



The Internal Mix

4th Quarter 2010

Winter has arrived and it seems the hustle and bustle of the holiday season is all around us. It's time to exchange our rakes for our snow shovels and our fall coats for winter parkas.

With the New Year fast approaching, this edition of the newsletter will look at some common New Year's resolutions and provide some tips if you are one of the many people who will be making a resolution for 2011.

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.

On a personal level, I have just completed my first year at AirBoss and I would like to thank all Associates for making my first year here a very enjoyable one. AirBoss is a great company to work for and I look forward to continuing to work with all our wonderful Associates for many years to come. I wish you and your families best wishes for the holiday season and the new year.

Kim Newman

Holiday Message from Robert Dodd

2010 has been a very good year for ARC. We have seen a full recovery to pre-recession levels at most of our customers. We had a slow start to the year (1st qtr) but since then the volume increases have been steady to a point where our 4th qtr will be "back to normal levels". As an organization we took on some tough decisions in late 2008/2009 that were necessary and prudent, we are now reaping the rewards from those bold moves during a very difficult time.

We have not only survived the worst recession in several generations but we are thriving in the upside potential as we continue to recover.

Throughout all the ups and downs AirBoss Rubber Compounding has always taken the high road and maintained a leadership role as a dominant player in our industry.

I am sure 2011 and beyond will be filled with many opportunities and challenges for AirBoss as we continue to find ourselves in very competitive markets with excess capacity versus demand. The thing that will differentiate AirBoss from the rest is our top quality products and our people. By staying unified and focused, AirBoss will be in a stronger position to weather whatever storms lie ahead.

I want to personally thank you for your commitment, dedication and hard work over the past year and ask that you continue to give the many initiatives underway within our company your full support. We have to stay one step ahead of our competition.

The holiday season gives us the chance to celebrate friends and family and all that is special to us. May Peace, Joy, Hope and Happiness be with you and your family during this Holiday Season and throughout the New Year.

Plant Update

[submitted by Steve Barefoot]

The holiday season is upon us and AirBoss Rubber Compounding is finishing the year strong. 2010 has been much improved over 2009 and this was accomplished by the efforts of each and every associate. For that I want to thank you. We all should be proud that as a manufacturer in Waterloo Region we are one of the few still standing and we will continue to have a secure future based on everyone's efforts. I ask that each of you enjoy the time spent with family and friends during this holiday period. When 2011 starts we will continue the momentum of the teamwork that everyone contributed in 2010. There are a number of great initiatives underway which I know many of you are a part of and through this dedication to improving AirBoss Rubber Compounding, 2011 should be just as strong as 2010.

Best wishes to you and yours during this holiday period.

Health & Safety

Safety Update

[submitted by Richard Kauk]

Hello everyone...

We have now gone 11 months without a lost time accident, so let's continue to be focused as we go about our tasks at work, as well as at home with our families.

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.

...Outstanding ongoing effort and achievements everyone!!!

Remember: "Safety Culture is what occurs when no one is watching"

Winter Preparedness

[submitted by Richard Kauk]

Are you ready for ice storms and other severe winter weather? Preparedness is key to getting through a winter storm with minimum danger and discomfort. To help you plan for winter weather emergencies, consider these points:

Heat: How would you heat your home if the electricity went out? People die during winter storms when they try to use outdoor fuel-burning equipment indoors. The carbon monoxide created by burning fuel builds up in a poorly ventilated area and can kill the occupants without warning. You should only use a heating device designed for indoor use. You can keep your home warmer by closing off the rooms you don't need to use and huddling in the warmest room with all the blankets you can round up.

Light: If you're thinking of candles, that's another bad idea. Houses go up in flames during winter storms because of candles. Instead, make sure you have battery-operated lights, such as flashlights, and a good supply of batteries.

Communication: Keep a battery-operated radio in your home for emergencies. You also need a telephone that can be plugged directly into a telephone jack and that can operate without electricity. So if all you have are phones linked to cordless stations and answering machines, make sure you pick up a no-frills telephone to use in an emergency.

Food, Water and Medicine: A supply of clean drinking water and foods that can be eaten without cooking are important survival supplies in any season. If you have special needs such as medicine, keep enough on hand to get you through a few days of being stuck at home or in a shelter.

Neighbors: Keep an eye on your neighbors, particularly those who are

elderly, caring for young children or living alone. Weather extremes are hardest on the old, the young and those in poor health, so help them to stay warm, dry, fed and cared for.

Heavy Work: Winter storms claim lives when people are trying to work in extraordinary circumstances. Shoveling snow or doing other heavy work in the cold weather can cause heart attacks for those in poor health or unaccustomed to such work. And operating chainsaws during disaster cleanup has proved fatal for persons without experience with these dangerous tools.

Quality

Quality Update

[submitted by Suzanne Fortin]

Thanks to the hard work and dedication of all AirBoss Associates, we are able to provide our customers with a quality product each and every time.

Teams and individuals are working on projects to improve the process from receiving to shipping so that we keep Customer Satisfaction high:

- 1) Raw Material and supplier focus
- 2) Packaging and shipping to customers
- 3) Process improvements
- 4) Reduction of waste (scrap and rework)
- 5) Improvements in FPY results and OTD

Just like all the ingredients work together to make a Quality Compound, all the Associates within AirBoss have to work together to form a Quality Process. Our goals and objectives can only be met and exceeded if we all take an active part in making the best product we can. Participate in the quality process, be an agent for change, and most of all be part of AirBoss' success.

We are seeing the fruits of our labour in the KPI improvements as they continue to trend in the right direction.

I would like to take the opportunity to say thank you and I look forward to next year. Let's keep up the great job in 2011!



Business Unit News

#1 Business Unit

[submitted by Rob Hoffman]

Winter is once again upon us, the holiday season is just around the corner and 2011 is on our doorstep. It has been a remarkable year as we have made many improvements and accomplishments.

Our workplace organization and safety audits have been favorable. Our KPI's continue to improve, we are either achieving target or trending towards target, and none of this could have been achieved without your help, the Associates of AirBoss Rubber Compounding. I'd like to say thanks for everyone's help and support this past year, and I look forward to working with you as we move into 2011.

I want to finish off by wishing everyone Happy Holidays and a Happy New Year.

#5 and K7 Business Units

[submitted by John Gies]

I want to start off by saying congratulations to all Associates as we scored 24 out of 25 in the November Safety Audit. Great job!

I would like to share some of the recent improvements at K7 & #5 Mixers. On #5, an upgraded metal detector was installed; a video camera was relocated at the top of the soap unit and a lighting unit was also added. The latter two were at the recommendation of an associate. These items will help reduce

jam-ups and downtime in this area. The stencil marking wheels on #5 have been re-cut in-house which gives us the capability of holding up to 12 numbers and/or letters at one time.

At K7 we have exceeded our total throughput goal for three months in a row. However, we have been challenged on a daily basis with difficult recipes and many Associates were able to bring forward problem solving ideas which helped immensely in meeting our customer specifications.

In 2011, we will continue to look at improvements to mixing times, milling and overall cycle times. These items will affect our overall performance and help AirBoss meet its objectives and goals. Continual feedback from Associates is greatly appreciated.

As another year comes to an end, I would like to thank all Business Managers, Segment Managers, Maintenance, Cell Leaders and Associates for their input and support during 2010. Wishing a very Merry Christmas and Happy New Year to you and your families.

Operations

[submitted by Blair Rody]

As the year comes to a close, I want to take this opportunity to thank you for your continued efforts and wish you and your family a happy holiday season. It has been an exciting year with the addition of new customers and products to our lines.

Whether I'm in Kitchener or in North Carolina, I have the great fortune of working with many of our AirBoss Associates and appreciate all of the helpful comments and suggestions on what we are doing well and how we can improve.

I wish you and your family a happy new year and look forward to working with you in 2011.

Maintenance

[submitted by Barry Johnson]

As another year comes to an end the Maintenance Department would like to thank all Business Unit Managers, Cell Leaders and Associates for their input and help over the year with numerous projects completed in 2010.

2010 was a busy and I think productive year for the Maintenance group in which several major energy saving projects were undertaken to help improve the electrical efficiency of the support equipment. We also made lighting upgrades to the second floor and the basement. Not only are our operations more energy efficient today than a year ago, Kitchener-Wilmot Hydro has contributed approximately 40% of the total cost of the projects. More of these types of projects will be undertaken in 2011. Other upgrades to equipment included the mixer motor at #1 Mixer which was changed last Christmas, a Hagglund hydraulic motor was replaced on the drop mill during the summer shut-down along with the spider control panel for the sheeter mill.

#5 and 6 Mixers also have had upgrades to their batch off systems. # 6 had a new ram cylinder shaft and piston installed and # 5 a new metal detector. All these projects did not always go as expected and it sometimes takes a while to work the bugs out. The patience of the production Associates is appreciated when issues arise.

2011 will see the replacement of the #5 Mixer including the hopper and all auxiliary systems; this should take place in August and take 7 to 14 days. Also scheduled for shutdown is the replacement of the second hydraulic motor on the drop mill at #1 Mixer.

So in closing I would like wish all AirBoss staff a happy and safe holiday season and a prosperous and healthy New Year. I would like to especially recognize the Maintenance, Salvage and Janitorial Associates who worked so hard again this year at their various duties; your efforts are greatly appreciated.

Health & Wellness

New Year's Resolutions



Psychology Today says that "studies show that the most common New Year's Resolutions are losing weight,

exercising more, and quitting smoking. Other popular resolutions include: managing debt, saving money, getting a better job or education, reducing stress, taking a trip or volunteering."

Did your resolution make the list? This article will provide some ideas to help you be successful in your resolutions.

Losing Weight

Don't "go on" a diet. Few people can make such drastic changes and completely eliminate items from their diet forever. Rather than going on a diet, try adopting healthier eating habits:

- Choose smaller portions, and take the time to savor the flavors.
- Make a weekly trip to a local farmer's market part of your routine.
- When you buy packaged foods, check the labels and select the items with ingredients you recognize rather than those that read like a chemistry experiment.

Exercise More

Don't jump into something that you are unable to maintain. Set short term goals for yourself. For example, instead of saying, "I will get fit this year", say, "I will walk for 30 minutes every Monday, Wednesday and Friday." If you find you are not working out as frequently as you had hoped, don't get discouraged. Stay positive and start again the next day.

Quit Smoking

It's no coincidence that National Non-Smoking Week occurs in January. In 2011 it will be during the week of January 16-22.

Smoke-Free Suggestions

Here are some tips to keep in mind if quitting is one of your goals:

- **Put it in writing.** Write down your reasons for quitting on 3 x 5-inch index cards so you can refer to them when you are tempted to smoke.
- **Explore your motives for smoking.** Keep a journal before you quit documenting your feelings about your habit. You want to include details about where you smoke most often, when you smoke, with whom and why. Review your diary after four or five days to identify feelings and circumstances that trigger your cravings for nicotine.
- **Modify your behavior.** Write down your "triggers" on the left side of a piece of paper and on the right side, jot down how you plan to either avoid or cope with those situations or feelings that send you reaching for nicotine.
- **Get rid of smoking paraphernalia.** Throw out all of your ashtrays, matches and lighters.
- **Go cold turkey.** Despite an urge to gradually cut back, stopping completely on your chosen quit date is the best approach to kicking the habit for good.
- **Reward yourself.** Come up with reasons to celebrate your quitting at regular intervals.
- **If you relapse, don't panic.** Identify what it was that triggered your desire to smoke again and come up with a way to cope with the trigger.
- **Seek help.** If you aren't able to quit on your own, try using aids such as

nicotine gum or the nicotine patch. If you still aren't able to quit, see your doctor about other options. You may also want to join a support group. Whatever you do, don't give up!

Holiday Health

[sources: Harvard Health Publications, MayoClinic.com and USDA]

What does this number represent?

350

Answer: It's the approximate number of calories contained in a single glass of eggnog. Here are some other holiday food figures for you:

- **3**, the number of pounds you can expect to gain simply by eating an extra 200 calories a day between now and New Year's
- **125**, the number of calories floating in a 5-oz glass of mulled red wine
- **503**, the number of calories baked into a slice of pecan pie
- **114**, the number of calories in a wedge of camembert cheese
- **227**, the number of delicious calories in a brownie

For the next few weeks, we'll all be faced with dangerous food temptations. And while it's easy to shrug off the prospect of gaining a few pounds over the holidays, the fact is that most of us will not be that successful losing the extra weight, despite our New Year's Resolutions.

So here are half a dozen suggestions from Harvard Health Publications on how to make it through the holidays without packing on the pounds.

1. **Choose your calories carefully.** At a party, don't blow your calorie budget on just anything. Browse the buffet or food table carefully and select only your favorites.
2. **Take 10 between helpings.** There's a bit of a communication gap between our bodies and our brains, and it can take several minutes before the stomach notifies the brain that it's full. Before going for a second helping, have a chat with someone or drink some water. Give yourself a 10-minute break. It could be that you're full and just don't know it yet.
3. **Step away from the table.** At a party, try to maintain some distance between yourself and the food table, where it's too easy to eat mindlessly while you socialize.
4. **Eat first.** Before going out-whether to a party or even just to the mall-have a slice of apple with a bit of peanut butter, or some other combination of complex carbohydrate and protein. This will help you resist any tempting treats.
5. **Mind the drinks.** There are a lot of calories in a glass of wine, beer or hot buttered rum-ranging from 125 to 300. If you drink alcohol, have a glass of water between drinks.
6. **Keep moving.** Try to enjoy a bit of exercise, such as dancing or walking, to work off the holiday calories.

Recipe – Dessert Crepes

[submitted by: Olivia Amaro]



Crepes:

1 Cup Flour
3 Eggs
1-1/2 cups Milk
2 tbsp. melted butter
Pinch of Salt

Mix all ingredients in mixing bowl with whisk. Use a small frying pan to cook crepes.

Cream Cheese Filling:

1 tsp. Lemon Juice
Lemon Peel
5 tbsp. Sugar
1 package of Vanilla Sugar (you may substitute one capful of vanilla extract)
1 package of Cream Cheese (must be at room temperature)
½ cup Whipping Cream

1. Mix cream cheese, 3 tbsp. sugar, vanilla sugar, and lemon juice in mixing bowl.
2. In a separate bowl, beat whipping cream with 1 tbsp. sugar. Add whipping cream to cream cheese mixture. Mix well.
3. Spread cream cheese filling on crepes. Fold crepes in 4 or roll up. Sprinkle with lemon peel and 1 tbsp. sugar.

Enjoy!!!

Human Resources

United Way Results



Thanks to all of our generous AirBoss Associates, we were able to raise a total of \$9,389.50. With the company matching 50% of your contributions, our grand total is \$14,084.25. #5 Mixer was the winner of the Business Unit competition and will be having their pizza party in early January.

A special thank you goes out to Pete Herzing in the Quality Lab who took it upon himself to sell 50/50 tickets in support of this cause. Beginning in January Peter will be doing monthly 50/50 draws to raise money for this worthy cause all year long.

Special Offer from THEMUSEUM



THEMUSEUM in Downtown Kitchener has provided AirBoss with a promo code that allows Associates and their families to receive discounted admission to THEMUSEUM. The code does not expire and is valid for all special exhibitions as well as general admission to THEMUSEUM. Here's what you need to do:

Promo Code: AIRBOSS

- 1) Make sure your computer is connected to a printer because your tickets will print right away!
- 2) Go to www.THEMUSEUM.ca and click on the image that says TITANIC: The Artifact Exhibition across the top
- 3) Once at the Featured Exhibit page, click on "Buy Tickets Online"
- 4) Enter your visit date & time, click Continue
- 5) Enter your special Promo Code where it says "If you have a promotional code, please enter it here" and click Submit. You will see the rates change to your discounted rate
- 6) Choose the quantity of tickets you would like, and Add to Cart
- 7) Click Proceed to Checkout, and complete your purchase with a credit card
- 8) Bring your printed tickets to THEMUSEUM on the date of your visit, at the appropriate time
- 9) If you have any questions or concerns, please email Info@THEMUSEUM.ca or call 519-749-9387

Service Awards

(submitted by Barb Lee)

Congratulations to the following associates who have achieved 5, 10, or 15 years of service with AirBoss. We truly appreciate your dedication!

5 Year:

Charles Alston – Scotland Neck
Olivia Amaro – Reception
Ken Berfelz – Maintenance
Stephen Burt – K7

Shon Clemmer – Maintenance
Don Cook – Powders
Lee Dolberry – Scotland Neck
Leon Finney – Scotland Neck
Greg Gauthier – #6
Rob Germann – Injection Moulding
Mike Hardy – Scotland Neck
Jody Hillier – #1
Todd Holdbrook – #6
William Jackson – Injection Moulding
Jonathan Keigan – Injection Moulding
Lamont Langford – Scotland Neck
Derrick Lowe – Scotland Neck
Trevor MacTavish – Powders
Donna May – Scotland Neck
Teresa Parker – Scotland Neck
Michael Pearson – Quality Lab
Serhan Redzeposki – Injection Moulding
Wilbur Robinson – Scotland Neck
Kyle Rody – #1
Steve Roswell – Powders
Glenn Schmidt – Maintenance
Teddy Shields – Scotland Neck
Sue Starr – Quality Lab
Bruce Wynd – New Product Dev't Mgr

10 Year:

Randy Balheim – Logistics
Steve Barefoot – Operations
Shane Battler – Powders
Marlene Brown – Injection Moulding
Nancy Brubacher – #6
Arbent Faikovski – Injection Moulding
Michael Gordon – Injection Moulding
Clyde Hamilton – Powders
Sue Hendrick – Sales
Robert Hinsperger – Injection Moulding
Chris Hughes – K7
Chris Lichty – K7
Richard MacDonald – Powders
Rob Morrison – #1
Sam Moussa – Maintenance
George Papazotos – Segment Managers
Dave Reinhart – R&D Lab

Steven Robinson – Janitorial
Graham Steel – Maintenance
Selman Sulemanovski – Injection
Moulding
Dan Tschirhart – Maintenance

15 Year:

Glenn Bowlby – K7
Linford Good – #5
Byron Morales – R&D Lab
Ray Renaud – Logistics
Don Ricker – #5
Tom Shangas – Salvage
Kathy Wood – Customer Service

Quotes of the Month:

“Winter is the season in which people try to keep the house as warm as it was in the summer, when they complained about the heat.” ~ Author Unknown

“Cheers to a New Year and another chance for us to get it right.” ~ Oprah Winfrey

