

FOSECO, INC.

P. O. BOX 8728 • CLEVELAND, OHIO 44135

Foseco

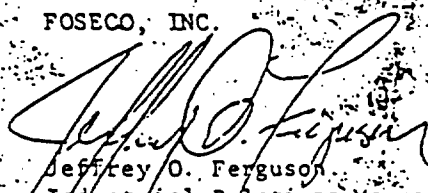
April 30, 1974

TO ALL FOSECO EMPLOYEES:

You will find enclosed an outline of the various topics recently discussed at a Foseco Information Exchange meeting. In light of the many uncertainties connected with today's state of the economy, we thought that some of Foseco efforts to plan for the future would, at this time, be of particular interest to Foseco employees and their families.

Very truly,

FOSECO, INC.


Jeffrey O. Ferguson
Industrial Relations Manager
Cleveland Plant

JOF:as

FOS-00-0000002060

UNION-MANAGEMENT INFORMAL INFORMATION EXCHANGE

APRIL 25, 1974

Company Representatives:

M. Wood
J. Ferguson
G. Thomas

Union Representatives:

J. Orbas
L. Fugate
G. Levan

On Thursday, April 25, 1974, an informal information exchange session was held between Cleveland Plant Union and Management Representatives. The purpose of the meeting was to review and discuss local occurrences and developments of general interest to all. It was mutually agreed that the function of such a meeting is for the exchange of information of general, mutual interest and that accordingly grievance issues should not be covered at sessions of this nature. The consensus is that informative and constructive sessions of this type are of benefit to everyone and should be held on a periodic basis.

The first general topic of discussion pertained to plant facilities.

It was indicated that the new employee locker and cafeteria facilities are currently on target for completion sometime in July. It was indicated that the Plant Engineering Department is presently making arrangements for the furnishings of these new facilities in the form of lockers, tables, chairs, benches, trash receptacles, etc. The locker rooms will be furnished to meet the requirements of the plant's current employment level with space provided for growth in employment in the future. It was indicated that there may be some difficulty in delivery of these items from the vendors as there seems to be a large backlog of orders with the suppliers of these types of goods.

A review of the current vending service is planned coupled with evaluation of other available services. The key to this item is feasibility giving consideration to quality, costs and service rendered.

Plans are currently being formulated for a new Industrial Relations block to be located in an area adjacent to the new employee entranceway and locker room facilities. While funds to date have not been appropriated for this project, it is believed that a relocation of the Industrial Relations offices is clearly called for. This is based on the company's desire to develop a totally integrated Cleveland Plant Industrial Relations function for the full benefit of all employees. Hopefully, approval of this project will be forthcoming so that physical completion can be accomplished by July, which would be compatible with the other new facilities.

It is generally recognized by all that there are already problems of inplant floor space over-crowding relative to storage of raw materials, finished goods and manufacturing operations. Accordingly, serious consideration is currently being given to the feasibility and practicability of constructing a new warehouse facility. Justification for this facility is essentially predicated on both our known present space requirement and anticipated future needs. The ultimate goal is to bring more sense and order to our operation.

FOS-00-0000002061

UNION-MANAGEMENT INFORMAL INFORMATION EXCHANGE

2

Studies and evaluations are currently being conducted regarding the possibility of installing a water reclaim system. The basic thought here is the feasibility of a totally integrated water system which would serve to conserve our resources. As we are all aware, the unanswered questions of conservation have become critical issues in recent times. This clearly extends into the industrial realm and certainly into our Cleveland Plant operations.

The thought behind such a water reclaim system as is currently being given consideration is that it would serve to conserve water, various solids and additionally serve as another stop-gap method against environmental pollution.

It was indicated that the new Sleeve Oven project appears to be on schedule. It is hoped that by next week we will be in the debugging stage and that in May we will be running on a test basis. Hopefully this operation will enable us to more effectively meet our customer requirements for this product. Additionally, we will be looking at the operation experimentally for other future product applications.

The heat exchanger project in the 08 Department is just about completed and we are currently considering the possibility of a similar approach on the new Sleeve Oven.

The second general topic of discussion dealt with process related items.

The general topics discussed:

1. Bulk handling of Profax RMs.
2. Asbestos free program.
3. RM 531X2 ACP program appears to be successful thus far including positive first testing results and an initial indicated favorable interest from customers.
4. Currently, evaluations are being conducted to consider the feasibility of getting into the bulk Flux Market.

Order book related items were next discussed.

The Plant continues to operate as has been true for the past several months in a backlog of orders situation. With this in mind the Roseco marketing operations are attempting to acquire a realistic picture from our customers of near and long range future product requirements.

Just as increased costs in our personal living expenses has been of concern to each of us individually over the past several years, the increased rising prices of manufacturing raw materials has been of very serious concern to us.

FOS-00-0000002062

UNION-MANAGEMENT INFORMAL INFORMATION EXCHANGE

at the plant. The recent upward trends in raw material prices has in many instances been of almost staggering proportions. While we have attempted wherever possible to pass some of these costs along to our customers in a sensible market fashion, we have, nevertheless, had to absorb a great many of these high costs in order to remain competitive. Obviously, this should be of real concern to all of us because of the impact of the problem in regard to our business survival. Every employee is urged to be resourceful in the handling and utilization of our materials. Periodic vendor material shortages have further served to compound the problem. In several instances these material shortages have occurred in some of the key items related to our manufacturing. It is everyone's responsibility to conserve raw materials and hardware. Several technological break throughs have occurred in finding substitute materials and this certainly has helped to relieve the situation. Clearly, appreciation to our technicians is warranted for their continual efforts to cope with this problem.

Because of the extremely fluid situation regarding our business economy, it is believed to be critically important for the company to acquire a fairly accurate reading on its present position. Accordingly, plans are presently being developed to conduct a total Cleveland Plant product and material audit during the month of May. This will be in addition to our annual inventory which will be conducted later in the year. More information on this will be forthcoming as soon as it is available.

Visitors Expected

As you all know, Fosco is a worldwide organization with twenty-two manufacturing plants around the world. Wherever liquid metal is poured, Fosco is present. Fosco, U.S.A. and the Cleveland Plant are anticipating visitors from many of the company's worldwide operations sometime during the month of June.

This is the first time international delegates in any number have visited our operations and we should all certainly take pride in the job that we have done which has sparked their interest.

Employee Activities

Also discussed

Plans are being formulated for the Company Picnic to be held on Saturday, August 10, 1974, at Wildwood Park in Columbia Station, which is the same spot that we had it last year.

Company sporting events in the form of two baseball teams and a golf league started in April.

We are pleased to see more hourly employees become involved in these events as the company sponsors them for the enjoyment and participation of all employees.

FOS-00-0000002063

UNION-MANAGEMENT INFORMAL INFORMATION EXCHANGE

This is the first year arrangements have been made for the second shift personnel to have a baseball team of their own. First and third shift employees could always make the team because it fit into their hours. We attempted to start a golf league for the second shift but unfortunately no one at the time expressed an interest. Perhaps next year a second shift golf league will be a fact. Bowling arrangements will be made in late July or early August for the second shift.

FOS-00-0000002064