

### The News

This year, we are proud to celebrate RSL's 50th anniversary! We were only able to reach this golden milestone due to the talent and dedication of a great team of people. We count 4 with 30 or more years of experience, 2 with more than 20, 15 with more than 10, and 20 with more than 5 years. One of RSL's strongest suppliers is our loyal and dedicated partner, Champion Injection Molding. In two years, they will celebrate their 25th anniversary too. Thank you and congratulations to our entire team!

### Bravo health plan news

Last year, we tried to introduce a Bravo wellness program that involved a medical exam with incentives for maintaining a healthy lifestyle. The concept was great but unfortunately the implementation was not. The employee contributions that Bravo reported to you did not match the ones that they reported to our management. Bravo apologizes for the inaccuracies in reporting and we will seek to find a more reliable incentive program in 2013.

### Message from founder, Bernd Lewkowitz

"I recently visited RSL Fernwood and was blown away by the attention to details in the production of Hurricane Impact doorlights. As the founder of RSL, I always promoted automation and product advancements to attain the highest quality standards. To see this work performed with such great consistency and quality gave me a tremendous amount of pride and joy.

Excess butyl on the IG perimeter was trimmed with a hand planer and during the glazing process, the unit was placed in a template to ensure perfect curing. In a world where quality is often rare, our customers should appreciate RSL doorlights. Although now retired, I am very proud and care the same way as I did many years ago."

### Quality Award

There are many gift cards for \$50. Congratulations to Dan Shaw, Malcolm Gilliam and Delshawn Redd!

Dan Shaw was hired at Champion Injection Molding as a

temp in 2011 and was brought on as a full time employee last year. He began as material handler and steadily worked his way up to mold setter. He has distinguished himself with excellent attendance, attention to detail and eagerness to learn. His quiet demeanor and pleasant personality makes him liked by all of his coworkers. He continues to grow and is an asset to our company. We wish him much success in his future with CIM.

Delshawn Redd and Malcolm Gilliam also began as temp workers with RSL Ohio in 2011 and were hired as full time employees last year. They began their work on the production glazing line and cross trained at nearly all positions to learn as much as possible. We usually like to congratulate Quality award winners individually, but in this case both Delshawn and Malcolm followed the same successful path. They both showed excellent initiative and a solid work ethic as they worked their way up to each head a production line. They are very dependable, able to take direction constructively, and willing to do the extra that it takes to be the best that they can be at their

jobs. Both Delshawn and Malcolm have great personalities and are liked and respected by their peers. Congratulations and thank you, gentlemen!

Congratulations and thank you to Dan, Delshawn and Malcolm for their dedication and hard work. We appreciate the important role that they play in our success!

### Congratulations to:

Kathy & David Jacobs on the birth of their twin grandchildren on Oct 20, 2012

Melinda and John Decker on the birth of their second grandchild, named Murphy, on Dec 28, 2012



Heather Nixon (Steve's daughter who used to work at Fernwood) on her recent engagement to be married

### Best wishes to:

Lida Griffith from our Customer Service department for her full recovery from shoulder injuries that have sidelined her

Charles Honeywood who is recovering in Ohio from a stroke; we all miss him and wish him well

### Useful Advice for work & personal life:

Both negativism & positivism are highly contagious. Don't be fooled into believing your attitude isn't affecting your family or coworkers. Carefully guard what you think and say. Start an epidemic of enthusiasm!

Remember to have fun! Being able to laugh and loosen up often breaks down barriers and helps people to relax and feel closer. Remember, when you can enjoy, you can perform.

## Birthdays

### JANUARY

Kathy Jacobs	1/13
Eduardo Fanduiz	1/18
William Willis	1/22
Adam McMahon	1/26

### FEBRUARY

Lashawn Bobbitt	2/1
Aaron McMahon	2/15
Bo Campbell	2/18
David Goldner	2/18
Vivian Harvey	2/20
Mark Munyon	2/25
Sharon Mendick	2/28

### MARCH

Heather O'Shea-Botbyl	3/9
Wendell Milliner	3/22
Leda Sell	3/27
Kimberly Bingham	3/29

### APRIL

Kevin Dennis	4/15
Tom Upshir	4/24
Valerie Melius	4/27
Hoang Nguyen	4/29

### MAY

Cathy Mort	5/1
Malcolm Gilliam	5/8
Patti Eigenmann	5/14
Tony Tyma	5/20
Susan Denna	5/22
Sharon Oran	5/24

### JUNE

Israel Castro	6/6
David Perez	6/8
Hilde Lewkowitz	6/14
Rafael Navarro	6/15
Christopher Vingle	6/16
Tobi Parker	6/17
Devon Morgan	6/20
Louise Martin	6/21
William Campbell	6/25