

THE Co-Line PRESS

FOR EMPLOYEES OF CO-LINE WELDING, INC. VOL. 21 | NO. 1 | JAN. 2021

UPCOMING EVENTS

- Jan. 22** - Co-Line Press deadline
Jan. 22 - Quarterly meeting
Feb. 1 - Co-Line Press distributed

HAPPY BIRTHDAY!

- Jan. 1 - Logan Daniels
 Jan. 2 - Greg McCulley
 Jan. 4 - Kelly Hargan
 Jan. 5 - Jay Mitchell
 Jan. 6 - Dennis Smith
 Jan. 7 - Brian Lewis
 Jan. 7 - Jessica Maston
 Jan. 9 - Justin De Jong
 Jan. 9 - Garrett Ogan
 Jan. 17 - Brian Van Wyk
 Jan. 18 - James Welch
 Jan. 20 - Chris Meyers
 Jan. 21 - Jeff Kling
 Jan. 22 - Kevin Schippers
 Jan. 24 - Roger Belcher
 Jan. 25 - Loren Fopma
 Jan. 25 - Ethan Braaksma
 Jan. 25 - Connor Van Der Veer
 Jan. 30 - Sandy Kuhlmann
 Jan. 30 - Kurt Moyer
 Jan. 30 - Samantha Hunt

SERVICE ANNIVERSARIES FOR JANUARY

- 1 year - Kerry Bryan
 1 year - Kyle Smith
 1 year - Daminika Vander Weerd
 3 years - Brian Lewis
 6 years - Dan Christy
 7 years - Bill Wilkerson
 7 years - Doug McClelland
 9 years - Joel Schmidt
 11 years - Wayne Woollums
 11 years - Kelly Hargan
 14 years - Marty Cross
 23 years - Eric Brand
 27 years - David Smith



CO-LINE GETS CREATIVE FOR 2020 CHRISTMAS PARTY

COVID-19 has changed or canceled a lot of events and activities in 2020 that Co-Liners have enjoyed in previous years. When the governor changed the large gathering protocols in early December, **Faye Brand** and **Andy Elbert** began brainstorming on how a socially-distanced Christmas Party could still happen.

For the health and safety of our employees, a “Drive-Thru” Christmas party was held instead of a normal Christmas banquet and awards lunch on Wednesday, Dec. 23. Co-Liners entered the south building in their vehicles and had five stops. The **first stop** included sharing \$117,800 in years of service bonus as well as recognizing the 43 new employees with the traditional new employee jacket. Also this year, two 10-year trip awards were handed out to **Wayne Woollums** and **Kelly Hargan**.

The **second stop** included a boxed “to go” Christmas lunch for Co-Liners to enjoy in their cars. Rounding the corner in the south building, employees were greeted with a freezer meal of Parmesan chicken, potatoes, and rolls prepared by Julie Roose and Country Catering for the **third stop**. The **fourth stop** included a \$50 Hy-Vee gift card.

Not to be forgotten, there have usually been pies (in the face) at past Co-Line Christmas parties. Since no one really wanted a pie in the face in their cars, at the **fifth stop**, each employee received a homemade frozen pie by Verna Vander Molen to take and bake and enjoy at home.

Linda Arkema happily accepts a pie from Eric Brand at the final stop of the Drive-Thru Christmas.



CO-LINE PEOPLE AND THEIR FAMILIES

If you have any news you'd like to share with Co-Liners, please email LeAnn Hjelmeland at leannhnp@netins.net.



Joseph and Angela McFadden Hilby and **Todd and Regina Kaldenberg** wish to announce the engagement and upcoming wedding of their children, Signey Hilby and Zachary Kaldenberg. Signey is a 2014 graduate of Stephen Hempstead High School in Dubuque and a 2018 graduate of Upper Iowa University at Fayette. She is currently employed with Benton County Conservation as a naturalist. Zachary is a 2014 graduate of Lynnville-Sully High School and a 2018 graduate of Upper Iowa University at Fayette. He is currently employed with Signet as a jeweler apprentice housed at Cedar Rapids. A Sept. 4 wedding is being planned.

Congratulations to Jessica and **Jesse Van Der Molen** on the birth of their daughter, Luthien Laudia. Luthien was born on Dec. 21 at 6:44 p.m. at their home in Pella. She weighed 8 pounds, 15 ounces and measured 20 inches long. Luthien was welcomed by her parents, two sisters, Nienna (7) and Eowyn (5), and two brothers, Caedmon (9) and Tal-lis (4).



The Co-Line family would like to express sympathy to Jamie and **Zach McClellan** on the death of Zach's grandmother, Joannell McClellan of Prairie City. Joannell passed away unexpectedly at her home at the age of 70 on Dec. 22. A private family graveside service was held at Waveland Cemetery.

We express our sympathy to **Kyle Soderblom** on the passing of his grandmother, Rachael Osborn. Rachael passed away on Dec. 24 at the age of 79. A memorial service was held on Dec. 31 at the Holy Trinity Lutheran Church of Newton.

Our sympathy to Charity and **Bill Wilkerson** and family. Charity's father, Boyd Bonnett of Brooklyn, passed away on Dec. 14 at the age of 77. A memorial service was held on Dec. 19 at the Faith Christian Center in Montezuma.

We express our sympathy to **Taryhn Annee**. Taryhn's grandfather, Rod Van Dusseldorp of Newton, passed away on Nov. 26. He was 67 years old. A private family service was held at the Coburn Funeral Home in Colfax on Dec. 4.

THANK YOU

Dear Co-Line Welding: The board members of the East Jasper Christian Food Pantry are very grateful for your generous support of this mission. We appreciate your gift so we can purchase food for those who came to us needing a helping hand. Thank you ever so much! Thank you also for encouraging your workers to donate so much food. It was great to receive so many items. They filled up our shelves. We won't need to buy many products for a very long time. **Sincerely, Carol Naeseth, Treasurer**

I would like to thank my Co-Line family for the overwhelming show of support while I was ill. I am so grateful to be part of such an amazing and caring group of people. Thank you again to all my Co-Line family! I am blessed to be part of such a caring team. **Joel Struik**

Dear Faye: I just wanted to say thank you for the "Pay it Forward" gift from Co-Line. I shared with my ladies about the gift and asked them to think about what we could use the money for, and I was given a couple of good ideas. First of all, we needed a "good" pencil sharpener. We have a lot of colored pencils, and our old sharpeners have quit working because of them. I found one that is made for this and is of industrial strength. The second idea was our good timers. We use them for our progress monitoring and they have used up their value in time.

Sincerely, Lesa O'Dell, Tonya Guthrie, Lynnette Fikse, Jean Van Der Kamp, Lorna Elscott, Melissa Rozendaal

FOR SALE

99¢ greeting cards, digital 4x6 photos, gift bags, tissue paper, gifts, and more at Hometown Press, east side of Sully square, 594-3200.

STAY IN THE LOOP...

with local news from the Co-Line-owned Hometown Press! Co-Liners pay just \$20 per year.



\$20 Co-Liner price is for employees or for gift subscriptions for family members. May use \$20 Co-Line coin to pay.



HAIRCUTS

@ CO-LINE CUTTING EDGE

MONDAY, JAN. 18

Just \$5! To sign up, contact receptionist at ext. 200. Pay with Co-Line coin, cash, or payroll deduct.



12-MINUTE CHAIR *Massages*

THURSDAY, JAN. 7

THURSDAY, JAN. 21

Contact receptionist at ext. 200 to sign up. Pay with Co-Line coin, cash, or payroll deduct.



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The monthly newsletter created for employees of Co-Line Welding, Inc.

Designed by LeAnn Hjelmeland
Edited by Margaret Vander Weerd

Email: leannhttp@netins.net

Connect with us on colinemfg.com
1041 Cordova Ave., Lynnville, IA 50153

This newsletter can be read online under the "Newsroom" tab on Co-Line's website, colinemfg.com. Look for the link that says, "Download our latest newsletter here."

REMEMBER WHEN: Sen. Grassley visited Co-Line in Jan. 2011

As part of his annual tour of all 99 Iowa counties, U.S. Senator Charles Grassley (R-IA) visited Co-Line Welding, Inc. and Goalsetter Systems, Inc. on Jan. 20. After completing his radio show from Co-Line's offices, Grassley met with the 130 employees, and Dale Brand led a tour of Co-Line.

During a question-and-answer session, the topics were: Foreign imports especially from China, improving education, and the ongoing rise in health care costs. "We need more emphasis on preventive medicine," Grassley said. "Health savings accounts by employees would work to reduce health costs."

Brand shared with Grassley that Co-Line has experienced first-hand the impact of foreign competition. Over the 31-year history of the company, Brand reported several of their parts have been lost to offshore suppliers. Grassley commented that American companies aren't playing on a level playing field because of foreign governments subsidizing their manufacturing and forcing reduced currency values. "Our Midwestern work ethic makes us very competitive against China, despite that country's cheap labor and low currency," Grassley encouraged Co-Liners. He left Co-Line for Knoxville, Osceola, Afton, and New Virginia before returning to New Hartford.



Mark Your Calendar

FLOATING HOLIDAY 2021

THURSDAY, DEC. 23



***Progress always involves risk. You can't steal
second base and keep one foot on first.***

– Frederick B. Wilcox

EMPLOYEE SPOTLIGHT

NICK BURCH

tool & die dept. team member

As a member of Co-Line's tool and die department, Nick Burch is obviously accustomed to working with metal. But did you know he's also an avid leather worker? Nick has built three saddles from scratch (see bottom photo) and makes custom leather pouches for Vermeer.

Nick lives in rural New Sharon and said his previous place of employment required a much longer commute, so he filled out an application online for Co-Line and within 15 minutes received a call for an interview. The rest, as they say, is history. When he started at Co-Line on June 13, 2016, Nick was part of the special projects group. He then moved to the tool room and has been there ever since.

When he came to Co-Line, Nick brought a wide range of work experience with him. After graduating from high school, he worked with his dad operating bulldozers and heavy equipment. He then worked at Clow Valve Company and Donaldson Company. Nick has also been a farrier for 18 years, a side job he continues to do.

Growing up, Nick lived in Sigourney and graduated from high school there. His wife, Terri, was a New Sharon graduate, so that's how they ended up in the New Sharon area. Now they've been married for 42 years and have two sons, Clay and Tye, who also live in the New Sharon area. Nick and Terri's adorable granddaughter, Sawyer (18 months), can be seen in the top photo on this page. The Burches also have three Border Collies and four horses.

Carrying on with the horse theme, Nick is big into rodeos. He said when the National Finals were televised, a lot of the competitors on there are people they consider their friends. Oldest son Clay participates in rodeos and even won the National Finals during his senior year of high school.



Nick noted how Co-Line has grown in the past 4.5 years, including the building sizes. When the new addition was being build, Nick made the statement that it wouldn't take long to fill it up with manufacturing equipment. He was right!

"I like that I've been given the opportunity to work independently on projects."

— NICK BURCH

Fabulous! FRIDAYS!

DEC. 4

On Fabulous Friday, Co-Liners were each given an extra \$20 bill to pay it forward, which they used to bless others during the holiday season.



Among the recipients of the pay-it-forward money was Co-Line's own **Joel Struik**. Joel unfortunately got sick a couple of times in 2020, forcing him to miss work and run out of vacation time earlier in the fall. At the time of the Pay-It-Forward Fabulous Friday, Joel was out sick with pneumonia, and he and his entire family had to be tested for COVID-19. The labs were backed up, causing Joel to miss two weeks of work waiting on his results, which were negative. Co-Liners knew his situation, and many employees from departments in the north building compiled their pay-it-forward money to give Joel \$680. An anonymous donation of 40 PTO hours was also gifted to Joel.

"Everyone here pitched in to help him out so he could cover bills and still afford Christmas for his kids," said **Tony Van Wyk**. "We all knew his situation, and he is a very good employee who has seemed to touch a lot of people out here, and everyone wanted to help him."



The paint and packaging crew pictured with pay-it-forward recipient Joel Struik after he returned to work in December are, from left: Tony Van Wyk, Bo Egger, Joel Struik, Dan Goemaat, Cody Kelm, Sam Collins, and Chris Meyer.

DEC. 11

Co-Line spread Christmas cheer one plant at a time on Dec. 11. For National Poinsettia Day, each Co-Liner was gifted a beautiful poinsettia from Nick's Greenhouse!



DEC. 18



The last Fabulous Friday of 2020 had Co-Liners dreaming of summer days and a trip to the Iowa State Fair that so many missed in 2020. Employees were given Barksdale's State Fair Cookie Dough to take home and bake and enjoy the ooey gooey treat.

DEC. 25

Co-Line was closed Dec. 24-25 so Co-Liners could celebrate Christmas with their loved ones.

NEW CO-LINERS

WELCOME, NEW FACES!

We're glad to have you on board at Co-Line!



ETHAN BRAAKSMA, 19, joined the Co-Line team on Oct. 19 as a welder. Previously, he worked for New Century FS as a laborer for three years. Ethan grew up in St. Paul, MN, but now lives in Newton. He graduated from Newton High School in 2019 and went on to DMACC for welding. Ethan's family includes his dad and mom, Franchette and Marty, as well as two older sisters, Brklyn and Hadley. In his free time, he enjoys dirt oval modified racing, fishing, and snowboarding.



"I've enjoyed meeting new people and being a part of something that is used in the real world, knowing you built it or helped."

— **ETHAN BRAAKSMA**



ADAM DeCOOK, 29, joined the Co-Line team as an assembler in the paint/package department on Oct. 19. Before Co-Line, he worked at Walmart on the Overnight Modular Team for two years and as a Garden Center Dept. Manager for 2.5 years. Adam grew up in Sully and graduated from Lynnville-Sully High School in 2009. He went on to graduate from William Penn University in 2014. Adam loves music and has been playing drums since he was 10 years old. He lives in Otley with his wife, Catherine.



"I've enjoyed the positive work environment. The supervisors have been very supportive, and everyone is easy to work with."

— **ADAM DeCOOK**



SAMANTHA HUNT, 24, became a Co-Liner on Oct. 26, joining the team as a laser parts coordinator. Previously, she was a Natural Resource Aid at Rathbun Fish Hatchery for six months. Samantha lives in her hometown of Lovilia. She graduated from high school in 2014 and from Friends University in 2018. Her family includes her parents, Bradley and Tammy Hunt, and her brother and his wife, Alexander and Trinity, as well as their 7-month-old son, David, who is the "cutest nephew ever," in Samantha's opinion! In her free time, Samantha enjoys horseback riding, hiking, kayaking, sewing, quilting, traveling, and volunteering at zoos and shelters.



"I have enjoyed the family feel of this company. I feel very appreciated here."

— **SAMANTHA HUNT**



DECEMBER TRAINING

- One employee completed E2, Measurement Tools, Setup Sheet, and Safety Awareness training.

CO-LINE MAKES BIKE RIDING POSSIBLE FOR YOUNG GIRL



Leah Nippe is all smiles riding her bike with the handle extension.

A special project at Co-Line for a very special girl helped make possible a previously impossible childhood activity for her – bike riding.

The project began when Chris Nippe, a neighbor of **Jeff Davis** in the weld group, contacted Jeff to see if Co-Line could make an extension on a bike handle for her granddaughter, Leah Nippe. Leah has a deformed arm that is shorter than the other and had never been able to ride a bike.

Dan Schutte had **Ron Vogt** in the projects group fabricate the bike handle extension, and Jeff painted and installed the handle for her. Now, not only can Leah ride her bike, she's ditched her training wheels too!

Leah's grandmother sent a thank-you from her and Leah. The grandmother's note is below:

I can't express the gratitude and appreciation of helping my granddaughter Leah Nippe to successfully ride her bike!

*Sincerely,
Grandmother Chris
Nippe and family*



PERFECT ATTENDANCE

For November, Co-Line will award 115 employees for perfect attendance with each receiving a \$20 Co-Line coin. Congratulations and keep up the great attendance!

Tyler Albert	Marc D'Aguzzo	Kelly Hargan	Eric Leonard	Alex Pierce	Kyle Smith	Tony Van Wyk
Linda Arkema	Logan Daniels	Mark Harmon	Brian Lewis	Ken Reed	Peter Smith	Brian Van Wyk
Gabby Axmear	Ken Daugherty	Levi Harms	Logan Long	Doug Richards	Bob Snyder	Mark Van Wyk
Derek Bates	Steve Davis	Rick Harrill	Elliott Mapes	Bryce Romick	Brent Stier	Marty Van Wyk
Ian Beckjorden	Bryan De Jong	Jodi Hartman	Greg McCulley	Levi Roose	Mike Stoner	Marylou Van Wyk
Roger Belcher	Bryce De Jong	Micah Heartsill	Chelsey McNew	Tony Roth	Kevin Terlouw	Teryl Ver Ploeg
Jake Brammer	Jeff De Jong	Jennifer Jansen	Travis Messer	Jason Sanders	Taylor Terpstra	Ron Vogt
Derrick Brelsford	Quintin Dewey	Trent Jansen	Chris Meyers	Taylor Saunders	Mark Thelen	Luke Weishaar
Abbie Brown	Andy Elbert	Todd Johnson	Jay Mitchell	Kevin Schippers	Chad Thompson	James Welch
Jason Broyles	Matt Facile	Reggie Kaldenberg	Mike Moore	Jeffrey Schultz	Chris Tice	Brian White
Roger Bruxvoort	Nicole Fetzer-Bryan	Todd Kaldenberg	Juan Munoz	Mark Schultz	Cory Tice	Eli Wilhelm
Kerry Bryan	Adam Flagel	Stefany Knowler	Wayne Munsterman	Dan Schutte	Kierston Till	Wayne Woollums
Mitchell Bryan	Loren Fopma	Jeff Kramer	Monica Nikkel	John Sharp	Dan Tool	Baker Zegers
Nick Burch	Dan Goemaat	Justin Kriegel	Bob O'Dell	Dave Smith	Jamie Tyrrel	
Katharine Castro	Gary Goings	Sandy Kuhlmann	Tom Orr	Dennis Smith	Ron Van Baale	
Don Crawford	Levi Grandstaff	Mason Lafferty	Justin Phillips	Gary Smith	Davin Van Haaften	
Marty Cross	Tony Hall	Wayne LaKose	Patti Pieper	Jeff Smith	Roger Van Hal	

YEAR IN REVIEW

TOP 10 **Co-Line** STORIES OF 2020



1. CO-LINERS CONTINUE TO SHOW SUPPORT OF CO-WORKERS

Again, throughout 2020, some Co-Line employees faced health challenges, and Team Co-Line stepped up by donating cash, Co-Line coins, and PTO hours as well as offering prayers, words of encouragement, and more.

2. COVID-19 PANDEMIC HITS

In March, COVID-19 appeared and shut numerous businesses down. Deemed an essential business, Co-Line continued to manufacture parts, and employees continued to work safely and distanced from each other. A unique opportunity to produce hospital beds for a new customer resulted from the pandemic.

3. CO-LINERS SET NEW SAFETY RECORD

Team Co-Line wrapped up 2020 with ZERO work-related time-lost accidents and surpassed the previous safety record. Currently, Team Co-Line has worked 862,234 hours, or 558 days, without a lost-time injury!

4. POWDER COAT LAUNCHES

The first powder coated production parts made their debut in late fall 2020, expanding Co-Line's finishing operations to both liquid paint and powder!

5. ROBOTIC WELD CELL UPDATES

With the addition of seven new robotic welding cells and updates to nearly all current robots, Co-Line continued technology advancements in 2020, the largest investment in robotics in the company's history.

6. CO-LINE IS "MOVING UP"!

New Service Center additions in 2020 included new 28' tall pallet racking, additional sheet metal racks, and additional narrow aisle material handling equipment on order.

Continued on page 9

TOP 10 **Co-Line** STORIES OF 2020

Continued from page 8

7. STAMPING DEPARTMENT EXPANDS

A 300T Komatsu stamping press and Dallas feed line were added to the production capabilities in the press department.

8. CO-LINE FACILITIES CONTINUE TO SHINE

With the addition of the new storage building in 2020, Team Co-Line continued 6S initiatives. This included sorting out low-use items, reorganizing work cells, and sustaining cleanliness in all buildings.

9. **ANOTHER RECORD - \$117,800** - was handed out in years of service bonuses during Co-Line's first-ever Drive-Thru Christmas Party.

10. FABULOUS FRIDAYS CONTINUE

While team-building and fun in-person activities came to a screeching halt on Fridays due to COVID-19, Co-Liners continued to enjoy creative gifts and food each and every Friday in 2020.

CO-LINE HOSTS BLOOD DRIVE OVER TWO DAYS, DEC. 29-30



BY THE NUMBERS
39 Registered Donors
33 Eligible Donors
34 Units Collected
12 First-time Donors
Up to **102** Lives Saved or Sustained!



Co-Liners pictured who rolled up their sleeves to donate blood Dec. 29-30 are, clockwise from top left: Jeff Davis (a successful first-time blood donor!), Tony Hall, Roger Van Hal, Faye Brand (another first-time donor!), and Cory Tice.

DECK THE DOORS AND MORE



1ST PLACE DOOR: Andy Elbert
Prize: \$50



2ND PLACE DOOR: Patti Pieper
Prize: \$25



2ND PLACE NORTH BUILDING: Material Handling Dept. (Pictured: Daryl Triplett)
Prize: \$50 Casey's gift card

Christmas Decorating

{CO-LINE STYLE}

The departments held a Christmas lighting contest at Co-Line in December, and employees' creativity did not disappoint! The top two decorators of office doors and the top two decorated departments in the north building were selected by judges, with each receiving a prize.



1ST PLACE NORTH BUILDING: Packaging Dept. (Pictured, from left: Bo Eggers, Tony Van Wyk, Chris Meyers, Sam Collins, Dan Goemaat, Cody Kelm, Joel Struik)

Prize: \$100 Casey's gift card. They also received the inaugural traveling trophy - a steel Christmas tree made by Dan Tool, which is pictured in front of Sam.



DRIVE-THRU CHRISTMAS *Continued from page 1*



Brenda Smith distributes the years of service money and new employee jackets.

Right: Carter Brand hands a pie to Bo Eggers in the back of a pickup with Eli Wilhelm and Cody Kelm.



Right: Andy Elbert definitely caught some attention with his Christmas shirt as a traffic director at the Drive-Thru Christmas.



Right: Cory Tice hands out a freezer meal, with each Co-Liner receiving one to share with family.



BONUS TOTAL:
\$117,800

10-YEAR TRIP AWARDS:
Kelly Hargan
Wayne Woollums

NEW EMPLOYEES:
Adam De Cook
Adam Carrothers
Adam Flagel
Allen Davis
Billy Phillips
Bo Eggers
Brady Van Wyk
Brendan Van Gorp
Brent Stier

Casey Burkle
Chad Sailors
Chadera Maasdam
Chris Cleverley
Cole Harre
Connor
Van Der Veer
Daryl Triplett
Davin Van Haaften
Derik Allbee
Derrick Christopherson
Drew Van Soelen
Ethan Braaksma
Garrett Auberg
Grant Van Donselaar
Jack Rumer
Jake Woody

Jesse Van Der Molen
Jodi Hartman
Juan Munoz
Katie Castro
Kierston Till
Levi Grandstaff
Marlo Van Wyk
Marlys Hoksbergen
Mitchell Bryan
Parker Van Wyk
Ron Vogt
Samantha Hunt
Shawn Kramer
Taryhn Annee
Tony Hall
Trent Jansen
Tyler Garton



WINTER SAFETY TIPS

Safety Committee: Bryan DeJong, David Hobbs, Rick Harrill, and Mark Van Wyk

WINTER SAFETY TIPS: 10 WAYS TO PREVENT SLIPS, TRIPS, AND FALLS

The risk of slipping, tripping, and falling increases dramatically during winter months. Make fall safety a top priority this season with these ten tips.

- 1 Use special care when getting in and out of vehicles.
- 2 Plan ahead and give yourself sufficient time to get to your destination.
- 3 Use your vehicle for support when entering and exiting.
- 4 Avoid carrying items that reduce your ability to see the ground in front of you.
- 5 When entering a building, wipe your feet to remove as much snow and water from your shoes as possible.
- 6 Scan the path six or more feet ahead of you for trip hazards.
- 7 Watch for black ice. Try tapping your foot on potentially slick areas to see if they are safe to walk on.
- 8 Wear footwear with slip-resistant soles.
- 9 Walk slowly and take small steps.
- 10 If you happen to slip, avoid using your arms to break your fall. If you fall backward, tuck your chin to keep your head from hitting the ground.

SAFETY FIRST

Team Co-Line has worked
862,234 HOURS
without a lost-time accident

Follow Co-Line on Facebook

CANDID CORNER



Rail's lifelong obsession with geology continues! He gave himself a Christmas present of a very rare slab of conglomerate/metamorphic stone from Bolivia. What is he going to do with that?

10 HEALTHY TIPS FOR THE NEW YEAR

By healthbeat.spectrumhealth.org

1. SCHEDULE YOUR ANNUAL PHYSICAL: An exam with your primary care physician/provider should be first on your list. Make sure you are up-to-date on your screening labs, preventive cancer screenings, and immunizations.

2. STRIVE FOR 60 MINUTES OF EXERCISE A DAY: This could be broken up into smaller bits of time throughout the day. For example, you could take the stairs at work or park farther from an entrance.

3. FIND A WORKOUT ACCOUNTABILITY PARTNER: You are much less likely to let another person down.

4. ADD EXERCISE TO YOUR SCHEDULE, AND HOLD FIRM: Exercise either before work or on your way home from work. It is much easier to either get it done before the day starts or before you get home.

5. PREP YOUR WORK-OUT ITEMS THE NIGHT BEFORE: If you are an early morning exerciser, get all set well in advance of the alarm going off.

6. GET AT LEAST EIGHT HOURS OF SLEEP: This reduces stress hormones and will help with weight loss and overall health.

7. DRINK ENOUGH WATER: Stay hydrated. This means 64 ounces for an average size adult.

8. CUT SCREEN TIME: Decrease the amount of time spent in front of screens and move as much as possible.

9. FILL UP ON FRUITS AND VEGGIES: Make half your plate fruits and vegetables at all meals.

10. KNOW THE STATS: Research shows it takes 21 days to make a habit. If you fall off the wagon, climb back on. Commit to just the day in front of you and make it great.

THE INSIDELINE

by Jeff Kling and Gary Smith, Quality Department



BASICS OF QUALITY by Gary Smith

Starting off the New Year, I wanted to review some of the critical basics needed in Quality to maintain ISO 9001 certification.

MEASUREMENT TOOLS AND CALIBRATION

Tools used to measure and monitor production parts must be first selected on their degree of accuracy and repeatability. The selection of accuracy is based on the part's tolerance range. If the part tolerance is a ± 0.005 ", the measurement tool must be able to measure within 0.001" increments. This could be a caliper or height gauge. If the tolerance range is $\pm 1/16$ ", then a tape measurer with $1/32$ " or $1/64$ " marks would work. The repeatability is how well an operator using the measurement tool can consistently obtain the part's feature.

The second step is maintaining the accuracy by calibration. Yes, even a tape measure needs to be calibrated/verified. The purpose of this step is to show that the tool conforms to standards. Any measurement tool used for production parts must be periodically verified to meet the accuracy

standard for that tool. All measurement tools used within the production have a white "calibration tag." This tag states the tool number assigned to it, its assigned location within the plant, a date last calibrated, and when the next calibration is due. Look at your measurement tool next time and check for this tag. Quality determines the calibration frequency based on the severity of the tool's environment and amount of usage.

Look at your measurement tools. Verify that they have not gone past their calibration date. Have they been dropped or misused? Please notify Quality immediately so it can be verified for accuracy. The hook on a tape measure's end can become loose or bent and give incorrect measurements. The calipers' jaw (internal or external) can become bent. Always, if in doubt, have it checked out!

Measurements for customer parts are only as good as the tools which you use to verify them.

We are in this together, and I am pulling for you.

Weekly Market Update

Week Ending: December 25, 2020

Ph. 800-548-2994 | americantrustretirement.com

U.S. stock prices were mixed as congress approved the \$900 Billion stimulus bill that will offset some of the economic impact from a recent surge in coronavirus cases. Small and medium sized company stocks outperformed large company peers and growth stocks generally outperformed value. Sector performance was mixed as financials established a leadership position and were up nearly 2%. Information technology was the only other sector to finish the week in positive territory, whereas energy and defensive sectors such as communication services, utilities, and consumer staples lagged. Developed foreign stocks in Europe and Asia underperformed U.S stocks, while Emerging Market stocks lagged developed foreign markets.

U.S. Treasury yields declined this past week (bond prices and yields move in opposite directions) as demand for high quality bonds increased. High yield (below investment grade) corporate bonds were the worst performing asset class but still managed gains while long-term government bonds were the best performing segment. Investment grade corporate bonds are yielding approximately 1.8% and high yield (below investment grade) corporate bonds are yielding more than 4.5%.

Economic data released during the week was generally worse than expected as U.S. household spending declined for the first time in seven months. Weekly initial unemployment claims decreased to 803,000 and approximately 5.3 million Americans continue to claim ongoing unemployment benefits. Existing home sales declined in November but that is largely due to supply constraints as demand remains elevated with a more than 25% increase in existing homes sold compared to last year. The EU and UK appear to finally be on the verge of a trade deal that will allow for a smoother transition for the UK to the leave European Union (Brexit). Several countries in Europe introduced more severe restrictions to limit contact and mobility during year-end celebrations.



COVID-19 LEGISLATION

by Monica Nikkel, CPA and Accountant at Co-Line

On Sunday, Dec. 27, President Trump signed the COVID Relief Extenders and Spending Authority Legislation into law. This very lengthy bill (over 5,000 pages!) includes a lot of information that will be reported on over the next several weeks, but listed below are some key points of the bill:

STIMULUS CHECKS – The IRS will issue \$600 stimulus checks for each adult, plus an additional \$600 for each dependent under the age of 17.

PPP LOANS – A new round of PPP loans will be available to businesses with 300 or fewer employees that have sustained 25% gross revenue loss in any quarter of 2020 as compared to the same quarter in 2019.

PPP LOAN FORGIVENESS – PPP loans that are forgiven will be treated as tax-exempt income, and no deduction

will be denied for expenses paid for with the forgiven monies.

EXTENSION OF PAID SICK AND FAMILY LEAVE – Employers are not mandated to provide paid COVID leave after Dec. 31, 2020, however this bill gives employers the option to extend the paid leave through Mar. 31, 2021. Employees will not be given any additional leave, but if their employer opts to continue, they may take unused leave if they qualify.

UNEMPLOYMENT ASSISTANCE - \$300 per week of additional unemployment assistance is provided for 11 weeks from the last week of December. Similar to the additional assistance provided in the summer of 2020, this is a fixed amount added to any unemployment assistance qualified for at the state level.



LIFE'S UNANSWERED QUESTIONS

by Margaret Vander Weerd, Newsletter Editor

Well, it's 2021. I am (fill in your age) years old, and I still have so many unanswered questions!

I haven't found out who let the dogs out, where's the beef, how to get to Sesame Street, why Dora doesn't just use Google Maps, why do all flavors of Fruit Loops taste exactly the same, or how many licks DOES it take to get to the center of a Tootsie Pop? Why are eggs all packaged in a flimsy carton, but batteries are secured in plastic that's tough as nails, what does the fox say, why "abbreviated" is such a long word, or why is there a D in "fridge" but not in refrigerator? Why is lemon juice made with artificial flavor yet dishwashing liquid is made with real lemons, why they sterilize the needle for lethal injections, and why do you have to "put your two cents in" but it's only a "penny for your thoughts" - where's that extra penny going? Why do "The Alphabet Song" and "Twinkle, Twinkle Little Star" have the same tune, why did you just try to sing those two songs, and just what exactly is Victoria's secret? And where is Waldo? Can you hear me now?

Do you really think I am this witty? I actually got this from a friend, who stole it from her brother's girlfriend's uncle's cousin who lived next door to an old classmate's mailman...now it is your turn to take it from me, insert your age, and enjoy your day.



ONE CARRIED-OVER "FROM: THE DOG" NOTE FROM 12-20



DEAR GOD: Let me give you a list of just some of the things I must remember to be a good dog.

1. I will not eat the cats' food before they eat it or after they throw it up.
2. I will not roll on dead seagulls, fish, crabs, etc., just because I like the way they smell.
3. The litter box is not a cookie jar.
4. The sofa is not a "face towel."
5. The garbage collector is not stealing our stuff.
6. I will not play tug-of-war with dad's underwear when he's on the toilet.
7. Sticking my nose into someone's crotch is an unacceptable way of saying "hello."
8. I don't need to suddenly stand straight up when I'm under the coffee table.
9. I must shake the rainwater out of my fur before entering the house - not after.
10. I will not come in from outside and immediately drag my butt across the carpet.
11. I will not sit in the middle of the living room and lick my crotch.
12. The cat is not a "squeaky toy" so when I play with him and he makes that noise, it's usually not a good thing.

REFER A FRIEND

We'd love for them to **JOIN OUR TEAM!**

Co-Line — You Share, We Share —

\$500 for **EMPLOYEE REFERRALS!**

Baby, it's cold outside...

But keeping warm is not a problem with these Logo Shop items.



Carhartt Stocking Hat \$20 each
other colors available



Hooded Sweatshirt \$25 each

The **LOGO SHOP**

LUNCH MENU — JANUARY 2020

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
					1 New Year's Day Co-Line closed	2
3	4 by Julie Roose Maidrite chilidogs, salad, chips, turtle bar	5 by Julie Roose Chicken bacon ranch/bun, pasta salad, lettuce cauliflower bacon salad, monster bar	6 by Julie Roose Chef salad, cheese-burger chowder, carrots/dip, bread pudding	7 by Julie Roose Savory turkey roast, potato/gravy, corn, topsy turvy bar	8 by Smokin' J's Smoked pork chop, corn casserole, green beans, Rice Krispies bar	9
10	11 by Julie Roose Pizza subs, cottage cheese, 7-layer lettuce, brownie delight	12 by Julie Roose Parmesan chicken, mashed red potatoes, green beans, pumpkin bar	13 by Julie Roose Deli club, soup, fruit, scotcharoo	14 by Julie Roose Pasta bar, mixed greens, dinner roll, marshmallow bar	15 by Smokin' J's Pulled chicken, baked beans, potato salad, cookies	16
17	18 by Julie Roose Tater tot casserole, homemade bread, applesauce, Jell-O cake	19 by Julie Roose Philly steak, cheesy hashbrown, Dutch lettuce, strawberry pretzel dessert	20 by Julie Roose Meatloaf, creamy potatoes, peas, cinnamon roll	21 by Julie Roose Potato crusted cod, smoked chicken, bun, Parmesan potatoes, Snickers apple salad, salted nut roll	22 by Smokin' J's Pulled pork, cheesy potatoes, pasta salad, Oreo fluff	23
24/31	25 by Julie Roose BBQ pork/bun, mac 'n cheese, taco salad, fudge bar	26 by Julie Roose Lasagna (traditional or chicken alfredo), side salad, garlic roll, choc. chip cookies	27 by Julie Roose Beef 'n chicken fajitas, seasoned rice, oriental lettuce, Oreo cake	28 by Julie Roose Pella Bologna/bun, chili, relish tray, Dutch letter bar	29 by Smokin' J's Smoked chicken breasts, mac 'n cheese, cole slaw, cookies	30