

# KENNEDY VALVE

*A Cornerstone of the Community*

Summer 2012



Kennedy Valve

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**KV Giving Proud...**

**United Way**  
of the Southern Tier

**Campaign for 2013 to Start in October**

*Please consider your role in supporting our community*

*Exciting new incentives to be announced!*

## Stroke Prevention Fair Helps Employees Know Risk Factors



Jeff Mansford gets tested in one of the three stations set up for performing various checks.



## The Water Street Works

**LOOK** ing GOOD KV!



**Above:** The old barricade fence has been replaced with a decorative fence.

**Above Right:** An "official" entrance to the offices adds an impressive touch.

**Right:** The renovated Guard's house now presents an open invitation to visitors to our facility!



We often hear from community members the positive changes they have seen in our facility. As a member of this community for over 100 years it is a good feeling to hear this feedback and equally great to work for a company that looks as good as we feel!



A recent health fair focusing on stroke prevention measured targeted factors such as blood pressure, scans of primary arterial check points, and bone density. Participants were given a report based on their statistics and susceptibility ratings for stroke. A strong showing and great feedback made this a worthwhile event.



Arne Feyling, ARD/M&H/KV- VP/GM

## Message From Our VP/GM

# No Bullies on Our Playground!

If you have children in school, you are well aware of the programs that have been developed to prevent bullying. Bullying does not just apply to children! There are many problems with a culture where bullying is allowed and the list of reasons why it is wrong is endless.

What is bullying? In essence, it is the use of one's perceived power to intimidate, belittle, control, influence, or damage another person's worth for some intended purpose. Bullying can occur on any level and in many different forms. It can occur through racial or sexist jokes, name calling, body posturing, such as blocking or pushing, gesturing, repetitive "picking" on another person,

pointing out another's physical flaws in order to embarrass, or any act to make someone appear less than the person dishing out the act.

The most difficult thing about bullying is that it is easy for a bully to hide his or her actions by claiming that they mean no harm. Often, the only proof of the action is the demeaning after affects left with the person being bullied. Bullying can even include a constant nature of communication that leaves others feeling put down or "small".

Perhaps the most dangerous thing about bullying is it often pushes a victim into a reaction mode and that is usually as undesirable or worse than the initial acts that took place.

As a Company, Kenney Valve is committed to creating a culture where all employees are valued and treated with respect. All of us have pressures and problems enough without coming to work and feeling demeaned by our co-workers or our bosses.

As an employee, we need to be in tune with our behavior and how our actions and words affect one another. Honesty, open and direct communication, correction, or challenging one another's work opinions is a good thing...we need that; but putting others down through ridicule, bad jokes, innuendos, or any other action is unacceptable.

The point is this: as a Company we intend to provide the right environment and training to encourage good behavior, but the bottom line is that every employee deserves to come to work and be treated with decency and respect. Bullying will not be tolerated... on any level!

It is critical that each of us examine our words and actions as a member of this team. If what you are about to say does not contribute to a better, more effective company, then it probably does not belong.

Creating a great work culture cannot be any one person's responsibility. It takes each of us making the right decisions every day to create this culture. It is everyone's responsibility!

## Employee Makes Mark in the Lives of Children

It is always a pleasure when we have an opportunity to highlight the positive impact our employees are making in our community and in the lives of others. Dan Frasier, an employee in the Foundry operation, and his wife Vicki, have dedicated themselves the last five years not only to fostering children in need, seven to be exact, but also to opening their homes forever through the adoption of three.



Recently, the couple was recognized by the Chemung County Foster Parent Program for their commitment to the children of our community. As stated by the presenter, "The Frasier's embody the commitment, nurturing and concern for the wellbeing of children and families...they are patient, kind and have a positive attitude.

Thank you Dan and Vicki for your efforts. You have made us proud!



**The Search is On, Far and Near  
for the KV Hydrant  
Held so Dear!  
Have you seen one way from home?  
Take a pic  
And let it be shown  
Those KV hydrants...  
We love them too,  
Sweet home reminders  
For me and you!**

We continue to be amazed at the out-pouring, not only from our employees who are proud to show us places our hydrants have been found, but from community members. It truly brings all a sense of pride to find the Kennedy Valve Fire Hydrant somewhere far from home proudly representing us as employees and a community!

*Submitted by Chris Arnold, salesman, CES Tooling, taken in Harrahs, Council Bluffs, Iowa*



*Submitted by Bob Sardo, community member. Thrilled to find this hydrant outside his son's residence in Sacramento, CA.*



*Submitted by Richard Smith, retiree; '04 picture taken in Lincoln City, OR.*



*Submitted by Reeve Ammerman, Community Member. Reeve was so excited to see antique fire trucks surrounded by Kennedy Valve hydrants in the Hall of Flame Museum in Phoenix, Arizona!*

## Weight Watchers Meets Here!



A group of KV'rs meet once a week on-site to weigh in and learn more about a healthy approach to eating that will assure weight loss and maintenance! Anyone who has struggled with trying to lose weight and keep it off knows just what a challenge it can be. Weight Watchers provides instruction and guidance, a little fun competition, rewards, take-home information to help with the process, product, and lots of good coaching by the leader. Obesity continues to be a major cause of many ailments and illnesses and reducing weight is a major step in improving wellness and well-being. As a group we have lost over 300 lbs in a few months. The monthly membership is paid for by the company. It is not too late to join. See HR for more information.

**Special thanks to our participants! All will receive some KV mementos as well as an invitation to tour the facility with a guest. It is a great honor to know that others love KV as much as we do!**

## Anyone Can Do It!

Brad Smith, an engineer, leaped into weight watchers and hasn't looked back. To date he has lost 42 lbs. This is what Brad had to say about the Weight Watchers experience:



I was disappointed when I was asked to write a couple sentences about my Weight Watchers experience. That is because I really could easily write a full page instead.

I tell people that I am only 85% the man I used to be. I feel like I did years ago when I was this lesser weight and playing competitive volleyball. I now usually power walk a mile each day at lunch or after work. Often, I ride my bicycle which is an old love that has been rekindled. I use my Total Gym or hand weights inside if the weather is bad. I now tell people "I am not sure why I didn't do this years ago" and I also tell them "Anyone can do it"!

I don't go hungry either. When I get a craving I eat my way out of it with fruits or carrots. The Weight Watchers Program is probably not necessary to lose weight, but they have given me the tools that I need to do so. For the company it probably will be worth it, but for me, it has been priceless.



## New Equipment and Processes, Signs of a Forward Thinking and Forward Producing Company!

**Top:** Two new air driers provide dry air for machinery throughout the plant.



**Middle right:** Two of the six new Mazak HCN 6000 Horizontals are operational. The other four are in route from Japan.

**Far left:** A new powder coat system for the check valve and gruvlok value streams is now in place to increase throughput and improve quality.

## Lean Activities Continue

KV Improvement teams worked together on 26 Rapid Improvement Events in 8 months. Fifty two people participated and made contributions toward identifying and reducing waste in their processes. Many work cells continued to re-locate in the Finishing areas to minimize material handling, and to improve the flow of materials within a value stream. The last of the big moves will complete this Fall. The Foundry areas saw focus on setup reduction in core making and the mold line. The side floor area was reorganized to improve work flow and various Standard Work events captured best practices in core making and the cleaning room.

## Student Interns from Corning Community College Unite to Help KV with Summer Projects!

Kevin Blatt joined the Continuous Improvement department in June as a summer intern from CCC. He is assisting Lean and the Environmental departments in generating a Level 3 Standard Work document that identifies all wastes and energy sources in each work cell. Kevin is also working on other projects that will also support KV's initiative to become ISO 14000 certified for Environmental Management by Fall 2012.



Levi Harvey joined the Engineering department in May as a summer intern from CCC. He is assisting the Engineering department with the process of updating drawings, scanning and documenting drawings into the electronic data base, and basically getting experience in the basics of engineering work. His skills in Solid Works and CAD will be put to good use this summer.



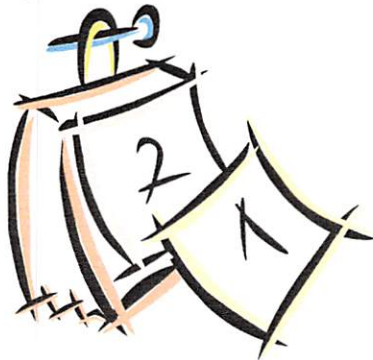
# Kennedy Valve Employees Are "Making A Difference!"



## Mark Your Calendars for Events to Come

### **Picnic**– September 8th...

Great food, entertainment and drawings, get your response in today!

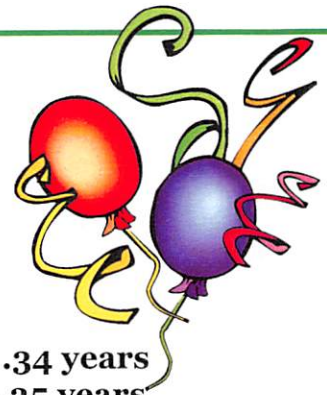


### **Years of Service Recognition Dinner**

Date TBA in October– Recognizes employees in five year increments of service. A great dinner, gifts, and company. More information to come.

### **United Way Campaign** Coming in October.

## KV Wishes Well to Good Friends at Retirement!



**Doris Jackson.....34 years**  
**Jack Robbins.....35 years**  
**Lewis Youngs..... 35 years**  
**Tim Decker.....37 years**  
**Nancy Barcomb.... 38 years**  
**Rachael Danley.....39 years**  
**Pat Lee..... 42 years**  
**Paul Chilson.....42 years**  
**John Wheeler.....42 years**  
**Ted Tokarski..... 43 years**

**This list represents all who have and will retire in 2012.**

## **398 years of service and dedication to KV!**

## **Kennedy Valve**

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We're on the web!  
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## **“Do The Right Thing”**

*Kennedy Valve's– The Water Street Works, is published through the Human Resources Department. Comments, contributions, and suggestions are always welcome. Please direct feedback to the Human Resources Department.*