

Clampco Clips

December 2020



A Note from the desk of: Jason Venner, HR Manager

One of the constants in getting people through tough times has always been a good story. Stories are wonderful because they have the power to speak about one thing in so many different ways. We all know there are “versions” of a story, “interpretations” of a story, and the most powerful yet, “your side” of the story. Over tens of thousands of years, the crafting of cultural myths and religious and ritualistic practices has become embedded in our collective psyche, making up the fabric of who we are. Stories in many cultures still take the place of televisions and smartphones. Even books where none exist. We often don’t realize the power of the beliefs and myths that drive these tellings, which then become parts of our actual reality. They could quite arguably be called the “blueprints” of our souls, so to speak.

Christmas is one of those stories. And a fabulous one at that. It has such a real and profound impact upon our country, and the rest of the world, such that it could even give pause to trench warfare for a day back in WWI, or bring that wayward family member back home, or even change someone’s behavior for the better. If *even* for a day. What profound consequences abound from that simple, yet famous lyric, “Merry Christmas to all, and to all, a good night.”

So why on this Christmas, one fraught with such fear, doubt and yes, sadness and grief, should we act any differently? And not let the power of such a story take hold? I know this isn’t truly the “happiest” of times, but well, when *are* the truly happiest of times? I’d argue that “the best of times” is a frame of mind and how open one might be the power of what’s currently happening around them. There have honestly been times in my life when things probably couldn’t have been any better, and yet I was looking for the next best thing, or perhaps even complaining for “more.” And then there were times when I literally had pennies left in my bank account, but I was up on stage with my band and life couldn’t have seemed more complete in those moments. It was during those times, both in abundance and in need, where I relied on stories told me as a child, or those of which I read or heard along the way that buoyed me. Saw me through. Passed the time.

We have all been story tellers for each other this year, perhaps when the fear and frustration of an unseen enemy seemed to be bashing down our doors. I’ve noticed that people are people, no matter where you go, and they *all* tell stories. Long and elaborate ones, short and silly ones...it doesn’t matter. Whether we’ve realized it or not, aside from all of the hard times and restrictions of this year, we’ve taken care of each others’ sense of hope with encouragement, storytelling, humor and caring. We’ve seen each other through. We’ve passed the time.

Merry Christmas everyone!

Some Quick Announcements:

- Year-End PTO forms will be attached to pay stubs – please complete those as soon as you can
- One-Time Only (for year 2020) Vacation cash-out forms will also be attached to pay stubs
- Our United Giving Campaign will begin after the 1st of the year, stay tuned for forms with the first pay date in January
- As of this writing, we have been working a lot of overtime and even some Saturdays – I would like to personally thank the entire staff for their hard work, commitment to Clampco, and for training the more than 50 temps that we currently have on the roster – we can do this!

2020 Notes from Managers...

With 2020 going down as the probably the weirdest in recent history, below are some of the “wins” we’ve had over the course of this pandemic. I asked Department Managers to mention a few as we navigated a “new normal.” Below are some kudos and mentions from some of the crew:

Fred Fagan, our Quality Systems Manager, is glad to see that we passed both our Aerospace AS9100 and our 14001 Environmental audits and is grateful to everyone for making the WRAP program a successful addition to our recycling efforts in 2020.

Angelo DiPeitro, our Swiss Turn/CNC Supervisor, is grateful that he and his team were able to work through the duration of the first shut-down and are positioned to have a strong 2021.

Derek Sandborn, our Sales and Marketing Manager, would like to touch on three things:

- Cummins awarded Clampco with the Outstanding Supplier Award (it’s hanging in the lobby if you’d like to view it). This award was given to just a handful of global Cummins Suppliers that stepped up in a big way during the COVID-19 crisis.
- Another big one was the recognition award from SpaceX for delivering critical clamp components to support the Crew Dragon Demo-2 launch on May 30, 2020. The SpaceX commemorative plaque included a signed letter from Elon Musk and an embroidered patch matching one’s worn by both astronauts.
- Finally, he wanted to express his sincere gratitude to Clampco Sales Team who have shown unselfish flexibility to move scheduled time off and work extra hours to support the needs of our internal and external customers during this Covid-19 pandemic.

Randy Toddy, our Chief Engineer, would like to highlight his team’s the completion and cooperative implementation with Maintenance, Quality and Production regarding our new small diameter weld cell in the new building.

Ray Karmansky, Our Tool Room Supervisor and Engineer, wanted to mention the unselfish cooperation of the entire Tool Room staff during this time, especially when staffing was thin due to the virus, and when we asked to “borrow” people for short or longer periods of time as well.

Dale would like to mention that our On-Time-Delivery for our “A” customers has been at 99.1% for the year, our overall parts per million for our top 10 customers has been at 12, and all of the required supplier PPAP’s (Production Part Approval Process) were submitted on time and approved. Achieving all of this shows our resiliency in the face of this pandemic, and is a testament to the true fortitude of our workforce! “Bravo!”

Rich Bobey, our Plant Manager, would like to thank the Production teams for their constant adaptation to this year’s challenges and for their tireless efforts in training new associates as business demand picked up and the virus presented many challenges to staffing and productivity.

I would like to first thank my parents for their commitment to keeping Clampco’s doors open, to my HR/IT team for my many “revisions” and demands as the year has progressed, To Ian, Jason and Brandon for moving to a daily spray of the facility, and to the entire Management and Clampco team for their rising to the occasion in working extra hours, along with some Saturdays.