



Associated Addition



Business Address
320 Mallard Lane
Mankato, MN
56001
Phone: 866-345-5861
Fax: 507-345-5828

We're on the Web
www.associatedfinishing.com

E-mail Quotes
quotes@
associatedfinishing.com
Fax Quotes
Fax: 507-345-5828

Need help with:
Order pick-up
Brian Christnagel
866-345-5861 ext 211

Status on an order
Ryan Kapsner
866-345-5861 ext. 246
OR
Jammey Harroun
866-345-5861 ext. 221

Quality
Alan Baer
866-345-5861 ext 206
OR
Christine Doering
866-345-5861 ext 212

Merry Christmas and Happy New Year!!

This season is always a very special time for us. We are constantly surrounded by the decorations, lights, smells, tastes, and sounds of Christmas as we celebrate the gift of our Savior. In all the festivity we can't help but appreciate the special gifts that are all around us – the people that we interact with everyday. We are blessed to have terrific customers, vendors, and employees.

As we celebrate this year, we want you to know how much we appreciate you all. Associated Finishing could not be successful without all the people that "associate" with us. In fact, without you, we would not even survive. For all that you have done to keep our "association" positive – We Thank You!

As we go forward into the New Year we promise that we will do everything we can to keep "associating" in a way that benefits us all.



Have a Merry Christmas and a Blessed New Year.
John & Ted

Happy Anniversary!!

The following employees celebrated milestone anniversaries. They were honored at our GROWTH meeting on October 21, 2010. Congratulations to all of them. We appreciate our employees and celebrate with them.

- 5 years-Ryan Kapsner, Dan Murray and Jarrod Schreyer
 - 10 years-Jammey Harroun and Mandi Rauchman
 - 15 years-Brian Christnagel
 - 25 years-Rita Heller
- Thank you for all your dedicated years of service.



Pictured (left to right) Brian Christnagel, Jarrod Schreyer, Rita Heller, Jammey Harroun. (Not pictured Ryan, Dan & Mandi).

AFI's July Company Picnic at McGowan's was a blast!!!



Some of our employees played bingo, some enjoyed watching others, while others jumped for joy. The frozen t-shirt contest between 1st and 2nd shift was very entertaining. All in all it was a good day. Of course the best part was the great food and fellowship.



Kaizen Korner Continues (Corner Continues)

AFI had seven employees that participated in Kaizen's during our 3rd quarter. Each quarter the AFI employees are given opportunities to submit their performed Kaizen. This quarter Kaizen's were received from Terry Harroun, Terry McMichael, Mike Lane, Shari Small, Phyllis Olfert, Will Flowers and Tony McMichael. We encourage the employees to think outside the box and come up with ways to make their jobs easier. This also saves time and money for AFI, but most importantly our customers. Kaizen's help AFI stay competitive in the industry. Over the past year the Lean Committee has received over 46 Kaizen's. AFI

will continue the Kaizen program in 2011. The committee reviews each Kaizen and figures the cost and time savings to AFI. The Kaizen program has proven over and over again that Lean practices and implementation of these Kaizen's are worth while and we plan to continue this into the new year.

Kaizen Japanese word meaning continuous

change



Read about our next Kaizen winners in our April 2011 newsletter.

Congratulations Corner

Congratulations to Teresa and Dan Morales



Married October 2, 2010
Teresa even made her own cake!



Congrats to Tony and Tuyen Vo McMichael
On the birth of their daughter
Maya Vo McMichael
September 6, 2010
Weight: 5 lbs. 9 oz.
Length: 18.1 inches
Maya was premature, but is doing very well. Dad reports Maya is already over 10 lbs.

Training Within at AFI

In August and September, Ann Austad performed our Respirator Fit Testing. Ann tested 25 AFI employees. Our powder coaters were tested with dust masks and liquid painters were tested with respirators. This is a yearly required training performed at AFI.



Also in September, all employees were given the "Right to Know" training which is also performed on an annual basis.

Flu Shot Clinic—on October 12. Thirty AFI employees received free flu shots.



Thank you AFI!
Lunch and Learn—October 28 and November 18, ten of AFI's supervisors and management team participated in a Webinar sponsored by South Central College in Mankato. It was an interactive webinar. The topic was presented in two parts. The topic was, "How to Develop Successful Front Line Leads and Supervisors."



LISTEN!!!



L-Learn. It is the process of focusing attention on the speaker that one can learn. In a world of rapid increase of information it is imperative that we expand our knowledge or we will be left behind.

I-Intently. Now is not the time to multi-task. How does it feel when this is done to you in the middle of attempting to give pertinent information to a family member or colleague? To truly listen, our focus must be intent.

S-Singularly. Not much different than above, but it means that we will not allow our mind to wander to things that at the beginning of the conversation seemed so important. Try this sometime: shut your door and do just one thing (No music, calls, or wondering what was needed to be done next). Why? Because what I am doing now is best completed if the focus is on one thing.

T-Tuned in. I remember the days when it was hard to tune in certain radio stations and two stations fought for my attention. In reality neither was heard. It was not that I did not want to listen but the tuning needed to be clear. Being a better listener may require you to say, "Just a moment-I want to be tuned in for what you have to say."

E-Enthusiastically. In life we do many things with half attention. We show no excitement to the speaker. They know it and in fact, may not "give it their all" either; and we will both discover that communication is challenged. Look at the speaker, smile and asked questions when you do not understand. Become involved and enthusiastic.

N-Now. It is time to begin. Don't wait for a better speaker or teacher. Don't wait for a better day. This is our opportunity to listen. What is being said right now may not be repeated, so hear the ideas being communicated and make application in your life.

When you discover something new-it is likely due to the fact that learning the value of these words will make us all better listeners. This is the year I want to **LIS-TEN**-not just because others are important, but because when I do listen I am better able to understand the other person's world. Good listening involves more than hearing the words. It is becoming able to know the feelings. It means putting aside my ways and focusing on what is being said-even what is being said without words. I encourage you to take time to **LISTEN** to family, friends, co-workers, and customers, this year. Make it a new years resolution to **LISTEN** to those around you.

Used with permission from Elroy Vesta, TSMA President

AFI Adds New Solvent Cleaner

From time to time a customer may have a part that presents a unique cleaning challenge. In order to provide the best service to our customers, we are AFI have added a new option to our cleaning arsenal. Working with PEM, a manufacturer of cleaning equipment, we have developed an additional washer that uses an environmentally safe citrus solvent rather than a traditional aqueous based cleaner. We have added this onto one of our paint lines so we have the ability to clean with solvent in cases where traditional soaps just won't do the job. This can be added as an additional pre-cleaning step or in some instances it can be uses as a stand-alone pretreatment.

The application works well in cases where heavy greases or oil are present on parts or when overlapped seams trap oil that water-based cleaners won't reach. The solvent cleaner also leaves no residue or water-spots and is helpful in cases involving odd-shape parts where this can become an issue. Since it operates at ambient temperature, it is very energy efficient and cost-effective to apply.

This is one example of a new service that is available as a result of our continuous efforts to improve. We hope it is another way that we at AFI can offer you the best possible finishing option for parts so we can remain your finisher of choice.

From the Editor:

Christmas is the celebration of the Birthday of our King. I pray that you have that same love that came down from heaven in your heart and share it with others. Merry Christmas and a Blessed New Year to you all.

Christine Doering

