

In This Issue:

- **Team Member Appreciation!**
- **Donations of Much Needed Supplies**
- **CPR/AED Training**
- **Are You Ready for Some Football?**
- **More Than Pink Walk**
- **Team Member Spotlight**
- **Out with the Old..In with the New**
- **Claim your Light Pole!**

Team Member Appreciation!

▲ Top billing in this quarter’s newsletter goes to our Team! Our appreciation for their on-going efforts to providing exceptional dedication and quality in their daily work was expressed at our annual Team Member Appreciation Picnic, held on August 23rd.



We began our Appreciation Day by bringing back a crowd-favorite presenter, Randy Fox. Randy has spoken to our Team in the past and has come to know many of the faces and understands the challenges that so many of us are facing with finding long-term, quality Team Members to fill production vacancies. Those challenges reach far beyond the HR office, affecting each of us as we do our best to be flexible with schedule changes and find more ways to work efficiently with gaps in the labor pool. Randy’s message focused on a formula for personal relationships and building a “LADR” (Listen, Acknowledge, Discuss, Resolve), along with the pillar for relationships to stand on, that being Trust. We need to find ways to engage new Team Members and welcome them so that they feel they belong and will not leave us.

The Appreciation Day also included a catered lunch from Marko’s Smokin’ BBQ www.markossmokinbbq.com and ice cream treats from Cold Stone Creamery....both of which are always a hit with our Team!



All Team Members received a Professional Plating embroidered polo shirt and were entered into a drawing for TONS of great prizes including Wisconsin Badger and Green Bay Packer tickets, gift cards, and a Samsung Galaxy tablet. All active Team Members (+225) received a prize!



Shown are Team Members helping themselves to lunch and also posing with their picnic prize!

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Donations of Much Needed Supplies

▲ Hand-in-hand with our Team Member Appreciation Picnic each year, we encourage our Team to give back to others. Our collections this year were to two local programs. For the R-PAWS Rehabilitation Program at the Bay Beach Wildlife Sanctuary, we asked our Team to donate supplies used to help orphaned baby wildlife. We also asked for supplies on the "basic needs" list for Harbor House Domestic Abuse Shelter.



Both agencies were amazed at the generosity of our Team when they saw the number of items that were collected. In addition to the collected items, there were cash donations from Professional Plating Inc, Bob & Pat Endries and Steve & Susan Endries. Hat's Off to our Team!



Shown are Kelsey Burkhalter, Professional Plating Zinc Operations Assistant presenting a check to Lori Bankson, Curator of Animals at the Wildlife Sanctuary; and Jennie Micke, Children's Advocate at Harbor House, Melissa Giebel,



Calumet County Outreach Coordinator and Carollynn Acker, Human Resources Coordinator at Professional Plating, accepting the cash donation.

CPR/AED Training

▲ We are passionate in wanting to do whatever we can to send all of our Team Members back home each day in a safe condition. We work diligently to keep work areas free of clutter that could cause trips or falls and ask for Team Member input on any safety concerns that need attention. We also provide first aid training to Team Members who are interested in being ready to assist if a fellow Team Member has a medical concern.

Gold Cross Ambulance Service was on-site for two sessions in July for CRP/AED re-training for 20 of our Team Members. This group represents a cross section of office and production areas, on all shifts.

Pictured at the CPR/AED Training are Mike Wait, Wastewater Operator; Carl Weber, Maintenance Manager; and Office Assistant, Kelly Strouf.



Professional Plating respects the time and privacy of our customers. In no way is this update meant to be spam mail.

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To Opt Out

Are You Ready for some Football?

▲ Back in mid-July, we asked our Team this question and followed up with asking if anyone was interested in free tickets to attend the Packer Family Night event on Saturday, August 4th.

It was hard to think about football when we were in the midst of baseball season (and it is even harder now to admit that baseball season is over with the "oh so close" possibility of having our Milwaukee Brewers making it to the World Series...☹). We had 50 of our Team Members and their families enjoy the festivities at Lambeau Field including a Packer's practice, the possibility of winning a "jersey off our back" and the fireworks show to cap off the evening. The weather did not exactly cooperate as rain moved in at the end of the show, but it was still a great night of family fun!

Shown below on the left are Crystal Hedrich and her family. Crystal works in our Shipping Office. Pictured on right is Bekki Eldred and family. Bekki works in Zinc Scheduling.



More Than Pink Walk

▲ Professional Plating was approached by a Team Member (Gwen) of a customer of ours, requesting our financial support for her participation in the Susan G Komen "More Than Pink Walk" held on September 23rd at the Summerfest grounds in Milwaukee. Gwen has been a part of this Walk for several years and had a lofty goal of personally raising \$5,000.

Gwen is very passionate about this event that raises money for the Komen Foundation, whose four pillars of impact are "Research+Care+Community+Action". These pillars go beyond PINK and breast cancer awareness. The Foundation raises money to fund research, provides care for survivors and those living with metastatic breast cancer, saves lives through their work in the community, and takes action against breast cancer.

With the donation from Professional Plating and many other friends, family and business associates, along with a matching program from her employer, Gwen (pictured on the right) was able to surpass her goal and donate \$7,288 to this event. This is a great example of the power of just one person, dedicated



For information about Professional Plating and general questions related to metal finishing, check the FAQ section of our website at:

Frequently Asked Questions

www.prolating.com

to a cause!

Team Member Spotlight



Dedra (Piepenburg) Boettcher
E-coat Sales-Estimator, Planner



I have been working at Professional Plating since graduating high school in 2011. I started on the Flex Team and eventually moved to full time. I worked my way up to Line Lead in the Powder Department and maintained my role for 3 years. I wanted to continue to grow with the company and accepted the position as the E-coat Planner-Estimator in April of 2018.

As an Estimator-Planner I am learning the Acrylic and Epoxy E-coat processes. I am also cross-training on how to calculate pricing for the Zinc processes we do. I look forward to continuing my growth with the company and helping to increase productivity.

In my spare time I enjoy playing with my bulldog Gus, going golfing and going up north on the 4-wheeling trails with my husband. We were just recently married (on October 20th) so we haven't had much free time but cannot wait to start our happily ever after!!!

Out with the Old...In with the New



Having reliable equipment is paramount to providing our customers with the quality and service they have come to expect from Professional Plating. Back in March of this year, we cut a Purchase Order to our partners at Jessup Systems to build a new zinc rack line, replacing an existing production line that has served us well for over 25 years.

The footprint for the new line was already in place from our 2015 building expansion project. Installation began in June. The tanks, hoists, control panel and holding tanks are all in place. The pipe fitters and electrical are being worked on now and they are moving along nicely. We will hand the machine back over to Jessup for programming in November and be running production in early December. We look forward to increased efficiencies and design enhancements to ensure repeatable and consistent quality.



June = footprint for new machine

October = structure is in place

Claim your Light Pole!

▲ The last weekend of October is time for the Brillion Optimist Club, "A Walk Thru Brillion" event, which has been a HUGE success in the past. Literally, the streets of Brillion will see several hundred people walking between businesses and enjoying samples of craft beer, wine, food, and music. Some event-goers will be in Halloween costumes. All participants are eligible to win some great prizes. Professional Plating proudly donated two season tickets to the performances at the Endries Performing Arts Center for the upcoming season, and two tickets to the ABBA tribute show also at the EPAC.



With the crowd walking through the downtown, the City is continuing their tradition of having volunteers "claim a light pole" to decorate for the Fall season. Several Professional Plating Team Members have stepped up to take on light pole decorating on our behalf.

Shown on the left is Professional Plating's decorated light pole, courtesy of Professional Plating Team Members (and sisters), Dedra Boettcher, E-coat Sales Estimator-Planer; and Jordan Miller, Office Assistant.

Happy Fall!



