

THE Co-Line PRESS

FOR EMPLOYEES OF CO-LINE WELDING, INC. VOL. 23 | NO. 1 | JAN. 2023

UPCOMING EVENTS

Jan. 2 – Co-Line closed
 Jan. 4 – Financial advisor on site
 Jan. 19 – Co-Line quarterly meeting
 Jan. 24 – Co-Line Press deadline
 Feb. 1 – Co-Line Press distributed

HAPPY BIRTHDAY!

Jan. 1 - Logan Daniels
 Jan. 2 - Greg McCulley
 Jan. 5 - Jay Mitchell
 Jan. 6 - Dennis Smith
 Jan. 7 - Brian Lewis
 Jan. 7 - Jessica Maston
 Jan. 9 - Justin De Jong
 Jan. 14 - Heath Boggess
 Jan. 17 - Brian Van Wyk
 Jan. 18 - James Welch
 Jan. 21 - Jeff Kling
 Jan. 24 - Roger Belcher
 Jan. 25 - Loren Fopma
 Jan. 25 - Carter Brand
 Jan. 28 - Russ Campbell
 Jan. 30 - Kurt Moyer
 Jan. 30 - Sandy Kuhlmann

SERVICE ANNIVERSARIES FOR JANUARY

1 year - Misty Campbell
 1 year - Zach Kaldenberg
 2 years - Adam Carrothers
 2 years - Marlys Hoksbergen
 3 years - Kerry Bryan
 5 years - Brian Lewis
 8 years - Dan Christy
 9 years - Bill Wilkerson
 9 years - Doug McClelland
 11 years - Joel Schmidt
 13 years - Wayne Woollums
 16 years - Marty Cross
 25 years - Eric Brand
 29 years - Dave Smith

Christmas Lunch

returns to Co-Line with lots of food, fun, and \$118,400 in years of services bonuses

The 2022 Co-Line Christmas Party was back in person by popular request. Over 185 attended the catered lunch, awards, and games event at noon on Friday, Dec. 23. Despite the blizzard conditions outside, the Co-Line team enjoyed each other's company inside the warm north building.

Over \$118,400 was paid out in years of services bonuses recognizing 1,184 years of collective manufacturing years of service at Co-Line. The team leads of both buildings got involved in a friendly competition with a year's worth of monthly donuts on the line. The south building dominated the Reindeer Antlers, Snowball Shakeup, Face the Cookie, Holly Berry Smash, and Candy Cane Hang games.



Eric Brand serves up plates of food to Co-Liners. The team leads did the serving for the Christmas lunch.



Each department nominated a person to participate in the Bucket Game. There were prizes ranging from a raw egg or whipped cream pie all the way to a Blackstone griddle or the contents of the leadership team member's wallet. Several gift cards, beer, whiskey, and more were hidden under the buckets.

New employees were honored with new employee jackets as well as the high school employees were given sweatshirts. **Bill Wilkerson** closed the party with a prayer of blessing, and **Eric Brand** reminded Co-Liners of the reason for the season.

Mark Van Wyk - aka Rudolph - attempts to keep his antlers on his head during the game Reindeer Antlers. More photos on pages 10-13.

CO-LINE PEOPLE AND THEIR FAMILIES

If you have any news you'd like to share with Co-Liners, please email LeAnn Hjelmeland at leannh@netins.net.

Congratulations to **Bob and Lesa O'Dell** on the birth of their 18th grandchild, Lexi Makayla O'Dell, who was born to David and Amber O'Dell of North English on Dec. 12.



Lexi weighed 6 pounds 8 ounces and was 19.75 inches long. Lexi joins twin 15-year-old brothers, Gunner and Kayden, 6-year-old brother Joel, and 2-year-old sister Amlynn.

The Co-Line family wishes to extend sympathy to **Dave Jones**. Dave's wife, Milagros Isabel Lopez-Jones, passed away on Wednesday, 12-07-2022 while in Hospice Care following her battle with lung cancer. She was 63 years old.

THANK YOU

Thank you so much for the donation of the Nerf basketballs to Valley Lutheran School. We started our basketball unit in PE this week, and the students and I are really excited about using these in our upcoming lessons and activities. We truly appreciate your kindness and generosity.

Canyon Kuhlmann



Thank you so very much for your November donation of 925 pounds of food. It was so very generous of you. God Bless You!

East Jasper Christian Food Pantry

We want to thank you for the food supplied by your company for our food bank in Rose Hill. At times, it is difficult to have as much food as we need because the number of families is still increasing. Mr. Brand and workers, thank you so much!

Rose Hill Church

STAY IN THE LOOP...


with local news from the Co-Line-owned Hometown Press! Co-Liners pay just \$20 per year.

The \$20 Co-Liner price is for employees or for gift subscriptions for family members. A \$20 Co-Line coin may be used to pay.

PERFECT ATTENDANCE

For November, Co-Line will award 129 employees for perfect attendance with each receiving a \$20 Co-Line coin. Congratulations and keep up the great attendance!

Skyler Bailey	Bryan De Jong	Rick Harrill	Eric Leonard	Ken Reed	Kyle Soderblom	Tony Van Wyk
Derek Bates	Jeff De Jong	Jodi Hartman	Logan Long	Doug Richards	Doug Sorenson	Brian Van Wyk
Wendi Beason	Justin De Jong	Matthew Hawkins	Chadera Maasdam	Bryce Romick	Andrew South	Mark Van Wyk
Roger Belcher	Lynn Deal	Micah Heartsill	Elliott Mapes	Kristi Roose	Matthew Spencer	Marty Van Wyk
Nathan Blunck	Bo Eggers	Joey Hildebaugh	Zach McClellan	Levi Roose	Don Steenhoek	Marylou Van Wyk
Heath Boggess	Bethany Emehiser	Lucas Hilton	Greg McCulley	Tony Roth	Kathy Stewart	Ron Vogt
Derrick Brelsford	Nicholas Emerson	Marlys Hoksbergen	Jason Meyer	Cole Rozendaal	Brent Stier	J.T. Walker
Kerry Bryan	Matt Facile	Nels Hughson	Chris Miller	Chad Sailors	Mike Stoner	James Welch
Mitchell Bryan	Amy Fagg	Jennifer Jansen	Jay Mitchell	Taylor Saunders	Joel Struik	Dale Westbrook
Nick Burch	Nicole Fetzer-Bryan	Todd Johnson	Mike Moore	Joel Schmidt	Mark Thelen	Dave Westbrook
Misty Campbell	Justin Flander	David Jones	Jesse Nicodemus	Jeffrey Schultz	Chad Thompson	Eli Wilhelm
Adam Carrothers	Loren Fopma	Ty Jones	Dennis Nalin	Jeff Schut	Chris Tice	Bill Wilkerson
Kevin Chapman	Faith Frasher	Reggie Kaldenberg	Bob O'Dell	Dan Schutte	Cory Tice	Wayne Woollums
Ty Clark	Austin Gourley	Todd Kaldenberg	Tom Orr	Brad Shafer	Shawna Tice	Baker Zegers
Kristina Coe	Isaac Green	Zachary Kaldenberg	Patti Pieper	Brenda Smith	Kierston Till	Dan Ziegenmeyer
Marty Cross	Harley Hale	Stefany Knowler	Michael Pitts	Dave Smith	Ron Van Baale	
Marc D'Aguanno	Tony Hall	Sandy Kuhlmann	Tyler Pollpeter	Gary Smith	Lanai Van Hal	
Adam De Cook	Mark Harmon	Mason Lafferty	Greg Postels	Jeff Smith	Roger Van Hal	
Terry De Cook	Levi Harms	Scott Lang	Brittnee Price	Peter Smith	Jennifer Van Maanen	



HAIRCUTS

@ CO-LINE CUTTING EDGE

Jan. 16 & 17

Just \$5! To sign up, contact receptionist at ext. 200. Pay with cash, Co-Line coin, or payroll deduct.



Massages

**Thursdays,
Jan. 5 & 19**

Contact receptionist at ext. 200 to sign up. Pay with Co-Line coin, cash, or payroll deduct.

REMEMBER WHEN

CO-LINE RECEIVED ISO 9001:2000 CERTIFICATION IN 2002

From the December 2002 Co-Line Press:

After 10 months of diligent work, Co-Line Welding, Inc. received ISO 9001:2000 quality certification with a virtually unheard of zero non-conformances. “Without the diligence and devotion of every Co-Line employee, this would not have been possible and you are to be commended for it,” said

Margaret Vander Weerd, ISO Coordinator. During the audit Nov. 4-5, at 1:30 p.m. on Nov. 5, Ed Singh (shown on left with Rail Brand above), our auditor from AQS in Canada, said: “I have audited many, many companies in seven or eight countries, you are one of the companies that impressed me from the get-go. And I continue to be impressed... I am recommending you for certification because you deserve it... I’m tough on companies. If commitment is not there I won’t certify... In two years this company will be flying and you need to get ready.” Now we must live ISO 9001:2000 every day and prepare for the next audit in six months.



 Follow Co-Line on **Facebook**



The monthly newsletter created for employees of Co-Line Welding, Inc.

Designed by LeAnn Hjelmeland
(Email leannh@netins.net)
Edited by Margaret Vander Weerd

colinemfg.com
1041 Cordova Ave.,
Lynnville, IA 50153

This newsletter can be read online on Co-Line’s website, colinemfg.com. Click on the “Newsroom” tab.



REFER A FRIEND

We’d love for them to **JOIN OUR TEAM!**



You Share, We Share
\$500 for **EMPLOYEE REFERRALS!**

EMPLOYEE SPOTLIGHT

Bryce Romick

welder

Welder Bryce Romick has been part of the Co-Line team since August 2018 and is an integral part of the night shift. He heard about Co-Line through his stepdad, Steve Davis, who had been working for Co-Line for a few years and encouraged Bryce to apply. In the last four-plus years, though Bryce's main role has been welding, he has also helped out with tube bending, press brakes, parts picking, and tube lasers. "I do whatever is asked of me to the best of my ability," Bryce said.

Growing up, Bryce lived in Newton and graduated from Newton High School in 2016. He then joined the U.S. Army as a Black Hawk helicopter mechanic. Now, Bryce lives in Monroe. He and his girlfriend, Amber Beener, have been together for almost five years and are expecting their first child, due in August.

In his free time, Bryce enjoys collecting, working on, and assembling guns. He also likes to work on his collection of old Jeep pickups. An interesting fact about Bryce is he has lived in four states and has traveled to 25 states by the age of 24.



Bryce and his girlfriend, Amber Breener.



Bryce is pictured at the North Carolina/Tennessee state line. He has traveled to 25 states.



Bryce served in the U.S. Army, working as a Black Hawk helicopter mechanic.



Pictured above are three of Bryce's Jeep pickups.

"The best part about my job is the people, environment, and diversity of experience."

—BRYCE ROMICK

Fabulous! WORKDAYS

DEC. 2

On this Fabulous Friday, Co-Liners were dreaming of 70s and sunshine! With a little “YMCA” and “Stayin’ Alive” thrown in, employees were right back in the ‘70s as they enjoyed sunshine sugar cookies and \$70 each!



DEC. 9

Co-Liners were dreaming of the ‘80s and state fair cookies as they each took home \$80 and frozen Barksdale’s State Fair Cookies.



DEC. 16

This ‘90s-themed Fab Friday was pretty rad with \$90 and a poinsettia plant for each employee.



DEC. 23

Despite blizzard-like conditions outside, Co-Liners had a blast at the in-person Christmas lunch and then left work early for the long Christmas weekend. Following prior weeks, Co-Liners may have suspected \$100 cash, but the Brands doubled the fun.



Peter Smith delivers meals to a table of Co-Liners at the Christmas lunch.

DEC. 30

Co-Liners had a soup-er time eating lunch together during the Chili Cook-off on Friday, Dec. 30. See results on page 7.



Co-Liners fill up their bowls sampling the different chilis on Dec. 30.

NEW CO-LINERS

WELCOME, NEW FACES!

We're glad to have you on board at Co-Line!



RYAN KLOPPENBURG joined Team Co-Line on Oct. 24 as an assembler. Previously, he worked for 15 years at Crow Shooting Supply as a team lead. Growing up, Ryan lived in Brooklyn and graduated from BGM in 2007. He and his wife, Leann, live in Gibson and have one daughter, Eliza. In his free time, Ryan likes to tinker with guns, play guitar, and enjoy motorcycles.



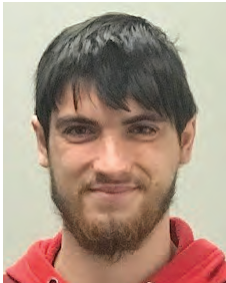
"I like the people."
— **Ryan Kloppenburg**



MAXWELL MALTAS joined the paint team on Oct. 17 after previously working in farming and at JELD-WEN for one year. Maxwell grew up in Belle Plaine and graduated from high school in 2021. Now he lives in Grinnell and enjoys his hobbies of guns and going to the gym.



"I enjoy the people."
— **Maxwell Maltas**



RANDY GERISCHER started at Co-Line on Oct. 10 as a picker in the flat laser department. He grew up in Maquoketa, where he graduated from high school in 2019 and then worked with the Ottumwa Job Corp for three years. Randy lives in Prairie City. He and his girlfriend, Katlyn Witte, have a 1.5-month-old son, Carson. Randy's hobbies include video games and fishing.



"I like the Fabulous Fridays and lunches."
— **Randy Gerischer**

Want to work with your friends?

Don't forget! You could earn **\$500**
for referring a job candidate
who gets hired at Co-Line.



Chili Cook-off

On the last workday of 2022, Co-Line hosted a Chili Cook-off again this year with 11 delicious entries. Results are below:

1ST PLACE: Joey Hidlebaugh Crock Pot #3

2ND PLACE: Patti Pieper Crock Pot #9

Thank you to all who entered!



Co-Liners pick a chili to try during the Chili Cook-off.



Employees add some toppings to their chili and grab a cinnamon roll at the end of the line.



Plenty of tasty options are available to try at the Chili Cook-off.



Empty crock pots and full stomachs were the result of the Chili Cook-off.



“You cannot get through a single day without having an impact on the world around you. What you do makes a difference. You just have to decide what kind of difference you want to make.”

– Jane Goodall

Co-Line Office Door Decorating Contest



1ST

1ST PLACE: Nicky Olivier and Kristi Rose, \$100 gift card



2ND

2ND PLACE: Sarah Holesinger and Faye Brand, \$50



3RD

3RD PLACE: Kristina Coe and Lauren Van Wyk, \$25



Shawna Tice/Lanai Van Hal



Above: Brenda Smith, Linda Arkema



Above: Amy Faag, Wayne Woollums, Bryan De Jong



Patti Pieper



Left: Eric Brand by daughter Abigail

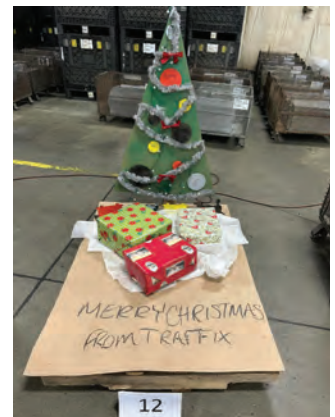


Christmas '22 Pallet Contest

1ST PLACE: #13
Paint & Pkg Dept. (\$100)

2ND PLACE: #3
Press Dept. (\$50)

3RD PLACE: #9
Laser Dept. (\$20)



Christmas Lunch



Co-Line's leadership team donned Christmas aprons and served Co-Liners lunch. From left: Faye Brand, Eric Brand, Shannon Arthur, JT Walker, Dan Schutte, Cory Tice, and Peter Smith.



Eric Brand wrapped up the Christmas party encouraging Co-Liners to remember the reason for the season.



Dan Schutte helps serve the Christmas lunch meal.



Left: Gary Smith and David Hobbs assist Roger Van Hal with the Holly Berry Smash game.

Right: Behind the red noses and under the pantyhose/balloon antlers are Zach McClellan and Mark Van Wyk in the Reindeer Antlers game.



Above: The south building earned free monthly donuts after winning the Candy Cane Hang game. At left: The strings of Mark Harmon's sweatshirt are loaded with candy canes to help his team win Candy Cane Hang.



Rick Harrill and Gary Smith are ready to do some movin' in the Snowball Shakeup.



Lucas Hilton and David Hobbs attempt to get an Oreo cookie from their foreheads to their mouths without using their hands in the Face the Cookie game.



Bucket Game

Each department nominated a person to participate in the Bucket Game. Prizes hidden under buckets ranged from a raw egg, whipped cream pies, a griddle, the contents of the leadership team member's wallet, gift cards, beer, whiskey, and more.



Dave Jones grabs Peanut M&M's.



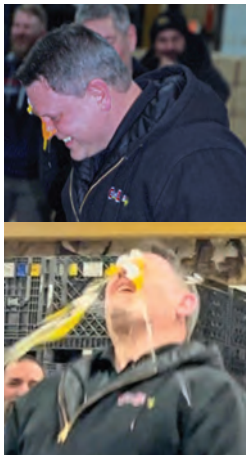
Trent Grandia lifts a bucket and finds an egg!



Lane Fisk sticks a pie in Jager Huyser's face.



Dennis Smith lifts a bucket to learn his prize.



Two different views of Bill Wilkerson breaking a raw egg on his face!



Juan Munoz puts a pie in the face of Wayne LaKose.



Rick Harrill's slip of paper says Jr. Wallmount!



CHRISTMAS LUNCH 2022



Co-Liners rise to their feet in a standing ovation for the late Kelly Hargan, a Co-Liner who passed away in 2022.

CO-LINE FOUNDERS

Eric Brand recognized Dale and Tana Brand for their 43 years of service as the co-founders of Co-Line. We wouldn't be here today without you!



20 YEARS OF SERVICE AND ABOVE

From left, front: Bryan De Jong, Mark Van Wyk, Marylou Van Wyk, Brian Van Wyk, Linda Arkema; back: Roger Van Hal, David Hobbs, Cory Tice, Loren Fopma, Jeff De Jong, and not pictured, not pictured Dave Smith, Eric Leonard, Faye Brand, and Eric Brand. A \$1,500 shopping spree for 20 years of service was awarded to Loren Fopma and Linda Arkema.



15-19 YEARS OF SERVICE

From left, front: Jeff Davis, Gary Smith, Peter Smith, Dennis Nolin; middle: Lanai Van Hal, Nicole Fetzer-Bryan, Andy South, Jeff Kling, Chris Tice, Dale Maston, Tom Orr, Rod Van Donselaar; back: Marty Cross, Jeff Schut, Rick Harrill, Dave Westbrook, Dan Schutte, and not pictured Don Steenhoek, Roger Bruxvoort, Matt Facile, and Jessica Maston.





10 YEARS OF SERVICE

Employee who received a \$1,500 Trip Allowance for reaching 10 years of service are, from left, Jeff Smith, Dennis Smith, Marty Van Wyk, Tony Van Wyk, Joel Schmidt, Doug Richards, and not pictured, Kurt Moyer and Kevin Chapman.



HIGH SCHOOL EMPLOYEES

High school employees who each received a sweatshirt are, from left, Austin Van Soelen, Makenna Schnell, Jager Huyser, Keagan Fopma, Lane Fisk, Kale Ehresman, Carter Brand, and not pictured, Tristan Bos and Clayton Huyser.



NEW EMPLOYEES

New employees who received jackets at the Christmas lunch are, from left, front: Shannon Arthur, Ty Jones, Ron Von Dielingen, Brittnee Price, Darrin Nunnikhoven, Kristi Roose, Brad Shafer, Kathy Stewart; middle: Matthew Spencer, Misty Campbell, Faith Frasher, Macy Saunders, Amber Lewis, Becky Ewing, David Jones, Chris Miller, Chad Miller, Nicky Olivier, Randy Gerischer; back: Nick Emerson, Jason Meyer, Jesse Nicodemus, Nathan Blunck, Dylan Williams, Ryan Kloppenburg, Nels Hughson, Matthew Hawkins, Doug Sorenson, Steve Belcher, Shamus Straight, Brandon Grant, Joey Hidlebaugh, Maxwell Maltas, Harley Hale, and Andrew McDonald.



CANDID CORNER



A special moment captured on camera of *Dale Maston* and *Larry Marchant* taking a break. :)



The night-shift employees pooled their monies/coins together to give this bench to Kelly Hargan's family in December. Co-Line decided to donate the bench and gave the night-shift employees' money to the Hargan family as well. Pictured from left, front: *Dave Jones, Kenny Reed, Dave Westbrook, Adam Carrothers, Bob O'Dell, Nick McGinley, Jake Brammer, Ron Van Baale, Scott Lang, Dale Westbrook, Jeff Vaverka, Bryce Romick,* and not pictured *Dan Christy.*



Congratulations to *Jeff Bokhoven* on his second retirement. Jeff worked with Co-Line at his previous employer, Precision, for 31 years. He retired from there and worked with Co-Line's quoting team for the past two years. Above, Jeff is flanked by Eric Brand and Rail Brand while being recognized at the Co-Line Christmas lunch on Dec. 23. Best wishes, Jeff!

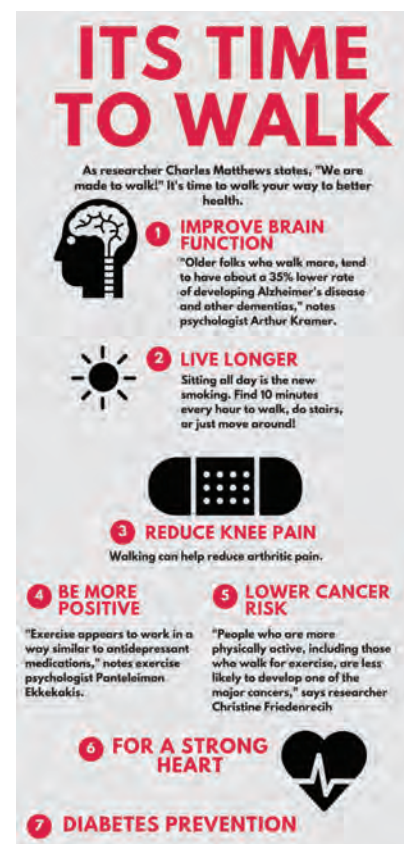


The paint line celebrates achieving a goal of painting the number of carriers the system was designed to run at. Through diligence and process improvement, the team was able to appropriate load, paint, and package carriers all day that led to a new record number of carriers and 100% efficiency! Congrats to the entire team for being subordinate to the needs of the line and doing what it takes to achieve line productivity!

Walk to lower your risk of chronic disease

You likely already know that walking is good for your health, but how much do you need to walk daily to produce health benefits? You've also probably heard that a 10,000 steps-per-day goal is good for you. However, that number originated from a Japanese marketing campaign rather than health research.

A new study from Vanderbilt University Medical Center explored how many daily steps a person should take to promote good health. The research studied fitness trackers and revealed that walking 8,200 steps a day was the threshold at which a person begins to significantly lower their risk of developing various chronic diseases. Specific chronic conditions noted included obesity, sleep apnea, gastroesophageal reflux disease, major depressive disorder, diabetes, and high blood pressure. The study also concluded that walking more steps than the threshold continues to increase the proven benefits of walking.



It's National Blood Donor Month

Winter is one of the most challenging times of the year to collect enough blood products and donations to meet patient needs. That's why National Blood Donor Month is celebrated every January. This year's national health observance comes as the nation's blood supply has dropped to concerning levels and could delay essential blood and platelet transfusions.

Blood donors of all blood types—particularly type O blood—are needed to give blood or platelets to help meet daily hospital demands. It's vital to have plenty of blood banked to meet the demand. Blood is needed for surgeries, traumatic injuries, cancer treatment, and chronic illnesses. On a daily basis, roughly 29,000 units of red blood cells, 5,000 units of platelets, and 6,500 units of plasma are required. Blood and platelets cannot be made synthetically, making voluntary donations necessary.

THE BENEFITS OF BEING A BLOOD DONOR

This month, resolve to be a blood donor and consider the following health benefits of donating blood regularly:

- Health problems detection—Donated blood is tested to determine if any irregularities were found. You're also required to undergo a quick health screening before giving blood.
- Reduced heart disease risks—Donating can help eliminate any excess buildup of iron in the blood, lowering your risk for a heart attack.
- Caloric burn—The blood donation process can burn up to 650 calories.
- Mental health boost—Not only are there physical benefits of donating but volunteering to help others can release dopamine and help combat depression and increase your confidence.

Before you roll up your sleeve and commit to being a regular blood donor, check if you meet the American Red Cross' requirements to donate blood safely. Additionally, each state has its own requirements for the minimum age to donate. Talk to your doctor if you have questions.



Why do people die shoveling snow?



Snowmageddon, Snowpocalypse, SnOMG! There is no end to the terms for “really big snowstorm,” and those terms can come in handy, particularly in America’s snowiest cities. Just check out these average annual snowfall totals, according to the Weather Channel:

<i>Boonville, N.Y. – 193.5 inches</i>	<i>Hancock, MI – 211.9 inches</i>
<i>Lead, S.D. – 200.8 inches</i>	<i>Crested Butte, CO – 215.3 in.</i>
<i>Truckee, CA – 202.6 inches</i>	<i>Valdez, AK – 326.3 inches</i>

But with really big snow storms – and even everyday, run-of-the-mill snowfalls – comes a risk of death by shoveling. Nationwide, snow shoveling is responsible for thousands of injuries and as many as 100 deaths each year.

So, why so many deaths? Shoveling snow is just another household chore, right?

Not really, says the American Heart Association. While most people won’t have a problem, shoveling snow can put some people at risk of heart attack. Sudden exertion, like moving hundreds of pounds of snow after being sedentary for several months, can put a big strain on the heart. Pushing a heavy snow blower also can cause injury.

And, there’s the cold factor. Cold weather can increase heart rate and blood pressure. It can make blood clot more easily and constrict arteries, which decreases blood supply. This is true even in healthy people. Individuals over the age of 40 or who are relatively inactive should be particularly careful.

National Safety Council recommends the following tips to shovel safely:

- Do not shovel after eating or while smoking.
- Take it slow and stretch out before you begin.
- Shovel only fresh, powdery snow; it’s lighter.
- Push the snow rather than lifting it. If you do lift it, use a

small shovel or only partially fill the shovel.


- Lift with your legs, not your back.
- Do not work to the point of exhaustion.
- Know the signs of a heart attack, and stop immediately and call 911 if you’re experiencing any of them; every minute counts.
- Don’t pick up that shovel without a doctor’s permission if you have a history of heart disease. A clear driveway is not worth your life.

SNOW BLOWER SAFETY

In addition to possible heart strain from pushing a heavy snow blower, be safe with tips from the American Academy of Orthopedic Surgeons, including:

- If the blower jams, turn it off.
- Keep your hands away from the moving parts.
- Be aware of the carbon monoxide risk of running a snow blower in an enclosed space.
- Add fuel outdoors, before starting, and never add fuel when it is running.
- Never leave it unattended when it is running.

Article from www.nsc.org.



Team Co-Line has worked

150,824 HOURS

without a lost-time accident.



THE INSIDELINE

by Jeff Kling and Gary Smith, Quality Department

Improving customer satisfaction through communication

by Jeff Kling

Check out this ISO Requirement: 9.0 Performance Evaluation, Sub clause; 9.1.2 Customer Satisfaction.

This is one of the required measurements to gauge the performance of the quality management system. External customers are primarily the end users of Co-Line products, so how well we do at meeting their requirements and exceeding their expectations must be determined based off their perceptions. Co-Line can measure customer satisfaction in many ways. This may include feedback (positive and negative) from data on delivered product quality, lost business analysis, compliments, and monitoring non-conformities, etc. Once measurements are obtained, an analysis must be done to determine where opportunities for improvement in the quality management system can be implemented to enhance customer satisfaction.

One way we can all work together to improve customer satisfaction is to consider this: **Every internal process is either a customer or supplier of another process.** So how can you best serve your customers? Or is a majority of your work supplied to you? Either way, one of the best tools we have is communication (ISO Clause 8.2.1 Customer Communications). Once our external customers' requirements are obtained, every process within Co-Line relies on the communication of these requirements. Work orders are one of the first bits of information communicated that will direct us to within the setup drive and the quality data page that gives us the information to proceed onto process setups. Also within the setup, more detailed information is communicated through the part prints, critical aspects of the part, and setup information that is contained within the main quality data page. The better you utilize these communication tools internally as our customers' products progress through all of their stages, the better we will be at satisfying our external customers.

Through the analysis of customer satisfaction, data shows that if we follow the communication standards we have in place, we will have less variation, confirm we have met requirements, be more efficient, and ultimately take our best shot at keeping our customers satisfied.

"You can't save time. You can only spend it, but you can spend it wisely or foolishly." T-MEZ



2023 Goals

by Gary Smith

We want to continue to build from the improvements and successes from 2022, from the lessons learned and improvements made to prevent and correct future projects.

1) NEW PROJECT STARTUP: Review and debug the process prior to the release of the first work order to the shop floor. This includes full review of the customer print, the tolerances requested, and confirm the customer expectations at the design state. Verify that any tooling required is available and fully capable.

2) NEW PROJECTS TRANSFERRING INTO FULL PRODUCTION MODE:

- Get full documentation of the process and operations and written instructions to assist a new team member in how each step is performed.
- Use a consistent method for production, and remove the need to re-invent the process at each setup.

Continued on page 18

QUALITY

2023 Goals Continued

Continued from page 17

- Eliminate the need for re-cuts due to incorrect setups or process settings.

3) COSMETICS- APPEARANCE: Get a full customer expectation prior to the first production run. Understand which side of the part(s) is the most critical for looks/appearance. Determine how the product needs to be packaged to reduce all issues for appearance flaws or marks. Do changes need to be done to the equipment or handling to assist?

4) REDUCE TRIBAL KNOWLEDGE OF LOADING/PROCESSING OF THE PARTS: Review the process to provide a simple poke-yoke method to aid the team member.

5) IDENTIFICATION OF PARTS: Provide quick reference information to assist in fully identifying a part prior to placing a bar code label or transfer label onto its container.

Each small step in these goals will continue to lower the quality PPM and provide greater customer satisfaction. As we solve or provide a solution to a problem, the improvement will move the goal into being a reality.

We are all in these small steps together, and I am pulling for us all to succeed.

DECEMBER TRAINING

The following training classes were held in December with the number of participants listed after:

- Fork Truck training - one
- Safety Awareness - two
- E2 Training - two
- Set-up Sheet - two
- Measurement Tools - two

ON-SITE FINANCIAL ADVISING

with Mike Roozeboom

WEDNESDAY, JAN. 4
11 a.m.-4 p.m.

Schedule an appointment by calling
Co-Line's receptionist at ext. 200.



401K ASSISTANCE

If you have questions regarding your
401K through Lincoln Financial, the par-
ticipant call center can be reached at:

1-800-234-3500
Monday-Friday
7 a.m.-7 p.m.





It's a new year - create the life you can't wait to wake up to

by Margaret Vander Weerd, Newsletter Editor

It's a new year - create the life you can't wait to wake up to.

Don't wait until you feel comfortable.

Don't wait until you have it all figured out.

Don't wait until you retire.

Don't wait until everything is perfect.

Don't wait until you have the approval of others.

Our time here is finite.

You don't want to run out of time and be filled with "what if's" and serious regrets.

This is your one precious life, spend time cultivating a friendship with yourself knowing who you are, what you want, and how you can live your life fully.

You are worthy. Your life today is THE something special. (Create the life you can't wait to wake up to. - Unknown)

~

It seems never a week goes by without some sort of shooting in a school, mall, business, or on the streets of our country. We can debate all day about gun control, video games, TV shows and movies, the failures of our school systems, mental health challenges in our society, and on and on and on. But the following written by author and professional organizer Lisa Geisler sums up what needs to be done exactly. I can't take credit for writing it, but I can take credit for sharing it in hopes it might help someone reevaluate how they are spending their time and/or raising their kids. Geisler writes:

"I just watched a newperson interview a school principal and ask, 'What are we missing? What do children need?' He went on and on about mental illness, the juvenile system, gun control, education reform, blah, blah, blah. Folks, none of that mumbo jumbo makes a lick of sense. Here is what children need:

1. Children need a mother and a father who love each other and work together as a team.
2. Children need a bicycle, neighbors, and cousins.
3. Children need a grandma to bake with and a grandpa to take 'em fishing.

4. Children need a church, a Sunday school class, and a truth-telling preacher.

5. Children need a dinnertime with home-cooked food, prayer, and conversation.

6. Children need Sunday afternoon football and fried chicken.

7. Children need books on tape and coloring pages.

8. Children need summers at the beach and Bazooka bubble gum.

9. Children need a trip to Arlington and Fourth of July fireworks.

10. Children need fire pits, s'mores, ghost stores, the drive-in, and real popcorn.

11. Children need discipline from their parents.

12. Children need chores, a job, a way to earn what they want.

13. Children need education that recognizes Mama and Daddy as the authority, God as the Creator, and the Bible as the road map.

This is not about some agenda, this is about children. Get back to basics: Faith, family, and good ol' fashioned fun."

~

Have a great 2023!





TOP 10 Co-Line STORIES OF 2022

1. SUMMER PICNIC RETURNS

After a two-year hiatus due to COVID, the Co-Line summer picnic returned with a live band, food trucks, bucket of junk contest, and of course, an amazing fireworks show! The Co-Line Street Fair had RAVE reviews!

2. 401(K) IMPROVEMENTS

Co-Line partnered with Mike Roozeboom and Lincoln Financial Group to improve the 401(K) employee benefits. A Profit Share was paid in March 2022, a new Roth offering began, and the employer’s match increased. All moves were to help Co-Line employees plan for retirement!

3. FOCUS ON SAFETY FIRST

In March, Co-Liners celebrated half a million hours worked without a lost-time accident. The team continued to work safely up to 707,000 hours before a time lost accident occurred. In October, a safety talk by Chuck Martinek resounded to everyone on “Who am I working safe for?”

4. FABULOUS FRIDAYS CONTINUED

Retaining and attracting new employees continues to be the #1 focus. With this in mind, Fabulous Fridays exceeded expectations in 2022. Ending the year with 50s, 60s, 70s, 80s, and 90s was the probably the biggest highlight. Games, prizes, lottery tickets, gift cards, and lots of food made each week unique and fun to be a Co-Liner!

5. INVENTORY TRACKING IMPROVEMENTS

Inventory tracking in Thrive helped make good use of vertical space, especially in south building. Tracking of work in progress also improved. The Thrive inventory management system will begin in the north facility as well as the Jasper building in 2023.

6. EQUIPMENT INVESTMENTS CONTINUE

Brand new technology from Mazak increased Co-Line’s laser capability and capacity. Two of the three Neo 15kw laser were installed in 2022.

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Top 10 Continued

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7. IN-PERSON CHRISTMAS PARTY RETURNS

Back by popular vote, the Co-Line Christmas Party returned with a sit-down meal served by the leadership team along with a record years-of-service bonus paid, games, prizes, cash, and lots of laughter.

8. MORE ROBOTS AND COBOTS

Technology and automation continued with big strides in cobots (collaborative robots) and additional installation of robots. The Co-Line team embraced the new technology and continues to think of applications for productivity gains company-wide.

9. HIGH-PROFILE REPUBLICAN NOMINEES TOUR CO-LINE

During the campaign trail in late summer, Co-Line was chosen as a stop on U.S. Senator Joni Ernst's 99-county tour of Iowa. Along with Ernst, Iowa House candidate Barb Kniff McCula and State Senator Ken Rozenboom were also present. Later, Brenna Byrd made a stop at Co-Line during her Attorney General campaign race.

10. JASPER COUNTY EXPANSION NEARS COMPLETION

For the first time in the company's history, the Brand family continued construction of a new facility in Jasper County, across the county line north from where Co-Line's original manufacturing building sits. A 48,000 square-foot building is expected to be move-in ready by early spring of 2023.



2022



GROWING AND CARING FOR POINSETTIAS



Native to Mexico, poinsettias are in the Euphorbia family and are a popular holiday plant because of their colorful bracts (leaves). There is also a species that is used as a cut flower. They are most commonly used for decorating during the winter holidays, but are also attractive as green plants throughout the year.

Poinsettias change color in response to shorter winter days. Poinsettia flowers are actually made up of the bracts, which look like petals, and the tiny yellow flowers in the center, called cyathia. The colorful bracts attract insects to the flowers and will drop after pollination.

Poinsettias are not harmful to animals or human health. But they should not be eaten.

- The sticky white sap can cause a skin rash, so gloves are recommended when working with these plants.
- Avoid contact with eyes and mouth.
- Wash tools well after use as the sap can make tools sticky.

POINSETTIAS COME IN MANY COLORS

You can find poinsettias around the holidays to fit into almost any decorative scheme. They range from creamy white to pink to the traditional bright red. Some varieties have bracts with patterns in red and white, pink and white, or green and white, and even bright orange.

Flower forms vary as well with some looking similar to a rose. You will also find unusually colored poinsettias such as blue or purple in garden centers. These are cream-colored varieties that are spray painted. They are sometimes sprinkled with glitter.

WATERING

Keep soil moist. Water plant when the soil surface feels dry to a light touch, or pot feels lightweight when lifted. Never allow poinsettias to get so dry that they wilt. Remove from decorative foil or outer pot before watering. Make sure your plant is in a pot that drains freely. Set plant in a sink and water thoroughly, allowing the plant to drain completely. Never allow poinsettia pots to sit in excess water. Constant wetness will rot plant roots.

LIGHT AND TEMPERATURE

Put in a south, east, or west window where the plant will receive bright daylight. Avoid placing poinsettias where temperature fluctuates or may be drying, such as near cold drafts, heat ducts, fireplaces, fans, space heaters, etc.

Quick Facts

- Poinsettias bloom when the days get shorter.
- The colorful “flowers” of poinsettias are actually modified leaves called “bracts.”
- Poinsettias grow well in moist soil and temperatures between 65 and 70 degrees F.
- They can be grown outdoors during summer.
- Poinsettias are not poisonous, but the sap may cause dermatitis.

FERTILIZER

You do not need to fertilize your poinsettia during the holidays. Start fertilizing your plant when you see new growth (new green leaves, stems, bracts). Fertilize with an all-purpose household plant fertilizer. Mix with water at half the recommended strength. Feed your poinsettia every 3-4 weeks to keep plant healthy and provide the necessary nutrients for new growth.

TRANSPLANTING

In late spring or early summer, transplant your poinsettia into a larger container (about 2 to 4 inches bigger than the original pot) or into a part-sun garden bed.

- In pots, use a soil mix with a good amount of organic matter such as peat moss. Make sure your new pot has good drainage.
- In the garden, plant into a garden bed with well-drained soil that gets 4 to 5 hours of sun per day. Mix in organic matter such as peat moss or compost into the soil. This will help maintain soil moisture and create a good growing environment for the roots.
- Water your poinsettia thoroughly after transplanting.

POINSETTIA CARE AFTER THE HOLIDAYS AND RE-BLOOMING

“How can I make my poinsettia rebloom?” is a common question.

Poinsettias can be grown as attractive green plants, but most people are interested in making their green poinsettia colorful again and ready for the holidays.

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It is not an easy task, as it requires excluding light from the plant for a period of time while keeping the plant healthy. The reduction in light prevents the plant from producing chlorophyll, the pigment that makes plant parts green. This changes the bracts to red, pink, or white, depending on the poinsettia variety.

New Year's Day: Fertilize if you see new growth. Continue to provide adequate light and water for prolonged bloom for several weeks.

Valentine's Day: Check your plant for signs of insects, such as white fly, and manage them if you find them. If your plant has become long and leggy, cut back to about five inches tall to promote more compact growth.

St. Patrick's Day: Prune off faded and dried parts of the plant. Remove leaves from the soil surface and add a little more potting soil if the roots are visible. Continue keeping the plant in a bright, sunny window.

Memorial Day: Trim off two to three inches of branches to promote side branching. If you plan to continue growing your poinsettia as a potted plant, transplant into a container.

Father's Day: Move the plant outside for the summer and place in indirect light. You can also transplant it directly into your garden.

Fourth of July: Trim the plant again. Move it into full sun. Continue to water and fertilize but increase the amount to accelerate growth.

Labor Day: Move indoors to a spot that gets at least six hours of direct light daily, preferably more. As new growth begins, reduce the fertilizer to one-quarter the recommended strength.

Fall equinox: Starting on or near Sept. 21, give the plant 16 hours of uninterrupted darkness (put the plant in a closet, basement, or under a box) and 8 hours of bright light every day. Note that during the dark period, the plant cannot receive even the slightest bit of light at any time. Maintain night temperatures in the low 60 degrees F range. Continue to water and fertilize at the reduced rate. Rotate the plant daily to give all sides even light.

Thanksgiving: Discontinue the short day/long night treatment. Put the plant in a sunny area that gets at least six hours of direct light. Reduce water and fertilizer.

Christmas: Enjoy your "new" poinsettia. Start the cycle all over again after the new year.

Article info from extension.umn.edu/.



FOR THE LOVE OF FOOD

Air-Fryer Sweet Potato Fries

INGREDIENTS

- 2 large sweet potatoes, cut into thin strips
- 2 Tbsp. oil
- 1 tsp. garlic powder
- 1 tsp. paprika
- 1 tsp. kosher salt
- 1/4 tsp. cayenne pepper

DIRECTIONS

Preheat air fryer to 400°. Combine all ingredients; toss to coat. Place on greased tray in air-fryer basket. Cook until

lightly browned, 10-12 minutes, stirring once. Serve immediately.

If you don't have an air fryer, you can make these fries in an oven. Preheat oven to 425°. Combine all ingredients; toss to coat. Spread fries in a single layer on two baking sheets. Bake until crisp, 35-40 minutes. Serve immediately.



Recipe from tasteofhome.com/recipes/air-fryer-sweet-potato-fries/

Stop and Shop

plenty of options at

The **LOGO SHOP**



LUNCH MENU *January 2023*

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
1	2 Co-Line closed	3 by Julie Roose Chef salad, hearty vegetable soup, heath cake	4 by Julie Roose Maidrite, broccoli crunch, assorted chips, marshmallow bar	5 by Julie Roose Sweet-n-sour chicken, rice, oriental lettuce, chocolate chip bar	6 by Breadeaux Pizza or salad, chips, cookie	7
8	9 by Julie Roose Chicken Philly on a hoagie, seven-layer lettuce, fruit salad, caramel bar	10 by Julie Roose Ham balls, creamy mashed potatoes, cheesy corn casserole, topsy turvy bar	11 by Julie Roose Ham cheese club, chicken soup, relish tray dip, turtle bar	12 by Julie Roose Pasta bar, mixed greens, dinner roll, pudding dessert	13 by Smokin' J's Pulled pork, cheesy potatoes, corn, Oreo fluff	14
15	16 by Julie Roose Jumbo hot dog, mac-n-cheese, Oreo fluff, scotcharoo	17 by Julie Roose BBQ or apple glaze pork loin, Parmesan potatoes, glazed carrots, ho ho bar	18 by Julie Roose Parmesan chicken, red mashed potatoes, green beans, cinnamon roll	19 by Julie Roose Crusted cod or smoked chicken on a bun, Caesar salad, pizza pasta, monster bar	20 by Smokin' J's Pork loin, potato salad, baked beans, ice cream	21
22	23 by Julie Roose Shredded beef on a bun, Dutch lettuce, orange, apple, banana, banana bar	24 by Julie Roose Salisbury steak, creamy mashed potatoes, peas, homemade chocolate cake	25 by Julie Roose Traditional or chicken alfredo lasagna, garden salad, garlic roll, ice cream cone	26 by Julie Roose Savory pork roast, mashed potatoes and gravy, mixed vegetables, fudge bar	27 by Smokin' J's Turkey, green beans, potato salad, cookie	28
29	30 by Julie Roose Sweet-n-sour meatballs, wild rice, Snickers apple salad, cookie dough brownie	31 by Julie Roose Taco bar, taco salad, Doritos, chocolate chunk cookie				