

THE TURRET CONNECTION

Employee Newsletter



WAYNE'S WORLD (The President's Column)

I think that like that old Clint Eastwood film, my article this month can be entitled *"The Good, the Bad and the Ugly."* With all the depressing financial news, we cannot ignore what good we have enjoyed.

At a recent celebratory lunch in Charlotte, we toasted Sales Manager Steve Atkinson's 20th Anniversary with the company, Jerry's Birthday and especially Sunbelt-Turret's record-setting sales month in June. In fact, we had our second-best month ever just last month. Turret has also enjoyed some strong sales months and, with the addition of some new salespeople recently, provides reason for good expectations. It was also a goodbye party for Sean, who is now working out of the Texas location. (see photo below)

Later this month, Jake will move to California to open our new location there. A 15-ton crane system is ordered and we hope to be up and running there by the New Year. At the same time, we have finally come to terms on Neil's new facility, which is located in South Windsor, CT (near Hartford). It is already craned and ready to operate and we hope to be operational in February 2009.

The "Bad" is that we have enjoyed good sales months largely on the basis of higher transaction prices and not on higher amounts of steel sold. As pricing comes down (which it is now doing in some of our markets with a vengeance) we will pay the price for having high priced inventory and also for watching our customer base shrink.

We need to be aggressive in trying to move out our higher-priced goods so we can replace them with new steel at lower prices. Likewise, our salespeople need to really pound the pavement in search for new orders and new customers. I am confident that we have the people and experience to do these things effectively.

Finally, how can we describe the general state of the economy other than "Ugly?" As a country, we have ridden the easy-money ride for too long and the day of reckoning seems to be upon us. Too many people making too much money on mortgages that should never have been made to begin with has finally taken its toll. Will the new "bail out" (rescue?) bill solve all the existing problems completely without causing others? Probably not.

Hopefully, the action being taken now will at least loosen the financial world up enough to avoid sliding into too perilous a recession. There is still, I believe, great underlying strength in our economy if we can get the ship righted soon enough.

As we round the corner on the end of 2008, I wish health, happiness and prosperity in the New Year to you and yours. I am very proud of our team in all locations and look forward to a bright future together.

Wayne



Steel sculpture made by students at local community college (produced from our own trim cuts), presented to Sunbelt-Turret as a thank you for donation of material to their school.



From left to right: Wayne, Jerry, Steve A., Sean (Presentation of gifts from Wayne)

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A look into the lives of people that make up Turret Steel and Sunbelt-Turret Steel



EMPLOYEE SPOTLIGHT

Randy LaJaunie,
Sales Representative
Sunbelt-Turret
Cooper, TX Location

Randy LaJaunie joined Sunbelt Turret Steel in August 2007. He says that getting into the steel business was an "accident." Not that he regrets it, but that's the way it happened.

He says his father-in-law got to know Jake by doing some work at the Cooper plant. Jake told him about the company and he thought this was something his son-in-law should check out. So his father-in-law told Randy that Sunbelt-Turret (Cooper) needed a job done with some piping in the upper part of the building.

While looking at the job, Jake spoke with Randy more in depth about the company and thought sales was something Randy should try. It took a while before Randy was convinced. (That Jake is a salesman for sure). He convinced the right guy, because Randy has done well, considering that he was recently number two for top sales employee in August 2008.

Prior to his addition to the Sunbelt-Turret Cooper roster, Randy was the owner of Texas Commercial Improvements. For five years, he provided general contracting renovations and remodeling to residential dwellings and some commercial buildings, including gazebos, patio covers and landscape.

He was a high school agriculture teacher for four years and a Parks Director for seventeen years for Collin County, TX. Randy helped to organize livestock shows and rodeos. He also took part in using bond funds to help other municipalities develop their own parks.

Today, Randy still finds the time to volunteer in his community. He served as President of the Wylie FFA Supporters Club (formerly called Future Farmers of America) and has been a committee member for 4-H in his hometown of Wylie, TX.

One of the biggest thrills for Randy is helping his 3 children feed, groom, and raise their many livestock projects. The dedication of the family working together has produced numerous champions in the swine, goat and rabbit competitions over the past 9 years.

He has three children that he is raising with his wife, Treva, of twenty-one years. They met in college and she is the love of his life. She has been a 3rd grade teacher for the past 22 years. Randy was born in Fort Worth TX, but lived in a suburb of New Orleans for three years before moving back to the state of Texas.

After spending a lot of time away from his father growing up (he was on

the road a lot, traveling internationally for Texas Instruments and Haliburton), Randy knew he'd want to spend more time with his own children. "I don't miss a single activity." He was serious about the pledge he made to himself, because he travels 60 miles one way to and from work in order to be there for his family.

Randy and Treva's son, Tyler, is a Senior at Wylie High School. They enjoy watching him play football and he was recently inducted into the National Honor Society. Their daughter, Whitney, is 13 and serves as President of the 4-H club. She also plays the oboe and the piano. The baby of the family, Hayden, is 10 and is involved with 4-H and the Student Council at his school. All three of their children are in the Gifted and Talented Programs at their schools. "They must get it from their mother," he says with a smile.

Randy is pretty modest for a guy with two advanced degrees. He has a Master of Agriculture Education and a Master of Science in Agriculture Mechanics, with a minor in Meat Science. Both degrees are from East Texas State University, now Texas A & M University-Commerce.

CORPORATE ANNIVERSARIES



Lou Otano	36 years	November
Dean Eriks	28 years	October
Deborah Besch	26 years	October
Steve Atkinson	20 years	October
Earl DeYoung	18 years	October
Dennis Gillin	18 years	December
Nhieu Nguyen	18 years	December
Jerry Webb	12 years	November
Phillip Holmes	11 years	December
Larry Weir	8 years	October
Rhonda Williams	6 years	November
Roger Bruce, Jr.	4 years	November
Brian Mason	4 years	October
Don McNeal III	4 years	October
Sem Cil	2 years	December
Don James	1 year	November
Katy Leischner	1 year	November
Charles Morgan	1 year	November



BIRTHDAYS

<u>October</u>		<u>November</u>		<u>December</u>	
Deana Marsh	7	Bob Nave	10	Ginger Collins	10
Steve Martinkovich	18	Neil Stein	20	Lea Myers	10
Brian Mason	26	Don McNeal III	22	Nhieu Nguyen	10
		Jake Klein	30	Tim Rombach	14
				Dave Kraus	19
				Chris Rider	22
				Roger Bruce, Jr.	28

Who's new?

Cedric Bullock,
Warehouse
Charlotte

Gregory Labos,
Sales Representative
Leetsdale

Chris Majors,
Warehouse
Charlotte

Kathy Myer,
Administrative
Assistant/Receptionist
Charlotte

Matt Rudzik,
Sales Representative
Leetsdale

Duwayne Tutt,
Warehouse
Charlotte

Who's Promoted?

Sean Murphy as
Regional Manager in
Cooper, TX

Neil Stein as
Regional Manager at new
South Windsor, CT operation

Jake Klein as
Regional Manager at new
Dos Palos, CA operation

Employee Cruise

We'll be sailing away April 24-27, 2009, on-board Royal Caribbean's Majesty of the Seas, for Employee Conference at Sea 2009.

Our conference facilitator, Philip Samuels has experience in developing management and communication programs and is the President of Performance Mastery Institute. Philip is known nationally for his humorous and thought-provoking presentations. He is excited

about the opportunity to work with us and is eager to meet and work with employees during the conference.

A special thank you to the employees who will be working back at the office *Holding Down The Fort*. We appreciate your carrying the load and realize that it is certainly a team effort to continue business as usual and hosting a conference simultaneously.

IMPORTANT DATES TO REMEMBER:

October 15, 2008

Spouse/Guest Deposit \$200

Single Cabin Supplement \$150

January 14, 2009

Spouse/Guest Final Payment

\$775

Single Cabin Supplement \$150



DOS PALOS, CALIFORNIA LOCATION



Front entrance where offices are located



Inside photo of Dos Palos Warehouse



Wedding Announcement

Charles Morgan, Sales Representative at the Sunbelt-Turret Charlotte Location announces his engagement to Jamie Lynn Garkalns. The wedding will take place at the Rumpel Memorial Presbyterian Church, in Blowing Rock, NC, on Saturday, October 18, 2008.

Congratulations Charles & Jamie. We wish you a long, happy life together!



WHAT'S YOUR ATTITUDE?

Sometimes, issues in the workplace occur because people don't understand each other's communication style. This causes tension. Can you identify yourself with any of the following categories? How about someone you know?



FOUR TYPES OF ANGER

 <p>LIGHTNING Strikes quickly, but when it's over, it's over.</p>	 <p>TORNADO Thrive on chaos</p>
 <p>FLOOD Builds up slowly, carries items from the past.</p>	 <p>VOLCANO Slow to erupt, but hard to slow down. The aftermath is worst.</p>

FOUR TYPES OF BEHAVIOR

<p>THINKER</p> <p>Focus on tasks Intend to "get it right" Pay attention to details; thinks strategically Need to be correct Communicate indirectly and detailed</p>	<p>DIRECTOR</p> <p>Focus on tasks Intend to "get it done" Focused, direct blunt Need to be in control Communicate directly and to the point</p>
<p>SOCIALIZER</p> <p>Focus on people Intend to "to get appreciated" Display creativity, warmth, charisma, and energy Need to be recognized and applauded Communicate directly and elaborately</p>	<p>RELATOR</p> <p>Focus on people Intend to "get along" Behave in an agreeable, personable, friendly, caring and helpful manner Need to be liked Communicate indirectly and considerately</p>



BRAIN TEASER

WHAT IS THE PATTERN OF THE FOLLOWING NUMBERS?

8 5 4 9 1 7 6 3 2 0