customers.

“They’re going to be able to see that we’ll take care of them,” he says.

“I could see between the two companies a lot of synergies. Our focus was on service. It was a pretty simple business style, and that seems to be the way Clinton works as well.”

Fitzsimmons echoes that.

“The Victory building and people are a great fit for our business,” he says. “Their culture is almost identical to ours.

“We’re very happy and looking forward to the challenges ahead of us. I think we’re in a good position to succeed and have a great opportunity here.”

“They (Clinton) followed through with what they talked about a long time ago.”

CHECK IT OUT

***Batter up:** The company softball game will be held Saturday, June 11, at Edgewood Park, 1170 Liberty Ave., Barberton. The park also offers basketball courts, tennis courts, a walking trail and a playground.

***Quoting:** “Thanks for getting the certs so quick yesterday. You guys do the certs the best because we have to scan and link all certs to the work orders. The way you send them I don’t have to scan, I just link off of your page to the work order. As a rule we get your certs ahead of the material which means when the material gets here we are ready. No one else does that, we get the material and certs at the same time, which slows us down considerably. Thank you.”

— Garry Braun, Galaxy Tool
(Thanks to IT Manager Tim Morris for setting up our certs program to satisfy customers)

***Come one, come all:** This year’s company picnic is at Sluggers and Putters in Canal Fulton from noon to 5 p.m. Saturday, Aug. 20. More information to come.

***Keeping a tab:** Save your aluminum can tabs to donate to Akron Children’s Hospital. There are containers in the break room in the office and by the time clocks in the shop.

JUNE MILESTONES BIRTHDAYS

Anthony Reale	June 7
Michael Maag	June 8
Elwyn Sather	June 15
Dennis Schilling	June 17
Diana Stewart	June 17
Mark Schreiber	June 18
Jack Otto	June 27

SERVICE ANNIVERSARIES

Robert Hill	14 years
Donald Testa	14 years
James Dray	13 years
Joseph Fye	7 years
Larry Goddard	7 years
Abby Yankovich	7 years
Rick Dixon	5 years



EMPLOYEE *of the* MONTH

(Editor's note: I can't say I'm totally objective about Lee Carr, OK? He's easy to talk to, was the winner of the contest to name this newsletter and he and I went to the same high school.)

Lee Carr has been back at Clinton Aluminum and in the plasma department only since March, and he's already pulled down an Employee of the Month. It makes him wonder.

"I was surprised, honestly," he says. His total time at CA is about five years. "I'd only been back two months. It was quite flattering. It makes you feel good inside."

Still ...

"This is a place where you have to be related to somebody," he jokes. "It's not a mafia, but when you're in, you're in."

He knows of what (and whom) he speaks. Uncle Mike Gray is in sales; uncle Paul Long is in the bar department; cousin Steve Forro is a driver; and grandfather Mike Gray Sr. used to work at CA.

He lasted for 10 months away from his extended family when he worked quality control at Malco, a chemical manufacturer in Barberton (at the urging of an aunt who works there, surprise surprise). The 1997 Kenmore High grad figured it might be a better use of his agricultural business degree from Ohio State. Maybe so, maybe not.

"At Clinton, there's a sense of teamwork, a great deal of teamwork," says the husband of Amanda and father of Kaleb (7), Riley (5) and Mackenzie (2). "Everyone is pulling in the same direction. At other places, you see people working on their own agenda, working for them. That's not conducive to a company that wants to grow and prosper. No matter what, we all pull together and get it done. We know what's at the end of the rainbow, and that's very hard to find in companies."



Lee Carr

It'd be tough to beat the last few weeks of Mike Maurer's life in terms of big events.

In fact, winning Employee of the Month may be the least of what's happened to him.

On May 14, after a four-year courtship that began at Clinton Aluminum, he got married. Then, he and wife Tracy took off for a two-week Alaskan cruise honeymoon.

"It just goes to prove that they only notice you when you're gone," says Maurer, who learned he won the award when he returned from the trip.. He will have worked at CA for 11 years come October, but before then he'll take off again, this time for another trip north. He and his family have been going to Stony Lake northeast of Toronto for many years.

Maurer works in shipping, but has done it all at CA, or most of it.

"When I started, we didn't have half the number in the shop that we do now, so we had to do it all," he said. "I've had a little bit of training on everything we have."

He was "filling up boxes" and Tracy was filing when they met. Now, Tracy works as a nurse at Barberton Hospital and he works second shift on the loading crew. They're back at the grind after an unforgettable trip.

"My grandparents had passed and left me some inheritance," he says. "I told her I'd take her anywhere she wanted to go. She said she always wanted to go to Alaska." They saw killer whales and sea lions, ate reindeer hot dogs, and saw eagles that came so close "you could hit 'em with a cigarette butt."

"You're only as good as the guys you work with," he says of the EOM honor. "It's a great place to work, a great crew. It's kind of a family mentality around here."



Mike Maurer

HONORABLE MENTION

Patty Bidinost and **Roger Mitchell**

They each received a \$10 McDonald's gift card.

Employee Profile

Name: Peggy Hanson

Occupation: Administrative assistant?
("If you want to make one up, go for it.")

With CA since: Feb. 14, 2011

Lives in: Janesville, Wis.

High school: Janesville, '71

Fun facts: Regularly goes camping at River of Lakes Campground in Bagley, Wis., about 2 1/2 hours away on the Mississippi River, with six grandkids and daughters Leanna and Alisa ... big

into her herb garden, where she grows parsley, chives and all kinds of mints ... is a "dislocated" worker from Mansur Trucking, where she worked for five years ... landed the job at CA after sending a resume to Keith Gwyn, who posted the opening on www.craigslist.org ... the bulk of her duties involve getting the material at Janesville ready for shipping



... husband of 39 years, Rick, works at Wolf Appliance in Fitchburg, Wis.

Quotes: On being the only office worker in Janesville — "I'm getting better at it. I'm not asking for help (from Clinton) as much as when I first started." On the job hunt — "I was kind of putting out 50 resumes a week. I couldn't tell you what went where at that point."

CUSTOMER PROFILE: INTERNATIONAL MOLD

THANKS FOR THE TANKS

The prototype and production shop north of the border has never broken stride.

Much like Victory Metals, the Canadian company Clinton Aluminum just acquired, International Mold Corporation started with three guys and a dream.

It was early 2006 when everything got ramped up. And the ramp keeps climbing.

IMC, in Clinton Township about 20 miles northeast of Detroit, now employs the same three, plus six in the office — and around 50 designers and builders.

Treasurer Mike Lilla chalks it up to the right combination of timing, people and, of course, companies like CA. He and president Jim Pelcher and secretary Todd Zlarko haven't looked back. There's really been no time.

"We just met in the industry years back. I hadn't talked to them in years before they called me," says Lilla, who was a consultant and is a certified



Above: Clinton's Duramold 2000 stock is a key part of this prototype instrument panel mold. Below: One-half of a fuel tank production mold.

public accountant. Pelcher and Zlarko came from another mold shop. "We're all very active. We roll up our sleeves and work."

Building the staff was mostly Pelcher's work.

"Jim had 15-20 years in the industry, and he knew who he wanted to hire throughout the

area," Lilla says. "He hand-picked the talent he wanted."

Even the economic downturn that began in 2008 didn't faze IMC, enabling it to get equipment on the cheap.

Lilla estimates that 15-30 percent of the work that IMC does is making fuel tanks, primarily for automobiles, large trucks and recreational vehicles. From their previous lives, they knew that Clinton had few peers in supplying what they'd need, which is rail, plate and block.

"We had (CA) quoted early and they were fairly priced. They were very responsive and turnaround was very good," Lilla says. "We get the numbers back quickly, and when they promise to get a block for us, they usually do."

IMC does both production and prototype work, with prototypes in aluminum standing in for steel because of the high quality and low cost of the tryout.

"It's a great relationship, a great supplier," Lilla says of CA. "Hopefully, we'll continue to keep rolling and keep supporting them."



Clinton Aluminum

& Stainless Steel