

# THE TURRET CONNECTION

## Employee Newsletter

### Cruise Edition



New Pennsylvania Location



Philip Samuels, President of Performance Mastery Institute and Wayne Gould, President of Turret Steel Industries, Inc. and Sunbelt-Turret Steel, Inc. April 2009

#### Inside this issue:

- Spring Break 2
- Employee Spotlight 3
- What's happening in your world 4-5
- Working Beyond Our Walls 2009 5
- Birthday, Corporate Anniversaries, New Hire 6

### Wayne's World (Message from the President)

Ok, business stinks right now. There, I said it. But let's not waste time thinking about how much better it was last year. It was a great, fun and exciting year. Let's focus instead on how to get where we want to be in the future. It is up to each of us to make work fun and exciting. Once we realize that we have that power, everything can be great again!

Thanks to all those who accompanied our group on the cruise last week, and very special thanks to those who stayed behind to hold down the fort. I hope those who attended learned many

things from our excellent speaker Phil Samuels of Performance Mastery Institute.

As a reminder and for those who could not attend: We only control our own attitudes. We should always expect excellence from ourselves and others. We MUST communicate! Don't focus on the negative and then forget to give positive reinforcement in our daily lives. Most of all, "If you keep doing what you've always done, you'll get what you've always gotten!"

Speaking of "embracing change," after 30 mostly great years in Leetsdale, I am so excited to announce the acquisition of our new Pittsburgh-area office, seen top-left. Great building, layout and location! Stay tuned for the official moving date sometime in the Fall.

And what could illustrate a forward-looking company better than the photo below of some crazy guys on Segways, leading our companies into tomorrow...!!!

Best wishes to all for a happy and safe summer,  
Wayne



#### Who's number one?

Part of the executive crew and this year's Trainer escaped for adventure, with a segway excursion, between training sessions, in Nassau, Bahamas.

Pictured left are: Wendell MacDonald, Wayne Gould, Phil Samuels and Fred Olmsted, Jr.

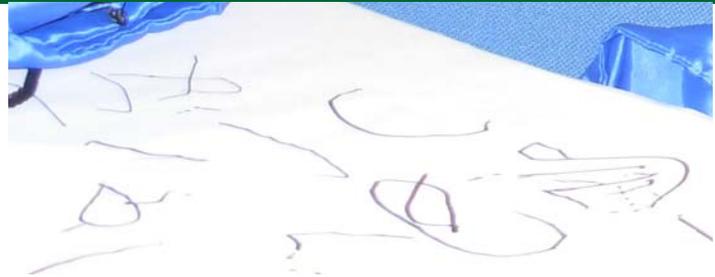
**Turret's Spring Break  
Employee Conference at Sea 2009**



The theme for the training sessions was "Don't Fix Attitudes, Fix Behaviors!" Phil Samuels, of Performance Mastery Institute captured the audience through his humor and probing. He promised that lessons learned during the training sessions could be used on employees, bosses, children and even the US Airways ticket counter. "Get whatever you want, whenever you want, from whomever you want," says Phil.

Employees and guests were given several exercises throughout the Three Day Training Sessions. For Friday's Ice-Breaker Exercise, Phil divided participants into 8 groups. Four to five members of the groups were given a large sheet of paper and one marker, that was tied to strings. Each member had to take one string and pull in a coordinated effort, in order to get the marker to write. The goal was to write the names of each member. It was hilarious, as some groups struggled to scribble each name (see photo top right).

Other funny moments included interruptions of cruise announcements, while Phil attempted to conduct his classroom training. It seemed like each day there was an interruption. One day just as he was finishing up his sentence, over the loud speaker, "Bravo, Bravo, Bravo" was announced, as the ship's crew prepared for an emergency training exercise of their own. Phil thought



**Can you recognize any names from this scribble above?**

that was a great signal to finally end the class on such a first-class note.

On a serious note however, employees and guests in attendance learned the "Words of Management." According to Phil, the words of management are: Behavior, Expectations of Excellence and Reinforcement.

**BEHAVIOR:** We can observe and control behavior, but we cannot control someone's attitude. We can only control our own attitude.

**EXPECTATIONS OF EXCELLENCE:** You have to let people know what you expect. You are entitled to get excellence 100% of the time.

**REINFORCEMENT:** Communicate! Let the person know when they have done well and when they have not met the expectation. Use rewards and punishment systems to maintain standards.



**'If you keep doing what you've always done, you'll get what you've always gotten!...All progress in the world is spurred by those who embrace change.'** (Quote)

## EMPLOYEE SPOTLIGHT

**Dave Kozak, Turret Steel Sales Representative, Leetsdale, PA**

**Dave, Lisa and David enjoy a day of camping and biking on the Little Sandy Creek Trail, in Oil Creek State Park.**

David Kozak was born in upstate New York, in the town of Utica. His father worked in the airline industry and relocated to the Pittsburgh area. Since that time, Dave was raised in Pennsylvania and has been in the state ever since.

Dave's career at Turret Steel Industries began in the warehouse. He says Steve Turetsky, one of the former partners, said he "needed a few good men." Dave stepped up to the plate and worked as a foreman, in cold finishing and bar peeling, before being promoted to sales, where he's been for the last 11 years.

"My mother worked and retired from Turret Steel...she told George Kedzuff that I might be able to work for him and that my work ethic was strong. In the spring of 98, my partner in the cold finishing department came back one morning and told me, *Wayne wants to see you in the office!*

Now my dealings with Wayne had been very few up to that point. We only saw him when he came through the shop. I remember telling Wayne that I had no idea what he saw in me and I had been a blue collar worker all my life and this would be a huge challenge for me. I'm not afraid of challenge or conflict. I had beaten cancer at 17 and I already knew that life would be full of challenges. It's been a tough road and it always will be, but I never expected the excitement and high that I

get from my work."

Dave is married to Lisa and they have three children—two daughters and one son. Tiffany is 31 and working for a law firm in San Francisco. Carol is 25 and currently working towards a Nursing Degree.

Dave enjoys leading his son's Boy Scout Troup and acting as Secretary for the group. He recalls working with this group for about 7 years, ever since Dave (named after his father) was a Tiger Cub. Today, he is 12 years old, 5'10" and weighs 195 lbs. Wow! The cub has really grown.

"My son David and I took home two tombstones that were 120 years old and repaired them for our part of the Civil War Graveyard restoration project. "It gave me the willies bringing home tombstones like that. It was a husband and wife that died in 1890 and 1891." (See photo above)

Dave is also a Master Gardner, having completed his certification at Penn State University, in December 2008. The program required 50 hours of community service. According to the university website, the mission of the program is to support the Penn State Cooperative Extension, by utilizing research-based information to educate the public, on best practices in consumer horticulture and environmental stewardship.

Dave assists the public with general questions ranging from how to get rid of certain household bugs, to how to plant a particular flower. He describes himself as an avid outdoorsman. He enjoys fishing, hunting, hiking and biking. His wife and kids bike with him up to 50 miles, if they're in the mood. He says the area they live in offers good outdoor activities, so the family enjoys day and weekend camping trips.

Dave and Lisa also enjoy treasure hunting. They use their GPS and maps to find the locations that they are interested in hunting. Using metal detectors they go to work in search of treasures. Lisa enjoys going to old homesteads and towns in search of jewels. Unfortunately, no real treasure that would blow you away has shown up yet, according to Dave.

"We also like to geocache." For those that don't know what that is, here is a description provided by [www.geocaching.com](http://www.geocaching.com): Geocaching is a high-tech treasure hunting game played throughout the world by adventure seekers equipped with GPS devices. The basic idea is to locate hidden containers, called geocaches, outdoors and then share your experiences online. Geocaching is enjoyed by people from all age groups, with a strong sense of community and support for the environment.

Now that's your look into Dave's world.

## WHAT'S HAPPENING IN YOUR WORLD?



**Stanislaw Leja, (shown left)** Warehouseman at the Chicago location recently became a U.S. Citizen. Congratulations Stan. We know you studied hard. That is not an easy test!



**Eric Wallace, IT Manager** recently completed his graduate studies in Information Security and Audit Assurance/Internet Security, at Robert Morris University, located in Pittsburgh, PA.



Eric: *"It's been a long haul... I - 3 nights a week, 4 hours a night for a little over 2 years, with these last 8 weeks being the worst. I even had my laptop on the cruise this past weekend. Lochlan was born March 2007 - so it was a rough go for a while."*



**Hillary Parker, (photo shown left)** Sales Representative at the Turret Steel Leetsdale location announces her engagement to Joseph McCormick. The wedding will take place in Pittsburgh, on August 15, 2009.

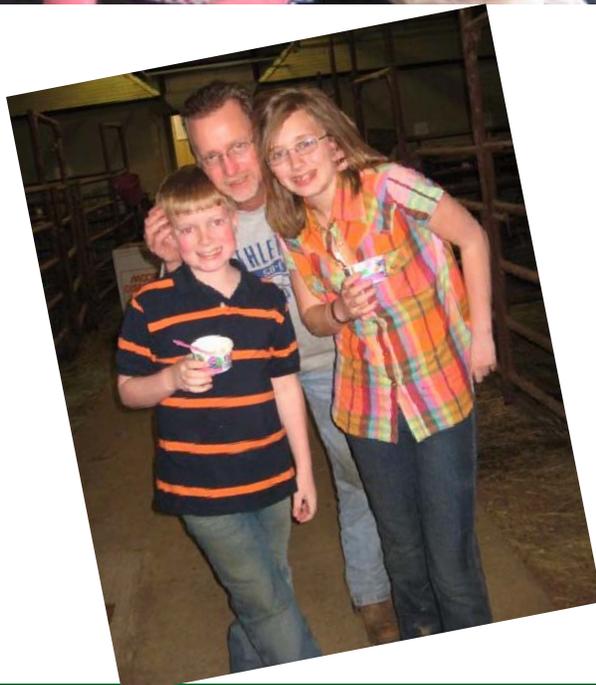


Hillary will relocate to Turret Steel's Chicago office following her nuptials. You will be missed in Leetsdale Hillary, but you'll gain a great group of people in Chicago. Congratulations Hillary & Joseph. We wish you a long, happy life together.

**Deb Besch's** son Matthew will be leaving for training, before heading to Afghanistan in July. He is a member of the Army National Guard.



Once Matthew is settled, we will organize a Care Package Project from any locations interested in participating.



**Randy Lajaunie (shown left, center)** Sales Representative at the Cooper Location and his children recently wrapped up a successful year of showing their livestock. They participated in the Wylie Show and Sale where Tyler showed a market goat (5<sup>th</sup> place) and Whitney and Hayden showed market pigs (3<sup>rd</sup> and 1<sup>st</sup> place). Hayden's pig was the light heavyweight champion. They all did a great job in the showmanship competition as well. All three did well and were able to sell their animals in the sale. This is an activity that the whole family looks forward to each year—except the selling part, it's hard to part with animals that you have cared for so long.

Article Submitted by Treva Lajaunie (Randy's wife)

## RHONDA HANEY AND KATY LEISCHNER VISIT HONDURAS

(Article Submitted by Katy)



Katy and Rhonda (both from our Charlotte Office) were blessed with the experience of going to Honduras to work with an orphanage in the village of Jalaca, Honduras. The week started at a camp outside Tegucigalpa. The mission team and the children met at the camp and had four fun-filled days of activities. They jumped on the trampoline, played soccer, did crafts, and had daily Bible study lessons. A skit was acted out each day by the mission teams and then the children would act it out. It was some of the best times at camp! After the four days at camp, the whole group headed back to the orphanage to see what daily life is like for the children. The orphanage is out in the middle of the country, surrounded by mountains. The scenery is beautiful but the orphanage itself is a bit sad. The children live, sleep, play, and go to school all in the same space everyday. They have built a new bunk house for the boys and are working on the girls house now. When it came time to say goodbye there were many tears. The children were so precious! Katy and Rhonda both feel that this was an amazing opportunity and look forward to going back to be with the children of New Life Children's Home.



We would especially like to thank those who supported us in our mission trip. We could not have done it without you and your generosity was greatly appreciated!!!

Rhonda & Katy



Charles of the Charlotte office (shown left) at the helm on Royal Caribbean Majesty of the Seas, April 2009

## C O R P O R A T E   A N N I V E R S A R I E S

### July

Bonfanti, Tim	21 years
Glazier, Rob	18 years
Rombach, Tim	12 years
Myers, Lea	10 years
Monoski, Joe	9 years
Rider, Chris	3 years
Stein, Neil	3 years

### August

Sweet, Terra	14 years
Klein, Jake	12 years
Gray, Linda	3 years
Leja, Stanislaw	3 years
Lajaunie, Randy	2 years
Pavlisick, Bruce	2 years

### September

Powell, Jerome	30 years
Nave, Bob	7 years
Haney, Rhonda	6 years
Tutt, Duwayne	1 year

---

## B I R T H D A Y S



### July

Roggenbuck, Gary	11
Besch, Deb	20
Gillin, Dennis	20
Leischner, Katy	25
Glazier, Rob	29

### August

Cil, Silin	01
Powell, Jerome	01
Abbott, Tim	02
Kozak, Dave	05
Gray, Linda	07
Wallace, Eric	09
Renfro, Eddie	13
Brewer, Lynn	27

### September

MacDonald, Wendell	05
Davis, Lisa	07
Holmes, Phillip	12
Gould, Amy	12
Webb, Jerry	25
Haney, Rhonda	28

---

### WHO'S NEW?

Jody White

Warehouse Employee

Cooper, TX



Human Resources is here for you! Please feel free to contact Katina with any question or concern.