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Associated Addition

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Fall/Winter 2015

Perseverance Pays Off!



(Pictured L-R: John Kapsner, Jammey Harroun, Ann Austad, Ted Schreyer)

Jammey Harroun was nominated and now has been chosen as a finalist for the Glenn Sheppard Leadership Award. Glenn Sheppard is a well-regarded entrepreneur and speaker on the fundamentals of business management. His annual award represents a leader who leads by example and sees the value in employee development. Jammey Harroun is one of those leaders and was nominated by Ann Austad.

Jammey started at AFI as a temporary worker in 2000. He has grown and developed his leadership skills ever since. He first worked his way to Line Lead, then Second Shift Manager, and now Operations Manager. Ann Austad (Logistics Manager) says, "Jammey has consistently shown his work ethic to everyone at this company, by example. He also uses his intuitive nature to relate to employees' needs and yet is consistent with any discipline that needs to happen. I personally have witnessed Jammey's growth as a manager; first from the Human Resources aspect for 10 years and now more recently from the production standpoint." Jammey truly sees the value in every employee and believes everyone deserves a chance no matter their background or situation.

Congratulations Jammey on being a finalist!

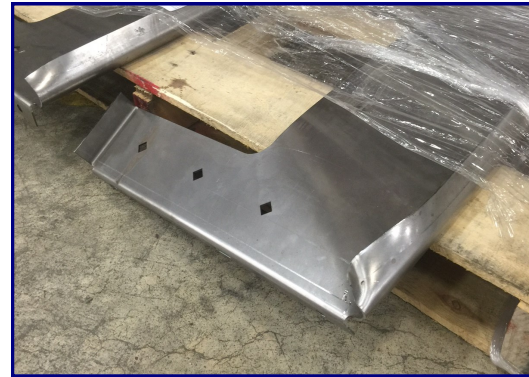
Smooth Sailing

Everyone wants the flow of parts from manufacturer to painter to manufacturer to go smoothly. AFI depends on the continuous improvement of our processes to keep parts flowing smoothly through the plant. We know that the quicker we can move orders through the door and minimize the hiccups, the better off we will be. Once in a while we need to ask our customers for some help to keep that flow moving quickly.

Overhanging parts off of its skid has been a problem that has slowed our flow down. These parts are very prone to being damaged on the shipment to AFI, while in our plant, or on the ride back to our customers. For this reason, AFI doesn't consider an overhanging part to be a properly protected part and we can't be liable for the damage that may occur to it. We need your help to make sure your parts make it to AFI and back in the same condition as when they left!

Special packaging can also hold up an order in our plant. If you have special packaging needs and its not on the quote, please contact us to get it added to our work instructions. There is a greater chance that these special packaging requirements will be missed if they are just added to the purchase order and no other attention is brought to them.

Below: Damaged parts from improper packaging



Salesman on the Blitz

AFI's salesman, Matt Miller, seconds as an assistant football coach for his alma mater Cleveland High School. He works with the offensive and defensive line for the small 9-man school just north-east of Mankato. Matt comments, "Coaching and developing players is always something I have really enjoyed. It's also fun to give back to the community where I grew up. I am lucky to work for a company who not only lets me, but supports my participation in something I love to do. I've had co-workers and their families at our games cheering us on!"



This year the Clippers had their best year in many as they went 10-2 overall, while winning their district and section. It was only the second time in school history that Cleveland has made it to the State Tournament. The Clippers eventually lost in the State Quarterfinals to the back-to-back-to-back state champion Grand Meadow. Congratulations to Matt and Cleveland on a great year!

Behind the Scenes

Mick Rykhus
Facilities Manager, R&D, EHS

Innovative. That is the right word to describe Mick Rykhus and what he brings to AFI. Mick's belief that there is always a better way, brings a lot of value to AFI and our customers. His design and fabrication skills will be put to the test at AFI, but Mick is ready for the challenge.

Mick grew up in Eagle Lake, MN which is right outside of Mankato. He graduated from Mankato East High School and moved on to earn his Bachelor's Degree of Science in Mechanical Engineering from Minnesota State University- Mankato. After college Mick moved to Manhattan, KS and worked for Caterpillar as a Manufacturing Engineer. Right before he moved back to Mankato, he won a safety innovation award and gave a speech about his innovation in front of the CEO and Board of Directors of Caterpillar!

In July of this year, Mick made his way back to Mankato and settled in with AFI. He had worked for AFI in the past while making his way through school. When asked what brought him back to AFI Mick answered, "AFI has a lot of great people and great opportunities. I have had a lot of fun working here on and off over the last 5 years. We have a great family atmosphere where everyone is always willing to help each other out. Our employees are proud of the great work they do and strive for the best, and I like that."

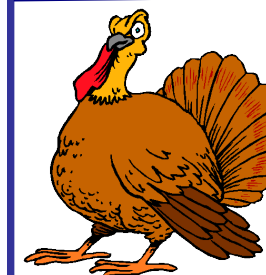
I also believe that my other work experiences make me a good fit and this position will test my skills."

Indeed, Mick's skills have and will be tested. He is in charge of managing the maintenance team, revamping the preventative maintenance program, and continuing to promote a culture of safety around the plant. He also has a direct impact on continuing to improve our lean systems throughout the plant.

AFI has already felt the effect of having Mick on the team with a few of the projects that he has headed up. Mick designed and lead a project to enclose the primer booths at our Rock Street location. This allows our employees to stay cooler and further prevents contamination from getting in our process. Mick has also designed some new chemical stripping tanks that increase the speed of our process.

Outside of work, Mick lives outside of Le Center, MN with his wife Natalie and their ex-racer greyhound, Dynah. Mick loves to race dirt tracks in his IMCA Sport Compact car. He recently won the Jackson Nationals in Jackson, MN. Mick also likes to bowfish, hunt, and camp in his free time.

We hope you have enjoyed this chance to learn a little more about Mick. We are excited to have Mick as part of our team and would like to thank him for all of his efforts!



We hope that you and your families had a Happy Thanksgiving!

