



Anderson Development Company

DEVELOPMENTS

Adrian, Michigan

Summer 2014

Letter from the President



It has been quite a start to the fiscal year, as we experience both great successes and big challenges. It is our goal for people to be able to go home safely and we need to improve safety performance. Many injuries are related to people not being focused on what they are doing or missing a hazard that could have been anticipated. We all need to be aware of our surroundings, look out for what can hurt us, and stay focused on working safely and properly. We will be rolling out some new initiatives to try to help us improve how we identify hazards. Our challenge with customer satisfaction and complaint reduction is similar. Our performance has been mediocre and it needs to be improved.

On the financial side, the year began solidly; much better than budgeted. AP sales continue to be strong. The AP team (everyone from operators, to maintenance, lab, R&D, engineering, support staff, everyone!) has done a fantastic job of supporting customers by improving our process capabilities, resolving issues and producing top quality resin. The effort has really improved our bottom line. Customers tell us it may slow down a little but the business should continue. At the same time, urethane sales are improving and the urethane team has been challenged to keep up. A great team effort is underway to recover and rebuild inventories. We have made good progress recently. There is still work to be done to increase capacity and maintain it to pursue the new opportunities!

We have talked about work to develop another product line and it is still ongoing, but our resources have been focused on keeping up with the AP and Urethane businesses. New development is slower, at a more methodical pace. This is the right focus and we will still get there!

All things considered, I'd give us a "C" so far. Financially, we may be earning an "A", but it is a "D" for safety and quality! Please work to keep yourself and others safe. Find hazards and problems before they find us! And don't forget to stay safe at home...whether it is cutting the grass or playing softball! Let's focus on improving our safety performance and our customer satisfaction and the earnings will be there!

Mark Kramer
President and CEO



Dan Rubley Retires!

By Dana Walsh

After nearly 39 years of service here at Anderson Development Company, Dan Rubley elected to retire from his position. ADC held a retirement party in his honor on February 28, 2014. The party was catered by Hoagie Man and a cake was also provided for the celebration. Dan's wife was able to join him for the party and he was able to reminisce about his times here at ADC with all of his co-workers.

Throughout Dan's career, he held many positions. His career began in April of 1975 as a chemical operator "C" on the Curene 442 process. Dan explained that when he first started here, there were different levels of operators. He quickly moved his way up to an "A" operator. In no time, Dan was a crew leader, a shift leader and due to some circumstances, he also was even a Shipping/Production manager for a while in the early 1980's. Although his work in the shipping department wasn't long, his Production Manager position led him through many years. He also served as the Technical Manager for Exxon until December of 2008. For the last years of his career, Dan came around full circle and finished as a chemical operator. He still supported the Exxon process and also worked on others as well. Dan was a great asset at Anderson Development and a knowledgeable chemical operator.

When asked, Dan said the best part of working at Anderson Development Company was working with Exxon. His years as Exxon Technical Manager were some of his most rewarding years. Dan loved the people at Exxon and the relationship that ADC had with them. He took pride in that fact that he was part of making quality material for a company like Exxon. Dan also mentioned that his early years at ADC working for Mr. Anderson were great. "Mr. Anderson was a special kind of person," Dan explained. He also loved the guys he worked with, and also enjoyed teasing the Engineering Department. Dan said he would often tease the engineers that they used "rubber rulers" when measuring and working out in the plant. Dan thought that ADC was great at creating an environment where everyone worked together. From the operators to engineering to QC and the research groups, everyone came together when needed. Dan explained, "Some days were a challenge, but we worked through it and always found a better and safer way to do it."

In closing, Dan said his years at Anderson Development overall were great. He worked with some super people during his time here. Dan said days at work were often challenging, but also fun at the same time. He said it was a very rewarding career and he will miss it. Dan is now enjoying his retirement with his family. He's been working in the yard and camping some. He's looking forward to the nicer weather coming our way. Dan is greatly missed here at ADC and we all wish you the best in your future.

ADC Welcomes New Employee Amy DeBruyn

By Donna Schlotman



Amy DeBruyn joined ADC in March in the position of Administrative Assistant. Previously, Amy was employed at Siena Heights University as the Assistant to the Senior Vice-President of Business and Finance. She also received her BA in Business Administration from Siena.

Amy lives in Adrian with her husband, Bruce, who works for La-Z-Boy in Supply Chain Management. The family also includes two daughters, Kendall, who is 21, and Halla, who is 13.

Outside of work, Amy enjoys cooking, music and hanging out with family and friends.

Responsible Care® Day/Joint Collection Event on May 10, 2014

By Jennifer Grover

Anderson Development Company, Wacker Chemical Corporation, Chemtura Corporation, Lenawee County, Goodwill Industries of Southeastern Michigan, Habitat for Humanity of Lenawee County and the Stubnitz Environmental Education Center held a Joint Collection Event on May 10, 2014. The event was very successful.

More than 400 vehicles participated at the Household Hazardous Waste collection sponsored by Anderson Development Company, Wacker Chemical Corporation and Chemtura Corporation. Based on feedback from the community, wait times were short and the operation ran smoothly. Goodwill Industries of Southeastern Michigan hosted a donation collection and reported a 30 percent increase in donations due to the event. Lenawee County collected tires and expanded polystyrene foam. Habitat for Humanity of Lenawee County collected electronics. There were also a large number of people that had a chance to visit the Stubnitz Environmental Education Center and experience the events including a live animal presentation for the children.

The sponsoring Lenawee County businesses, Anderson Development Company, Wacker Chemical Corporation and Chemtura Corporation take this opportunity to extend a “Big” thank you to the Lenawee County community for making this annual event so successful. Strong community support and local business working hand-in-hand help us preserve our beautiful environment and prevent pollution.

A special thank you goes to our partners for this event including Wacker Chemical Corporation, Chemtura Corporation, the Lenawee County Solid Waste Coordinating Committee, the Lenawee County Solid Waste Department, Goodwill Industries of Southeastern Michigan, Habitat for Humanity of Lenawee County and the Stubnitz Environmental Education Center.

Anderson Development Company, a subsidiary of Mitsui Chemicals, is an award-winning, innovative specialty and custom chemical manufacturer. We are committed to providing value-added solutions through our research and development capabilities, our superior products, and by being personal, efficient, and responsive to our customers, employees, and other stakeholders. Anderson Development Company is a Responsible Care Company. To find out more please visit <http://www.andersondevelopment.com>.

Contact:
Chris Goeloe, VP, Quality and Responsible Care
(517) 263-2121



Walleye Hockey Game

By Dawn Black

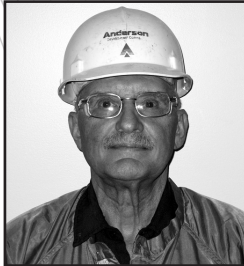
On March 15th, ADC employees and their families went to see the Toledo Walleye play the Kalamazoo Wings at The Huntington Center in Toledo, Ohio. Before the game, hamburgers and hot dogs (and cookies!) were served in the Lighthouse lounge and enjoyed by everyone. It was a great opportunity to talk to everyone before the game started. Just before the game started, the lights were dimmed and the light show began with the inflatable Walleye circling the arena ceiling. You could feel the excitement coming from the kids! It was a great time!

The Huntington Center is a great place, there isn't a bad seat in the house, and if you felt like socializing The Lighthouse Lounge is a good place to hang out! Unfortunately, The Walleye lost 6-4.

ADC Employee Spotlight

Kevin Handy

By Lindsay Stratton



- 1. How many years have you worked for Anderson Development Company?**
As of Sept 19, 1984, it will be 30 years.
- 2. What other jobs / careers have you had in the past?**
Double A in Manchester, Michigan.
Cessna Aircraft in Wichita, Kansas.
- 3. In one word, how would you describe yourself?**
Good.
- 4. What is one weird fact about you?**
I never pick on anybody.
- 5. What is your favorite sport(s)?**
Football.
- 6. Spouse and or children?**
A wife named Deb.
- 7. Where is your favorite place to travel?**
Up North.
- 8. What is your favorite television show?**
I do not have a favorite
- 9. Favorite band / singer?**
Carrie Underwood.
- 10. Favorite restaurant?**
Mexican food.

Dawn Black

By Lindsay Stratton



- 1. How many years have you worked for Anderson Development Company?**
20 years.
- 2. What other jobs / careers have you had in the past?**
Kmart
- 3. In one word, how would you describe yourself?**
Quiet.
- 4. What is one weird fact about you?**
The Stand by Stephen King is my favorite book.
- 5. What is your favorite sport(s)?**
Football.
- 6. Spouse and or children?**
Husband, Mike and son, Kevin.
- 7. Where is your favorite place to travel?**
South Carolina and if not there, then Sunny's Campground!
- 8. What is your favorite television show?**
Blacklist.
- 9. Favorite band / singer?**
No favorite.
- 10. Favorite restaurant?**
Fiesta Ranchera.

Ben Morley

By Dawn Black



- 1. How many years have you worked for Anderson Development Company?**
20 years.
- 2. What other jobs / careers have you had in the past?**
Road crew for the city.
- 3. In one word, how would you describe yourself?**
N/A.
- 4. What is one weird fact about you?**
I like scuba diving.
- 5. What is your favorite sport(s)?**
Boxing.
- 6. Spouse and or children?**
I am married.
- 7. Where is your favorite place to travel?**
Thailand.
- 8. What is your favorite television show?**
ESPN Fight Night.
- 9. Favorite band / singer?**
Pink Floyd.
- 10. Favorite restaurant?**
Isan Thai.

Summer Fun



Practicing Safety

By Lloyd Wooster

We've all been in a situation at one time or another where we were in a hurry, didn't pay close attention to what we were doing, and ended up with an injury. Hurrying on the job can cause both minor accidents and life-threatening injuries. You may hurry dozens of times without incident, until finally it happens, an accident. The old adage; Haste makes waste, is all too true.

Have you ever done any of these?

- Used the wrong ladder because the one you needed wasn't close by?
- Climbed a ladder with tools stuck in your pockets or in your hand because you didn't have a tool belt?
- Reached a little further on the ladder rather than get down and move it?
- Climbed up the side of a bin or shelving unit instead of getting a ladder?
- Not worn safety glasses because the job would only take a few minutes?
- Used a dull saw blade for just one more cut?
- Removed a guard to repair your machine, and not gotten around to putting it back?
- Cut the grounding prong off a three-way ground wire plug because you didn't have an adapter?
- Used a wrench instead of a hammer because your toolbox was not close?
- Not unplugged a power tool before making adjustments, because you'd only have to plug it in again or the plug was a little distance away?
- Given a forklift truck just a little more pedal so you could get one more load in before lunch?
- Not slowed down at a blind corner because you never saw anyone there before?

I'm sure you can come up with a dozen more examples of shortcuts you've taken, or seen co-workers take, to get the job done more quickly. Sometimes nothing happens, sometimes there are near misses, until finally there is a real accident and you, or someone you work or live with gets hurt. Yes, someone you live with; what we do at work carries over into what we do at home. Our children follow our example. If we take shortcuts, they will do the same thing, assuming it's all right because they saw us do it.

Practice safety everywhere. You can never be too careful. The example you set may save your life, or the life of someone you love.

The Benefits Of Slumber

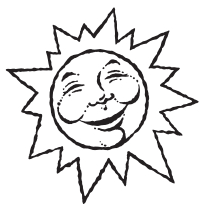
We have so many demands on our time—jobs, family, errands—not to mention finding some time to relax. To fit everything in, we often sacrifice sleep. But sleep affects both mental and physical health. It's vital to your well-being.

Although personal needs vary, on average, adults need seven to eight hours of sleep per night. Babies typically sleep about 16 hours a day. Young children need at least 10 hours of sleep, while teenagers need at least 9 hours. To attain the maximum restorative benefits of sleep, getting a full night of quality sleep is important.

Getting Quality Sleep

- Go to bed the same time each night and get up the same time each morning.
- Sleep in a dark, quiet, comfortable environment.
- Exercise daily (but not right before bedtime).
- Limit the use of electronics before bed.
- Avoid alcohol and stimulants such as caffeine late in the day.
- Avoid nicotine.
- Consult a health care professional if you have ongoing sleep problems
- Relax before bedtime. A warm bath or reading might help.

Submitted By Welcoa Online Bulletins



AREA COUNTY EVENTS



SUMMER

Devil's Lake Summer Fest

First Weekend in July

Pontoon Boat Cruise, Sandbar Volleyball Tournament & Floating Corn Hole!

Trophies, Cash Prizes, & Fun!

Devil's Lake & Round Lake Men's Club

31st Annual River Raisin Festival, Blissfield

July 9-12

Entertainment, Children's Activities, Carnival, Miss River Raisin Pageant. Parade, Car & Bike Show, Truck Pulls, Fireworks on 2 nights - and More!

Bachmayer & Ellis Parks, Blissfield, MI

Show Car Nationals

July 12, [Boy Scout's Pancake Breakfast: 7am]

More than 100 classic cars are set to be on display this year. Bring the family out and enjoy Breakfast, Classic Cars, Arts & Crafts, Kid's Games and more!

Pre-View: Cars & Music, Downtown Onsted, Friday night, 6-9pm Michigan International Speedway [enter tunnel off Brooklyn Highway]

Faster Horses Festival

July 18-19-20

Tim Mcgraw, Pramalee, Miranda Lambert, Kip Moore, Little Big Town, Keith Urban, Darius Rucker and many more.

Michigan International Speedway Grounds

175th Lenawee County Fair

July 20-26

A week full of family fun...including Fair Food, Carnival Rides, 4-H Animals & Displays, Live Entertainment, Figure 7, Demo Derby, Music & Midway Fun!

Sweet Charity at The Croswell Opera House

August 15-24

This big, brash wonderful show comes to the Croswell for the first time since 1971! Huge song and dance numbers include: "If My Friends Could See Me Now," "Big Spender," "I'm a Brass Band," and more! Charity

Hope Valentine works at a dance club where she has seen only the dark side of life and a string of bad relationships. One day she meets Oscar and believes her luck has changed for good!

Don't miss this Croswell revival!

Croswell Opera House
129 E. Maumee St., Adrian
517-264-SHOW [7469]

FALL

Mystery Corn Maze & Pumpkin Fun at Carpenter Farms

Open: September 14 - October 31, 10am - Dusk (Sunset)

Hayrides, Corn Maze, Petting Zoo, Pumpkins & Fall Décor

Weekend Wagon Rides: Last Ride 1/2 hour before dusk

Corn Maze Fun: Last Call 1/2 hour before dusk

Carpenter Farms

Art-A-Licious

Sept. 19 - 20 Downtown Adrian

Art festival that brings more than 80 artists to historic downtown Adrian to show and sell their work. But more than that, it's a celebration of heritage and community. Local food is a staple of Art-A-Licious, and throughout the weekend, in addition to professional artists and performers, the talents of local K-12 and college students will be on display.

Victorian Halloween

October 11, 1-3pm

Come celebrate the annual Victorian Halloween, at the historic Walker Tavern! Friends of Walker Tavern will take participants back in time to see how the holiday was observed more than 100 years ago. Your young visitor decorates a pumpkin to take home! Pumpkin bowling & other fun activities! The event is family-friendly and free, but registration is required, by calling 517-467-4401.

Walker Tavern Complex
13220 M-50, Cambridge Junction

Apple Festival at Kapnick Orchard

October 11-12

Take a drive to the apple orchard and enjoy fresh apples, cider and donuts. Wagon rides, a petting zoo, children's talent show, and over 80 craft booths are just some of the highlights at the annual Apple Festival. Be sure to visit downtown Tecumseh for the Appleumpkin Festival, too! Kapnick Orchard

Southern Michigan Railroad Fall Color Tour Excursions **Weekends in October**

Enjoy the splendor of fall colors along the River Raisin Valley, as the train meanders for 2 ¼ hours through the countryside, between Tecumseh & Clinton, with a stop along the way for complimentary cider and donuts!

See specific dates & times on their website!

Board: 806 S. Evans Street, Tecumseh
517-456-7677 or 517-423-7230

FAVORITE QUALITY QUOTS

By Thad Merritt

"Quality is not act. It is a habit."
~Aristotle

"Do or do not... there is no try."
~Yoda (OK, I can't help myself, "may the force be with you")

"Quality is never an accident; it is always the result of high intention, sincere effort, intelligent direction and skillful execution; it represents the wise choice of many alternatives."
~William A. Foster

"The definition of insanity is doing the same thing over and over again and expecting different outcomes."
~ Einstein

"Quality is more important than quantity. One home run is much better than two doubles."
~ Steve Jobs

"Quality means doing it right when no one is looking."
~Henry Ford

"Be a yardstick of quality. Some people aren't used to an environment where excellence is expected."
~Steve Jobs

"Anything worth doing is worth doing right the first time."
~Unknown

"It is not necessary to change. Survival is not mandatory."
~W. Edwards Deming

"The best way to predict the future is to create it."
~Peter Drucker

"Ideas come from curiosity."
~ Walt Disney

"Be curious about quality."
~ Unknown



AREA FIREWORKS

Brooklyn Fireworks Display
Date: July 4th, 2014 at Dusk
Where: Columbia Middle School Football Field
321 School St., Brooklyn, MI

Lake Columbia Fireworks Display
Date: July 5th, 2014 at Dusk
Where: Lake Columbia, Brooklyn, MI

Lenawee County Fair
Date: July 20th, 2014
Where: Lenawee County Fairgrounds

Community Days
Date: August 2nd, 2014
Where: Adrian College Football Stadium

2014 Anderson Development Golf Outing

What: Four Person Scramble

When: Saturday August 2, 2014

**Where: Legacy Golf Club
Ottawa Lake, MI**

Start Time: 8:00 am Shotgun Start

Cost: \$35.00 per person

**EMAIL Eric Kopaniasz by
FRIDAY, JULY 11th
TO SIGN UP!**

**Checks should be made payable to
Anderson Development Company
and be given to Eric Kopaniasz
by FRIDAY, JULY 11th**

Each ADC Employee may invite 1 guest

SUMMER FUN



1415 E. Michigan Street ▲ Adrian Michigan 49221