

NEWS

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Volume 18 Number 4

THE QUALITY AUTO PROCESSOR

September - October 2010

RICHMOND DOES IT AGAIN - GRAND RE-OPENING!

On Tuesday September 14th 2010, AWC, Honda, BNSF, and Port of Richmond celebrated the official “grand re-opening” ceremony at the Port of Richmond, Ca. facility, welcoming the return of American Honda Motor Company to the port. Over 250 guests attended this celebration, which included a buffet lunch and presentations by AWC, the Port of Richmond, Richmond City Council members, American Honda Motor Company and BNSF Railways senior executives.

This exciting celebration recognized the achievements of all of the companies and individuals instrumental in making this new facility and operation possible in Richmond with music, dance and an incredible array of local City of Richmond talent.

Although the first Hondas arrived in the Port of Richmond last April, the final completion of the facility from the paved parking lots to the landscaping around the facility was not completed until the actual day of the festivities. Now that the facility is completed



L to R: Jim Matzorkis, Port of Richmond; Mike Goicovich, Honda; Tosh Muravion, Honda; Dennis Manns, Honda; Julio Tapanes, Honda; Scott Crail, Honda; Steve Seber, AWC

and fully functional, Honda’s plans are to bring in more than 145,000 units per year. It was unplanned but completely fitting that two RoRo vessels filled with Hondas were off-loaded the day before and the day of the festivities showcasing an inventory of around 3,500 units for the crowd to see.

We at AWC would like to thank so many people whose efforts, spirit of cooperation and commitment contributed to the success of this grand re-opening of the AWC / Port of Richmond facility. Special thanks to American Honda Motor Company, BNSF Railway, Port of Richmond, Trans-development Co., MOL-Mitsui, ACT- Maritime shipping lines and Ports America.

AWC appreciates everyone’s participation in this grand event and looks forward to many successful years of operations and growth.

— **Mark K. Berg**, West Coast Regional Sales Manager

— **Marty Colbeck**, Manager Regional Sales & Claims Process

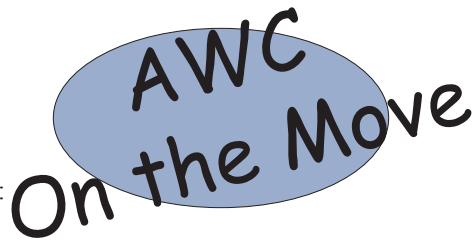


Richmond Associates: Kneeling (L to R): Ezequiel Martinez, Marcos Vallejo, Dennis Shen, Chan Saephan, Chamari McDonald, Mike Rance, Manuel Bejarano, Martin Garibo. Standing (L to R): Kevin Moon, John Zygald, Philibert Chavez, Jose Munoz, Loxcaeng Pariyavanb, Tiffany Somera, William Gonzalez, David Loveday, Gary Schumacher, Michael Garman, Dario Acero, Michael Payne, Shirley Moore, Rosendo Ornelas, Joqueline McIntosh, Jeremy Maxwell, Robert Rodriguez, Billy Cativo, Sharon Hamilton, Robert Hernandez, Daniel

Cruz, Norman Hill, Nolan Parungao, Jose Leanos, Santino Aguayo, Henry Walls, Rick Wedell, Stan Hawkins, Herman Matthews, Colton McMillan. Not Pictured: Phil Royston, Jorge Cisneros, Jeff Parker

Welcome

AWC welcomes these new employees:



Alliance

Rickey Chandler

Corporate

Donna Gunderson

Tacoma

Andrey Adespya
Michael Schuller
Terra Thelen

Richmond

William Gonzalez
Jose Munoz
Loxaeng Pariyavanh
Michael Payne
John Powers
Robert Rodriguez
John Zygadlo

Twin Oaks

Kyle Arnold
Wydeen Crenshaw
John Haywood
Kamar Lambert
Moses Tamba

Moving up

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

At the Chicago NS facility, **Julian Ramos** is now Rail Supervisor.

Donna Gunderson is the Executive Assistant at the Corporate Office.

In New Boston, **Will Wilder** is now the Terminal Manager, and **Robert Boykins** is an Operations Supervisor.

Bob Wisler is now District Manager, responsible for the New Boston, Twin Oaks, and Lordstown facilities.

Service

Congratulations to the following associates who recently reached anniversary dates:



Twenty-Five

Ken Varco, Woodhaven

Twenty

Clifford Gallagher, Tacoma
Fred Gustafson, Chicago NS
Ronald Palmer, Normal
Stephanie Hare, Corporate

Fifteen

Teresita Norwin, Woodhaven
Donna Sucharski, Woodhaven

Ten

Mark Andrews, Lordstown
Eldon Balzer, Portland
Jane Becker, Normal
Albert Jones, Lordstown
Joshua Ursu, Lordstown

Five

Samuel Altshue, Normal
Florence Duley, Lordstown
Oscar Jones, New Boston
Harold Liggett, Normal
Julio Melendez, Lordstown
Edward Rice, Lordstown
Thomas Straight, Portland
Jorge Vargas, Alliance
Daniel Webb, New Boston



NEWS FROM NORMAL

This has been a busy summer for the AWC crews here in Normal. Volumes have increased and accessory installs have kept our crews extremely busy. Some of the current installs that we are seeing spiked volume on are I-Pod installations, remote starts, leather, and mudguards. The accessory crew also performs small installations such as wheel lock packages and fuel doors.

The crew in Normal is looking forward to a possible announcement of a new model that will be coming out of the factory within the next year or two. Projections look good moving forward into the new year, and are sure to provide us with many new challenges.

Thanks to all of the employees here in Normal for their dedication and hard work through the summer, encountering overtime, weekends to work and scheduling changes. With this continued dedication and hard work we will remain on track to being the best in the business.

— **Dave Lelm**, *Normal Terminal Manager*



Duane Morlock works on a leather installation.

THE HEAT IS ON IN TEXAS

It's another hot and sweaty summer here in Alliance, Texas. As usual things have really picked up here as we bring the busy season to a close. We have hired a new associate, Rickey Chandler, who is a native of Fort Worth and will be an accessory installer for us, to help with the additional load that has been given to us for the summer. We are continuing to focus on safety as it has become increasingly challenging with the constant heat that we have been having. We had 22 days in a row through July and August with 100 degrees or more. We are pushing through however, Quality is our standard, and Perfection is our goal. "Work Smarter and not Harder" is the slogan for the Summer, here at Alliance. Do Your Best!

— **Christopher Wilkins**, *Operations Supervisor*

A FOND FAREWELL TO THE "KING"

Gary King (AWC Oshawa) was in the spotlight August 11, 2010 as he was given a warm farewell by his co-workers and friends on the celebration of his last day of work – it also happened to be his 65th birthday! Gary's driving career at the AWC Oshawa facility started September 26, 1963 spanning an incredible 46 years and 11 months and many thousands of kilometers over the years as a Driver. Brian Taylor, VP Canadian Operations, gave Gary a nice sendoff by presenting him with a watch on behalf of AWC. Barry Schmidt, president of the Social Club, presented Gary with a monetary gift on behalf of the AWC Social Club.

It's Gary's time now and from all your co-workers, staff and friends here at AWC, we extend our best wishes for an enjoyable, healthy retirement.

— **Mike Novosedlik**, *Regional HR Manager*



Speech! Speech! Gary King says goodbye to his co-workers and friends with Brian Taylor and Barry Schmidt looking on



Gary sharing his birthday cake



EMPLOYEE SPOTLIGHT



Grand Babies!

Tacoma

Mid-West Regional Office

Grandma Fran Belanger's baby granddaughter, pictured below, was born Aug 31, and was 5 pounds, 2 ounces. Can you believe this is a picture taken by the hospital?



Cheryl Reimer's new grandson Chase, pictured above, was born July 30. He was 6lbs 14oz, and 19-1/4 inches long. This is Cheryl's 5th grandchild.

IMPORTANT BENEFITS NOTICE

Associates have 30 days from their eligibility date to enroll in the medical plans. Any enrollments received after the 30 days will be returned to the associate, and they will have to wait until the following December to enroll. Changes will be effective January 1.

Any changes (adding spouse, adding children) also have a 30 day window to enroll. Again, any enrollments received after the 30 days will be returned and the associate will have to wait until the following December, effective January to enroll the new dependents.

Other changes (deleting dependents, address changes) are accepted at any time. To ensure accuracy we ask that you send in changes within 30 days of its occurrence.

NIGHT AT THE BALLPARK

On August 28, the Tacoma facility and the Corporate office re-embarked on a night at the ballpark. The annual baseball game was between the Tacoma Rainier's versus the Portland Beavers. Even though Portland claimed victory that night, the Rainier's didn't lose any ground in the Pacific North Division race. There was a huge turnout of AWC associates from both the day and night shift. AWC partied the night away on the Muckleshoot Casino Party Deck and everyone enjoyed the full beverage service, along with the BBQ buffet. In keeping with the sports theme various raffles were done throughout the night that includes prizes from various local sports teams like the Tacoma Rainiers, Seattle Mariners, Seattle Seahawks, Seattle Sounders, and Washington Huskies. While everyone was having a good time it was also a night saying goodbye. Not only is the 50-year-old Cheney Stadium, home of the Tacoma Rainiers, being

torn down at the end of the season, (worry not, baseball fans, they can rebuild it. They have the technology), it was also the last year for the I-5 rivalry between the Tacoma Rainiers and the Portland Beavers as the Beavers Stadium in Portland has been turned into a soccer and football only stadium and the team has been put up for sale. Even though the rivalry is gone the Tacoma Facility/Corporate will be looking forward to next year's event at the New Cheney Stadium.



Joan Wilgus, Ed Barquet, and Bob McKechnie

- Scott Haas, Regional HR Manager
- Brad Wieland, Tacoma Facilities/Project Manager



Chiton Buttersworth



Tanya Kennicott, Sue Grisvard, Georgia Miller, Judy Heinrich



Angela & Joel Robertson show off their new shirts

COMMUNITY CORNER



Woodhaven & Mazda Help Tornado Victims

With the school year starting again, the Woodhaven AWC employees and Mazda of North America collected school supplies to be donated to Dundee schools. This summer a tornado damaged and destroyed many homes, business and schools, and impacted many families in the Dundee MI area. You can see the results of our school supply drive in the picture to the left!

— **Yvonne Strimpel**, *Woodhaven Events Committee*

Tacoma & Corporate Annual School Supply Drive

Again this year the Tacoma facility and the Corporate Office joined together to gather school supplies for 24 low income school age children. One of our sales representatives Steve Spry from Chuckals jumped into action with some of his co-workers and gathered two loads of school supplies that they combined with our supplies to make a van load to donate to Shared Housing. AWC made a \$200.00 contribution to help fill in the gaps. The agency where the children live had a barbeque and then the kids were allowed to go “shop” from the donations. A picture is worth a thousand words...you can see the smiles at in the picture to the right!

— **Marlene Gardner**, *Corporate HR Coordinator*



CASUAL FRIDAY TURNED UGLY

You’ve heard of casual Friday? Well the corporate office decided to kick things up a notch and declare one Friday to be ugly shirt day. In hindsight, this may not have been the best for the overall welfare of the office, because quite frankly, it got a little scary. Fortunately, all of the staff was forewarned to wear eye-protection for the day and particularly ugly shirts were immediately tagged with warning labels to warn of the dangers of staring

directly at the shirts for prolonged periods. Everyone was closely monitored for signs of any adverse reactions such as blindness, nausea or seizures and the event went off without any major calamities or serious injuries. A BBQ lunch was served since who could tell if you spilled? Speeches and awards were given and a good time was had by all.

— **Rich Stone**, *Senior Programmer Analyst*



From left to right: *Cathryn West, Judy Kubnau, Tammy Chouinard, Diane Cooper*



From left to right: *Ian McRae, Deb Challstrom, Robert Mullen, Rich Stone, Bryon Curtis. In front: Angela Robinson*

SAFETY CORNER

Lee Margaret Winkler
Safety Administrative Coordinator

An Important Safety Topic - Your Feet!

Recently someone I know was working at another company and a large beam fell and hit his foot, crushing every toe and his foot. It resulted in the loss of one toe. This foot injury happened because he and his fellow co-worker lost control while handling a large beam. I was horrified to hear what happened! I'm very sympathetic since I have suffered a minor toe fracture and I know how painful foot injuries are. The old saying "When your feet hurt, you hurt all over" is so true.

Wearing steel toe shoes and other safety gear can help prevent severe injuries from occurring and becoming a tragedy. Safety Council has reported that "only one in four victims of job-related foot injury wear any type of shoe or boot and the remaining three either are unaware of the benefits of protective footwear or complain about it."

According to the Canadian Centre for Occupational Health and Safety (OSH), there are two types of work-related foot injuries: 1) punctures, crushing, sprains, and lacerations and 2) slips, trips, and falls. As you can see, the first foot injury I mentioned would fall into first category whereas the toe fracture injury I had in the past would fall into the second category. Steel toe shoes may not be the right shoes for some occupations but still the proper footwear is crucial in keeping your feet safe and comfortable.

Maybe you don't know what kind of shoes you should be wearing for your job? Find out from your safety representatives at your facilities. I encourage all of my fellow associates to find out and take steps to getting the right shoes for your occupation.

Here are some examples of good footwear characteristics as recommended by OSH that you should keep in mind when picking out new work shoes.

- ☑ The inner side of the shoe must be straight from the heel to the end of the big toe.
- ☑ The shoe must grip the heel firmly.
- ☑ The forepart must allow freedom of movement for the toes.
- ☑ The shoe must have a fastening across the instep to prevent the foot from slipping when walking.
- ☑ The shoe must have a low, wide-based heel; flat shoes are recommended.
- ☑ Do not expect that footwear which is too tight will stretch with wear.
- ☑ Have both feet measured when buying shoes. Feet normally differ in size.
- ☑ Buy shoes to fit the bigger foot.
- ☑ Buy shoes late in the afternoon when feet are likely to be swollen to their maximum size.
- ☑ Ask a doctor's advice if properly fitting shoes is not available.
- ☑ Consider using shock-absorbing insoles where the job requires walking or standing on hard floors.
- ☑ When selecting footwear, one should also remember that tight socks can cramp the toes as much as poorly-fitted shoes. Wrinkled socks, or socks that are too large or too small, can cause blisters.

Are the right shoes and foot safety enough to keep your foot safe? No, you still need to maintain good foot care to avoid serious foot conditions. OSH suggest that your shoes be made of leather or canvas, keep several pairs of shoes on hand and rotate shoes daily to allow them to air out, and use foot powder. If all else fails, it is always important to see a foot doctor or a health care specialist for all of your foot needs. Please do not postpone that much needed doctor visit because you think it will get better or heal on its own because once your foot hurts, then this hurting foot affects the rest of your body. Safety matters because we all want to go home safe after a hard day of work. Foot safety is a great reason to buy new work shoes!





To Your Health

Judy Miller
Corporate Benefits Manager

Health Care Reform

The Patient Protection and Affordable Care Act was passed by Congress and signed into law by President Obama on March 23, 2010. The intent of this new law is to expand coverage to the approximately 32 million Americans who are currently uninsured. The law puts in place comprehensive health insurance reforms that will roll out over four years and beyond, with most changes taking place by 2014. Others have already begun.

What provisions of the Act will impact self-funded employee benefit plans such as ours and when will these changes happen? What do these provisions mean to employees of Auto Warehousing Co.? This article will summarize the provisions that will impact AWC's health plan and what to expect this first year.



Effective January 1, 2011:

⇒ The Patient Protection and Affordable Care Act requires that plans extend **coverage for dependents up to age 26** regardless of the dependent's marital status, employment, financial, residence, student or tax dependent status. As part of our annual open enrollment process, AWC will provide a written notice and a thirty (30) day special election opportunity in December 2010 for any dependents who lost coverage and permit them to reenroll for coverage effective January 1, 2011. Adult children who are eligible for health coverage through their own employer are not



eligible for continued coverage as an adult dependent under a parent's plan. This is the one exception currently permitted in the Act; however, in 2014 this exception will no longer apply. The Act does not mandate coverage for spouses or for children of dependent adult children.

- ⇒ Plans will **no longer** be permitted to impose **pre-existing condition limitations on dependents under age 19**.
- ⇒ Plans must **remove lifetime maximum dollar limits on benefits**.
- ⇒ The Act provides for restrictions on annual dollar limits for certain benefits with no annual limits permitted beginning in the year 2014.
- ⇒ Beginning with the 2011 tax year, employers must **disclose the value of employer provided health coverage on the W-2 forms** (2011 W-2s that are issued in 2012).
- ⇒ Employers will be required to **enroll any employee who chooses to enroll in the new voluntary federal long term care program** (CLASS Act) and facilitate payroll deductions. Employees may elect to opt out of this benefit.

As you can imagine, employers have many questions regarding the new law and how it will affect their health plans. The Patient Protection and Affordable Care Act is being implemented largely by the Secretary of Health and Human Services, the Department of Labor and the IRS. Guidance and Interim Final Rules are issued on a regular basis and employers must keep up with the regulations. We are working with Regence Group Administrators to ensure that our Plan Booklets will accurately reflect these new plan provisions.

As a recipient of health care benefits, each employee has a responsibility to be a wise consumer. The single most important thing an individual can do is to take a look at their lifestyle choices and see if there are any areas where they can begin to make small changes. It's time to make preventing illness and disease the foundation of our health care system.



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NEW EXECUTIVE ASSISTANT

Please join us in welcoming Donna Gunderson who is the new Executive Assistant at the Corporate Office.

Donna has over 35 years of corporate experience reporting to senior level management with an emphasis in business administration, communication, sales/marketing and customer service experience.

Donna will directly report to us with additional duties being assigned when needed by other senior staff personnel. Welcome to the AWC family!

— Steve, Ben, and Chris Seher



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, November 10, 2010 for submitting materials for the next edition of the NEWS.

NURSE ADVICE LINE

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

800.807.1370