

RES

RES MANUFACTURING COMPANY

ISO/TS 16949:2002

SINCE 1907

The ProgRESsive

Mission

"Our mission is to be the best-in-class provider of precision metal stampings, assemblies and value-added services. Res will operate safely, ethically and profitably to benefit its customers, associates, shareholders, and suppliers."

Res Manufacturing is a producer of metal-stamped components and next-level assemblies for **SHAPE CRITICAL SURFACE CRITICAL** and **HIGH STRENGTH** applications.

We specialize in:

- ◆ **PROGRESSIVE DIE STAMPINGS**
- ◆ **DESIGN ASSISTANCE**
- ◆ **PROTOTYPES**
- ◆ **TOOL BUILD**
- ◆ **WELDING, TAPPING, MACHINING, BLASTING AND DEBURRING**
- ◆ **AUTOMATED ASSEMBLY**
- ◆ **VALUE ADDED SERVICES SUCH AS PAINTING, PLATING AND OVERMOLDING**

MANAGEMENT VIEWS

What Drives Res' Competitive Advantage?

During this period of difficult market conditions and uncertain financial times, I have been reflecting on the fundamentals of our business.

I have been traveling extensively over the last few weeks and visited several world-class companies in an effort to benchmark their successes and bring new ideas back to Res. All of these companies possess state-of-the-art manufacturing processes and many examples of sophisticated automation solutions. I have also been spending time learning about a range of new technologies that can expand our capabilities and offer additional value-added services to our customers.

Upon my return, I had the privilege of attending Res' annual service awards celebration. The purpose of this celebration is to recognize milestones in years of service for Res associates. This year we hosted a small group of associates whose service ranged

from 5 years of service to 30 years of service.

Our service awards celebration is a tangible example of one of our core values and beliefs – namely, Appreciation and Recognition. (See a full list of Res' core Values and Beliefs on Page 2.)

This get-together reminded me of why Res is such a great company and what attracted me to join the organization in 2002. It's not the building, equipment, processes or systems—it's our associates that make Res a strong and viable organization that has stood the test of 101 years in business.

In many ways, this year's service awards recipients represent the talents, skills and dedication of all our associates at Res and that is what results in our true competitive advantage. The following are this year's service award recipients—they are a group representative of all our associates:

Maintenance



Dan Novotny—Dan joined Res 15 years ago and has found a home in our maintenance area on night shift. Dan is best known as a "jack of all trades" and resource to every area on night shift from maintenance to shipping to acting as our long time First Responder. Dan is appreciated for his flexibility and get it done attitude.



Management Views

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Manufacturing

Roy Risser—Roy joined Res 5 years ago and is one of the senior operators on our night shift. Roy is currently the Shift Lead on the Automatic Press Team. He has been a great volunteer for extra projects such as our Incentive Team and our Internal Audit Team.



Sales & Marketing

Jim Stricker—Jim is a relative newcomer at Res with 5 years on board. Jim started at Res in inside sales and has grown into a Market Segment Manager. Jim has a knack for establishing good rapport with our customers and prospects. He is currently leading efforts to re-establish sales growth in the commercial cookware industry.



Tool Engineering

Ralph Ebenhoe—Ralph joined Res a mere 30 years ago as a part-time Tool Maker. Ralph is well known for developing innovative processes with customers like Fiskars and HB Performance as well as being the keeper of Res history.



Tool Room

Dave Nelson—Dave joined Res 25 years ago and has worked in our tool room throughout his time here. He is a go to guy for prototype projects and tough jobs. Dave has helped mentor apprentices and lead training throughout the years.

Our success is a result of the talents, dedication and energy of our associates. I am both grateful and extremely proud of each and every individual who makes up our team. Despite the tough economic times we face, I am confident that our associates will continue to improve all aspects of our business and enhance our mission.

John Ormerod **John Ormerod,
President**

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Res' Core Values and Beliefs

- Honesty and Integrity**—there can be no compromise to these critical values.
- Reliability**—develop trust over a period of time by consistency and predictability of our everyday behavior.
- Respect and Sensitivity for the Individual**—everyone will be treated with respect and dignity
- Committed to Winning**—overcoming challenges and competition to achieve agreed goals and objectives
- Belief in Teamwork**—teamwork results in an amplification of an individual's contribution and effectiveness
- Appreciation and Recognition**—recognition of the contribution all associates make to the success of Res.
- Awareness of Safety and Wellness**—proactive approach to safety in the workplace and the well being of all associates.

