

August 2025

Work Anniversaries

3 Years

Nick Wallen, DS Machine Operator

4 Years

Trevor Means, ANO Material Handler

Brendan Wurmlinger, ANO Racker
Wayne McCarley, Truck Driver

6 Years

Michael Richardson, Quality Inspector

8 Years

Eric Mullikin, Truck Driver

9 Years

Jason Barnes, Anodize Plant Manager

Ben Cooley, HT Furnace Operator
Rafael Carreon-Silva, Plate Line Operator

12 Years

Victor Tindall, Maintenance Technician

18 Years!

Akira Agena, HT Lab Technician

Thank you all for your hard work & dedication!

Current Open Positions:

As of 8/1/2025

Waste Water Treatment Technician
3rd Shift - \$18.00/hour

Plate Maintenance Technician
Day Shift - \$24-\$32/hour

Employee Referral Program:

Earn up to \$500 for referring a new employee - paid once the referred employee has worked at Elm Plating for a minimum of 6 months.



REMINDERS

We are closed for Labor Day on Monday, September 1st

YMCA Quarterly Taxes will be processed on PR 9/26/2025

Hearing Conservation is coming up September 23rd and 24th



Why the Flu Shot Matters – Protect Yourself & Others

As flu season approaches, getting your **annual flu shot** is one of the simplest ways to stay healthy and protect those around you.

Why should you get the flu shot?

Reduces your risk of getting sick

Lessens symptoms if you do catch the flu

Protects coworkers, family & vulnerable individuals

Helps reduce sick days and keeps production moving

Who should get it?

Everyone 6 months and older—especially people in close-working environments like manufacturing

When should you get it?

Best time: **September through October**, before flu season peaks

Fast Fact:

The flu virus changes every year—**so last year's shot won't protect you this year.**
Annual vaccination is key.

Elm Plating's Flu Clinic is scheduled for September 30th 2025!

Heat Stress Awareness & Prevention

As temperatures rise, so does the risk of **heat-related illness**—especially in manufacturing environments where physical work and PPE can increase heat exposure.

Know the Signs of Heat Illness:

- **Heat Exhaustion:** Heavy sweating, dizziness, headache, nausea, weakness
- **Heat Stroke:** Confusion, slurred speech, seizures, loss of consciousness — *this is a medical emergency!*

Stay Safe with These Simple Tips:

- ✓ Drink water every 15–20 minutes—don't wait until you're thirsty
 - ✓ Take breaks in shaded or cool areas
 - ✓ Wear light, breathable clothing when possible
 - ✓ Use cooling towels, fans, or ventilated PPE
- ✓ Look out for each other—report any symptoms immediately

Did You Know?

A body temperature over **104°F** due to heat stroke can cause permanent organ damage. Quick action saves lives.

Let's work together to stay cool, hydrated, and healthy!

Promotion Shoutout

Elm Plating is pleased to announce the promotion of **Larry Schulze** to **Process & Wastewater Treatment (WWT) Manager!**

Larry began his career at Elm Plating Company in 2018 after graduating from Michigan State University with a Bachelor's in Science and Engineering. He started as a Heat Treat Lab Technician and worked his way up to become Heat Treat Supervisor. Throughout his time with the company, Larry has consistently demonstrated exceptional leadership, technical expertise, and a strong commitment to excellence—qualities that have made him a valuable asset to our team.

In his spare time, Larry enjoys visiting pubs, discovering great places to eat, and spending time with his two sons.

In his new role, Larry will oversee Plating Processes and Wastewater Treatment, focusing on operational efficiency, reliability, and continuous improvement. We are confident that his experience and dedication will further strengthen our operations and drive continued success.

Please join us in congratulating Larry on his well-deserved promotion!

HAZARD HUNTERS

⚠ Hazard Reporting Reward Program ⚠

👀 Spot a Hazard? Report It!



Scan the QR code with your phone, fill out a paper form or use the safety portal in the breakroom.



🔥 EAP Safety Quiz – Win a Prize! 🔥

Think you know your safety procedures? Prove it!

The first three hourly employees to stop by, call, or email HR with the correct answers will win a prize!

Questions:

1. Where is your designated evacuation area in the event of a fire?
2. Name one person listed on the emergency notification list.
3. What's one preventative safety activity currently in place at Elm Plating?
4. Who is responsible for assessing a safety incident and deciding the next steps?
5. If a spill occurs, what's the very first thing you should do?