

Palmateer Retirement/ Bay#1 Restructure



Congratulations to Mike Palmateer on his well-deserved retirement. To complete 40 years in a very demanding and ever changing business is quite an accomplishment. We all learned a lot from Mike over the years both technically and how to interact with people. His departure left a large void and some restructuring is required.

The following associates have been assigned duties to cover Mike's responsibilities.

- Chris Minello – Bay#1 Supervisor.
- Al Marcath – Bay#1 Group Leader.
- Phil Willer - Bay#1 Group Leader.

Al and Phil will be in charge of both new builds, as well as, ECS and Corrections. Associates in the assembly area have already been assigned to either Al or Phil with some flexibility based on workload and customer requirements. The benching & spotting associates will also work closely with both Al and Phil. The same applies to the entire night shift in assembly, benching and spotting. Al will handle primarily Lighting and Multi-Action molds; Phil will handle Interior and Exterior trim molds. After the new builds are sampled, the same molds will go back to the original leader to handle ECS and/or corrections. These moves and assignments should provide more consistency and also improve efficiency and quality.

Chris will oversee all of the above in addition to coordinating daily day and night lineups, managing all incoming change orders, handling customer off sight support requirements, new hires, and associate training.

Our goals are simple;

- Eliminate any current job liabilities ASAP. (Molds need tryout issues closed out)
- Develop and enhance our current system ASAP making sure job assignments are clear and there is accountability.
- Do it right the first time. Eliminate rework.
- Interface with Chris, Al and Phil in the new builds at the right time so more eyes are on the project and issues are resolved early to steer the job in the right direction.
- Make ALL due dates.

With your support, we can develop an efficient team very quickly, get our past issues resolved, maximize throughput and get the profit margins where they need to be. Any suggestions you may have, please bring to myself, Chris, Al or Phil. Your cooperation and assistance in supporting Chris, Al and Phil in these assigned roles is appreciated.

Going forward, we expect the workload to pick up late summer, so our window of time to make big changes quick is small. We need to focus, prioritize and act now.

Thank You.

Darren Mack

Title is Director of Manufacturing & Service