

THE EXCHANGER

BLISSFIELD
FORWARD THINKING

Volume 1, Issue II
Spring/Summer 2008

MESSAGE FROM THE PRESIDENT

Special points of interest:

- Virtual Testing
- Forward Fitness
- Corporate Citizenship



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FORWARD THINKING

There are a lot of great things happening at BMC these days. In spite of the problems in the automotive markets, the high gas prices and the slow down of truck sales, we remain optimistic going forward. We have a number of new initiatives both in the areas of people and product. Our "Forward Fitness" program has been a great success so far. Our employees are engaged and participating in the many activities we are offering. We as a company want to do what ever we can to assure that our team members get and stay healthy. Our Corporate Citizenship Commitment program has just been rolled out. This will make possible more opportunities for our employees to volunteer in the community. We have also added key people in the areas of sales, human resources, marketing, engineering, accounting and executive support. We have very aggressive growth goals over the next 2-3 years and these new additions will help us achieve them. On the product side we have a number of new and developing product offerings. In the automotive area the new "Forward Fin" product is getting rave reviews from our customers. On the refrigeration side, the expanded sizes in receiver tanks,

water cooled condensers, standard condensing unit line and oil separators are all in development. We have a very exciting project that addresses global warming and fossil fuel use. This new project is in the proto type stage and we hope to have it in production in the 2nd half of 2008. The new web site is up and new content and tools are being added daily. We will be adding an E-store and numerous other capabilities as we move forward. We continue to embrace the lean principals we have been using for the last 5 years and continue to see good results. We have a new "Information Fitness" project underway to review, scrub and improve our data accuracy and use of our information system. These are some of the key initiatives we are working on at the moment. As you can see we are focusing on the things we WANT not the things we don't. We continue to work hard toward our "Foundation" of "Excellence in all we do". I would like to challenge all of our team to remain "Forward Thinking" and continue to practice our core values of Honesty, Integrity, Trust and Respect. Let's keep moving forward.

- Pat Farver

CORPORATE CITIZENSHIP COMMITMENT

- Nancy Schiffer

Blissfield's vision "To be known as a partner of the community sharing its unwavering passion, talent and expertise in the future growth and development of the community through volunteerism" is about to sprout its roots. Blissfield has recently introduced to its employees the Corporate Citizenship Commitment (CCC) program which allows all employees to volunteer, during the work day, to a qualified 501(c)3 non-profit agency. Blissfield Manufacturing Company's management recognizes the importance of the communities in which we work and live. Not only do the non-profit organizations benefit from the works of the volunteers, our employees grow both personally and professionally.

Employees are encouraged to volunteer a minimum of eight hours per year and are paid their normal compensation for workday time participating in a qualified volunteer program. We are committed to serving our customers, suppliers, co-workers and community. Through CCC our employees have the opportunity to branch out and help those in need within our communities. Blissfield Manufacturing is proud of its workforce and the communities in which we are located and looks forward to helping enrich lives through CCC.

*We make a living by what we do
but we make a life by
what we give."*

- Winston Churchill

BMC SALES INTRODUCES A NEW TOOL TO HELP WITH THE MODELING OF OUR COOLER PERFORMANCE

-Jon Baucher

In the pursuit of forward thinking, Blissfield Manufacturing has invested in a new software program that will provide us the ability to test new and existing coolers in a whole new way. Having the capability of knowing the flow of the fluid, temperature, and pressures are just a few of the many benefits the program offers.

We will now be able to virtual test our oil coolers as well as model a 3D image of a given cooler. Once modeled, the cooler's attributes are assigned, including flow rates to

material type. After this is completed, the cooler is then tested in cyberspace. Now, rather than making prototype after prototype to test and determine what is going to give us the needed performance, Blissfield Manufacturing Company will be able to model the cooler, making changes to the model as needed. Once the optimum combination is achieved we can then make a physical cooler and validate the performance.

The new program will also provide a new tool for our sales team. By allowing the user to take snapshots at various intervals and placing them into a built-in presentation form, we will be able to make a

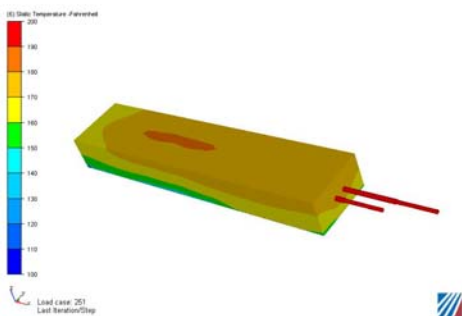
stronger impact to both new and existing clients.

Overall this program shows yet another way that Blissfield Manufacturing is striving to stay ahead of the competition and have an increased value to its staff and customers.

LESSONS OF THE SQUARE WATERMELON

- by Walt Hill

Japanese grocery stores had a problem. They are much smaller than their US counterparts and therefore don't have room to waste. Watermelons, big and round, wasted a lot of space. It wasn't long before they invented the square watermelon. It turns out that all you need to do is place them into a square box when they are growing and the watermelon will take on the shape of the box. What does this have to do with anything besides square watermelons? There are a few lessons that you can take away from this story which help you in all parts of your life. Here are a few of them: **Don't Assume:** The major problem was that most people had always seen round watermelons so they automatically assumed that square watermelons were impossible before even thinking about the question. Things that you have been doing a certain way your entire life have taken on the aura of the round watermelon and you likely don't even take the time to consider if there is another way to do it. Breaking yourself from assuming this way can greatly improve your overall life as you are constantly looking for new and better ways to do things. This was one of the most difficult things for me to do because most of the assumptions I make, I don't even realize that I'm



making them. They seem perfectly logical on the surface, so I have to constantly make an effort to question them. **Question habits:** The best way to tackle these assumptions is to question your habits. If you can make an effort to question the way you do things on a consistent basis, you will find that you can continually improve the way that you live your life. Forming habits when they have been well thought out is usually a positive thing, but most of us have adopted our habits from various people and places without even thinking about them. I have changed a large number of habits that I have had after taking the time to question them and continue to do so. Some of them I have no idea where they came from while others I can trace to certain people or instances in my life. It's a never ending process, but by doing this, you can consistently strive toward making all aspects of your life more enjoyable instead of defaulting to what you have now. **Be creative:** When faced with a problem, be creative in looking for a solution. The people who viewed this question likely thought they were being asked how they could genetically alter water melons to grow square which would be a much more difficult process to accomplish. By looking at the question from an alternative perspective, however, the solution was quite simple. Being creative and looking at things in different ways in all portions of your life will help you find solutions to many problems where others can't see them.

DO YOU THINK YOUR PC IS SAFE?

-Cortney Schaefer

Here are a few questions to determine your risk: Do you use the internet? Do you have a Hotmail,

G-Mail, AOL or Yahoo email account? Do you have Anti-Virus software installed and running with up to date virus definitions? Do you have Anti-Spyware software installed and running with the most current version? Is your operating system (Windows 2000, Windows XP, Windows Vista, etc.) up to date with the latest patches? Do you use "strong" passwords containing numbers, both upper and lower case letters and symbols? Hackers and Crackers come in all shapes and sizes from the 10 year old next door who just wants to see if he can break your password to the criminal who's trying to obtain your personal information for financial gain to the illicit individual who wants to spy on you by secretly activating your webcam. There's no absolutely secure way to own and use a PC anymore without being at risk. The good news is that you can take steps to reduce your risk. Here are eight ways to protect yourself and your family from technology threats: 1) Install a firewall that monitors who tries to access your computer from the outside and also monitors what software on your system attempts to access the internet. "ZoneAlarm" is a free firewall that can be downloaded at www.zonealarm.com. 2) Install an Anti-Virus software and turn on the automatic updates to keep it up to date or at least update it weekly. You can download free antivirus



software at www.free.grisoft.com. 3) Install an Anti-Spyware software and turn on the automatic updates or at least update it weekly. Spy-Sweeper can be downloaded at www.webroot.com for a maintenance cost of \$30 a year. 4) Go to www.update.windows.com at least every two weeks and update your PC Operating system. 5) Use "strong" passwords, as define above. They are more difficult to break by even the best hacking software. 6) Don't use public computers (at the library or a hotel, etc.) for online shopping or banking or any internet activity that asks for a password or financial/personal information. 7) When surfing the internet, first go to www.cooltunnel.com and access your desired sites from this webpage. Cooltunnel hides your computer's unique identification from anyone or anything on the net that may be keeping track of your internet use. And 8) If you use wireless tools/hardware, make sure that it is encrypted. The internet world grows daily and the necessity for it in our lives is constantly increasing as technology becomes more available and affordable. I would bet at one time someone said "that 'car thing' won't last long, people will discover how dangerous they are". Who do you know that doesn't ride in a car because they're too dangerous? The internet will be the same way; we just need to be ready to install the seatbelts and airbags as we go.

WHAT IS TEAMWORK?

- Brian Miller

Teamwork is defined in Webster's new world dictionary as "a joint action by a group of people, in which each person subordinates his or her individual interests and opinions to the unity of and efficiency of the group."

This does not, however, mean that the individual is no longer important; however, it does mean that effective and efficient teamwork goes beyond individual accomplishments. The most effective teamwork is produced when all individuals involved harmonize their contributions and work towards a common goal. When we work together as a team so much be accomplished. An example of true teamwork in motion at Blissfield Manufacturing Company was revealed with the recent launch of the new aluminum automotive line. This launch would not have been accomplished without the groups involved pulling together as a team towards a common goal. We have proved that we can succeed as a team and believe that communication will be our strength moving forward with continued success.

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CHARACTERISTICS OF HIGH PERFORMANCE TEAMS

PARTICIPATIVE LEADERSHIP

Sharing the leadership role in order to instill a sense of belonging.

RESPONSIVE

Partner with other teams, Flexibility, Focus on the customer, Allows risks and mistakes, Promotes group learning, Self monitoring, Self correcting, Evaluates its own performance

ALIGNED ON PURPOSE

Common shared purpose with a clear shared vision.

COMMUNICATIVE TASK FOCUSED

Open, clear communication channels, Share common language and terminology, External communications, purposeful meetings

PROBLEM SOLVING

Upfront and direct; confronts issues not people, trust, clear decision-making process, freedom to express ideas and share opinions

SHARED RESPONSIBILITY

Shared decision making, Rewards linked to team performance, Celebrates success, clear standards of acceptable performance