

## Congrats to our Employees of the Year—2021

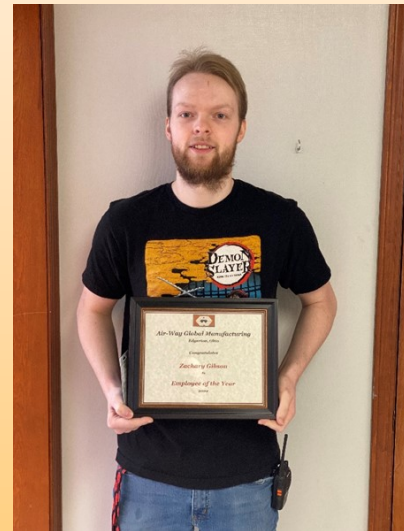


### HAMILTON: Joe Wells

Joe defines reliability in his role as Maintenance Manager for the Hamilton plant. He's been with the Company for 31 years, and we rely on his expertise to keep our machines running. Joe is willing to go that extra mile wherever he's needed. Thanks, Joe!

### EDGERTON: Zach Gibson (right)

Zach is one of our many stars in the Edgerton facility. Zach started with Air-Way right out of high school and has recently worked his way up to his new role as 2nd Shift Supervisor. We look forward to continued growth for this young man.



## Highway Cleanup Back in Action

With things beginning to normalize post-COVID, our Highway Cleanup program was able to get back off the ground. Special thanks to Tracy Reynolds, Garret Place, Marci Malone, Mitchell Blank, Bill Cole, Harman Singh, and Lynn Lyman who volunteered on a Friday in April to clean up our designated stretch of highway along I-69. Thank you all for helping to make a difference.



## **AWGM ISO 9001:2015 Certified since 2008**

What does ISO 9001:2015 Certified mean? Being ISO certified provides a level of confidence to our customers ensuring we can provide quality product consistently. Most of our OEM customers require us to be ISO certified in order for us to be considered as a supplier. ISO requires certified organizations to have a strong quality management system in place to ensure we have customer satisfaction in mind throughout every process within the organization. Every 4 years certified organizations go through a recertification process that involves an auditor from a 3<sup>rd</sup> party registrar who audits each of our processes to evaluate if the organization is carrying out their processes in compliance with ISO standards. Each of the 3 years prior to the recertification, the auditor performs a surveillance audit to ensure we are compliant to the ISO standards throughout the certification period. In addition to the 3<sup>rd</sup> party auditor, organizations are required to conduct annual internal audits and document their findings. Recently, Quality Manager, Landon Weld and Customer Quality Engineer, Brett Mills successfully completed an ISO 9001:2015 Lead Auditor course for AWGM. Being a certified Lead Auditor provides us with the advantage of having knowledgeable lead auditors to conduct our annual internal audits and accompany the 3<sup>rd</sup> party auditor during external audits.

## **Edgerton Employees Helping the Community**

The employees in Edgerton recently completed a school supply drive with all donated items. The team in Edgerton collected 804 items in total. They were able to split the supplies between Edgerton Elementary, Edon Elementary, and St. Mary's in Edgerton. We did turn this into a little friendly competition between departments. The 2<sup>nd</sup> Shift Team collected 361 items and they were crowned "Champions," which earned them a free lunch. A big thank you goes out to the Edgerton Air-Way team for making this possible. Below is a picture of Human Resources Coordinator Brien Moore presenting supplies to children from St. Mary's. Great job, Ohio team!!!



## CONGRATULATIONS RETIREES!!!



**Leslie Dailey** (left), gave Air-Way over 30 years of service before her retirement in December. Leslie worked diligently in the business office as our Accounts Receivables Associate. Leslie continues to help out as needed as we train her replacements. Thank you for your service, and good luck for whatever the future may hold.



**Michael "Alex" Renollet** retired on January 31st after more than 12 years of service. Alex was an important member of our Autobar team in Hamilton. His skills and sense of humor will be missed. Alex, we wish you well in your future endeavors. We will especially miss Alex's stories about hunting with his grandchildren.

**Kim DeYoung**, Air-Way's Chief Operating Officer, retired after 37 years of service to the Company. Kim started in Waterloo as a Supervisor, and then worked his way into the Edgerton Plant Manager position. His leadership will be greatly missed. Kim will always be a



### MOREL CONTEST WINNERS

Resident experts say it was a banner year for morel mushrooms in the Midwest. Tracy Reynolds took first place in the annual Air-Way mushroom contest with her 9 inch long gargar-tuan fungi. Jake Wells came in second place with his nice specimen. Congratulations to our winners.



## THOUGHTS OF KINDNESS

Recently while returning from lunch, Olivet Plant Manager Richard Morrisette spotted Brennon Wood and his fiancé, Paige, stooping down next to the sign at Plant #2. They were planting flowers purchased with their own money. When Richard approached the couple to offer his thanks, Brennon, who was there on his own time, said that his fiancé was the one responsible for the flowers. Paige further explained that she just wanted to make the place a little nicer. That's Brennon, pictured below right, as the winner of our fall-2021 big buck contest. Thank you Brennon and Paige.



## EXPECTATIONS OF A TRAINER SEMINAR



In May, Tony Kayyod, a long-time friend of Air-Way and president of DOThroughput.com, was brought in to conduct a seminar for managers at all levels. The topic was expectations of a trainer. One of the more important areas of discussion was the process of onboarding, something that everyone has a hand in for our newer employees. As a company, we are emphasizing the importance of improving our recruitment and retention of people. We need everyone's help in this process.

## THE AIR-WAY GOLF OUTING RETURNS



After a 2 year hiatus due to COVID, golfers returned to action for our annual outing. This year we had over 40 participants at a new venue, Cedar Creek in Battle Creek. The weather was great, and there were a lot of prizes donated by our wonderful vendors. Great job, everyone!

