

ALUMINATOR

Innovation in Extrusion and Refrigeration

1st Quarter 2008

Brazeway Kentucky Remembers Jay Zilch

On the morning of November 29th, 2007, Brazeway Kentucky was devastated when we received the news that we had lost a co-worker and friend. Jay Zilch died unexpectedly while in Mexico. A valued member of our maintenance team, Jay started working at Brazeway on April 12th, 1999.

A devoted father and husband, Jay was active in his church and Big Brothers Big Sisters, leading Brazeway's annual fundraiser; Bowl For Kids' Sake. An army veteran, with the rank of sergeant, Jay served in Desert Storm.

Brazeway Kentucky remembers Jay as a hard worker who was willing to give anyone a helping hand. His kind heart, friendly spirit, and great sense of humor touched everyone who knew him.

From Brazeway and Jay's family; a special thank you to Dave Waggoner, Barry Danick, and Danny Loveland, who were with Jay that tragic morning, along with Heidi Hofer and the BC team for the help and support they provided.

Jay will forever be missed.



Retirements



Emory Schmidt

After almost 30 years of service, Emory Schmidt retired on March 31, 2008. Emory began his career as the Plant Manager of our Adrian, MI facility. Emory held a number of positions in his career at Brazeway, spending the last 12 years as VP of the Extrusion Business Unit. Emory has played an integral part in the growth and success of Brazeway over the years. Emory's legacy at Brazeway can be tied to his tenure as VP of Human Resources. During our rapid growth in the 1990's Emory assured our success by bringing the right people to Brazeway. Emory had the knack of identifying the right person for the right job. As you look at the people of Brazeway today you can see that Emory has assured our success for years to come. Emory, thank you for your years



of service to Brazeway, and for leaving us in good hands. Congratulations to you and Kris on your retirement!

Pat Mason

After 27 years of service, Pat Mason retired on January 31, 2008. Pat began his career with Brazeway in 1980 as Plant Manager of the Brazeway Tillotson, Ontario facility. Pat held a variety of positions at Brazeway, spending the last 10 years as VP of Operations for the Refrigeration Business Unit. Pat's impact on Brazeway and the people of Brazeway cannot be justified in a few words. His legacy can be attributed to being a part of every new Brazeway facility since he began his career at Brazeway. He had his hands in the beginnings in Ontario, Canada; started up our Hopkinsville,



KY facility in 1988; oversaw the expansion of that facility in 1994; was integral in the start-up of our Monterrey, Mexico facility in 1997; started up our Dewitt, IA facility in 2000; and oversaw the relocation to and absorption of our Cienega de Flores facility in 2003. Quite a litany of accomplishments over his career, and when you think of the number of people he impacted at these facilities you can become overwhelmed. We thank Pat for his years of service and wish both he and Lu the best in their new endeavors.

Kathy Hoover

After almost 28 years of service, Kathy Hoover retired on March 14th, 2008. Kathy was the voice and face of Brazeway as the Corporate

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People News

Promotions

Corporate



Javier Tamayo accepted the position of Account Manager for Refrigeration Products for the Corporate Market & Product Development group in September.

Javier has been with Brazeway for 7 years working in the IS department as a Program Analyst. He holds a Bachelor Degree in Information Systems from Siena Heights University. Javier has been assigned the account responsibility for Sub-Zero and GE.



Jonathan Gilbey has been promoted to the new position of Programming Services Manager in our Corporate Information Systems Department. Jonathan began his

career at Brazeway in January of 2007 as a Senior Programming Analyst. Jonathan has nearly 20 years of experience in systems design, custom development, and software implementation for the manufacturing industry. Jonathan's new role will allow him to focus on the administrative needs in the programming area.



Brian Christen has been promoted to the position of Senior Product Development Engineer for the Corporate Market & Product Development group. Brian began

his career at Brazeway in 2006 as a Product Development Engineer. Brian plays a key role in the growth of Brazeway in the Product Development group, and has taken on increasingly more responsibilities, while demonstrating his continual commitment to the success of Brazeway.



Greg Holthaus has been promoted to the position of Senior Product Development Engineer for the Corporate Market & Product Development group. Greg began

his career at Brazeway in 2005 as a Product Development Engineer. Greg has been a key player in the success of the Product Development team, continually showing exemplary work ethic, including taking on increasing responsibilities over the last year.

Cienega de Flores



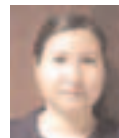
David Gasson accepted the General Manager position of our Cienega facility in January. David began his career with Brazeway in

1992. He was most recently the Director of Six Sigma where he was a key supporter of Brazeway's pursuit of Organizational

Excellence as the mentor, trainer, and coach of our Six Sigma Belts. During his career at Brazeway David has held the positions of Director of Extrusion Engineering & Technology, Indiana Plant Manager, and Senior Extrusion Engineer.



Miguel Villalobos accepted the promotion to Engineering Manager. Miguel is in charge of the engineering and maintenance departments. Miguel joined Brazeway through the Bundy acquisition. During his career at Brazeway, Miguel has held the positions of Project & Continuous Improvement Manager and TPM Manager.



Gloria Villarreal accepted the promotion of Lean Six Sigma Leader. Gloria is in charge of Lean Six Sigma techniques throughout our Mexico facilities. Gloria has been with Brazeway since 2005. During her career at Brazeway, she has held the positions of CMMS Coordinator and Quality Engineer.



Alfredo Puente accepted the position of Project Engineer beginning in March. Alfredo came to us as part of the Bundy Acquisition in June 2003. Alfredo holds a bachelor's degree in Electronic Engineering from Universidad Autonoma de Nuevo Leon. Alfredo has been working in the Maintenance department for over 5 years and has played a key role in maintaining our Cienega Operations. He has also been a key player in several Six Sigma projects as well as supporting other departmental projects, and most recently the move of Cell 12 to Cienega.



Gerardo Rodriguez accepted the position of Maintenance Supervisor beginning in March. Gerardo came to us as part of the Bundy Acquisition in June 2003. Gerardo holds a Technical degree in Electronic and Industrial Instrumentation from Escuela Electronica Monterrey. Gerardo has been working in our Maintenance department for over 5 years and has played a key role in maintaining our Cienega Operations. During this time he has held the positions of Maintenance Technician, Maintenance Leader and most recently Maintenance Administrator. He has also been a key player in our Preventive Maintenance program, work orders system, Quality and Safety meetings, etc.

Querétaro



Shea Mashburn accepted the position as Engineering Manager in January. In his new position, Shea is in charge of the Engineering, Maintenance and Tool Shop Departments. Shea began his career with Brazeway in 1999. He was most recently the Engineering Manager in our Cienega de Flores facility, where he played a key role in the growth over the past few years. During his career at Brazeway, he has held the positions of Senior Product Engineer and Engineering Manager.



Paola Castillo accepted the position of Chief of Logistics in January. Paola is in charge of the logistics department as it relates to purchasing, shipping/receiving and import/export. Paola began her career with Brazeway in 2004 while still working with Prodensa. She officially joined the Brazeway team in 2005 as an Import/Export Analyst.



Claudia del Olmo accepted the position of Sales Representative in September. Claudia has been with Brazeway for 1 year, working as an Administrative Assistant. She has a Commercial English-Spanish Degree from Williams School. She is studying a French Course at Universidad Tecnológica.

Kentucky



Dave Waggoner has been promoted to the position of Lean /Six Sigma leader. Dave began his career at Brazeway Kentucky in 1994 as a Maintenance Technician after serving 5 years in the United States Marine Corps. He has since held other positions such as Maintenance Team Leader, Maintenance Manager in the Monterrey plant, and Plant Manufacturing Project Leader. Dave's new role will allow him to focus on cutting costs using Lean / Six Sigma methodology.



Tommy Cornelius accepted the position of 3rd Shift Supervisor. Tommy has worked at Brazeway since 1993 and is an experienced shift supervisor. He also brings to the position training in SPC, PBL, safety, and forklift driving. Tommy will be responsible for maintaining production standards and managing employees on 3rd shift. Tommy leads by example, utilizing our PBL processes, creating an environment of participation and cooperation.

New Hires

Corporate



April Lienau joined the Corporate HR team as a Senior HR Generalist in October. April comes to us from Tecumseh Products where she was the Manager of Benefits

Administration. April graduated from the University of Michigan, and has worked in the HR profession for over 15 years. April will be responsible for performance management, selection and hiring, orientation, training and communication.



Jessica Werner joined the Corporate Accounting team as an Accounting Analyst in November. Jessica comes to us from Material Sciences Corporation where she was a Senior Accountant. Jessica graduated from Siena Heights University with a BA in Accounting. She has worked in the accounting profession for over 10 years.



Vikas Somani joined the Corporate Marketing & Product Development team as a Product Development Engineer in March. Vikas comes to us from Universal

Alloy Corporation, where he was a Research and Development Engineer working in metallurgical research and development, including work with aluminum alloys and extrusion processes. He holds a Master of Science Degree in Materials Science and Engineering from the University of Central Florida, and a Bachelor of Technology in Metallurgy and Materials Science from the Indian Institute of Technology.



Cindy Berley joined the Brazeway Team as the Receptionist in our Corporate Facility in Adrian, Michigan. In this position, Cindy will be the front line voice and face of Brazeway. Cindy has significant administrative experience with Kapnick Insurance and Bixby Medical Center.



Alejandro (Alex) Islas recently joined the Corporate Information Systems Department as a Programmer Analyst. Alex is originally from Mexico City, and came to the United States in 1997 with his family. He has Bachelors of Arts Degrees in Computer Science, Mathematics, and Economics. He previously worked in Information Systems for 5 years at ProQuest, as a Technical Support Analyst.



Melinda Winans comes to Brazeway with over 5 years of experience in Accounting. Most recently, Melinda worked for the Lenawee Intermediate School District as an Accounts Payable Specialist. Melinda graduated from Siena Heights University with a Bachelor's in Business Administration.

Cienega de Flores



Armando Islas joined the Product Development Department as a Product Development Engineer at our Cienega facility in November. Armando comes to Brazeway from Sanyo, where he was a Mechanical Engineer for 2 1/2 years.

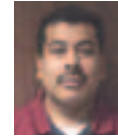


Karen Garza joined the Cienega team as Junior Accountant in December. Karen has a lot of experience in Accounts Payable. Her previous experience with Whirlpool will be a great asset to her new position with Brazeway. Karen has a degree in Accounting from Universidad Autónoma de Nuevo León.



Juan José Trujillo joined the Engineering / Maintenance Team as a Manufacturing Engineer in March. Juan has a Mechanical and Electrical Engineering degree from Universidad Autónoma de Nuevo León in Monterrey and has 9 years of experience in manufacturing processes. Juan's experience has been at companies like American Standard and

most recently Prolec GE. Juan also received a certified Black Belt from American Standard. He brings experience in the areas of Six Sigma, manufacturing process, workshop, SMED, cost reduction projects and capacity increase.



Leobardo Garcia joined the Engineering / Maintenance Team in March as Maintenance Chief. Leobardo has a Mechanical and Electrical Engineering degree from Universidad del Norte in Monterrey and has 18 years of experience working in maintenance. Leobardo's experience has been in companies like Plasticos IGA, Visteon Carplastic, Panasonic and most recently Nava Hermanos. Leobardo brings experience in the areas of maintenance, projects, presses, spare parts, SMED, etc.



Rosalinda Solis recently joined the Brazeway team as Import – Export Analyst. Rosalinda will be responsible for processing and reviewing the import and export activities. She has a degree in Business Administration from the Universidad Autónoma de Nuevo León.



Esther Cantu recently joined the Brazeway Cienega Quality team as a Quality engineer. Esther has worked in the quality automotive industry area for 7 years. Esther's previous experience has been with OLSON International, United Plastics and Arvin Meritor. Esther has a degree in Industrial Engineering from Universidad Autónoma de Nuevo Leon.

BC Production



Jose Aguilar Reyes, Nicodemus Antonio Martinez, Romero Cruz Dominguez, Felipe Hernandez Ramos, Maria Imelda Herrera Martinez, Eleazar Martinez Avila, Luis Eugenio Monsivais Buenrostro, Jesus Manuel Munoz Salazar, Sofia Rocha Llanas, Eddy Castillo Hernandez, Adela Martinez De Leon, Maria Victor Martinez Martell, Nohemy Janneth Martinez Ortiz, Antonio Oswaldo Rodriguez Cantu, Norma Patricia Sanchez Amador, Gabriela Tolentino Flores, Jose Alberto Rosales Davilla, Liliana Mendez Espinoza, Jesus Catarino Gonzales Garza, Roberto Carlos Hernandez Olivares

Querétaro



Hector Epardo joined Brazeway as Human Resources Manager in December. Hector brings a strong background in Human Resources. Most recently, Hector was working at VRK Automotive Systems as Human Resources Manager. Hector has a degree in Administrative Computing from Universidad Autónoma de Querétaro and is currently pursuing his Masters in Business Administration.



Elizabeth Jasso joined Brazeway as English Teacher and Interpreter in December. Ely brings a strong support in all departments. Most recently, Ely was working at a School in Córdoba Veracruz as an English Teacher. She has a degree as Interpreter Translator from Angloamericano Language Institute.



Cristina Olmos joined Brazeway as Import and Export Analyst in January. Cris brings support in the Logistic department. Most recently, Cris was working at VRK Automotive Systems as Import and Export Analyst. Cris has a degree in International Trade from Universidad de Guanajuato.



Ramon Arpio Ramon Arpio recently joined Brazeway as General Manager. Ramon is a Mechanical Engineer and is a Six Sigma Certified Black Belt. Ramon has more than 20 years of experience in administration, manufacturing, launching products, quality, and product development in different

industries. He comes to us from TRW Automotive, where he held a variety of positions over the last 11 years at both their Rogersville, TN location and their facility in Querétaro, Mexico. Most recently he served as Operations Manager of the Rogersville location.



Adriana Zermeño joined the Brazeway Human Resource Department in February. Adriana brings experience in all Human Resources areas. Most recently, Adriana was working at Gran Melia Hotel in Cancun Quintana Roo. Adriana has a degree in Business Administration from Instituto Tecnológico de Cancun.



Alejandra López joined Brazeway as Warehouse Administrator in March. Ale brings experience in logistics. Most recently, Ale was working at MEISA as Warehouse Administrator. Ale has a degree in international relations from Centro Universitario de Formación Empresarial of Managerial Formation.



Gloria Rodriguez joined Brazeway as Administrative Assistant in September. Most recently, Gloria was working at French Enterprise as Commercial Assistant. She has a degree as Trilingual Executive Secretary and Commercial translator from Hellen's School.

BQ Production



From left to right: **Javier Rodríguez, Rosario Hernández, Concepción Nieves, Adolfo Zúñiga, Noe Temich, Yanet Trejo, Albina Vázquez and Griselda García.**



From left to right: **Armando Martínez, Rubén Rangel, Oscar Mireles, Damián Vega, Norma Arreola, Guadalupe González, Danielina Vázquez, Lucero Flores, Carmen Hernández, Susana Rodríguez, Ricardo Vega, Ramiro Anaya, Oswaldo Sosa, Ángeles de Santiago, Ana Karen Malagón, Guadalupe Ibarra.**

Brazeway Supports Graze to Raise Campaign

▶ **Kathy Gee**
Senior HR Generalist



Throughout the entire month of October, Adrian employees participated in a variety of fundraising activities to help support the 2nd Annual Graze to Raise Campaign, which was held on Saturday, October 20, 2007. The actual Graze to Raise event is a 5k walk along a designated route with several stops to taste local restaurant specialties.

One of the activities employees participated in was "Penny Wars" in which all four of the Adrian buildings collected pennies. However, each building could sabotage the other building's jars with silver coins. The building that collected the most pennies was treated to a special lunch.

We also created a Brazeway cookbook to compliment the "grazing" event. We collected nearly 250 recipes from all locations including 130 recipes from Brazeway Adrian, 70 recipes from Brazeway Kentucky, 37 recipes from Brazeway Indiana, 5 recipes from Brazeway Cienega de Flores and 1 recipe from Brazeway Querétaro. Special thanks go out to the following employees who submitted several recipes each: Deborah Johnson (BK) 25 recipes, Fred Mitchell (BI) 14 recipes, Shelly White (BA) 11 recipes, Camille Whitaker (BK) 10 recipes, Melanie Hooke (BK) 9 recipes, Kathy Hoover (BA) 8 recipes, Diane Lee (BK) 7 recipes, Shawn Lewis (BI) 7 recipes, Michelle Malarney (BA) 6 recipes. To date we have sold several hundred cookbooks!



The day of the Graze to Raise walk, 19 employees took part in the walk/feast. We are proud to say we raised over \$ 5,236! Thanks to our generous employees, family and friends who helped support this effort. The funds raised will go directly to the Hickman Cancer Center to help local individuals who do not have the means to afford treatment or transportation.

Thank you to all those employees who walked, donated and participated in all our events for this great cause.

2007 Employee of the Year



Corporate

We are proud to announce that David Gasson has been named Brazeway Corporate Employee of the Year. David began his career with Brazeway in 1992 as a Senior Extrusion Engineer. David was quickly promoted to the position of Quality and Production Manager at Brazeway Indiana, and has accepted a career change of direction several times. Most recently, he was Director of Six Sigma before taking the position of General Manager at our Cienega facility in January. His peers credit him with being able to balance the role of change agent with the "people" aspect of a project, which is a difficult balance to achieve. "David actively supports our PBL, 10 Commitments & 8 People Principles" and "works well with our shared matrix organization of champions, external consultants, all to the benefit of Brazeway."

Congratulations David and thank you for your commitment and dedication to Brazeway!



Kentucky

Please join us in congratulating Tammy Banks for earning Brazeway Kentucky's 2007 Employee of the Year Award. Tammy joined Brazeway in 1998. She has been very involved in numerous Brazeway events and always goes the extra mile to motivate her co-workers to help make each event a success.

Tammy has a wonderful personality and terrific sense of humor. She often plays Ms. Claus at our Christmas parties and is always a hit. Tammy is always willing to help and we are excited to honor her with this award and proud that she is a part of the Brazeway Kentucky Team!



Indiana

We are pleased to announce Michael Miller as the 2007 Brazeway Indiana Employee of the Year. Michael began his career with Brazeway in July of 2000 as an Unloader and has continuously taken on new roles, such as Press Operator, Utility and has recently accepted the role of Back Up Group Leader. Mike's continuous improvement, attention to quality, dependability and willingness to help his co-workers have earned him recognition from his peers. Michael's co-workers acknowledge his "readiness to fill in at the drop of a dime", his "positive representation of Brazeway" and his "positive attitude".

Congratulations Michael and thank you for striving to "Be the Best."



Cienega de Flores

We are pleased to announce Gabriel Mexicano as the 2007 Brazeway Cienega Employee of the Year. Gabriel has been employed for 7 years with Brazeway. He started his career as a production operator, then joined the materials team, playing different roles throughout his career. Currently Gabriel is the Warehouse & Shipping Supervisor.

On the nomination forms his coworkers mentioned many positive traits, including "Gabriel is a person who has been growing during his years here". Other comments were: He has the aptitude to learn new things, is always able to help his coworkers, is very kind and accessible, is always looking for the continuous improvement on his job, and he is always persistent on his job. He recently graduated as an Industrial Engineer. Congratulations Gabriel for your hard work and dedication!

The Salt Threat

It's recommended that Americans eat a teaspoon or less of salt per day. But most of us eat about twice that much.

Hidden Culprit

It's not the table salt you sprinkle from your shaker, but the salt hidden in everyday foods that's the real danger. Experts say 75% of the sodium we consume comes from packaged foods. There are obvious ones, like salty snacks. But did you know bread, chicken broth, cheese and chocolate can be high in salt? Some TV dinners contain several times the recommended daily dose.

Serious Health Concerns

Too much sodium can raise your blood pressure and lead to heart disease. In fact, the American medical association says cutting people's sodium intake in half could save 150,000 lives a year. The Center for Science in the Public Interest wants the government to limit the

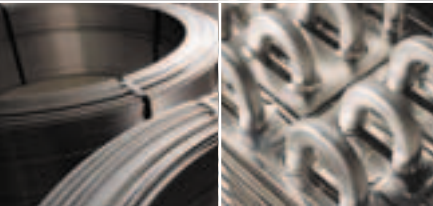


amount of sodium manufacturers can put in various categories of food. And it wants warning labels on high sodium products.

What Can You Do?

- Start by paying more attention to how much salt you're eating. Read labels at the grocery store and choose low-sodium alternatives.
- Avoid certain foods that are notorious salt culprits, such as canned soups and meats, salted nuts, frozen dinners, salad dressings and snack foods like pretzels, potato chips and cheese.
- Be careful when you cook. Substitute fresh meat and vegetables for canned alternatives. Skimp on the salty seasonings like soy and steak house. If you have to use canned products be sure to rinse and drain them first.
- Lastly, if you can bare it, take the salt shaker off the table.

The good news though is that it might be one of the easiest habits to kick. It could take just a few weeks to wean your taste buds off salt. One month of reducing your salt intake and your former favorites will taste too salty.



Editors: April Lienau, Kathy Gee,
Amber Dile, Chuck Force, Marybeth
Bott, Faxson Cockrell, Heidi Hofer,
Miguel Villalobos, Hector Epardo

BK 2007 United Way Campaign

▶ **Marybeth Bott**
Human Resources Manager



This year, as in previous years, Brazeway Kentucky has carried on the great American tradition of helping others through generous donations to United Way.

This year's United Way Team members, LaVern Baker, Larry Brown, Felicia Earthman,



Brenda Skipper, and Jay Zilch, led the campaign with 50/50 raffles, \$5 per week to wear jeans

during October, and a chili cook-off, along with requests for employee pledges.

In total, \$12,087.76 was raised for the Christian County United Way, which supports 26 local agencies covering a wide range of health and human services in our community.

A special thank you to each employee who contributed to the BK 2007 United Way Campaign.

Community Involvement Brings Award at Brazeway Kentucky

▶ **Marybeth Bott**
Human Resources Manager



Big Brothers Big Sisters of the Southern Pennyrile recently presented Brazeway Kentucky with the "Best All Around Community Organization" award. This award was achieved for Brazeway's overall participation in BBBS sponsored events such as the Christmas Angels and Bowl for Kids' Sake.

The Bowl for Kid's Sake annual fundraiser was held at Indian Hills Bowling Center on March 1, 2008. This year's theme was "Make a Child's Dream a Reality". It was a fun filled day of bowling to raise money in an effort to provide children in our community with an adult role model who can make a difference in their life.

Brazeway Kentucky's bowling teams included employees, along with several family members of Jay Zilch. Jay had been the Brazeway coordinator of Bowl for Kid's Sake for the past several years. Each team was challenged with raising \$250.00 in personal donations or pledges. Overall the Christian county bowling teams raised over \$35,000.



Retirements continued

Receptionist during her tenure here. While it was a sad day for all of us to hear her famous "Good morning Brazeway" for the last time, we are excited for Kathy as she embarks on another phase in her life called retirement. We will sincerely miss Kathy's hard work, attention to detail, care, kindness, sincere smiles and professionalism that was unparalleled. We wish Kathy and John the best as they start a new phase of their life together!

Kentucky Production Retirements

Jerry "J.D." Proffit retired from Brazeway on November 20, 2007. J.D. was one of Kentucky's first hires in 1988 and worked in various production positions throughout the plant. J. D. was awarded Employee of the Year in 1993 and is described as being steady, reliable, and knowledgeable.

Diana Sutera retired from Brazeway on April 1st, 2008. Diana was also one of

Kentucky's first employees in 1988, working in various production positions. Diana plans to move to Bowling Green to be near her daughter and grandchildren.

Many thanks to both J. D. and Diana for their nearly 20 years of service with Brazeway. They have been involved in many changes over the years and have been an integral part to the Brazeway Kentucky team. Their contributions and presence in the plant will be missed.

Congratulations J. D. and Diana and best wishes for a happy and healthy retirement!