

Clampco Clips June 2020

*A Note from the desk of:
Fred Fagan, Quality Systems*



This past year, the Clampco team has been working to maintain our AS 9100 Aerospace certification. Every year, we must be certified to keep up current with the Aerospace Standard, so starting on June 8th through June 10th we will be conducting Internal Audit training and will be conducting audits throughout the facility in preparation for our surveillance audits on August 4th and 5th with Smithers.

During these Internal audits, we will be auditing our processes and procedures to make sure we are compliant with the standard. We may be on the floor to ask employees questions to make sure you are doing what the work order calls out for us to be doing, and we will be asking you other questions that I wrote out for you (See Below). Many of these questions may be asked of you during our surveillance audits, in one way or another, so please give them a read.

If you don't know the answers to these questions, now is a great time to brush up on your awareness of Clampco's quality systems. As always, I am on the floor to answer any questions you might have. Please let me know if you have any questions or concerns about the AS 9100 Aerospace Standard, so that we can continue moving Clampco forward with more business in the future.

Thank you,

Fred

Aerospace Auditing Questions

- 1) What tells you the methods to use for your process?
(Work Orders, Prints and Work Instructions)
- 2) How do you know what materials to use?
(Work Order and Print shows what material to use)
- 3) What measurements do you take?
(Show what you measure off of the print and where you record it)
- 4) What actions do you take on your machinery?
(PM's, Daily Checks, etc.)
- 5) Are you familiar with the Quality Policy and how does your job support that Quality Policy?
(Yes, and I make a quality product to support our customer's needs, always training, and I support continuous improvement)
- 6) Can I see the documented evidence to support the answers?

Benefit News:

This month's computer terminal blitz is all about benefits. Please watch and listen to the presentation from our broker regarding all of the renewal features and choices at your disposal. I'm happy to announce that all of our carriers are the same as last year and we are renewing the same benefit plan designs as well, with some tweaks to premiums and deductibles. Deductible carryover credit will apply as is customary, and not switching carriers means you can stay with your current doctor and Rx schedule. We were lucky with a 0% increase on the medical plan last year (2019-20), but we couldn't keep riding that windfall forever! Reality is such that premiums do increase with medical inflation trend (appx 8% per yr.) and our group experience. Our goal is to always negotiate the best deal possible for everyone and offer competitive benefits proportional to group size and needs.

This year, you'll notice we have two sets of premium rates, which are a result of our efforts to encourage all employees to go tobacco-free, in all of its forms. We will begin this plan year with a \$25 discount, per month, for non-tobacco users. (Bi-weekly premiums will reflect these rates.) This is a small start; however, the differences between non-tobacco and tobacco user rates may gradually widen, year over year, as we keep the program in force. Every employee, regardless of whether they utilize Clampco's benefits or not, will be asked to read and sign their acknowledgment of the tobacco-free policy, and if participating in our group health plan, to certify their use or non-use of tobacco for the purposes of receiving the discounted premium rate. Those who would like to pursue a tobacco cessation program in order to achieve better health and/or the discount on their premiums are encouraged to seek information on Quit-Line from Human Resources. Likewise, to include and encourage those who aren't participating in our group health coverage, those employees may access programs offered by the Medina County Health Department as we roll out to be determined incentives down the road.

In short, our benefit offerings include the following, which were the same offerings as last year:

- Medical Mutual of Ohio
 - MEDFLEX Narrow Network HMO
 - Health Savings Account
 - Preferred Provider Option (PPO)
- Guardian Dental, Vision and Life
 - 3 Dental Plan Tiers from which to choose
 - Separate Vision Ins.
 - Group Life and Disability and Voluntary Insurance

On the 401k side, we are also making a change to some investment elections. After a review with our investment advisor, we identified some overlap/redundancy in fund coverage, and realized that we needed additional target date retirement funds. We must notify all plan participants of this change going forward. Please take and review the **Fund Change Notice** and **Comparative Chart**, which is a benchmark of how our funds are performing in the market. If you have questions or would like to make any changes that will be effective for the date of 7/10/20 and beyond, I'd be happy to assist you. You can also make deferral and investment election changes on your personal portal at www.nobledavis.com/login.

With all of this said, in order to ensure a smooth transition into our new plan year, Melissa will need your health, dental, vision and life election materials turned in to her by **Friday, June 19th**. **If you are waiving any of our benefits, you will still need to complete an election form indicating you're waiving such.** The new plan year will be effective 7/1/2020. Please ask if you have questions. Thanks everyone! ~ Jason Venner, Human Resource Manager

Positive Awareness Awards go to:

Alex Taylor

Lisa Kasserman

Vicky Smith

Jessica Keener

Michelle Brosch

Veronica Llewellyn

Alyssa Crebs

Teresa Capozzio

Stephen Alvord

Sue Komjati

Brenda Martin

Dee Dee King

OUTSTANDING