



Associated Addition

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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
Jammy Harroun
866-345-5861 ext. 221

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

Behind the Scenes Look At AFI's Team (SNEAK PEEK)

This month we are featuring Ryan Kapsner, our Operations Manager. Ryan, thank you for allowing us to feature you as the third SNEAK PEEK employee.

Meet the Man Behind the Expedite

Throughout the year, many of you deal with Ryan Kapsner to expedite your orders or find out the status of our production schedule. Since most of these discussions are short e-mails or telephone conversations, we thought it would be nice for us to tell you about Ryan and let you get to know him a little better.

Ryan started working at AFI in the spring of 1998 as a part-time high school student. He worked evenings and weekends during high school. We even managed to get his help at times during breaks when Ryan was home from college. At AFI, Ryan learned to do everything from hanging and packing to painting some of our most complex parts. One summer he ran our "Orange Line" during the second shift.

As Ryan was nearing completion of his degree in Operations Management and I.T., Chuck Klammer was contemplating retirement. We were looking ahead to replacing Ted's Operation Manager position so Ted could take over for Chuck when he retired. Ryan's experience at AFI, along with his education, made him a perfect fit for the spot. We talked Ryan into taking the Operations Manager position when he graduated and the transition worked out perfectly.

Ryan got married to his wife, Kathi in October of 2007 in what has to be the best "baseball themed" wedding ever. Everything in the reception was associated with baseballs. Today, Ryan and Kathi live in North Mankato and instead of chasing baseballs,

Ryan is kept busy chasing their energetic three-year-old daughter Kaylan.

Baseball has always been a big part of Ryan's life. He played as a child and was given a baseball scholarship at St. Cloud State where he played throughout his college career. Ryan was known throughout the league as a leading base-stealer. Today, he still plays amateur baseball for the Lake Crystal town team and he plays some slow pitch softball as well.

Ryan's duties at AFI include scheduling jobs with Jammy and making sure all possibilities are considered for customer expedites. He enjoys the variety of the people and jobs he is working with everyday --- never a dull moment!.. Ryan says that sometimes it can get stressful when we are busy, but the challenge of trying to help the customer is rewarding when we can get them out of a jam.

We appreciate the work Ryan does to keep jobs off the warning track at AFI. We asked Ryan what he'd be doing for a "dream job" if he wasn't working at AFI. We probably could have guessed -- the answer was, "playing Major League Baseball". We'd better keep an eye on Ryan's contract. I hear the Twins are looking for a good pitcher!!



Anniversaries at Associated Finishing



At our last all employee meeting we honored eleven employees celebrating Anniversaries. Thank you for your dedicated service.



1. Reggie Williams-20 years (Back row, left)
2. Bob Doring-5 years (Back row, right)
3. Kathy Guetschow-25 years (Front row, left)
4. Shari Small-15 years (Front row, middle)
5. Christine Doering-5 years (Front row, right)

1. Chrissy Sather-5 years (Back row, left)
2. Phyllis Olfert-10 years (Back row, middle)
3. Kelly McCabe-5 years (Back row, right)
4. Terry Harroun-5 years (Front row, left)
5. Vickie Schreyer-15 years (Front row, right)
6. Bill Neegaard-15 years (Not pictured)

Merry Christmas from Ted and John

The holidays are a time to celebrate by giving thanks for what is really important to us, and remembering the gift that is the true meaning of Christmas. We do this by giving gifts and showing appreciation to those who we've been fortunate enough to connect with during our lives.

All of us at AFI want to thank you for the gift of your connection with us over this past year. We feel very fortunate to have you all as customers, vendors, or friends and want you to know we appreciate our relationship very much. Our hope is that you have somehow benefitted from our relationship as much as we have yours, and that we can continue to be of service to each other.



Kaizen:

Japanese word meaning continuous change

K A I Z E N C O R N E R

Associated Finishing employees are given opportunities to submit their performed Kaizen. Employees are encouraged to find ways that save time and money to get parts shipped faster with good quality. The Kaizen program has proven over and over again that lean practices and implementation are worth while; not only to our customers but to AFI also. We will be continuing the Kaizen program again in 2013. We had 18 different Kaizen's submitted this year. We thank all of our employees for thinking outside the box and coming up with practical ideas that work on the floor to make their jobs easier and more productive.

K A I Z E N C O R N E R

KAIZEN CORNER

Famous Quotes

"What lies behind us and what lies before us are tiny matters compared to what lies within us"
Ralph Waldo Emerson

"There isn't a person anywhere who isn't capable of doing more than he thinks he can."
Henry Ford

"The success combination in business is: Do what you do better, and do more of what you do."
David Schwartz

"Excellence means when a man or woman asks of himself or herself more than others do."
Jose Gasset

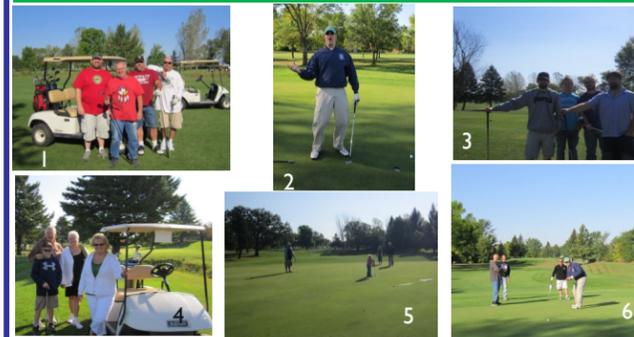
EXTRA, EXTRA EXPANSION IN PROGRESS!!



The 5 E's of Powder Coating

AFI is planning an expansion of another powder coating line in order for future growth and the needs of our loyal customers. Change is always exciting! Look for pictures and more information about AFI's new expansion project in our April newsletter.

AFI Golf Outing



Saturday, September 15th, at 7:30 a.m. was our 3rd Annual Golf Outing at Terrance View Golf Course. It was a great day! (Pictures top left to right) 1) The red team, someone didn't get the memo. 2) Kyle almost made it. 3) They look good, but did they win? (Pictures bottom row left to right) 4) The Baer Family team. 5) Our youngest golfer, Anna Kapsner, age 4. 6) A team in action. Thank you to all the vendors that supplied us with gifts for the outing. We appreciate you very much.

Congratulations



**Dexter Oswald
and
McKinze Milton
Married on
October 27, 2012**

Merry Christmas & Happy New Year



As you and your families celebrate the birth of our Savior, I pray that you will find the peace that only our Savior can give. I want to wish you a Merry Christmas and a Prosperous New Year.

Christine Doering, Editor

Powder coating remains the fastest growing industrial finishing method in North America, currently representing about 15 percent of the total market. About 5,000 industrial finishers in North America apply powder to a countless array of products for a high quality and durable finishing, resisting scratches, corrosion, abrasion, chemicals and detergents. The powder coating process also maximizes production, cuts cost, improves efficiency and offers maximum compliance with environmental regulations.

Advantages of Powder Coating

Because powder coating contains no solvents, the process emits negligible, if any, polluting volatile organic compounds into the atmosphere and does not require venting, filtering and solvent recovery systems as is necessary with liquid finishing. Exhaust air from the coating booth can be safely returned to the coating room and less oven air is exhausted to the outside making powder coating process a safer and cleaner finishing alternative and saves considerable energy and cost. The waste results from powder coating can be disposed of easily and economically.

Powder coating requires no drying or flash-off time so parts can be racked closer together on a conveyor and more parts can be coated at one time.

Powder coating does not run, drip, or sag, resulting in significantly lower reject rates.

Additional cost saving with powder coating include minimum operator and supervisor training. Employee preference in working with dry powder reduces house-keeping problems and minimum contamination of clothing. Also, compliance with federal and state regulations is easier, saving both time and money. In short, powder coating provides the "Five E's":

- Economy
- Efficiency
- Energy Savings
- Environmental Compliance
- Excellence of Finish

Powder coating was introduced in North America more than 40 years ago. It is a dry finishing process, using finely ground particles of pigment and resin, which are electrostatically charged and sprayed onto electrically grounded parts. The charged powder particles adhere to the parts and are held there until melted and fused into a uniformly flowing coating in a curing oven.

Article from Products Finishing, Greg Bocchi,
Executive Director form Powder Coating Institute 5-1-2006