



COMPANY NEWS

As the building industry continued to improve through 2015, RSL and Champion responded with significant changes that increased our sales, efficiency and productivity. Thanks to Daniela Filipova's leadership at the corporate office, we have switched both companies to managing our software on the Cloud rather than servers in the office; in addition she has led a cost accounting initiative that is bringing us better understanding of our costs so that we can adjust pricing appropriately. Thanks to Bo Campbell's leadership in Ohio, RSL has made a dramatic change to outsourcing insulated glass from our supplier/partner AGC; this has streamlined production, decreased lead times and improved

profitability. More changes are anticipated in 2016 as we focus on the values of marketing.

Early in the new year, RSL will introduce a high quality, all vinyl, dual sliding patio door. Pictured above, our Majestic patio door will have doors that both slide open rather than what is commonly found in the marketplace: a single sliding patio door. Manufactured in Canada, stocked in Ohio and distributed to all RSL customers, our sliding patio doors will all be offered with LowE glass and available as one lights, GBGs, BBGs, or decorative glass.

Prospects for sales in 2016 look promising! We look forward to the challenge of building on the successes of the past year, appreciate your efforts, and wish you and your family a wonderful holiday season!

QUALITY AWARDS

There are many outstanding employees at Champion and RSL that, each day, deserve our praise and thanks. In this newsletter, we would like to recognize the following exceptional individuals and give them a \$50 gift card as a token of our appreciation.

Dean Simmons

Dean started a year and a half ago at Fernwood in NJ and in that short time has distinguished himself as a valuable person for the factory and the company. Dean wears many different hats. He supervises safety and insurance compliance, assists in the Fernwood office, is learning the NAMI testing procedures for window testing, and has recently starting helping the corporate office with HR matters. Most importantly, Dean handles all of his responsibilities with thoroughness and professionalism. We value his roles with the company and appreciate his skills!

Jamell Keeney

Jamell joined Champion Injection Molding as a press operator more than four years ago. He is very conscientious and is determined to produce good molded parts. His hard work was recognized twice by winning this Quality Award. Jamell has excellent attendance, is respected by his coworkers and is a great asset to the company. Keep up the impressive work!

Desiree Graves

Desiree began working at RSL Ohio through a staffing service in 2013. All of her hard work and great attendance soon paid off and she became an RSL employee a year later in 2014. She started in the IG Department and currently works in Production and has helped in the GBG department, which she has mastered so well that she is able to oversee when needed. She has great attendance and gets along with all co workers and management. Thanks Desiree!

ARAPROSDOKIANS!

Winston Churchill loved araprosdokians, figures of speech in which the latter part of a sentence or phrase is surprising or unexpected.

- Since light travels faster than sound, some people appear bright until you hear them speak.
- If I agreed with you, we'd both be wrong.
- War does not determine who is right - only who is left.
- In filling out an application, where it says, 'In case of emergency, notify:' I put "DOCTOR."
- You do not need a parachute to skydive. You only need a parachute to skydive twice.
- I used to be indecisive. Now I'm not so sure.
- Nostalgia isn't what it used to be.
- Change is inevitable, except from a vending machine.
- Going to church or synagogue doesn't make you religious any more than standing in a garage makes you a car.

CONGRATULATIONS:

Dariusz Cholewicki, who has been with RSL since 1999, married Patrycja Marcinek on March 14th!

Aven Dorsey, at Champion, became a grandfather to twin girls Kaylai and Malana on 07/09/2015!!

Marcelo Sanchez, who has been a key member of RSL's Fernwood factory since 2007, married Juliana Aparicio in August!

Heather O'Shea, RSL's Inside Sales Manager, recently celebrated her 20th anniversary with the company. Her role in sales and customer service is vital and everyone in and outside of the company acknowledges that! Pictured below with Bernd Lewkowicz, the company's founder and Ron.

Welcome to Wade Gilbert, Champion's new 2nd shift Foreman, who started on 09/30/2015!



BIRTHDAYS

JANUARY

William Willis	1/22
Victoria Croal	1/24
Adam McMahon	1/26

FEBRUARY

Lashawn Bobbitt	2/1
Jeremiah Hostetler	2/2
Aaron McMahon	2/15
Herbert Sanchez	2/16
David Gonder	2/18
Milan Campbell, III	2/18
Mark Munyon	2/25
Sharon Mendick	2/28

MARCH

Jamel Keeney	3/7
Heather O'Shea-Botbyl	3/9
Wendell Milliner	3/22

APRIL

Jose Alfredo Villanueva	4/4
Marhon McCollum	4/8
Thomas Johnston	4/14
Kevin Dennis	4/15
Hoang Nguyen	4/29

MAY

Cathy Mort	5/1
Jared Lemaster	5/6
Malcolm Gilliam	5/8
Patricia Eigenmann	5/14
Anthony Tyma, Sr	5/20
Sharon Oran	5/24
Patricia Martin	5/27

JUNE

Israel Castro	6/6
David Perez	6/8
Hilde Lewkowicz	6/14
Christopher Vingle	6/16
Tobi Parker	6/17
Daniela Filipova	6/18
Desirae Graves	6/20
Daniel Stokes	6/20
Louise Martin	6/21
Guillermo Cruz	6/25

