

CUSTOMER PROFILE: SEAWAY PATTERN

AUTOMOTIVE MOTIVES

A Toledo company relishes its long relationship with CA bolstering a vital industry

A lot of the mold parts that Seaway Pattern makes from the material it gets from Clinton Aluminum will go to make things that are out of sight — quite literally, at least to most people who aren't auto mechanics.



Dick Johnston

Ever raise the hood of your car and notice the fiberglass pad on the underside? Like that. Or the hump in the middle of the floor board that covers the “tunnel” for the transmission? That too.

And about that floor board: Ever wonder how the carpet is cut and punched out quite like that? Chances are you can thank a tool made by Seaway partially made from Clinton stock.

The Toledo company, established in 1962 and founded and still run by Dick Johnston, has been buying everything from huge mold plate to cast tooling plates to stainless steel to “basically everything Clinton handles” for at least 20 years, says 20-year Seaway veteran Len Wietecha, the plant manager.

Wietecha (rhymes with “Rebecca”) says the last order from Clinton involved



Molds that are destined to make the insulation batting found under the hood of a car are lined up on horses at Seaway.

Photo courtesy Seaway Pattern

mold plates, or “billets” as Seaway refers to them, that were 12-by-22-by-52 inches specifically for a General Motors project. And the hood underpad can be found in

the Ford's high-end F-150 truck, the SVT Raptor.

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The man from Gladstone gratified/4

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Clinton Aluminum & Stainless Steel



This is the mold part that Seaway Pattern produces for the transmission tunnel, which is responsible for the hump in the middle of the floorboard of many cars.

SEAWAY from cover

Seaway also makes tools and mold parts from wood, plastic and fiberglass.

But for aluminum, “we don’t go anywhere else but Clinton,” says Wietecha. “Their sales people go beyond the call of duty as far as I’m concerned. They’re outstanding. Bryan (Salapa) and I have developed a friendship beyond just a salesman selling a product.”

The products from Seaway’s

20-person operation often go to Janesville Products in Norwalk, Ohio, and CTA Acoustics in Corbin, Ky., both of whom work with both domestic and foreign automakers. Wietecha credits Seaway’s rapid delivery to those customers in part to Clinton.

“We can turn it around in four weeks, which is unheard of in our industry,” he says.

Website: www.seawaypatterninc.com.

MARCH MILESTONES

BIRTHDAYS

| | |
|---------------------------|----------|
| Steve Forro | March 2 |
| Michael Boggs | March 3 |
| Nicholas Greeson | March 3 |
| Howard Gauder | March 7 |
| Randy Harp | March 10 |
| William Thornton | March 12 |
| George Grigsby | March 13 |
| Mark Kingston | March 16 |
| William Dorsey | March 18 |
| Michael Juersivich | March 20 |
| Thomas Snider | March 28 |

| | |
|------------------------|----------|
| Michael Foster | March 29 |
| Steven Rognholt | March 29 |
| Carolyn Mears | March 30 |
| Joan Abrams | March 31 |
| Peggy Hansen | March 31 |

SERVICE ANNIVERSARIES

| | |
|--------------------------|----------|
| Joe Bammer | 20 years |
| Timothy Smith | 20 years |
| Bryan Salapa | 18 years |
| Vincent Shoemaker | 16 years |
| Deborah Sutton | 15 years |

| | |
|---------------------------|----------|
| David Rue | 13 years |
| Allen Long | 12 years |
| Thomas Fye | 11 years |
| David Kotema | 11 years |
| Laura Rhodes | 11 years |
| Terry Hitchings | 9 years |
| Michael Boggs | 7 years |
| George Jones | 7 years |
| Paul Stephens | 6 years |
| Christopher Palmer | 4 years |
| Elwyn Sather | 3 years |
| Colleen Brown | 1 year |



EMPLOYEE *of the* MONTH

Ray Ficere's winning of Employee of the Month can be summed up in one word:

Speed.

The information technology assistant claimed the honor after only having been with CA since August of last year, and you can chalk it up to his commitment to making the end-user experience more efficient.

"We're trying to speed up the network," he says. "In all aspects of operations, we're trying to uncover ways to speed things up."

To that end, he and IT head Tim Morris have installed new network switches that can, mathematically, at least, handle up to 10 times the traffic on the network as what they're replacing. "This will allow us to monitor our network and pinpoint where our remaining bottlenecks are," Ficere says.

Also, he's made friends in the sales department where efficiency is concerned, having installed printers at each salesperson's desk, rather than a single printer for the department.

"When they'd print, they'd spend so much time sorting through it to get it to the appropriate person," he says, adding that the move has likely saved each person a half-hour at the beginning and end of their day.

"I don't like to let things linger," he says. "If there's a problem, I like to jump on it right away. Those little things will build up pretty quick. That's always been my goal, to get the little things handled."

Ficere is working on a second bachelor's degree, this one in business administration. He has two sons — Ray, who turns 4 in April, and Beau, born 364 days after his brother.



**Ray
Ficere**

In finding the reason behind Ed Sees being named Employee of the Month, the problem isn't that it's hard to find anything special he's done recently as warehouse manager.

The problem may be that he's done so much over his 22 years at CA, it's all special.

"A lot of the stuff we do doesn't seem like anything to us because we've been here so long," he says, referencing long-timers like vice president of operations Bob Smer and others. "In the past, we've improvised because we wanted to do everything."

The company's growth and volume recently have put Sees at the forefront of the work being done on the water jet, the high-precision cutter that's been online since last summer. Sees is kind of a spokesperson for the water jet; he'll get inquiries from sales people about what it'd run a customer to have a job done on it, then he plugs in info about the numbers and inventory and gets back to them.

"People want stuff closer to net shape to where they don't have to do anything with" the material they get from Clinton, he says. "The less people have to do to the metal, the more they like it."

Sees is a 1987 Norton High graduate and lives in Canal Fulton with wife Denise and three daughters — Jessica, 16; Ashley, 15; and Emma, 10.

When asked what he was going to do with the \$100 reward, he didn't hesitate. "Did I mention I have three daughters and a wife?" he says. "I don't even have a male dog."

It gets worse (or better). He has three sisters and soon a seventh niece — no brothers and no nephews.

With three girls, "I already know what I'm in for," he says.



**Ed
Sees**

HONORABLE MENTION

Lisa Barton and **Dave Harp**

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

Employee Profile

Name: Kevin Gisewhite

Occupation: Saw operator

With CA since: 2000

Lives in: Norton

High School: Norton, '84

Fun facts: five children — stepkids

Blake and Katie and biological children Kayla, Tabatha and Austin; and two grandchildren — Gabriel and Mackenzie ... works third shift (8 p.m. to 5 a.m.) and can run all saws, or what he calls the "5 dollar, 50 dollar and 500

dollar" kinds ... used to work at the Aluminum Warehouse (now closed) and at Little Tykes in Hudson and StepTwo in Twinsburg ... a big fan of drag racing and monster trucks, "something with big, loud motors," and has cheered on plate department foreman Randy Harp's drag racing efforts ... as for stepping into racing or motor sports himself, "I know



the financial thing ain't gonna happen. It hasn't happened yet."

Quotes: On third shift: "It does seem to change your outlook sometimes, like you're the lowest man on the totem pole. I just keep doing my job. I'm more motivated at 5 p.m. than 5 a.m. ... Every time I have a bad day, I think to myself, I love my kids and I'm lucky I still got a job."



Lud Kimbrough and wife Frances show off a new personalized doormat at Christmas in 2010.

MANAGEMENT PROFILE

THIS LUD'S FOR YOU

Gladstone's Kimbrough enjoys his role and is proud of CA's resurgence and growth

He knows about recessions.

Lud Kimbrough's professional career had barely begun when his family's 71-year-old fishing tackle business, begun by his great-grandfather and a survivor of four wars and plenty of social upheaval, could not weather the economic downturn of 1981-82 and closed up shop.

That makes him all the more proud to see how Clinton Aluminum and Stainless Steel has come through a period arguably tougher than what the Ideal Fishing Float Company went through.

"They've really pulled together," says Kimbrough, whose title is managing director of portfolio management for Gladstone Capital, the equity investment company with a controlling interest in CA. "They stayed with it, we've recovered, the whole focus is growing the company and it's really fun."

Kimbrough also has a hand in the fortunes of two other companies under Gladstone, a billboard firm in Oklahoma

City and a school bus company in Phoenix. He lives in Richmond, Va. That's a lot of time in airports, but that's OK.

"I really love it," he says. "I worked for a paper company for 15 years, and when I left there

I did an assessment of what I'd like to do. I like to work for different companies instead of just one company."

He ran his own consulting company for eight years after leaving the paper company — he remembers visiting Dunder Mifflin-type outfits, even recalling a manager who uttered "Speak, vendor" without lifting her eyes from the desk — and has been with Gladstone for 2½ years

Ludwell Hill Kimbrough III

*Married 28 years to Frances

*Sons Blake (27) and Miles (25)

*Undergraduate degree from Tufts University, 1977; MBA from Virginia Commonwealth University

*Enjoys boating, fishing and sailing on Chesapeake Bay

after consulting for them for four.

Gladstone and similar equity concerns take money from sales of stock in companies they control, invest it and then return dividends to the investors.

"It invests funds

in small businesses, that's its charter," Kimbrough says, "that are stable, reliable businesses that have a good future ahead of them.

"I really enjoy my work with Clinton," he says. "The company is really dedicated and the people work really hard and have stepped it up. We beat budget last year and so far we're beating budget this year. They're gratifying people to work with."

CHECK IT OUT

Give it up: Please give a warm welcome to our new employees Robert Hornik (outside sales), William Stevenson (plate department, second shift), Peggy Hansen (operations, Wisconsin), Anthony Ciano (laborer, second shift, Wisconsin) and returning employee Lee Carr (plasma

department).

Awww: Michael Simons and wife, Kylie, welcomed a baby girl, Lily Ann-Marie Simons, on Feb. 22. She weighed 8 pounds, 6 ounces, and was 20½ inches long.

Join us: If you would like to join the 2011 Employee Recognition Team

(ERT), which is responsible for planning company outings and other employee-focused things, see Ashley Andrews or Amy Morris.

If you would like the newsletter and future surveys emailed to you, please provide Abby Yankovich with a personal e-mail address.