

PROGRESS 2008

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solid state controls is complete. The project to install additional drainage for storm water runoff in the east lot is complete and should prevent future run off problems in the lower warehouse.

The following is a list of projected 2008 Capital Projects; stay tuned for more information.

The projects are: Fall protection for machines; three LP forklifts; re-roof buildings 27, 27A; three horizontal hydrant testers; NC32 replacement (horizontal machine center); possibly NC33 (HMC) or NC24 (Multiplex); NC13 Multiplex replacement; roof reinforcement (\$100,000); and a Small valve tester.

The VPP Committee (Voluntary Protection Program) has been working to achieve its goal of having the VPP application completed in January of 2008.

It has been very interesting to see all of this information come together. In the beginning it was one piece of paper at a time, but as we added exhibits, policies, work instructions, and all other necessary information, it has become a very comprehensive document. As you read the application, one can start to see the many safety projects that have been realized since our safety sub-committees were formed. It also shows how well developed our safety program is.

Below is a partial listing of the safety improvements that have proven to be beneficial to all employees.

- Platform with steps at NC 45
- New hoist system in shipping
- Forklift fall protection in shipping
- Sprinkler system for entire MS
- Severe weather alarm system
- Tilt tables
- Lift tables
- Guarding on several machining areas
- Lighting through out the shop
- New concrete ramp in Bldg. 30
- New asphalt block flooring
- New roof coverings to stop leaks
- Cardboard and stretch compactor
- New pipe machine complex
- Medical Response Volunteers
- First Aid Boards

Members of the VPP Committee are:

Bob Shepherd - Co Chair
 Andy Holmberg - Co Chair
 Kathy Harding, Gary Hadsell
 Ben Zugg, Leroy Sytsma
 Troy Poncy, Carol McGraw
 Jeff Booth - Advisor
 Rod Swager - Advisor

The Machine Shop Joint Safety Committee has 17 Sub Committees working on several more safety improvements that will soon be completed. For a complete listing of completed items and those being addressed by the committees, see the bulletin boards at each time clock.

We have learned, while compiling the information for the application, that VPP is so much more than just a flag. It is a constantly changing safety program that requires nonstop attention and continual improvements. Many of us were unaware of the changes, some small and some larger, that could be made to make Clow a safer place to work. But by working together as teams, and combining our knowledge, we are able to discuss problems that exist and work together to resolve them. We will continue to find areas that need improvements and we will continue to work together to reach our goal of a safer workplace.

During some recent informational meetings with Jim Wakefield, he commented that his main objective was to have a safer workplace for all of his employees. The same is true for the JSC committee and all 17 sub committees — their goal is to insure that all employees return home safely after a day of work at Clow.

Clow Valve Company also wants to thank their employees for the time and dedication they put into their work.

SERVICE AWARD PROGRAM

Clow is very excited to launch a new Service Awards Program. It's our way of expressing thanks for the dedication, initiative, and insight Clow employees demonstrate on a daily basis.

We will begin honoring our people at five years of service, then at each five-year

milestone thereafter. Those employees celebrating a milestone will be able to select from a wide array of awards. We have picked an arbitrary start date of Jan. 1, 2008, which unfortunately, will eliminate all of us from receiving service award gifts for all past milestone years.

Here's how it works:

Service Awards will be purchased through Select-Your-Gift Recognition & Incentive Programs. Each service award recipient will receive a presentation package containing a certificate of congratulations and a catalog of gifts from which to choose. The gift is prepaid by Clow and the recipient need only order the gift they select by mail or on-line at www.Select-Your-Gift.com. Supervisors will provide the award packages at the beginning of each month to the employee whose milestone is that month. A monthly awards ceremony will be held for 25-year and greater Service Award recipients. The recipients will receive an invitation informing them of the ceremony. The presenter of the package will normally be the Assistant General Manager. The recipient's supervisor and manager will be invited and encouraged to attend the ceremony. The ceremony will normally be held in the facility break room where the recipient works so other employees wishing to attend may do so.

The awards you and your fellow employees will receive are quality products, designed to be lasting symbols of our pride and appreciation; tangible reminders of the value we place on your service. We intend to continue with the same-type gifts so everyone has the same choices from year to year, but because conditions change, Clow reserves the right to make changes when needed, including termination of the program.

This is a very small sample of the gifts available depending upon the number of years of service.

Clow Family Picnic in September 2007

The more than 700 Clow employees, retirees, their children and grandchildren had the opportunity to have a terrific time at the Clow Family Picnic.

The weather was cooperative but breezy.

The Nelson Pioneer Farm was in wonderful shape and provided ample room. Bradbury Hall was able to seat over 300 picnickers so they could enjoy the delicious meal served by Great Expectations. Great Expectations brought their equipment on site. The Schwan's truck was on site to hand out hundreds and hundreds of ice cream treats.

Once the kids saw the carnival-type amusements, they suddenly were not hungry and wanted to play. There was a rock climbing wall, octopus-type ride, and a giant air-filled slide, bound house, and Rat Race maze that all ages enjoyed. Toe Poe and Balloonman the clowns were on hand with their puppets and balloon art. Molly The Train didn't get a rest all day as youngsters lined up to ride again and again. Soundsations was wearing out his DJ equipment on all the Karaoke singers, who were very good. Bella Images, a professional photographer, was hired to take group/family photos as well as photos of the action.

There were a number of games for the kids to receive prizes and candy. When a child pulled a sucker from the sucker board, they also received a surprise gift. They also received a gift at the duck pond. Prizes were awarded for first and second places in the three-legged race and the sack race. The two piñatas full of candy didn't survive many swings from those youngsters trying to get at the goodies inside. Four teams were mustered to compete in the water volleyball match. Any extra water balloons seemed to disappear and a dozen or so teenagers looked like they were in a sudden downpour. Over 30 teams signed up to throw horseshoes, which turned out to be a bottleneck for the two horse-shoe pits. Dozens of people decided to get out of the sun and play bingo inside Bradbury Hall. Not everyone was lucky but hopefully all had a good time participating.

And a huge thanks to all those who showed up to have fun and make the 2007 Clow Family Picnic a success.

Blood Drive

Clow Valve held its second blood drive of the year on Nov. 9, 2007. It was a tight schedule, but it was a great turnout. The Southeast Iowa Blood Bank received 52 pints of blood and had two new donors.

McNeil Stone Mansion 100 years young

The McNeill Stone Mansion is celebrating its 100th birthday this year.

During its century of existence, what once was the ornate, spacious home of Wilbur and Lulu McNeill is now a bed and breakfast, located at 1282 C Ave. E. in Oskaloosa.

The three-story stone mansion is on a one-acre site.

While the mansion's core is composed of concrete and bricks, the mansion is sheathed in a variety of ornate decorations such as Mexican Tobacco Mahogany woodwork in the living room. The dining room features original silk tapestries and original brass-plated lights. The mansion's parlor features an 1880s chandelier and an 1894 mirror stands at the top of the stairs that leads to people's rooms.

The upstairs area is partially lighted by a stained glass sky light.

The second floor of the mansion features three main rooms. All rooms have large beds with high-quality sheets, blankets and pillows for a comfortable night's sleep. The Royal Red Room features a bathroom with an original tub and sink. The Far East Room features a china tub and sink. Also, the McNeill Suite was the McNeill's original bedroom.

The third floor of the mansion features a penthouse that used to be a ballroom.

While the rooms are ornate and give people a comfortable look into the past, the bed and breakfast also has a modern convenience — wireless Internet access in every room.

The McNeill Stone Mansion has a capacity for 10 guests. If travelers stay Thursday, Friday and Saturday, they will have a full breakfast. If they stay from Sunday through Wednesday, they will have an informal breakfast.

The McNeill Stone Mansion's guests range from average folks to business travelers, and this past December, former Vice President Walter Mondale was a guest during a campaign stop. People have stayed at the bed and breakfast for weddings, class reunions or to celebrate their anniversary.

The McNeill Stone Mansion also participates in benefits for the local hospice and has contributed to charities such as the Salvation Army and the Red Cross.

You do not need to stay overnight to enjoy the McNeill Stone Mansion, you can go on a tour of the mansion, but you have to have a group of at least 15 people.

People who want to book a stay at the McNeill Stone Mansion can make their reservations on-line. Also, the bed and breakfast has a Web site: www.thestonemansion.com



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