



The Internal Mix

1st and 2nd Quarters 2011

Summer is in full swing and it's been a hot one so far! Many of you are now off enjoying summer vacation with your families and you have great weather on your side. I hope you are having a safe and happy time with them and come back rejuvenated.

July is UV Awareness Month, so this newsletter discusses the harmful effects of UV rays and how to protect yourself so you can still have fun in the sun this summer.

As always, we would appreciate any feedback about the newsletter, or any suggestions of topics for future articles in upcoming editions. If anyone else is interested in receiving the newsletter at your home email address instead of by mail, please let me know by sending me an email at knewman@airboss.ca from your home email address.

Kim Newman

Plant Update

[submitted by Steve Barefoot]

The strong finish we saw in 2010 has so far continued into the 1st half of 2011. I want to thank everyone for their continued efforts in making AirBoss Rubber Compounding the mixer of choice for many of the North American rubber consumers who not only manufacture products in North America but abroad as well. Our strong reputation as a consistent batch to batch mixer has made us the choice compounder for many of our customers who have expanded their businesses world wide. It speaks volumes to the care each and every one of us give to the product that leaves our facility day

in and day out. The key to this continued success is ensuring that when the product leaves your area you are 100% confident in the product you are passing to the next step in the process. Let's keep the momentum going by working together to ensure we continue to have a successful 2011.

Health & Safety

Safety Update

[submitted by Richard Kauk]

Hello everyone...

Well we had a very successful Re-registration and Surveillance Audit for the OHSAS and ISO. A lot of people fielded some very pointed and probing questions by the auditor and did a fantastic job of explaining their tasks as they relate to quality and working safely. As the auditors like to do, they questioned several of the new hires, and the auditor was blown away by the responses that he got. So congratulations to one and all!!!!

We are currently working on the ISO 14001 Environmental Standard for Phase 1 Registration in 2011. Both Kitchener and Scotland Neck are actively building these programs. This will not only show compliance to all regulatory bodies, but will demonstrate our environmental stewardship to the community at large. We will be starting to include Environmental Work Instructions in our safety talks in the next few months.

By keeping focused on the task at hand, reporting any hazardous condition(s) to your Cell Leader or

Business Unit Manager, and segregating any stuck rubber so that it can be released by using equipment off line, we will all go home happier and healthier at the end of each day.

Please Note: A “Sharps Container” is now located in the main First Aid Room for the safe and efficient disposal of any needles, from various medical conditions.

Remember: “Safety Culture is what occurs when no one is watching”

Quality

Quality Talk

[submitted by Suzanne Fortin]

Root Cause Analysis:

Root Cause Analysis is a method that is used to address a problem or non-conformance, in order to get to the “root cause” of the problem. It is used so we can correct or eliminate the cause, and prevent the problem from recurring.

Root Cause Analysis helps us reduce rejections and frustration, maintain customer satisfaction, and reduce costs significantly.

Each problem is an opportunity. It contains the information needed to eliminate the problem. But to identify the root cause, we have to ask “Why?” over and over, until we reach it.

When is Root Cause Analysis used?

- Resolution of customer complaints and returns.
 - Disposition of non-conforming material (Scrap and Rework) via the Material Review process.
- Corrective action plans resulting from internal and customer audits.

Note: “Each problem is an opportunity (“golden nugget”) because it can tell a story about why and how it occurred.”

What is Root Cause?

- Root Cause is the factor that, when you fix it, the problem goes away and doesn’t come back.
- It is critical that everyone take a personal and active role in improving quality.
- The “true” problem must be understood before action is taken. Problems are often masked for a variety of reasons.
- To do this well, we must be:
 - focused and open-minded
 - patient and quick
 - above all, we must be relentless

How do we do a Root Cause Analysis?

Simply put, Root Cause Analysis is asking why the problem occurred, and then continuing to ask why that happened until we reach the fundamental process element that failed. We practice this in our everyday life and we can use it to improve our work area.

In summary: To solve the problem we have to all take the time to ask why and continue to explore until we find out the final answer.

Business Unit News

#1 Business Unit

[submitted by Rick Mathewson]

Hello, I would like to introduce myself to the people that do not yet know me as I have only been with AirBoss Rubber Compounding for 8 weeks. My name is Rick Mathewson and I came to AirBoss from the sandpaper industry where I had been working for the last four and a half years. Before that I

worked in the vinyl siding industry for seventeen and a half years.

I am happy to say that our KPI's have been trending in the right direction. Please make sure you look at the bulletin board on a regular basis to keep yourself up to date on our progress.

The Associates at AirBoss have been amazing at helping me become comfortable in my new role as the Business Unit # 1 Manager, and I look forward to the coming months and the challenges they may bring.

#5 and K7 Business Units

[submitted by John Gies]

We have seen a number of improvements at both mixing units in the past quarter. The Maintenance department has installed new level alarms on the 1406 and the 1835 at K7. They have also made recent improvements on the DSE Unit and are still troubleshooting other areas on the downstream for improvements. At #5, we have installed a new keyboard for our metal detector and ongoing programming improvements will continue. Water heaters are on order and will be installed at both soap units to improve better application on the product.

We are making inroads in our KPI's. To follow our progress, please look at the KPI bulletin board. If you have any suggestions or feedback on how we can continue to improve please feel free to contact me directly.

Summer holidays are fast approaching. I would like to wish everyone a safe and enjoyable vacation. You earned it!

Maintenance

[submitted by Barry Johnson]

Summer has arrived and vacations will soon be here for AirBoss Associates starting with # 1 and # 6 Mixers in July. While the Associates are enjoying well deserved time off, the Maintenance team will be working on the equipment. There are a number of projects on #1 and #6 scheduled for the summer shut down including a Hagglund hydraulic motor change on the drop mill for # 1 mixer; this is part of a preventive maintenance plan to rebuild all the hydraulic motors on the mills which began last year. Also one of the pumps for the sheeter mill will be replaced. The blender roll for the sheeter mill will be removed and the shaft replaced, the 800 auxiliary system piping will be taken apart and inspected and cleaned. Exhaust ducting inspections and cleaning are scheduled for both # 6 Mixer and # 1 Mixer along with K-7 later in the summer. At # 6 Mixer the blender is to be replaced on the drop mill and clamping collars are being installed on the Mixer gearbox. Of course the big project this year is the change out of # 5 Mixer in December. This includes the mixer body, hopper, hydraulic unit and lubrication unit. This is a big job and will go 24/7 until complete. Along with the duct cleaning at K-7 there are plans to shim the gate of the Mixer and change the D.C. motor that drives the wig wag conveyor to A.C. #5 mixer intermill conveyor will also have a VSD installed to replace the mechanical drive. This will give better conveyor belt speed control and make life a little easier for the mill men.

Along with this work and regular preventive maintenance routines the Maintenance department will have a busy summer. So to all Associates enjoy the time away with family and friends and have a safe vacation.

Health & Wellness

[Source: Health Canada]

UV Safety Awareness Month

We all like to work, play and relax outside on a sunny day. The rays of the sun feel warm on our skin. Positive effects of the sun include warmth, light and vitamin D3 synthesis in the body. Sunlight also enhances people's moods and kills pathogens. However, too much sun can be harmful.

What are Ultraviolet (UV) Rays?

The sun's burning rays are called UV (ultraviolet) rays. UV rays are considered to be radiation from the sun that can be potentially harmful. UVA rays are not as energetic as UVB rays; they can cause immediate tanning, premature skin aging and play a role in certain skin cancers. About 95% of UVA rays penetrate the ozone layer. UVB rays are responsible for delayed tanning, sunburns and most skin cancers. Only about 5% of UVB rays reach the Earth's surface.

Factors that Affect UV Intensity

1. Time of Day – UV rays reach their maximum between 12 noon and 1 pm.
2. Season – UV intensity is highest during the spring and summer months, but the sun can still have an effect on the skin and eyes in fall and winter.
3. Ozone Layer Thickness – the ozone layer is at its most thin in the springtime.
4. Weather Conditions – clouds can absorb up to 80% of UV rays. A low pressure system results in a thicker ozone layer, which provides greater protection.
5. Surface Reflections – fresh white snow reflects about 85% of UV rays.

Risk Factors Associated with Overexposure to UV

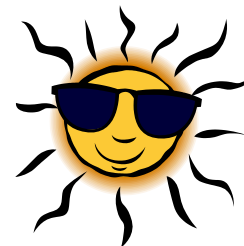
Everyone is at risk for UV damage, but some people are more easily affected than others. You need to be especially careful if you:

- Have a fair complexion
- Have blond, red or light brown hair
- Have freckles and a tendency to burn rather than tan
- Have had severe sunburns
- Have been treated for skin cancer
- Have a family history of skin cancer
- Have been treated with radiotherapy
- Spend a lot of time outdoors
- Intentionally tan via the sun or artificial means

Remember: Infants and children are especially sensitive to UV radiation and always require sun protection.

Sun Safety Basics

1. Limit time in the sun – limit exposure between 11am and 4pm, the time when the sun is the strongest.
2. When your shadow is shorter than you, look for shade.
3. Use the UV Index each day to plan outdoor activities.
 - Wear a wide brimmed hat
 - Wear sunglasses that provide 100% UVA and UVB protection
 - Apply a generous amount of sunscreen (minimum SPF 15).



UV Index	Sun Protection Actions
0 - 2 Low	Minimal sun protection required. If outside for more than one hour, wear sunglasses and sunscreen. Reflections can nearly double UV strength.
3 - 5 Moderate	Take precautions. Cover up, wear a hat, sunglasses and sunscreen if outside for 30 minutes or more. Look for shade near midday.
6 - 7 High	Protection required. UV damages skin and can cause sunburn. Reduce time in the sun between 11 a.m. and 4 p.m. Seek shade, cover up, wear a hat, sunglasses and sunscreen.
8 - 10 Very high	Extra protection required. Unprotected skin can be damaged and burn quickly. Avoid the sun between 11 a.m. and 4 p.m. Seek shade, cover up, wear a hat, sunglasses and sunscreen.
11+ Extreme	Maximum protection required. Unprotected skin will be damaged and burn in minutes. Avoid the sun between 11 a.m. and 4 p.m. Remain in the shade, cover up, wear a hat, sunglasses and sunscreen.

Recipes

Garden Fresh Pasta Salad

[Source: Kraft Canada]

Ingredients:

8 cups whole wheat bowtie pasta, uncooked
 2 cups broccoli florets
 1 red onion, chopped
 1 red pepper, chopped
 2 cups halved cherry tomatoes
 1 bottle Kraft Calorie-Wise Sun Dried Tomato & Oregano Dressing
 ½ cup Kraft 100% Parmesan Light Grated Cheese

- Cook pasta in large saucepan as directed on package, omitting salt and adding broccoli to the boiling water for the last 3 minutes.
- Drain, rinse with cold water. Place in large bowl. Add all remaining ingredients except cheese, mix lightly.

- Refrigerate 1 hour. Stir gently before serving; top with cheese.

Nutrition information: (serving size = 1 cup) Calories 200, Fibre 4 g, Fat 4.5 g, Protein 7 g, Carbohydrates 31 g

Grilled Bruschetta Chicken

[Source: Kraft Canada]

Ingredients:

4 small boneless skinless chicken breasts
 ¼ cup Kraft Signature Sun Dried Tomato & Oregano Dressing, divided
 1 tomato, finely chopped
 ½ cup Kraft 4 Cheese Italiano Shredded Cheese
 ¼ cup chopped fresh basil

- Heat barbecue to medium heat.
- Cover half the barbecue grate with large sheet of heavy-duty foil. Meanwhile, place chicken in resealable plastic bag. Add 2 tbsp dressing; seal bag. Turn bag over several times to evenly coat chicken with dressing. Refrigerate 10 mins. Remove chicken from bag; discard bag and dressing.
- Place chicken on uncovered side of barbecue grate, grill for 6 min. Meanwhile, combine remaining dressing, tomatoes, cheese and basil.
- Turn chicken over; place, cooked side up, on foil covered grate. Top with tomato mixture. Grill 8 min or until chicken is done (170°F)

Nutrition information: (serving size = 1 breast) Calories 210, Fibre 1 g, Fat 8 g, Protein 30 g, Carbohydrates 3 g



Human Resources

Manulife Bike and Hike For Heart

On June 5, 2011 3 of our employees took time out of their schedules to participate in this worthy cause. Ivan Horvat (#1 Mill), Colin Campbell (Logistics) and Don Cook (Powders) together raised \$440 for the St. Mary's General Hospital Foundation. Congratulations!



Quote of the Month

Life is like a coin. You can spend it any way you wish, but you only spend it once. ~ Lillian Dickson



Mark Your Calendars!

September 17, 2011 – Golf Tournament at Foxwood

December 10, 2011 – Christmas Party at The Alpine Club

Special Offer from THEMUSEUM



THEMUSEUM is excited to be home to the grossest, most entertaining and educational exhibit you've ever seen. **Animal Grossology** will ooze with disgusting science and interactive learning games when it visits THEMUSEUM, May 14th to September 5th 2011.

AirBoss has a Corporate Promotional Code which gives AirBoss employees and their families a 15% discount on admission to THEMUSEUM and Animal Grossology each time you purchase!

Retail Rate: \$13.00

YOUR Rate: \$11.00 includes the entire museum and Animal Grossology (ages 3 and up)

Promotional Code: AIRBOSS

You can use your promotional code to buy tickets as many times as you would like, and it never expires! Check out our website, www.THEMUSEUM.ca to get more information on Animal Grossology, featured activities, entertainment, and programs for the whole family this summer in downtown Kitchener!