

Clampco Clips

December 2019



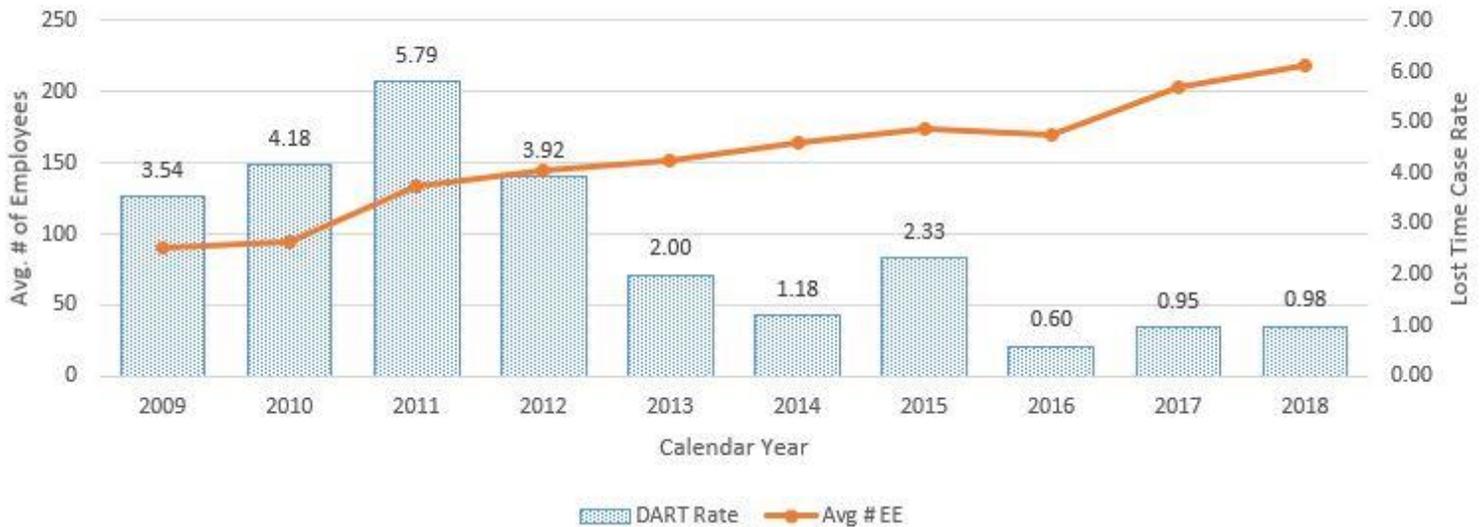
A Note from the desk of: Jason Venner, HR Manager

This year has flown by at a tremendous pace and we've undergone some significant change and had many successes as well. If you didn't happen to attend the Christmas Luncheon, or wanted to take another look at all that has gone on this year, the following is a recap of this past year:

- Sales were up 5.2% in 2019
- Our On-Time-Delivery was at 98% or better for the last 14 consecutive months
- We will break 1,000,000 parts produced in the double loop for a 2nd straight year and will complete 950,000 parts (100K more than last year)
- Plant Productivity increased by approx. 7% in 2019
- We were awarded the Plain Dealers Top Workplace Award for 2019
- New Office and Support Staff Hires/Promotions this year were:
 - Nate Millan – Purchasing Assistant
 - Josh McDonald – Foreman
 - Stacy Kemp – Foreman
 - Rachel Hayward-Dixon – Quality Tech I
 - John Cole – Preventative Maintenance Tech.
 - Debi Stovicek – Sales Coordinator
- New Leads this year:
 - Nick Mika – 1st Shift Process Weld Tech
 - Keith Mills – 2nd Shift Process Weld Tech
 - Lisa Kasserman – 1st Shift Assembly Lead
 - Will Hatfield – 2nd Shift NITRO Lead
 - Brandon Tousley – 1st Shift Pressroom Lead
- We invested \$750,000 of capital into new equipment:
 - New Fire Alarm System in New building, Central Office Furniture & Carpeting, 2nd Auto Die for Press 37, Tool Room New Trak Bed Mill, Tool Room New Trak CNC Lathe, 6k Clark Lift Truck, New Floor Scrubber, Additional Andon Boards, New Retainer Weld Cells, New Channel Tongue Die & Floating Bridge Die
- Looking Forward to 2020, we have the following on deck:
 - Further Moodle Training for Pressroom, Assembly, investigation of additional aerospace business customers, a new heating system for original building, an additional 3D printer able to print larger parts, additional Big A\$\$ Fans, completing the office remodel, completion of new website, investigating clamp opportunities in Aerospace to offset the decline in the Truck Market as well as exploring electrification & alternative energies markets, acquisition of new robots to replace aging units, and the addition of auto dies, and steel toed boots initiative/smoking cessation just to rattle off a few!

As this year winds down, I again wanted to thank each and every one of you for your time and contribution to this year and the overall goals of the Company. May you be comforted and blessed this Holiday season, and we'll see you next year!

Clampco Lost Time Injury (DART) Rate



Should we hold true and not have another lost time incident we will beat the DART rate for 2018 at approximately a **0.91 rate!**

Safety

Currently at:

142 (previous record was 331 days)

- 2012 – 17 DARTS
- 2013 – 4 DARTS
- 2014 – 2 DARTS
- 2015 – 4 DARTS
- 2016 – 1 DART
- 2017 – 2 DARTS
- 2018 – 2 DARTS
- 2019 – 2 DARTS

**OUR GOAL
REMAINS
ZERO!**