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## A Culture of Safety

▲ As a customer of Professional Plating, you already know that we pride ourselves on providing repeatable quality on the metal finishing and value-added services that we provide. We are proud of our history, our culture and our Team. What you may not often hear is that in addition to being proud of our Team, we care about them and their well-being while at work.

In June, the Team at Professional Plating hit a major milestone of 600 days without an OSAS recordable injury/accident! It is no mistake that our Safety Scoreboard is posted directly below our company Culture Points and Expectations. Safety truly is part of our culture.

Hitting this mark with 185 Team Members working over three shifts in a manufacturing environment is an incredible accomplishment; one that does not happen overnight and not without a focused effort by each and every person. Safety is a full-time, 24/7 event.



## Endries Performing Arts Center

▲ Professional Plating is a proud sponsor of the Endries Performing Arts Center, located at Brillion High School. The "Friends of the Endries Performing Arts Center" arrange all of the performances and events that support its mission of enriching the community of Brillion and the surrounding area. The "Friends" put together a nice variety of shows for the 2022-2023 season that culminated with a performance by The Kids from Wisconsin on July 11<sup>th</sup>.



This high-energy show is made up of 36 of Wisconsin's most talented young adults who put in countless hours of practice in order to entertain venues across the state and at the Wisconsin State Fair. If you haven't had a chance to see them perform, you need to put it on your bucket list!

Free tickets to the shows at the Endries PAC are offered to Team Members of Professional Plating. Depending upon the show, we can have upwards of 15 Team Members who request tickets; some like to attend all of the shows, others have an interest based the performance. We are very fortunate to be able to offer this high-quality entertainment to our Team.

## Team Member Spotlight



**Gail Schuh**  
**Customer Service Coordinator**

**Contact Us:**  
**920-756-2153**  
**Check Us Out On**  
**The Web at:**  
[www.proplating.com](http://www.proplating.com)

**Specialty Coatings**  
**Acrylic E-coat**  
**Barrel Zinc**  
**Epoxy E-Coat**  
**Powder Coat**  
**Pro-Advantage**  
**Pro-Dura Clear**  
**Rack Zinc**  
**GM Approval**  
**Volvo Approval**

▲ **On October 12<sup>th</sup> of this year, I celebrated 40 years of service at Professional Plating! It's hard to believe that I've been here that long. So how did it all start?**

**Back in 1983 when there were no jobs to be had my good friend Sue, who is our Office Manager, called and asked me if I would like to hang some parts on these racks to be plated. I had no idea what zinc plating was but I needed money so I said, "Sure, I'm your gal". I became the fifth employee of PPI that day. One of those first years, we had a Saturday company breakfast meeting (for the seven to ten of us who worked here at the time) and I recall Bob Endries, owner of Professional Plating told us to "stick around and grow with the company because Professional Plating is going to be really something someday". He wasn't bluffing! I can honestly say I never thought PPI would be what it is today.**

**I started out in production on a part-time basis, hanging parts on zinc Rack 1. After a year or two, I moved into shipping/receiving and several years later, with the company continuing to grow, we needed someone to take care of customer calls full time and I became the first Customer Service person. I guess I liked it so much that I have pretty much settled in for the long haul. There was a time when I knew every customer and most of the parts that came in. I have to admit that is no longer the case. We've gotten a little bigger and my memory isn't quite what it used to be. It has been one heck of a ride and I'm proud to be a member of the PPI Team. This company takes care of us and we as a team try to continue to pay it forward.**

**As for my personal side, my husband and I have a little shack in the woods in Shawano and we try to spend as many weekends as possible there in the summer. We are also taking road trips to see what there is to see in the continental United States. Finally, we are grandparents to Jackson who is three and Alisson who recently turned one. Any day spent with them is the perfect day!**

**I hope that over the next couple of years (before I retire), I'll be able to help you out. I like to tell our customers this is PROFESSIONAL Plating, it's not the Amateur hour. Let us take care of you!!!**

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

If you no longer wish to receive a quarterly electronic update from Professional Plating, please click the following link.

To Opt Out

## Fire Safety Training

▲ The Culture of safety that we promote at Professional Plating includes a variety of training events throughout the year. Various Team Members receive training on Confined Space, Lock Out/Tag Out or First Responder Training to name a few.

In July, we had our annual Fire Safety Training. We partnered with the Brillion Fire Department who came on-site to review potential fire hazards at Professional Plating with 44 of our Team Members. Included in the training was the proper use of a fire extinguisher. No one knows how they will react in the event that any type of emergency situation arises so having some hands-on training is something good to have in your back pocket.



Pictured on the left is Team Member Austin Behnke, Acrylic E-coat Lead Inspector demonstrating the P.A.S.S. method (Pull, Aim, Squeeze, Sweep)

## What Goes On, Must Come Off...

▲ ...that is when you are working with zinc plating, ecoating or powder coating and are interested in ending up with parts that achieve the appropriate performance characteristics for corrosion resistance, salt spray and humidity testing.

As a job shop we are faced with a myriad of different inputs when it comes to material substrate differences, whether that be HRS, CRS, aluminum products, cast iron, magnesium or even galvanized or stainless. The methods by which our customers choose to process their material into parts are vast and impressive. We offer input when asked on how to best design and manufacture a part to achieve the best throughput and efficiency from a metal finishing standpoint. The item that is most often missed, bypassed or changed after a project starts, is the type of lube, oil, or rust preventative that may be used in the process flow for a given part. Additional impacts can be seen from process steps such as Timesaver belting or vibratory deburring.

Any steps in the process flow, any lubes, stamping inputs, or die materials used as noted in our title above, "Must Come Off". To remove the materials or ingredients we must be able to solubilize those materials in our water-based pretreatment systems, meaning the parts must be able to enter the bathes to solubilize through the cleaning process and have the lube, oil or RP removed without wiping, rubbing or other mechanical means.

>> This article is continued on the next page <<

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

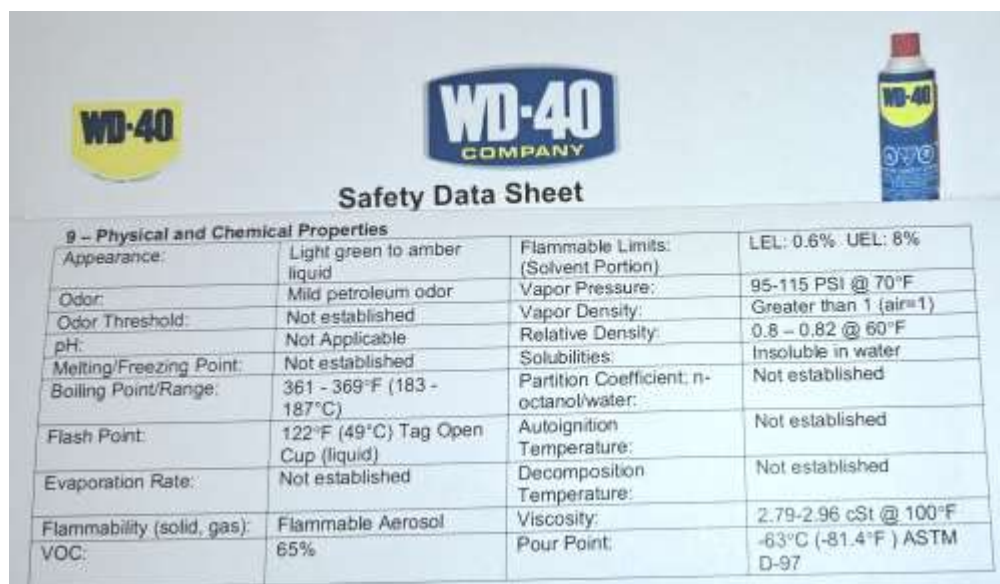
Frequently Asked Questions

[www.prolating.com](http://www.prolating.com)

The amount of time that a part may sit with lube on it is also a key for anyone in the finishing industry. As a part is allowed to age in raw part inventory, the lube is changing; the water is settling out and as it drops out the lube that is left will solidify and become tacky. The raw part will become an issue to be able to solubilize and remove the materials without rubbing, wiping or mechanical means when placed in a plating or painting bath for pretreatment.

Lube and RP items that show up as "bad ingredients" that a water based pretreatment cannot remove, are items containing paraffin's, waxes, animal fats, petroleum bases, mineral oils, and hydrotreated heavy naphthenic based oils. The old standby WD-40 as an example, is a killer!

A Safety Data Sheet (SDS) will list out under Section 9, Solubility, i.e. whether the product is soluble. Anything in that section that says "negligible", "minimal" or "miscible" are all concerns and we need to say "pump the brakes!". If the section says "Non-Soluble", that is a Dead Stop! (an excerpt from the WD-40 SDS follows):



9 - Physical and Chemical Properties			
Appearance:	Light green to amber liquid	Flammable Limits: (Solvent Portion)	LEL: 0.6% UEL: 8%
Odor:	Mild petroleum odor	Vapor Pressure:	95-115 PSI @ 70°F
Odor Threshold:	Not established	Vapor Density:	Greater than 1 (air=1)
pH:	Not Applicable	Relative Density:	0.8 - 0.82 @ 60°F
Melting/Freezing Point:	Not established	Solubilities:	Insoluble in water
Boiling Point/Range:	361 - 369°F (183 - 187°C)	Partition Coefficient; n-octanol/water:	Not established
Flash Point:	122°F (49°C) Tag Open Cup (liquid)	Autoignition Temperature:	Not established
Evaporation Rate:	Not established	Decomposition Temperature:	Not established
Flammability (solid, gas):	Flammable Aerosol	Viscosity:	2.79-2.96 cSt @ 100°F
VOC:	65%	Pour Point:	-63°C (-81.4°F) ASTM D-97

The other key to any items that may say soluble in that section, is if the lube is required to be mixed. The statement on the SDS is being made based on the proper mixing; not using it straight or using it heavier to help mask a poor die condition. Using more may help at the stamping press but using more will not allow it to "Come Off" during metal finishing and provide you excellent adhesion and a great performing as well as cosmetically pleasing part.

We again, are here to offer you input and feedback as you look to make changes, to adjust processes or steer towards intended cost gains internally. We can help evaluate materials you plan to use up front to save you the time and money of rework or parts that do not meet your needs both cosmetically due to not being able to be properly cleaned and painted or plated. Please also reach out with any subsequent field concerns you or your customers may have.

## Team Member Appreciation Picnic

▲ August 16<sup>th</sup> was a great day to be outside for our annual Team Member Appreciation Picnic!



The day kicked off under the tent at 5:30 a.m. for the first of three meetings featuring our good friend and guest motivational speaker, Randy Fox. Randy's message to our Team was "details matter". He spoke of the choices we have to basically "do the job and check the box", or we can do it with style and passion to deliver "silver platter service".

As late morning rolled around, we had the boards in place for the championship round of our Bean Bag Tournament. The dynamic duo of Jody Mullard, Ecoat Scheduler and Dedra Boettcher, Ecoat Sales Estimator/Planner were ready to do battle with the team of Jason Behnke, Barrel line Operator and Bob Zipperer, Engineering and Quality Manager. The glare off of their opponents heads may have played a factor in the ladies defeat, crowing Jason & Bob as the Champs! A good time was had by all 50 Team Members who participated in this year's tournament, and there is a definite "we'll get Bob next time" goal in everyone's mind!



Making a return appearance for our picnic lunch was Mark Kuckenbecker's team from Marko's Smokin' BBQ serving up brisket, burnt ends, mac 'n cheese, and beans. Cold Stone Creamery was also on hand with sundae's. We were happy to welcome 13 of our retirees who joined us for lunch with a few of them requesting a tour of the plant to see what's all changed since they left.

As Team Members reluctantly had to head back to work, they were treated to some new swag (PPI t-shirt) and could sign up to win a larger-valued item. Those items included Packer tickets, \$100 gift cards to Door County and VISA, Galaxy Tablet, and outdoor furniture, to name a few. Every Team Member left that day with a minimum of a \$25 gift card, again, all donated by some of our generous vendors.



## **Zinc Barrel Installation Update**

▲ In our April 2023 newsletter, we shared with you that the Endries family, owners of Professional Plating, approved an investment of over \$4 million for the purchase and installation of a new Barrel Zinc plating machine. We are happy to give you an update that this installation is well under way!

In early July, we started preparing the floors and space where the barrel line would be placed. We received the first trucks of steel structure and line equipment in August with weekly shipments thereafter. The structure itself along with electrical and plumbing have been continually worked on throughout the last couple months and we are on track to start commissioning the line in early November for a later December start up.



**With the completion of this barrel project, we will have two barrel zinc lines with availability to finish all of your of RoHS clear/ yellow and black needs.**