PACE INDUSTRIES

PACE CARES

A NEWSLETTER FOR THE PACE INDUSTRIES FAMILY

March/April 2016

The Meaning Behind Easter

Easter, which celebrates Jesus Christ's resurrection from the dead, is Christianity's most important holiday. It has been called a moveable holiday because it doesn't fall on a set date every year, as most holidays do. Instead, Christian churches in the West celebrate Easter on the first Sunday following the full moon after the vernal equinox on March 21. This means Easter is observed anywhere between March 22 and April 25 every year. Orthodox Christians use the Julian calendar to calculate when Easter will occur and typically celebrate the holiday a week or two after the Western churches, which follow the Gregorian calendar.

The exact origins of this religious day's name are unknown. Some sources claim the word Easter is derived from *Eostre,* a Teutonic goddess of spring and fertility. Other accounts trace Easter to the Latin term *hebdomada alba,* or white week, an ancient reference to Easter week and the white clothing donned by people who were baptized during that time. Through a translation error, the term later appeared as *esostarum* in Old High German, which eventually became Easter in English. In Spanish, Easter is known as *Pascua;* in French, *Pâques.* These words are derived from the Greek and Latin *Pascha* or *Pasch* for Passover. Jesus' crucifixion and resurrection occurred after he went to Jerusalem to celebrate Passover (or *Pesach* in Hebrew), the Jewish festival commemorating the ancient Israelites' exodus from slavery in Egypt. Pascha eventually came to mean Easter.

Easter is really an entire season of the Christian church, as opposed to a single-day observance. Lent, the 40-day period leading up to Easter Sunday, is a time of reflection and penance and represents the 40 days that Jesus spent alone in the wilderness before starting his ministry, a time in which Christians believe he survived various temptations by the devil. The day before Lent, known as Mardi Gras or Fat Tuesday, is a last hurrah of food and fun before the fasting begins. The week preceding Easter is called Holy Week and includes Maundy Thursday, which commemorates Jesus' last supper with his disciples; Good Friday, which honors the day of his crucifixion; and Holy Saturday, which focuses on the transition between the crucifixion and resurrection. The 50-day period following Easter Sunday is called Eastertide and includes a celebration of Jesus' ascension into heaven.

In addition to Easter's religious significance, it also has a commercial side, as evidenced by the mounds of jelly beans, marshmallow chicks, and chocolate bunnies that appear in stores each spring. As with Christmas and other holidays, various folk customs and traditions, including Easter eggs, bunnies, baskets and candy, have become a standard part of this holy holiday.

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"The road to the future is bright indeed. And it just might be that the skilled people we need to get there exist in our company already, and are yet to be discovered." — Jack Green

I wish I could put into words how excited I am about our direction here at Pace Harrison Division. Where we are, and the direction we are headed, is amazing. During the recent Town Hall meetings, the discussion of finding and filling skilled positions came up. Afterwards I began thinking about Pace Harrison's homegrown talent. My mind kept rolling into every department and examples are literally everywhere of how we can solve the problem of the skilled position needs — not just at Pace Harrison but at all divisions. There really are some very amazing examples here, which shows that the answers are right here within our plant. I would like to share my story first, as I am one of those examples — not because I want to be recognized, but to show what this company has done for me because I had the desire to be, do, and think more. I promise not to bore you too much, or drag on too far with my situation. I am one small example among many I will be sharing. I get excited about this topic and what Pace Industries can offer our people if they want to go get it.

I began my employment here in December of 1989, in the Finishing department. I worked with David Rudisel for a year or so and basically sanded parts at $5.50 per hour. My wife and I became pregnant in 1990 with our first child, and she was born in 1991. It was at this point that I realized that I wanted to do more because of the needs our family would develop. Because the cost of day care was so high, and the fact that children are so impressionable in the young years, I decided after a few months to transfer to graveyard shift and work with Jay Buford. A year or so later, we welcomed our 2nd daughter into the world and soon realized that it was time to make a move. I approached Olen about a position in the Tool Room. I recall him asking what experience I had, and telling him basically none, but I wanted to learn. He agreed to let me in but told me that my top pay would only reach Helper pay, which at the time was good enough. I had an opportunity to work in the Quality Lab, and took the chance to learn more. Soon Pace allowed me, and even paid for me, to go to school to learn skills and move up in the company.

Fast forward and I am now Air Tool certified, Air Logic certified, State certified through MWC (Machining), and CNC Programming certified. All of this was possible through this company. Yes, I had the desire to do more and the capacity to learn more, but I could not have done it if Pace hadn't helped me get there financially. I have now been at Pace Harrison for 26 years and have worked into a supervision role. I still from time to time use these skills not only for my own benefit, but to help others who are now making the same journey. Any return on the investment that this company has made towards my education is something I look for, and WANT to do.

I feel like these same opportunities are there for anyone who wants to take them. We just need to find those people, and help them get there. I was a 19-year-old out of high school with no idea what I wanted to do or, for that matter, how long I would work at Pace. Pace has become a part of my life. I have conceived and raised 2 wonderful children, who have now moved on to college degrees, and marriages. This company helped me ensure them a future beyond high school. Pace provided me with everything I needed to become successful today. I just had to go get it. I am forever grateful for those opportunities.

Today, technological advances and automated processes demand even greater education and training, and we have people in this building right now who are capable of doing this work if given the opportunity. Our best luck on technical support has literally been grown within our very own plant. People who were working in Finishing, or Trimming, or running die cast machines. **These are the best stories and success rates we have found. People like:**

Clint Thomas — CNC Programmer. Clint worked for me in Finishing as a robot sander operator. At that time, I was supervising the CNC/Drill Fixture department and the day shift Finishing department. Donnie asked me one day, "Would you ask Clint if he is interested in applying for your open position?" Because I am from the same mold I said, "Absolutely!" We got Clint started working on dedicated equipment, trained on safety extensively, and then began to see he was capable of so much more. He ended up taking the Manufacturing Processes class at Northark, and passed with flying colors. He is still enrolled and furthering his education; he's taking CAD CAM, Robotic Programming, Electrical, Hydraulic, Pneumatic Repair, etc. He also mans the GY shift on his own in the machining room, and we cannot say enough good things about him. We are SUPER privileged to have him, and I am so proud of him. Clint will go very far here. I see nothing but a bright future for Clint.

Nicholle Wakefield — CMM Programmer. Niki started working here in 2004. She hired in for Finishing. She worked for the Finishing department for about 6 months and moved to a Trimmer position in production. She did this for about a year, occasionally running the die cast machine and filling in on a forklift when needed. In 2007, she applied for a position in the Quality Lab and became a floor auditor where she held that position for about a year. She then moved to the lab technician position, where she did layouts on parts, etc., for the next year and a half. She was given the opportunity to move into a Lead Auditor position on her shift where she handled those duties for another year and a half. It was in January of 2012 that she was given another opportunity to go to Texas for PC-DMIS training and certification. She was certified, and has been the CMM Programmer/Layout Technician since. Niki does a fantastic job in the lab, and has grown immensely in knowledge in the past few year. We are lucky to have her. This is a position where we have had several out-of-state hires come in and work for short periods but never stay. Our 2 techs are both from the plant, and homegrown as I call it. **Mike Dixon** also was grown here. His path is similar — worked in the Quality department for years, and also took the same class as Niki and became certified. I am proud to say that both layout techs were grown right here under this roof.

A few more examples of skilled associates who started in other positions and stepped into more skilled roles through school and training:

Jason Karr — Machining Engineer
— started in Finishing over 20 years ago.

Jesse Hicks — Drill Fixture Tech
— was Production Trimmer.

Blake Jech — CNC Tech
— was in Finishing department.

Shelly Ogden — Quality Engineer
— was Production Trimmer/DCM Operator

Jimmy Henson — Process Control Supervisor
— was DCM Operator.

Scott Klunk —Quality Engineer
— was DCM Operator.

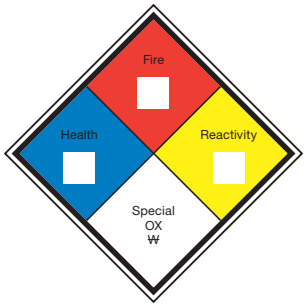
Rick Miller Jr. — Maintenance/Drill Fixture Tech
— was Production Trimmer.

Kenny Riggins — Tool Room Class A Machinist
— was Forklift Operator at C warehouse.

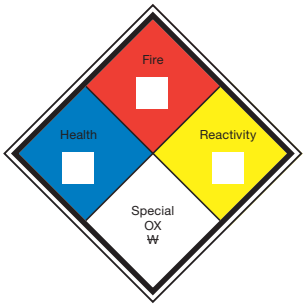
The road to the future is bright indeed. And it just might be that the skilled people we need to get there exist in our company already, and are yet to be discovered.

I love this company and the opportunities it gives our associates to be so much more. Just think of what we can do if we uncover more people like those above? Thanks for reading and God Bless.

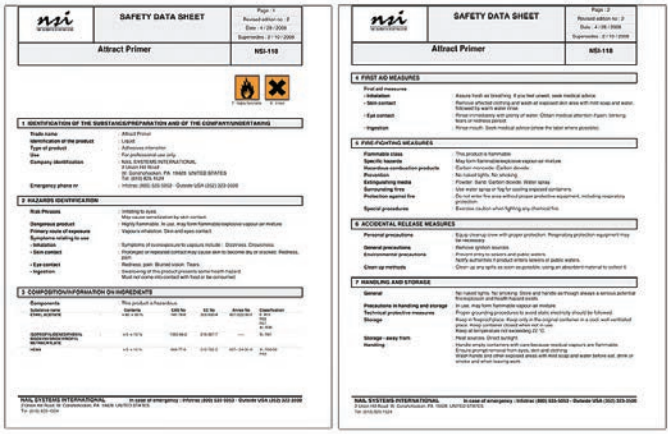
Sincerely,
Jack Green, Finishing Supervisor
Pace Industries, Harrison Division



How to Read an SDS
(Safety Data Sheet)



A Safety Data Sheet (SDS) is a document that provides vital information related to any chemical or substance the Occupational Safety and Health Administration (OSHA) deems hazardous. SDS sheets are for employees and employers who have such materials in their workplace and are also a useful tool for any emergency responders in the event of a spill or exposure. OSHA performs routine inspections of workplaces and requires workers to know how to read SDS. This article will help you learn how to read SDS sheets.



Safety Data Sheet example.

1. Skim the SDS to get an idea of what is included.

- The SDS will contain information that is important for the workers who handle the hazardous material and for the emergency workers who respond in the event of an emergency, such as firefighters.

2. Decide what sections are the most important for you to know.

- **Section 1** of a Safety Data Sheet will contain an emergency 800 phone number that can be called in case of a spill or other hazardous situation.
- **Section 4** will contain any first aid procedures that should be rendered if someone is exposed to the material. The first aid information is meant as a temporary solution and professional medical treatment should be sought immediately.
- **Section 6** will give instructions on what should be done in the event of an accidental release, such as evacuating the area or the building, and the proper equipment to be used.
- **Section 7** is entitled "Handling and Storage." This section will give you instructions on how to handle the material as well as how to store it when it is not in use. This is an important section since some hazardous materials react with simple components — such as air or water — either by igniting them or producing a hazardous gas.
- **Section 8** will identify what personal protection equipment you should use when handling the hazardous materials. Many hazardous materials require the use of goggles, gloves, aprons or other protective equipment when in normal use. This section will also advise you about ventilation and respirators needed.
- **Section 9** will give you the physical description of the material. For instance, what it should look like and smell like.

3. Learn the contents of additional sections, even if they do not directly affect you.

- **Section 5** has information for firefighters. This will include ways to contain a spill or fight a fire that involves the hazardous material.
- **Section 11** is entitled "Toxicological Information." You can find other health related information there, such as long term effects from exposure and effects on pre-existing chronic diseases.
- **Section 12** is ecological data and will be needed in the event of a spill. You will find out how the material reacts when exposed to various environmental elements such as sunlight. It will also provide information concerning the effects of the hazardous material on fish or wildlife.

4. Read sections that may not pertain to you.

- **These sections will include** things like transportation and regulatory information (**sections 14** and **15** respectively)
- **Read through Section 16,** entitled "Other Information." There may not be anything listed in this section, or it may include information that does not fall into any of the other headings. Make sure there is nothing here that you need to know about.

Pace Industries, Corporate Headquarters
481 S Shiloh Drive
Fayetteville, AR 72704

Mailing Address
PO Box 309
Fayetteville, AR 72702

Phone: 1-888-DIE CAST (1-888-343-2278)
Fax: 479-443-7058
Website: http://pacecares.paceind.com

Students from the **Eastern Westmoreland Vocational Technical School** and **Derry Area High School**

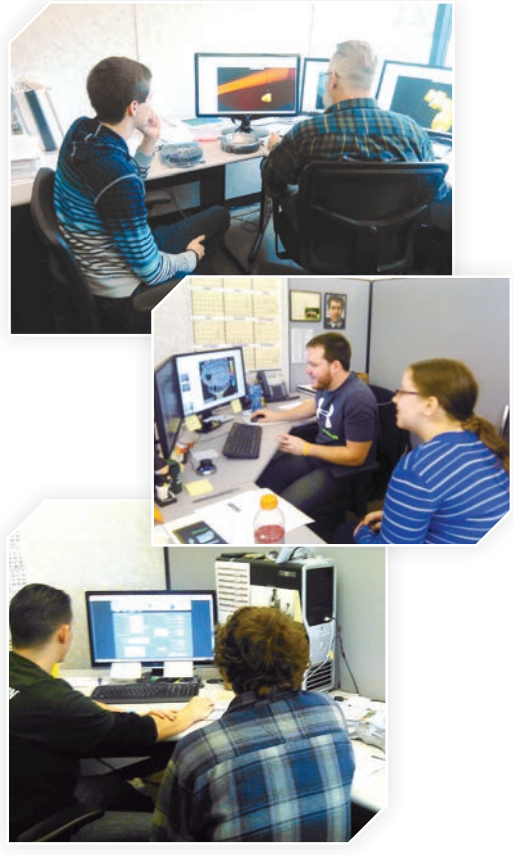
visit Pace Airo for a job shadowing opportunity with the Engineering department.

Students met one-on-one with Nathan Boal, Chad Potts and Adam Barkefelt from our Engineering department to learn how their classwork applies to real careers in CAD and engineering.

I just wanted to thank you on behalf of Derry Area High School and my students for providing our kids with yesterday's job shadowing opportunity. Please thank the engineers that worked with the kids as well. Yesterday afternoon, I had the opportunity to talk with each student and hear about their morning. Every one of them really enjoyed it and learned a lot. They were so thrilled to see that things we do in the classroom are actually done on a daily basis as a career. I can't thank you enough for the experience these kids had yesterday. I always talk to them about planning for the future and what they can do in the CAD and Engineering field. But nothing of what I say compares to the positive experience these students had yesterday. They truly left with a sense of thinking of the possibilities of careers in CAD and Engineering. For that I am truly grateful and appreciative to you and Mr. Somers for organizing this for them.

Thanks again,
David

Mr. Vinopal M.E.
Teacher, Technology Education Department
Technology Education Department Chair
Derry Area High School



The photos are of the Vo-Tech student visit on December 11, 2015, and the email is from the Derry High School visit on December 15, 2015.