FROM THE SEHER FAMILY

When we started this year, we all felt the full force of the economic storm. Whether a colleague, a friend, a neighbor or a family member, we all know someone whose life was impacted. Yet there are so many people that were affected by the storm who remind us of the importance of optimism, flexibility and perseverance. As we approach the end of 2010, we encourage all of you to take a moment to reflect on what you have learned, who inspired you and what you accomplished this year. We especially want to thank you for the many things you accomplished for Auto Warehousing Company.

These include:

Safety: We’ll likely end the year with employee safety performance at an improved level from last year’s dramatically improved OSHA incident rating of 5.33. Hopefully we will come in less than 4.0 this year and will continue to improve our safety efforts to a level less than 1. We want each and every employee to return home daily injury free!

Customers: Over the years, we have discussed the importance of customer relationships. AWC has won several awards this year and after meeting with our key customers, they acknowledge how your hard work and commitment to serving their needs have been noticed and appreciated.

Costs: We urge each of you to continue to focus on things that you can change. You have successfully reduced discretionary spending and managed our costs. By delivering these results, you help ensure that AWC earns top-quartile competitive returns and achieves the cost of capital.

Finally, thank you for being part of the AWC Family. As you gather with family and friends this holiday season, we encourage you to reflect, relax and recharge. We’ll all benefit with new energy and enthusiasm in the year ahead.

Happy Holidays!!
The Seher Family
Welcome
AWC welcomes these new employees:

Chicago Ford
Michael Sanofsky

Chicago NS
Mark Blasgen
Mario Bugg
Richard Bylak
Joseph Camp
Marvin Clark
Zachary Forsell
Hector Garcia
DeSean McIntosh
Kyle Osburn
Kevin Reilly
Freddrick Richardson
Jose Santiago
Roberto Sepulveda
Matthew Ward
Everett Williams
Rickey Williams
Malcolm Wilson

Cottage Grove
Craig Denzer
Erik Senty
Kyle Tagawa

Eastern Region
Loretta Dickey

New Boston
Matthew Anderson
Donald Artress
Robert Connelly
Christopher Curl
Brent Darby
Andrea Henderson
Jason Hines
Steven Kinard
Joseph Kowalski
Randy LaPlante
Nathan Marderosian
Edward Miller
Charles Moreno
Nancy Olsen
Matthew Owens
Leonard Piette
John Russo

Tacoma
Shelly Gardner
Garrett Moran
Anthony Osborn

Twin Oaks
Carl Brown
Andre Carter
George Gray
Durell Johnson
Taqiq Lawler
Juan Machorro
David Mayfield
Michael Samuels
Raphael Stancil

• At Chicago Ford, Charles Thomas is now Yard Supervisor and Michael Sanofsky is the new Quality Operations Safety Supervisor.
• At Chicago NS, Mario Bugg and Marvin Clark are Assistant Rail Supervisors, Anthony Vaal and Everett Williams are Rail Supervisors, Malcolm Wilson is a Yard Supervisor, and Michael Usher is a TADS Coordinator.
• Loretta Dickey is the new Regional Human Resources Manager at the Mid-West Regional Office.
• In Lordstown, Joseph Kovacich is now the Yard Supervisor.
• In New Boston, Tana Wagoner is now Operations Manager, Rachel Brown is now Office Manager, and Nancy Olsen is the new Admin Support.
• Marty Connors is now District Manager for Portland/Vancouver and Richmond.
• In Twin Oaks, Robert Callison is now Rail Supervisor.

Moving up
Please join us in congratulating these associates on their recent career advancements:

• Twenty-Five
  Gary Schumacher, Richmond
  Robert Price, Portland

• Ten
  Donald Jones, Ottawa North

Five
Jessica Pauly, Ponyrock
Edward Alfred, New Boston
Reginald Clemens, New Boston
Jessica Perry, Woodhaven
Don Panlilio, Alliance
Bruce Gipp, Cottage Grove
Nora Zimmerman, Lordstown
CLIFF SAYS GOODBYE AFTER TWENTY YEARS

The Tacoma facility said “goodbye & good luck” to Clifford Gallagher who retired after 20 years at Auto Warehousing Company. Cliff started on October 10, 1990 and worked primarily as an Accessory Installer. Senior VP Chris Seher presented Cliff with an AWC watch, and the facility had a barbecue in his honor.

— Debbie Reed, Payroll Manager

PORTLAND RECEIVES HONDA PERFORMANCE EXCELLENCE AWARD

Auto Warehousing was recently awarded the Performance Excellence Processor Award for the 4th quarter. This award comes as a result of the quality of workmanship and attention to detail that the AWC associates in Portland exhibit in their day-to-day operations.

According to the congratulations letter from Dennis Manns, Assistant Vice President of Auto Sales and Logistics Planning, Honda uses “a very rigorous scoring system that included processing performance, quality, inventory control and audit scores.”

Congratulations to everyone for their outstanding work!

It is a pleasure and honor to have such a great group of associates working with me. We also want to thank American Honda and their staff for trusting AWC with processing their product, and we will continue to work hard to live up to your expectations.

— Duane Werbowski, Operations Manager

A NEW SIGN AT THE PORT OF RICHMOND

The upgrades to the Richmond facility for the Honda project have come to an end. The Port Beautification Project has resulted in an overhead, illuminated, piece of art that greatly enhances the entrance to our facility as well as the port area. The sign is reminiscent of our historic port surroundings.

On October 22nd the Vortex Company, in charge of the Dock Renovation, have finished upgrades to Berth 8. This being said, the Richmond Facility will now be able to receive and discharge two standard vessels at the same time. We expect this improvement to make our facility more attractive to potential customers.

— Marek Bocian, Terminal Manager

Chris Seber says a few words about Cliff’s long career.
Happy Holidays from All Associates

Alliance


Chicago NS

Left to right: Jose Santiago, Desean McIntosh, Malaah Shaheeq, Ed Stafford, Jerry Brown, Andrzej Stopka.

Left to right: Anna Zermenos, Victoria Leleika, Rasha Chaaban, Cedrick Miller, Tazarus Jackson, Mike Usber, Cindy Klumb, Fred Gustafson, Homer McWhorter.
Left to right: Art Graff, Percell Gather, Ronica Stephens, Jerold Landa, Bob Szostak, Greg Boswell, Dave Kalocinski, Gloster Graves.

Left to right: Henry Mason, Tom Polus, KC Lee, James Bassett, Stan Kucia.

Left to right: Jeff Hesse, Mike Sanofsky
Corporate

Ben Seher, Steve Seher, and Chris Seher

Back: Debbie Reed. Second Row: Angela Robinson, Marlene Gardner. Front Row: Julie MacDonald, Judy Miller

Back: Robert Mullen, Derrick Burke, Bryon Curtis, Thomas Tang, Josh Warren, Mike Collison, Debbie Bacher. Seated: Rich Stone, Evonne Cole, Alex Gates

Mike Leinstock, Lee Winkler

Back: Dick Fields, Ian McRae, Judy Kuhna, Tammy Choutnard, Diane Coopper. Seated: Nancy Cook, Cathryn West
Cottage Grove

Front Row Left to Right: Nick Willms, Eric Senty, Scott Conoryea, Terrance Dombovy, Matt Ruben, Chris Bartz, Kyle Tagawa, Jasmine Chepulis. Back Row Left to Right: Tom Plisek, Shawn Fox, Jose Camarena, Kevin Secrest, Jason Bifulk, Kyle Schmitt, Edward Bougie, Rick Laska, Bruce Gipp, Garrett Boike

Lordstown

Left to Right - Bobby Grossbeck, Tim Harness, Pat Sukits, Chris Vanorman, Brian Anderson, Mike Zurick, Laura Stillwell, Scott Waldron, Doug McLaughlin, Jim Grove, Jason Kohn. Not Pictured - Josh Ursu, Mark Andrews

Left to Right - Chuck Grayson, Joe Kovacich, Ray Lancaster. Not Pictured: Calvin Artman, Cindy Humphrey

Angela MacMichael, Janet Sams

Midwest Regional Office

From Left to Right: John Corrigan, Mike Hill, Fran Belanger, Marty Colbeck, Eric Bonwell, Loretta Dickey, Brett Witzig

New Boston


Left: Bernadette Hoch, Michelle Decoster, Rachel Brown, Tana Wagoner, Joe Worley, Mitchell Stalnaker, Carrie Boatman, Nancy Olsen.

Right: Daniel Brogan, Floyd Stuart, Mark Snead, Ken Hunter

11/19/2010
Normal

From left to Right;
Dustin Henry, Doug Hertel, Sam Altshue, Brad Mehn, Ed Girard, Fred Onnen, Charlie Frost, Neil Thornton, Duane Morlock, Dan Meiner, Jane Becker, Amy Crabill, Jeff Crump

Ron Palmer, Dave Lelm

Ottawa North

Jason Clevenger, Lennis Green, Barbara Corron, Corey Contat, Virginia Torres, Shirley Smith, Edward Nunn, Larry Vaughn

L to R: Rafael Angel, Gabriel Trejo, Bruce Robinson, Ernest Emerson, Donald Jones, Luis Alcala
Back Row - Left to Right: Pete Castro, Fred Fuss, Patrick Delo, Margenette Ware, Casey Schlegel, Jeff Cauble, Andrey Yelizavetskiy, Ralph Abola, Travis Nein, Greg Vanveen, Bruce Price, Kevin Dinneen, Viktor Voznyuk, Gerard Forsman. Front Row - Left to Right: Michael Christiansen, Tim Roberts, Young Kim, Jeremy Simmons, Drew Underwood, Skip Johns, Mike Isaacson, Gary May, Wally Quiroz, Ron Gibson, Anna Crist, Dan Pearson

Back Row (Left to Right): Jacob Skube, Darren Riggle, Edgardo Ferruzca, Tom Straight, Dustin Hyatt, Joe Fanning, Nebru Milvic, Sean McManamy, Aleksandr Voronin, Fikret Brkic, Vasily Shivyrev, Susan Hammond, Tim Doane, Clem Dworaczyk, Vladimir Fabyanchuk, Senad Brkic, Salvador Rodriguez. Middle Row (Left to Right): Ron Hoodenpyle, Rayn Preston, David Denten, Jessica Bell, Sandy McDaniel, Tony Chu, Alexander Durand, Juan Gutierrez, Barnell Watts, Neng Moua, Daryl Dickey, Diane Wolf, Danyil Mikutin, Aleksey Pakay, Yuriy Velsb, Timofey Serov, Rob Raya, Justin Noah, Jason Hampton. Front Row (Left to Right): Mike Repman, Jill Meyer, Tracy Giesbers, Andrea Hawkins, Marsha Goldspink, Judy Coleman, Tom Hopkins, Vicki Nunn, Andrey Romanico, Ruslan Gurskii, Andrey Khimich, Sejd Brkic, Ociel Herrera, Glenda Limbaugh, Myles Manwell. (Myles is in the front row he is the only one standing in the front row) Not Pictured: Nikolay Lungu, Marlena Sepulveda, and George Taylor.

Back Row, Left to Right: Dave Carmichael, Dan Tanner, Shawn McCabe, Ivan Bricka, Dan Ryan. Front Row, Left to Right: Richard Bramley, Bea Santos, Robert Francis, Cameron Morgan, Sherri Aaberge

Left to Right: Rod Goings, Rosa Balzer, Marty Connors, Valerie Karsch, Sheila Riordan, Rita Mendez, Duane Werbowski
Richmond


Twin Oaks


L to R: Tim Benson, Chiton Buttersworth, Greg Williams, Frankie Reyes, Chris Kaufman, Devin Fludd, Ed Barquet, Hassan Ward, David Mccrea, Daniel Ferretra, Chris Wimer, James Shaffer, Rick Fullen, Tim Barber, Tyrone Madrid, Rene Diaz, Gerald Schomber

Western Region

Tacoma (continued)

L to R up the stairs: Alex Castillo, Jeff Pessemier, Kim Baldwin, Donja Walker, Brad Wieland, Lori Owings, Tim Benson, Alan Gagner, Dennis Daily, Kim Lazoff, Kelly Born, Brandel Aguirre, Scott Hass

L to R: Jesse Homan, Herb Klippert, Jon Guest, Rocky Rogers, Robert Riviere

From L to R: Colton McMillan, Jim Strong, Mark Berg
Woodhaven

Left to right: Jeff Stytle, Mike Favot, Danielle Whaley, Pat Stith, Courtney Leatham, Roger St. Louis, Kathy Singleton, Rocky Rains, Meredith Phillips, Bill Merrit.

Back Row left to right: Yvonne Strimpel, Bonnie Pribyl-Duval, Lisa Rybicki. Front row left to right: Robin Stoll, Deborah Young, Jeff Lowe, Terry Hamilton.

Back Row Left to right: Steve Adkins, Mike Dean, Mike Mondon, Spencer Horton, Mike Leszczynski. Second Row left to right: Liz Herrick, Cathy Held, Jason Lowe, Mary Stoddard, Tessie Norwin, Patsy Wiggins, Amy Dudek, Mike Chapman, Matt Toulous, Jim Leja, Don Wolack, Max Allen, Greg Secerson, Pat Smith. Bottom Row left to right: Carol Horton, Jason Thompson, John Marra, Jacque Deniston, Robert Kennedy, Chuck Riemke, Michelle Jessie, Ted Rowland, Antonio Bustos.
Woodhaven (continued)

Back row left to right: John Pauly, Billy Mathes, Shannon Hampton, Greg Mountlouis, Curtis Beaudoin, Larry Payne, Tony Wilkerson, Samantha Armstrong, Christy Eooe, Nick Wiebe, Oscar Bush. 2nd row left to right: Marcus Harris, Ryan Griffor, Christen Barks, Deborah Chandonnet, Mary K Solo.

Back row left to right: Bill Master, Charles Mounce, Ralph Parrish, Donna Sukarski, Jeff Stytie, Derek Brown, Paul Gadson, Shawna Knight, Ken Banks. Front row left to right: Janice Parker, Abdulaziz Abdulaziz, Carolyne Fleming, Jessica Perry.

Left to right: Rob Reiger, Scott Ferguson, Mike Schmitt

Back row left to right: Dave Champion, Bill Morgan, Ken Varco, Karen Montgomery, Felicia Breslin, Henry Otter, Roxann Dumas, Ervin Mates, Mike Fitzgerald, Cindy Otter.
Oshawa

L to R: Chris Beckett, Mike Gough, Tom Leonard, Mike Quillan

L to R: Mike Harrigan, Bob Lindsay, Mike Hicks, Will Sprague, Doug Bryans

L to R: Mike Kucherik, John Costanzi, Richard Crabb, Brian Drumm, Tom Sheehan, Dave Robertson, Dave Reid, Eli Hodgkinson, Jim Kimble, Dale Rainbird, Kopie Dejong, Dan Doyle, Rick Bourque

L to R: Steve Yarrow, Glenn Kirkham, Mark Hicks, Carl Vickery, Bill Ford Sr., John Gibson, Joe Greentree, Gary McAleer, Sam Fowler

L to R: Don Wood, Pat Donovan, Dave Hosking, Richard Robinson
Oshawa (continued)

L to R: Belinda Woodford, Debbie Robinson, Angela Binnie, Lisa Corkill, Donna Stewart, Jamie Leonard

Windsor

L to R: Keith Clapp, Russ Gagnon, Jim Hayward, Patti LeFrancois

L to R: J. Ellis, A. Rivait, C. Boutet, A. France, L. Jones
Ingersoll

L to R: Mike Raymond, Dan Vandervecht, Luc Leblanc, Dave Mavin, Andre Fournier.

L to R: Yvon Desroches, Homer Vandervecht, Serge Thibodeau Brad Hodgson and Vince Galbraith.
Tacoma Associate coaches volleyball team to long anticipated victory

Tacoma Administrative Support Associate Donja Walker has another life as a volleyball coach for the Federal Way high school team. Under her leadership the team shattered a six-year-long losing streak recently with a huge five-game victory over the Bethel Braves. The win ended a 62-match losing streak. Donja commented in the Federal Way Mirror newspaper: “We have had our ups and downs, but this win makes it worth it. We work really hard in practice and have improved so much, but our record does not show that. It is a very long losing streak finally broken. I think that we had this huge weight on our back to get a league win and now we know we can finish a match.”

“In the practices leading up to the Bethel game, we have also been working on our game preparation, the little things. This helped us a lot in the Bethel match, and has helped us pick up our intensity level. We even worked on what the bench should be doing and talking about.”

“The girls did a little more celebrating after the game and took a few pictures. As a coach, I am just happy for my players. They play hard and even when we lose, we show to other teams that we can play. It is just nice to finally play a close match and come out on top.”

Congratulations to Donja and her team – they have a lot to celebrate!

— Debbie Reed, Payroll Manager
SAFETY CORNER

What is MSDS? MSDS stands for Material Safety Data Sheets. The purpose of a MSDS is to provide information regarding the proper procedures for handling and working with a particular substance. This information can be very useful in the event that a spill or another accident happens at your workplace. Remember that MSDS’ are intended for three groups: 1) employees who may be occupationally exposed to a hazard at work, 2) employers who need to know the proper methods for storage, 3) emergency responders. The typical length of a MSDS can be one to ten pages.

As an example, I looked at Clorox Disinfecting Bathroom Cleaner because this is one I use personally and you can buy this at any grocery store in most areas of North America.

Step 1: Look up the MSDS for your product at your local facilities MSDS book. MSDS, required by OSHA, should be accessible to all employees at all facilities. If you can’t find the MSDS for the product you’re using at work, then contact your local safety representative so the MSDS can be made available.

If you’re a consumer and using the product outside of work, then you can use the household product database at http://householdproducts.nlm.nih.gov/index.htm which is geared for consumers and not business. Remember that manufacturers/distributors are not required by OSHA to give consumers a copy of the MSDS but most are happy to do so. You can always google the MSDS for your product that you are using at home.

Step 2: How to read a MSDS

Okay, I admit it. I don’t read MSDS very often. MSDS are composed of eight sections: section 1 is basic information about the product, section 2 is Hazardous Ingredients/Identity Information, section 3 is physical/chemical characteristics, section 4 is fire and explosion hazard data, section 5 is reactivity data, section 6 is health hazard data, section 7 is precautions for safe handling and use, and section 8 is control measures. Technically MSDS do not have a standard format. The MSDS for the Clorox cleaner product is:

According to a 1997 OSHA-contracted study, on average literate works only understood about 60% of the health and safety information on the MSDS. One reason is that some folks may not know what the terms or abbreviations on the MSDS mean. Easy way to find out unfamiliar terms is to go to the searchable MSDS Hyper Glossary website at http://www.ilpi.com/msds/ref/index.html and read the definition of that term or abbreviation.

Here’s an example term, flashpoint; it’s used in section 8 Fire and Explosion Data which means “the lowest temperature at which a liquid can form an ignitable mixture in air near the surface of the liquid. The lower the flash point, the easier it is to ignite the material. In this example MSDS, the flashpoint is greater than 200°F.


If you’re looking for free MSDS, you can use “Where to Find Material Safety Data Sheets on the Internet” website on http://www.ilpi.com/msds/index.html to find a specific MSDS. Just remember if the MSDS is for a product used at work, you can just ask for MSDS at your facility and read it before using the product.

Step 3: Use what you learned from the MSDS properly at work

Once you have read the MSDS and understand fully what this product can do in different circumstances, using what you learned is pretty easy now. For the Clorox Disinfecting Bathroom Cleaner, I know from its MSDS in section 2 that in most normal consumer usage that the risks of any adverse health effects are low. In section 2, it mentions important first aid information in the event that the product ends up in your eye, on your skin, or gets ingested or inhaled. Once you understand how the MSDS is laid out and what each section explains about the product, it becomes easier to know how to handle the product safely at work and in other places. When you don’t understand something in the MSDS, always bring your question to your supervisor or safety representative. I encourage all of my fellow associates to become expert MSDS readers after some practice using the tutorials that I mentioned and handle all products safety everywhere with no harm to anyone.
Charles Dicken’s classic novel, A Christmas Carol, tells the story of Ebenezer Scrooge, who becomes a different man overnight and begins to treat his fellow men with kindness, generosity, and compassion, gaining a reputation as a man who embodies the spirit of Christmas. As Scrooge says, “I will honour Christmas in my heart, and try to keep it all the year. I will live in the Past, the Present, and the Future. The Spirits of all Three shall strive within me. I will not shut out the lessons that they teach.”

Much like Scrooge, not everyone delights in all the festivities and joy of the holiday season. People from all walks of life and in all sorts of situations feel depressed, sad or out of it during the holidays. If you have the holiday blues, the following tips may help lift your spirits.

**Relax.** Take time out of your hectic holiday schedule to pamper yourself, says Peter A. Wish, Ph.D., a psychologist in Sarasota, Fla. “People need to remember to be nice to themselves. You should treat yourself to something you like and do things you like to do, even if it’s just going to the movies.”

**Plan and prioritize.** Don’t plan more than you can accomplish comfortably. Develop a calendar of specific days for shopping, baking, visiting friends and other events. If you do feel overburdened, share responsibilities with family members or friends. Consider buying pre-made food items instead of baking everything yourself.

**Set realistic expectations.** Holidays can be difficult for people, especially when reality doesn’t measure up to their expectations. “People need to realize that the holidays are not going to be perfect,” said Carol Goldberg, Ph.D., a clinical psychologist in Syosset, N.Y., and president of Getting Ahead Programs, which specializes in workshops for stress management and wellness.

**Budget.** For many people, the holidays are financially stressful, which can lead to the blues or depression. Know your spending limit and stick to it, CDC officials say. Enjoy holiday activities that are free, such as driving around to look at holiday decorations. Go window-shopping without buying anything. The Mayo Clinic suggests that giving less materialistic gifts, such as your time or an item you made yourself, may help your stress level, as well.

**Be healthful.** The Mayo Clinic reminds you not to abandon healthy habits and eat and drink more than usual just because it’s the holiday season. Get plenty of sleep and schedule time for exercise.

**Avoiding excessive drinking** will curb the holiday blues, according to the CDC. Alcohol may make you feel “up” at first, but it’s actually a depressant; too much can make you feel worse.

Remember that the holiday blues are usually temporary. But if you experience a prolonged depression, see changes in your personality, suffer great physical effects or have thoughts of suicide, contact the EAP or a mental health professional.

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**Halloween At Corporate**

The Corporate office got into the Halloween spirit with a costume contest and chili-cookoff. From left to right, are Evonne Cole, Debbie Reed, Lee Winkler, Ian McRae, Angela Robinson, Derrick Burke, Debbie Bacher, Mike Collison, Josh Warren, Deb Challstrom, and Adam & Tammy Chouinard.

— Debbie Reed, Payroll Manager
From the Editor

Thank you to all associates who contributed material for this edition of the NEWS. We encourage participation by all employees and friends of Auto Warehousing Company. If you have an article, picture or notice you would like to see in this publication, please contact your Human Resources Manager or send it to: Auto Warehousing Company, ATTN: Debbie Reed, 2810 #B Marshall Avenue, Tacoma WA 98421 or Fax: (253) 719-1523. The deadline is Wednesday, January 19, 2011 for submitting materials for the next edition of the NEWS.

New Regional Human Resources Manager

We are very happy to share with all of you a new addition to the AWC family - Loretta Dickey as Regional Human Resources Manager. Loretta has a BS in Human Resources Management and Organizational Development, is SPHR certified, has a Six Sigma certified yellow belt, and is finalizing her Masters in Management and Strategy. Loretta will have responsibility for the Woodhaven, Normal, Chicago and Toledo facilities. She has two children and resides in Michigan. Welcome to Loretta!

— Julie MacDonald, Vice President Human Resources

Nurse Advice Line

Get answers to your health questions now by calling the Live Well Nurse Advice line: 800.807.1370