UCO News You Should Know

May/June 2017

UCO Welcomes Summer!

UCO Recently Welcomed Guernsey Industries

UCO Industries recently hosted Guernsey Industries on April 5th. Guernsey Industries mission is to assist people with developmental disabilities to achieve full community participation through vocational, educational, and independent living opportunities. They include services such as building pallets and outdoor furniture (picnic tables, park benches, porch swings). They also offer assembly and packaging jobs and others to assist the lives of those with disabilities. They joined UCO staff including Dave Amerine, Ted Edelberger, Dan Gardner, and Sarah Snapp to learn more about UCO Industries and the way in which we go about serving our customers and employees. It was a wonderful visit and tour and mutually beneficial for both parties. Pictured above from left to right are: Sarah Snapp, Brad Hess from Guernsey, Staci Knoff from Guernsey and Dave Amerine.

Raise the Bar

Winners- March 2017

- Justin Owen
- Martha Shelton

Raise the Bar

Winners- April 2017

- Sandra Irons
- Bonnie Phillips

Recent Training or Events

Be watching for an announcement to preview our very own UCO video featuring several of our Associates and Employees. It's sure to be a sell-out crowd!!

Upcoming Events/New Business

- ✓ **May 10th- 2:45pm "UCO Story" video presentation- UCO Commons**
- ✓ **June 30th- Employee Celebration – Union County Fairgrounds**

Mark your calendars!!

UCO Board Member Feature – Kevin Franke

Mr. Franke is currently employed as the Vice President of Franke's Unlimited Inc. in Marysville for over 30 years. He is responsible for overseeing plant operations, product design/Cad services, pricing for manufactured products, monitoring material flow & pricing, and customer relations.
His educational background includes: attending Columbus Technical Institute and continuing his education at OSU for Cad Design. He serves on the Board for the Union County Outreach, which is a local mission comprised of various churches that assist homeless people in the county. He also serves in several roles at Marysville First United Methodist Church. Kevin is the head Wrestling Coach at Bunsold Middle School. He has previously coached at the Middle School and High School level with both football and wrestling athletes from Marysville, Fairbanks and Triad schools for the past 30 years. He has three children - Garrett, Devan and Ellie.

Our mission is to provide paid employment opportunities, in integrated community settings, for people with developmental disabilities.

Upcoming Dates:

UCO Board Meeting - May 26, 2017
Employee Celebration - Union Co. Fairgrounds - June 30, 2017

UCO Industries, Inc.

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Find us on the Web:
www.ucoindustries.com

and

Check us out on Facebook for all the latest happenings

UCO Recent Features or News

UCO Industries was the proud recipient of the Union County Safety Council Award for 100% compliance.
UCO was recognized as one of the local businesses with an outstanding safety record. The award was presented on April 12 2017 at the Der Dutchman Restaurant. Craig Krenzel was the keynote speaker. UCO employees who attended are pictured above left to right:
Helen Britt, Lorie Masters, Wayne Barker, Bobbi Fraker, Dan Gardner, Sarah Snapp, Trishia Watkins, Dave Amerine and Dan Scheiderer.

Great Job to all employees who make Safety a Number 1 priority at UCO!!!

File 13 participated in City of Marysville Green and Clean Event on April 29th

Welcome Jim Marshall to File 13. Jim was previously working at UCO as an Auxiliary team member and has offered to help with File 13 business activities. We appreciate Jim for his willingness to step up and offer his assistance. Jim is pictured directly above. Mr. Larry Brooks is pictured above Jim, and has been working with File 13 for a number of years. Customers appreciate Larry's prompt and courteous service, and willingness to go above and beyond.

Special thanks also to Mr. Roger McCarty for all his expertise over the last several years with File 13. He has been a wonderful asset to our company. We are pleased that Roger will now be working as part of our Auxiliary team.

On Saturday, April 29th, File 13 employees participated in the City of Marysville Document Shredding & E-Recycling Event where 130 people dropped off documents for shredding.

Associate Spotlight- Justin Linder

- **What keeps you with UCO? Why did you join UCO?**
- "I've been here for four years, and I keep coming because I like making money and I like coming to work with my wife, Shayne."
- **Favorite hobbies/interests?**
  "Cleaning house, doing the laundry, washing dishes, listening to music (Christian, Country, and Rock & Roll), and spending time with my wife. "
- **Favorite Food?** "Pizza" **Favorite movie?** "Scary movies"
- **What do you want other employees to know about you?** "My braces help me walk without falling, I've been married for over two years, and Shayne and I are moving to a new house on July 1."

Employee Council Comments

We are looking for employees to serve on the Employee Council to help with new constructive ideas. We would like to have people be involved for a year or longer if you choose. Meetings happen quarterly. I have been on the council for about 6 months now and I have personally seen some much needed changes accomplished during this time. The council pools all suggestions, and works to improve operations when we are able to implement the changes.

Stacie

Council Members are:

Dave Amerine, Wayne Barker, Stacie Neubauer, Jim McCoy, Dawn Rosebrough, Shawn Smith, Chris Waters, Travis Wilson, LaShonda Wright, and Clyde Hamilton.

CEO UPDATE
Dave Amerine

Employee Survey Update!!

As most of you remember, we conducted an employee survey in July 2016 and 59% of you responded. I wanted to share our progress on the action items we created from your input. The leadership team has been hard at work to continue making UCO Industries a great place to work. We recognize that we will never be perfect and there will always be things to improve upon, but we hope that you will see how much has been accomplished for you:

Action Items	Steps Taken
Look for ways for the Leadership Team to provide company information and improve overall communication	➢ Bi-monthly employee newsletter for all employees ➢ Monthly Sequent employee meetings
Evaluate pay for all positions	➢ Review of pay scales from Honda survey – underway ➢ Minimum salary above minimum wage ➢ Time studies for piece work are priced using prevailing wage
Look for opportunities to reward for attendance and/or productivity	➢ Associate attendance recognition/bonus program launched April 2017 ➢ Sequent attendance bonus in place ➢ Annual performance reviews provide for merit increases ➢ Time studies for piece work are priced using prevailing wage ➢ Raise the Bar Recognition program in place
Continue to look for ways to show employee appreciation	➢ T-shirts for all staff & associates - April 2017 ➢ Upcoming June 2017 recognition event ➢ Bi-monthly employee newsletter
Sequent team development	➢ November team building event/tailgate ➢ Attendance at Safety Awards Banquet ➢ Monthly Sequent employee meetings
Target skill development opportunities only to those interested and not the organization as a whole	➢ Everyone will be trained for skills to complete their job

We appreciate your input into making UCO a better place and I hope you see that we take your suggestions seriously. Keep watching for continuous improvement and be ready for the next survey in 2018.