Brooklynn Mae Griffith

Steve and Michelle Griffith are the proud grandparents of a fine little granddaughter. Brooklynn was born on July the 26th, and was the first grand for Steve and Michelle. They learned the meaning of why your children's children are called grand's, real quickly. Congratulations to their son and family and I hope Nana and Poppa don’t spoil her too bad.

Annual Christmas Party Saturday December 13th

Here are a couple of the Christmas party pictures, also see page 4. It was hard to pick out pics for the paper, I could have filled the whole Valve Stem with them. Once again a great job to all that planned this event. I have talked to several employees that said they had a great time and the food was excellent.

Brian Strickland United States Marine

Brian is a recent graduate of Munford high school, and most recently he has graduated from basic training in Parris Island South Carolina USMC training. We are proud of Brian and salute him for serving our country! He is to be stationed in Lejeune North Carolina for more training before deployment into the infantry. Brian is 19 years old and his family is very proud of him, (Mark Strickland ) powder coat operator, is Brian’s twin brother, also his dad (Michael Strickland) works in the machine shop maintenance. Congratulations!
The Man Who Never Was

In July 1943, Allied forces invaded the beaches of Sicily and began what was to be the end of the war in Europe. The invasion came as a complete surprise to axis forces and was an overwhelming success, much to the credit of one Major William Martin. Ironically, though, Major Martin never actually existed.

The German high command was convinced an invasion was coming at Sardinia and Greece. They continued to believe this even weeks into the actual invasion of Sicily. How could that be? The answer is, because that’s where Major Martin told them it was coming. No, he wasn’t a secret double agent: “Martin” was an anonymous cadaver dressed up as a major in the British army who was dumped into the ocean off the coast of Spain. A briefcase full of the false invasion plans handcuffed to his wrist completed the ruse. Washed ashore, his subsequent discovery by Spanish authorities who passed him along to the Germans appeared a random stroke of good luck, and from there the game was on.

The battle for the mind is always raging whether we know it or not. The “evidence” we often find that directs our thinking is frequently not what we independently discovered, but what someone has cleverly set in front of us to appear so. Those internet searches that return random results on the subject you’re researching? Companies pay to put theirs first in line. People suffering on the news half a world away? When it’s the lead story you feel their pain; when a better story comes along they apparently no longer exist. I’ll let you ponder the breadth of implications on your own time, but what if I told you this phenomenon impacts us at work, too? And further, it’s bad enough when someone else tries to manipulate us, but how dangerous is it when we try to fool ourselves?

I’ve seen it too often throughout my career: Managers implement a new initiative – they spend a lot of time and money on it. Then they tout its success, citing examples supporting the homerun. But often when I look at bottom line measures of performance (“where the rubber meets the road” as I call it) there frequently is no impact at all, or even a change for the worse. These initiatives have done nothing more for the business than create a lot of churn. How can it be viewed as a success, then?

The answer is that we often see what we want to, and my method to combat that is to know what success will look like before we start. What results should we expect? How will they be measured? If we get those, will the time, money and effort have been worth it? If not, what results would make it so? This is a tough way to manage because it gives you no cover if you get it wrong. But we’re not here for cover, or to fool our bosses or peers or even ourselves. False comfort is no comfort in the end in a business.

So know exactly what success looks like before you start. Or you may find yourself combing the beaches looking for proof of victory, and running smack into an invasion that you don’t even notice. “Major Martin Reporting for duty, suhl!”

From the Desk of Tony Orlowski

British Forces Wading Ashore at Sicily, 1943
As the end of the year approaches, I am once again reminded of how great this place really is. Take it from someone who has been around quite a bit: the people here, their friendliness, customs and overall outlook on life cannot be matched. This is particularly true at M&H, where people often time astound me with their hard work and dedication. As a group, you have relentlessly worked and succeeded at raising the bar of performance at M&H. As a management team, our work this year has been made immensely easier because of this hard work, and I'd like to thank you for that.

There are many projects and initiatives we have in mind for next year. Some related to our equipment, some to our processes, and some aimed at improving our workplace. We hope you get involved as much as possible with the new developments. For now, however, I hope you take some time to enjoy the holidays and the people around you.

I wish everyone a Merry Christmas and a very Happy New Year!

Olivier Marietta
**Wedge Coat**

If first you don’t succeed try, try again. Don’t know who said this quote but that is the way we feel in Wedge Coat. We received the 12” mold from Desma and all test/trial runs proved out to be acceptable with one minor problem… one side of the casting basically had too much rubber and the other side had almost none (sounds like the “this little pig went to market” story). The solution to this problem was simple and the pattern shop guys took care of the minor adjustment needed for the casting to set correctly. However, we didn’t realize this would affect how the mold fills with rubber during the injection phase. The modification needed on the mold will not take long and then we will be at full production. We have run approximately 400 parts though, and have obtained approval from Kennedy and Clow to produce parts for them. M&H Valve is now an approved vendor for 4” – 12” RS Wedges. We are still waiting on outside approvals from NSF, UL, and AWWA for 2” – 3” sizes.

Preparation for the new Injection Mold machine is in process. This additional machine will give us a total of three and give us the capacity to run additional sizes. The Gorbel Crane System has been installed which will allow us to handle larger castings without any problems. New electrical supply to feed all of Wedge Coat has been installed and individual requirements for the associated equipment will be completed prior to the arrival of the machine, which is still on schedule to arrive late January from the manufacturer.

Many of you may know Charles Pierce who is assigned to the Maintenance Department and has been working for Wedge Coat. He has been instrumental in fabricating required items so that injection operations can take place more easily. He has saved the department approximately $10,000 by making items that we previously had to purchase. For example, we relied on outside vendors to make items such as a core pin dis-assembly table. With the addition of the third machine, we ordered the materials and Charles fabricated exactly what we needed to the specification required. Thanks, Charles, for all your help and input to Wedge Coat.

**Thanks Mike Fulmer**

Charles Pierce pictured at right, has been instrumental in fabricating. He has become a real asset to Wedge Coat. Thanks for a job well done.

**Mike Strickland Goes The Extra Mile.**

With M&H logos, our mounting bracket for the new training projector screen, show real pride in Mike’s work. From CNC to fabricating. Thanks!
You may have noticed that the old Grinding Area Baghouse #2 is gone. Kennedy Valve had Moore & Thompson remove it and ship it to their plant. This will allow for something we no longer need to be used again, while helping our sister company meet its control of air emissions. I would like to thank everyone who assisted in this move. *Thanks, Danny*

**Most Valuable Player Award**

*Alabama Auburn Game 11-29-2014*

Unassociated Press

Darryl Crump
Assistant Foundry Manager, was named the most valuable player. Overwhelmingly picked by the unassociated press for his hard work and dedication to the game.

When Mr. Crump was interviewed by the press, he was real modest in his response to the game. “It’s real hard to drink while wearing my facemask” replied Mr. Crump, but in the second half I feel like it just got harder for the rest of the team, and maybe a little easier for me.

The hard fought Iron Bowl Classic with over 101 thousand attending fans, kept fans alive throughout the game. Final score Alabama 55 Auburn 44.

Photo and article complements of, UAP

**2014 Annual Service Awards**

23 employees were rewarded for their faithful years of employment with M&H Valve.

**Pictured above:** Steve Munroe 15 years, Glen Key 45 years, Susan Roach 35 years, Kandi Willis 15 years, Christ Beal 10 years, Randall Kerr 20 years, Billy Joe Turner 15 years, Anterio Turner 15 years, Kendrick Carmichael 15 years, Ray McClay 10 years, Mike Fulmer 20 years, Donald Baldwin 15 years, Cheyenne Good 15 years, Cedric Wright 15 years, Henry Zastawnik 45 years, Gary Ray 15 years, and Charles Sanders 10 years. Also not pictured, Che George 5 years, Tony McCormick 10 years, Laura Cornutt 15 years, Nicole Ferrebee 15 years, Jerry Brown 15 years, and Steven Minniefield 15 years.
M&H Valve in Anniston, AL, was a hotspot on the morning of October 31st, as various “celebrities” came into the office fully prepared for trick or treating.

There were visits from cast members of various movies and television shows (Indiana Jones, Pirates of the Caribbean, The Walking Dead, 101 Dalmatians, and Happy Days) as well as numerous icons from over the years (Rosie the Riveter, Wonder Woman, Little Red Riding Hood, vampires, a flapper from the 1920s, and a 1960s/1970s dancer). There were even visits from road kill and an NYPD officer who ticketed everyone.

A great time was enjoyed by the M&H team as they proved that you can definitely have fun while working!

_L to R: Bottom row: Kelsey Taylor (Receptionist), Sue Thornburg (Inside Sales Manager), Christy Mabry (Inside Sales), Pam Fulmer (HR Specialist). Back row: Tony Orlowski (GM), Stacy Engle (Safety Specialist), Angie Robertson (Inside Sales), Seth Daniels (Outside Sales), Georgia Vinson (Inside Sales), Joy Lindsey (IT Manager), Susan Johnson (Accounting), and Paige Shears (Accounting)._ 

_On the lower right picture, Ray McClay aka “NYPD HR Manager” tickets Mrs. Cruella de Vil (Pam Fulmer)._ 

_Inserted from McWane Corporate web site published October 31st 2014_
## Birthdays

### January
- James Prewitt 3rd
- Kevin Whaley 8th
- Danny Ray Smith 10th
- David Muncher 11th
- Drew McCullough 14th
- Ryan Bordinger 15th
- Chris Boger 16th
- Bobbie Hammond 17th
- Greg Hanners 18th
- David Earl Lambert 19th
- Ron Andrada 19th
- Kendrick Carmichael 22nd
- Griffin Herb 23rd
- Daniel Jones 24th
- Lanny Gaines 26th
- James Hubbard 31st

### February
- Chris Herron 2nd
- Anthony Guy 3rd
- Jerry Brown 10th
- Jeff Peppard 12th
- Gary Ray 15th
- Cecil Payne 16th
- Tony McCormick 17th
- Josh Gunning 17th
- Ron Denson 20th
- Dwayne Allen 24th
- Tadarius Mallory 24th
- Menzo Parker 26th
- Rocky Lanz 27th

### March
- David Sheets 2nd
- Steve Munroe 2nd
- Cedric Wright 3rd
- Laura Cornutt 3rd
- Billy Joe Turner 5th
- Ronald Hanner 8th
- Terry Storey 11th
- James Forrest 16th
- Alan Gaither 18th
- Anthony Farfan 19th
- Steve Butterworth 21st
- Victor P. Martinez 26th
- Stevie Moore 26th
- Tony Orlowski 26th
- Joy Lindsey 27th
- Dennis Jackson 28th
- Phillip B. Smith 28th
- George Moore Jr. 29th
- Todd Willis 29th
- Casey Milstead 31st

## Anniversaries

### January: Years of Service
- Susan Roach 1st 36 yrs.
- Stacy Engle 2nd 13 yrs.
- Jerry Summerlin 2nd 19 yrs.
- Anderson Brunt 3rd 19 yrs.
- Christopher Herron 3rd 10 yrs.
- Tony McCormick 14th 11 yrs.
- Gary Stawski 16th 17 yrs.
- Ernie Milteer 17th 15 yrs.
- Tony McCrumb 19th 3 yrs.
- Chris Boger 20th 12 yrs.
- Pam Fulmer 24th 38 yrs.
- Harry Christian 25th 43 yrs.
- Bryan Luna Garcia 27th 1 yr.
- Noah Holt 27th 12 yrs.
- Cameron Clark 30th 9 yrs.
- David Sheets 30th 9 yrs.
- Todd Willis 30th 9 yrs.

### February: Years of Service
- Jeff Peppard 1st 4 yrs.
- Dwayne Allen 7th 4 yrs.
- Robert Bell 7th 9 yrs.
- Willie Robinson 7th 9 yrs.
- Travis Speigner 7th 10 yrs.
- Kevin Whaley 7th 9 yrs.
- Donald Baldwin 8th 16 yrs.
- Kenneth Teague 10th 17 yrs.
- Angie Robertson 11th 2 yrs.
- Franklin Elston 15th 2 yrs.
- Barry Shears 15th 2 yrs.
- Rashard Welch 15th 2 yrs.
- Darryl Crump 16th 22 yrs.
- Ronald Hanner 18th 18 yrs.
- Victor Luna 18th 1 yr.
- Scott Hartman 18th 1 yr.
- Steve Butterworth 21st 3 yrs.

### March: Years of Service
- Rusty Dunbar 1st 28 yrs.
- Kelsey McWilliams 1st 3 yrs.
- Kandi Willis 4th 16 yrs.
- Steven Caruso 6th 15 yrs.
- Steve Rodgers 12th 14 yrs.
- Che’ George 13th 6 yrs.
- William Patterson 13th 9 yrs.
- Ilene McBee 14th 4 yrs.
- Oscar Lopez 17th 1 yr.
- Casey Milstead 17th 1 yr.
- Brad Whitaker 17th 18 yrs.
- Larry Bowers 19th 8 yrs.
- Daniel Feregrino 19th 3 yrs.
- James Hubbard 20th 43 yrs.
- Tadarius Mallory 21st 3 yrs.
- Robert Edmonson 24th 1 yr.
- Earnest Hightower 24th 12 yrs.
- Ivan Lopez 24th 1 yr.
- Desmond Woodruff 24th 1 yr.
- Adam Epperson 25th 1 yr.
- Mark Kane 31st 1 yr.
- Jeffery Vaughan 31st 1 yr.