

RED IRON

KIMRAY INDUSTRIES MAGAZINE

AUGUST 2023



A Kimray Industries monthly magazine distributed to team members and shareholders to provide information about company culture, development, and community involvement.

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ON THE COVER:

Kimray team members and family members float down the rapids at Riversport OKC on Aug. 5 at Kimray's Birthday Bash.

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KIMRAY
INC.®



Aarthur's Corner

Happy birthday, Kimray! Our official birth date is Aug. 31, 1948, the day we received our formal Certificate of Incorporation from the State of Oklahoma. On page [4](#), read about how we developed and continue to refine the Vision that propelled us through our first seven decades and will drive us into the future. And see how you and your family can apply that in your own lives by developing a personal vision, on page [6](#).

In this issue of Red Iron, you can see how we and our families celebrated our anniversary at Riversport OKC. Check out photos from the event on page [16](#) or [click here](#) to view an online gallery.

Also in this issue, go to pages [18-20](#) to see the keepsake items from Kimray's 75 years that some of our team members shared with us. We appreciate all those who shared items with us for holding onto those items for so many years!

Elsewhere in the issue, check out our coverage of the MADF Ping Pong Championships on page [12](#), and see how Kimray team members created a mural that illuminates the work and lives changed at the City Rescue Mission on page [22](#).

Email us at idea@kimray.com if you have any questions.

We look forward to hearing from you!

KUDOS!

Check out this month's Kudos on page 28! If you have someone you'd like to nominate for kudos, email your submission to kudos@kimray.com.



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Punctuality

SHOWING RESPECT FOR OTHERS BY DOING
THE RIGHT THING AT THE RIGHT TIME





KIMRAY'S
DIAMOND JUBILEE

What Made Kimray's *Vision?*

Everybody at Kimray can tell you our Mission: Making a Difference in the Lives of Those We Serve. Most could tell you our Core Values: Honoring the Lord in All We Do, Responsible Stewardship, Strengthening the Family, and Maintaining a Good Name.

Beyond our Mission and Values, downstream of them, is our Vision. Our Vision shows us where we intend to be. Vision is us telling ourselves what our community and company will look like — what we will look like — if we continue to believe and act in accordance with our Mission and Values.

Our formal Vision is laid out in our Vision 2030 document. (You can find that on [Pipeline](#), or printed copies in our Leadership & Development Department.) We wrote Vision 2030 in 2015, and updated it in 2020 to ensure it remains inspiring and strategically sound. That was really the first time we had formalized where we wanted to be that far into the future.

But Kimray had a vision even before we had a Vision.

“Garman had an enormous amount of intentionality, but he didn’t share it with many people,” CEO Thomas Hill said about his grandfather, Kimray founder Garman Kimmell.

“He ran every part of Kimray, so he didn’t need to share his plans. But he had an enormous amount of vision. As a leader, you have to limit yourself to a realistically definable future.

“When you’re starting a company with basically one product, who has the audacity to think, ‘75 years from



CEO Thomas Hill presents the Vision 2030 plan in August, 2015.

now, we’re going to have 8,000 products and 1,000 employees and be all over the world?’ I don’t think many people allow themselves to think like that.”

Garman Kimmell designed all of Kimray’s products for the first 30 or 40 years of its existence. He made all the decisions for the company, and then told the people around him to execute those decisions. That method continued to serve Kimray after Tom Hill took over as senior executive, but changed when Tom began sharing financials with the whole company.

“When my father began sharing the financials, he was in fact sharing a vision, because you can’t share

financials without talking about what you want the financials to be,” Thomas said.

Those initial financial reports enabled people to see where we were going and their part in getting us there. Vision is more than just seeing what’s coming or looking out for obstacles; it’s picturing yourself and your part in that future.

Because if you know your destination, you can find different ways to reach it. If you only know to do what you have been told, you won’t be able to find your direction if you are faced with an unknown situation.

Mission, Values, and Vision are common catchwords in the business world, but those can be empty ideas.

“If an employee can’t tell you the company’s Mission, it’s not because they weren’t told,” Thomas said. “It’s because what they experience every day does not match that Mission and those Values, and so they forget them, because they’re irrelevant. They’re not real.

“We’re not perfect, and we mess up, but at Kimray, more often than not, the experience you have does match our underlying belief that everyone is equally and intrinsically valuable, the Mission that we’re going to make a difference in the lives of the people we serve, and our Core Values of honoring the Lord, protecting the family, being responsible with the resources we’ve been given, and protecting the name that we inherited.”

Because none of us created Kimray. Everyone from the newest hire to the chairman of the board walked into something that already existed, thanks to the people who dedicated their time and effort to build Kimray.

“This is an inheritance,” Thomas said. “It’s something we hold in trust. We don’t have the right to mess it up or destroy it. We only have the right to improve it and carry it on.



Thomas Hill and the marketing team present the Sales & Marketing Plan at the Suppliers Symposium in August, 2015.

“Our mission hasn’t changed. I would claim Garman believed his job was to make a difference in people’s lives. The old adage, ‘Show me your works and I’ll show you what you believe’ was true of Garman. I saw that in my dad too. They just didn’t use those words.. We’re saying it that way now, but it’s never changed.”



Dustin Anderson, then the Director of Sales & Marketing, highlights Vision 2030 with Kimray Distributors in September, 2015.

BUILDING A PERSONAL VISION

Reprinted from the February 2018 Red Iron

Have you ever said to yourself, “Someday I’ll...” or “Someday I’d like to _____ (fill in the blank)”? Like most people, I enjoy dreaming about the future. But without a clear vision and a plan to reach it, I could easily wake up in five or ten years and be no closer to reaching my goals than I am today.

This is why “vision” is so important. Knowing and agreeing on what we want to accomplish helps us prioritize our time, energy, and resources. Otherwise, it is easy to get caught in the tyranny of the urgent instead of investing in our future.

In 2015, Kimray created a long-term vision for the company. We call it Vision 2030 and it describes what we dreamed our company—or family of companies—will look like in fifteen years. When it comes time for Kimray’s annual strategic planning, we ask ourselves what needs to happen year by year in order to reach our long-term vision.

There is a Japanese proverb that says: “Vision without action is a daydream. Action without vision is a nightmare.” By having vision and strategy, we can maximize our individual efforts and reach our common goals with greater focus, speed, and success.



STOP BY THE
LEARNING &
DEVELOPMENT
OFFICE TO GET A
COPY OF VISION 2030.

CREATING A PERSONAL VISION

Having a clear vision is not only important for the workplace, but also in our personal lives. Check out the following steps for creating a personal or family vision that can help you and your family get the most out of life!

1. IMAGINE

With the help of your spouse or a close friend, spend 30 minutes writing down words or “bullet” items that describe what you hope will be true about your life or family in ten or fifteen years. Try to think of at least 20 or 30 things. These can be in no particular order. It’s okay to be ambitious as long as you are realistic. Don’t worry about how you will achieve these goals—that part comes later.

2. ORGANIZE

Review your list and look for a handful of major themes or categories. Once you know your categories, rewrite your list of goals and ambitions under these sections. Consolidate similar ideas and add clarity where needed.

3. EVALUATE

Allow time for this future reality to sink in. Imagine what it will be like. Try to picture these things in your mind. Does it inspire you or motivate you? If not, keep working on your list until it sparks energy and excitement—maybe even a little nervousness. (At Kimray, we went a step further by writing a story about our future reality, but this step is not necessary for creating a personal vision.)

4. PLAN

Finally, think of specific steps or activities you could do this year that will move you toward your personal vision. Revisit this document from time to time to renew your vision, create new steps of action, and adjust your plans as needed. Also look at it when making major life decisions to ensure today’s choices align with your long-term vision.

PERSONAL VISION WORKSHEET

1

Before You Begin

Is this vision for yourself or your family?

What is the year that you are envisioning?

How old will you or your family members be that year?

2

Imagine the Future

Write down 20 or 30 things you hope will be true about you or your family in ten or fifteen years.

Organize Your Vision

Look for a handful of major themes or goals in your list. Transfer the major highlights from your brainstorming session into the categorized list below. Make sure your vision is exciting and inspiring. Conclude by listing one or two "steps of action" you can take this year toward each of your long-term goals.

GOAL 1: _____

Major Highlights:

Steps of Action:

GOAL 2: _____

Major Highlights:

Steps of Action:

GOAL 3: _____

Major Highlights:

Steps of Action:

GOAL 4: _____

Major Highlights:

Steps of Action:

DEVELOPING LEADERS

Kimray's Leadership & Development Department is in the midst of rolling out several new training and development opportunities to team members at all levels of the organization.

The most recent in-person program, the Influential Leadership Academy, saw 21 Kimray team members go through five sessions in July.

"The Influential Leadership Academy is a new program for team members whose leadership we want to continue to develop," said Stephanie Lewis, Director of Leadership & Development. "This course is focused on the idea of influencing when you don't have a formal management position. We need leaders at every level, and we need people who think like leaders in every role.

"We all know that there are individuals who don't take a management position, yet we want to follow them and learn from them. We have to invest in people if we want them to be the pillar of our culture."

Senior People & Culture Generalist Lyndsee Lowrance and Machine Shop Lead Jessica Sanchez were both part of the first ILA class.

"This was a great, well-rounded program that touched on numerous important subjects in our lives and careers," Lyndsee said.

Jessica said the engagement in this class was fantastic.

"My biggest takeaway was learning how to grow as a leader," Jessica said. "A second takeaway would be learning about all the people in the class and growing a relationship with them."



The Influential Leadership Academy will be offered again in 2024.

Use E-Learning to Develop Professionally

Kimray's Leadership & Development Department is also expanding to offer "open" courses — classes that team members can choose to join themselves, without a manager nomination. The team's new E-learning initiative has around 7,000 options that team members can go through for their own development.

"We want people to think, 'There's going to be more for me and I'm going to know where to find it,'" Stephanie said.

Kimray's subscription to these E-learning courses will teach team members things like how to communicate effectively, collaborate with teams, manage career development, and more.

Topic groups open to all team members range from practical courses like Digital Tools (Adobe, Google, MS Office) to "soft skills" like Teamwork and Communication (Active Listening, Conflict Management, Team Development).

To get started, head to The Core and click "Learner Home" under the "Learning" drop-down menu. There you can also browse the playlists of courses available to you.

For more information about any of these initiatives, email Candace Clow at cclow@kimray.com or Stephanie Lewis at slewis@kimray.com.



Above: The first class of Influential Leadership Academy graduates.

Top: Staff Accountant Jordin Patmon delivers her final project to the ILA group.

TRIPLE A COLLECTIVE TO EXHIBIT KIMRAY'S ART PIECES

This summer has been packed with fun events all commemorating the 75 years of Kimray. One event that is coming up is different from anything Kimray has done before and has been several years in the making.

The Triple A Collective is a showing of every Triple A art piece in Kimray's collection. Currently, there are over 50 pieces in the collection, with more on the way. The Triple A collection has been in the making for more than a decade, but the pieces have never been viewed the way they were intended to be.

When Kimray CEO Thomas Hill III began his project of commissioning artists to paint the Triple A, he only had three requirements. The artists had to be working Oklahoma artists, the piece had to be recognizable as the Triple A, and the piece had to be 3 feet by 2 feet.

"I want you to put the pieces together and be able to compare them," Thomas said. "That was the whole point. The problem is, nobody has ever seen all 50-plus pieces together."

Now, for the first time, all 53 pieces will be displayed side-by-side.

While every artist in the collection must display the shape clearly, every person has done it in drastically different ways. Not one piece has turned out like another.

"It's always interested me to look at different artists and

ask the question, 'I wonder what this person's view of the world is,'" Thomas said. "I wonder how they see things."

The Collective will take place on Aug. 24, from 5-8 p.m. at Skyline on the Bricktown Canal. There will be a meet & greet hour where the artists will be standing with their piece and people can walk around and talk to them about it.

The event will also feature a special unveiling of a never-before-seen AAA from Edmond artist Erica Bonavida.

Refreshments and punch will be provided.

"We want the arts community to see what we're about," said Lynly Grider, Curator and Communications Graphic Artist. "This has been a long time in the making."

The ultimate goal for the Triple A collective is to display it in a gallery for an extended period of time, but to get into a gallery it can take 2 to 5 years to apply, be accepted, and set up the showing. This event is a way to bring galleries to Kimray and to show the public what we're doing.

"We've never run into any other corporate entity doing this, especially not one as locally sourced as ours," Lynly said. "We have such an iconic 'thing' (the Triple A) that everyone can look at it and know it's Kimray."

The Collective is open to all Kimray team members and their families to attend, as well as the general public. Please register to attend at bit.ly/KimrayArtShow.

Know Before You Go

What: Kimray Triple-A Collective Art Show

When: Thursday, Aug. 24, 5-8 p.m.

Where: Skyline on the Bricktown Canal, 12 E. California Ave., Suite 300, OKC

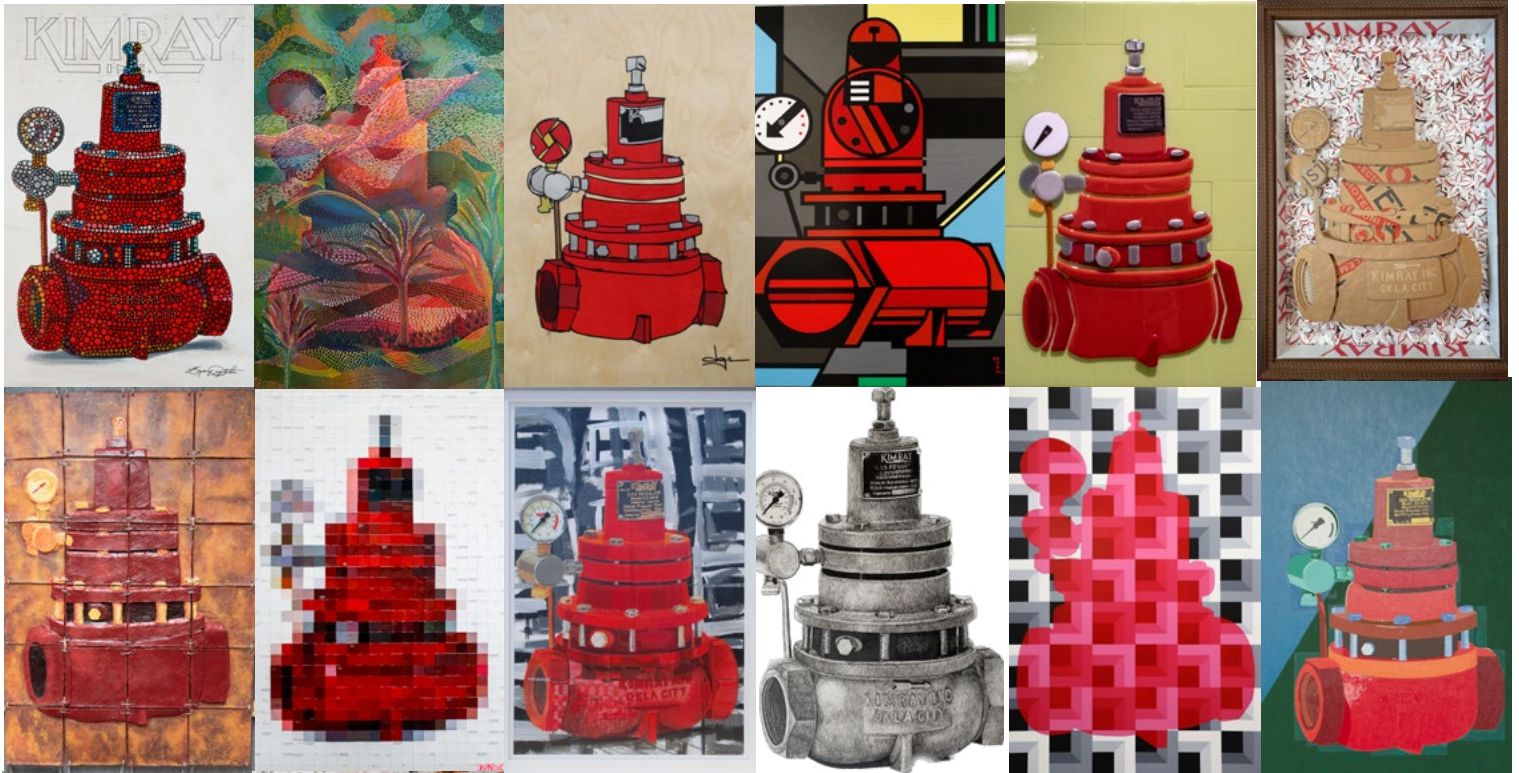
Who: Kimray team members, their families, and the public

Cost: Free

Parking: Pay-to-park lots are located on the east and south sides of the venue, as well as at other lots throughout Bricktown

Register: Please RSVP at bit.ly/KimrayArtShow





KIMRAY
INC.

THE TRIPLE-A COLLECTIVE

A 75th anniversary art exhibit featuring
50+ original artistic expressions
of Kimray's iconic AAA valve
by Oklahoma artists.

You're Invited

THURSDAY, AUGUST 24
Come and Go Event
5:00PM – 8:00PM

including a
MEET & GREET HOUR WITH ARTISTS at 6:30pm

SKYLINE ON BRICKTOWN CANAL
12 E CALIFORNIA AVE SUITE 300
OKC, OK 73104

RSVP AT bit.ly/KimrayArtShow



For more info, contact Lynly Grider at lgrider@kimray.com.

PING PONG CHAMPIONS CROWNED

The second annual Make A Difference Foundation Ping Pong Tournament ended in spectacular fashion on Aug. 1 with a familiar face in the Competitive division winner's circle and a pair of familiar names squaring off in the Recreational division semifinals.

The semifinals and finals matches were played in the Kimmell Conference Center, with many Kimray team members in attendance.

At the top of the card, Quality Team Leader Jeff Ash gave defending champion Building Services Technician Donnie Coker a hard-fought match, but Donnie ultimately won the Competitive bracket championship.

Donnie defeated Parts Puller Kanyon Speer to advance to the finals, while Jeff won over Kevin Blackston in the losers' bracket to advance to the championship.

On the Recreational side, Kimray's Hill family was doubly represented in the semifinals of the losers' bracket, as IT Help Desk Technician Christian Hill defeated Intern Preston Hill. Christian then faced off with Intern Jacob Cole in the finals of the losers bracket, advancing Jacob to the Recreational finals.

Fabrication Technician Ryan Snyder won that final match over Jacob, for the Recreational championship.

In all, more than 50 Kimray team members entered the tournament, which began in June.

About MADF

MADF was created to assist regular, full-time Kimray team members and family members who are experiencing severe, unforeseen financial hardship due to circumstances beyond their control. It's funded by team member contributions, most of which are matched by the company.

The foundation also has a scholarship fund. Children, grandchildren, and spouses of Kimray team members are eligible to apply for the MADF scholarship if they are actively pursuing a college degree, vocational/technical training, or some other certification.

You can find more information about the MADF financial assistance and scholarship programs, including applications, at makeadifferencefdn.org.



From left, Competitive division runner-up Jeff Ash and champion Donnie Coker; Recreational division champion Ryan Snyder and runner-up Christian Hill.



Champion Donnie Coker and runner-up Jeff Ash congratulate each other on a well-played final match in the Competitive division.



Donnie Coker



Kevin Blackston



Ryan Snyder



Christian Hill



Preston Hill



DESTINATION UNKNOWN

A few weeks ago, I was hiking in the Rocky Mountain National Park (RMNP). Each year I have the privilege of spending a week in a national park with a group of CEOs that I count as some of my best friends. We hike, talk, listen, and give each other honest and frank feedback. Having a dozen leaders in a group does produce some interesting anomalies, however.

RMNP was established in 1915 when President Woodrow Wilson signed the Rocky Mountain National Park Act. Containing 265,461 acres and hosting over 4 million visitors annually, RMNP is one of the highest national parks in the nation, with elevations from 7,860 to 14,259 feet. In the fall of 2020, a wildfire burned approximately 22,668 acres in the RMNP. One of the hikes we took was in an area completely burned out by the fire. It was very surreal. The trees are still standing, but they are blackened and devoid of branches and foliage. The forest floor is covered in grasses and wildflowers that never appear

**“Illuminating
the vision is like
turning on the
light.”**

in an established forest. And it is hot. The lack of tree foliage makes a significant difference.

The hike we were on was magnificent the last time anyone in our group hiked it — before the fire. Post fire, it was very different, and the part we intended to hike was closed. So, we ended up hiking in an area completely unrecognizable to anyone who had been there before, going to a destination we had not intended and weren't sure about, and...did I mention it was hot?

At one point, it occurred to me that this is what it must feel like to be on a team where the effort being exerted is significant and the destination or outcome is unknown. In the middle of that hike — hot, sweaty, and dirty — I found myself questioning why. Because I had no idea where we were going or what it would be like if we reached the goal, I struggled to maintain a mindset to keep pushing. I wanted to give up.

The band Missing Persons recorded a song called “Destination Unknown.” One verse says, “Life is so strange when you don't know, how can you tell where you're going to, you can't be sure of any situation, something could change and then you won't know.” Without a clear picture of where we are going and what it will be like to get there, we will find it difficult to continue struggling. Life without a vision isn't just strange; it's often unbearable.

This is why a significant way leaders demonstrate that they care about their team is to illuminate the vision. Illuminate means to supply or brighten with light. Imagine walking into a dark room. You can't see anything. You step tentatively and without purpose as you grope to determine where the objects in the room are. Then imagine that someone turns on the light. Suddenly, you can see the landscape and can cross the room with confidence.

Illuminating the vision is like turning on the light. It clearly shows the landscape and identifies where the team is going and what it looks like to get there. That clear view and understanding then empowers and encourages each person on the team to step forward with purpose and to continue to push when things get difficult. Knowing where you are going improves your confidence and increases your will to overcome challenges.

If we had known where we were going and what our destination looked like or meant, the hike would have been better. Not easier; the effort still had to be given. Better in that our mindset would have helped to motivate the effort that was needed. Vision can turn a slog into a journey. When the destination is unknown, you can't be sure of anything. Leaders have a responsibility to know where they are going and then illuminate that vision for everyone else. When we know where we are going, the journey is better, and it is The Kimray Way.





Scan the QR code to view and download photos from the event! You can also find a link to these photos on Pipeline, Kimray's intranet.




KIMRAY'S BIRTHDAY BASH

at Riversport OKC



KIMRAY KEEPSAKES

When you're 75 years old, you've collected a lot of stuff. For many of the 75 years that Kimray has been in business, we have given out team member gifts, swag, anniversary items, and other such "stuff." On the following pages, you can see some of those things that our team members (and the occasional retiree) sent in. The most common items we received were coffee cups and

belt buckles. Several people shared the replica 1948 Ford F-1 pickup, produced at 1:43 scale. Some of these items were well used; others were still in their original box. But regardless, they all held some special significance to the people who held onto them all these years. Special thanks to all those who shared their historical items with us.



Ashtray, Thomas Hill, "Those were at Kimray before I was anything other than a kid running around," Thomas said. "People who smoked, smoked in their offices. I'm sure there were ashtrays on most people's desks. The image is the 3-inch gas back-pressure piloted regulator. That's the first product Kimray made. If we were going to have an icon, it should have been the 3-inch valve, but it became the 2-inch valve, the AAA."



Die-cast Ford F-1 "Kimray" Pick-Up, provided by multiple team members



\$20 Kimray cash, Vanacel Lehenbauer "Mr. Kimmell gave me this for helping him out with a project he was working on at the time," Vanacel said. "Back in those days, we were a real close-knit family." Kimray cash could be used for various items in the company store.



Hats through many years, John Rutledge



Zippo-style lighter, Clay Glass



Pocket knife collection, Clay Glass



Golf ball and marker, Clay Glass



50th anniversary coffee mug, Jordan Moore
"I came across this Kimray 50th anniversary coffee mug in a pile of stuff at a garage sale," Jordan said. "I've only been at Kimray nine years now and would have been four years old when it was originally handed out. It now sits proudly on my desk."



Various items, the late Richard Davis
Anniversary mugs, frisbee, funnel, coin, fishing bob, travel sewing kit, Leatherman tool, toothpick dispenser, radio, license plate, and model truck.



2010 hat, Mark Booth
"This was a gift to me before I knew anything about Kimray," Mark said.



"Kimray Inc." belt buckle, Vanacel Lehenbauer
"This was the first belt buckle Kimray put out," Vanacel said.



Belt buckle, James Ruschhaupt
"Tom Hill gave me this buckle at a Distributors Meeting around 1980," James said. "This is still my everyday buckle."



Hot Wheels, Aaron Alaniz, 1990s



10-, 15-, and 20-year pins, Vanacel Lehenbauer



60th anniversary T-shirt, Fred Hayes
"I'm still wearing this T-shirt!" Fred said.



Tape measure, John Nikkel



Magnifying glass paperweight, Vanacel Lehenbauer



Plastic stein mug, Shad Glass



Wristbands, John Nikkel
"These were all designed by Thomas," John said. "We made 3D models of them for him to get them made."



Cross pen set, Clay Glass
"Garman was a big fan of the Cross pens," Clay said. "On your fifth anniversary they'd give you a Cross pen with your name on it. It was 10 carat gold."

Red satin jacket, Marketing; black satin jacket, John Nikkel, early 1990s.



Necktie, Jennifer Sweet
Necktie created for a Distributors Meeting.



Yo-yo, Clay Glass
These yo-yos were created for the Operation Christmas Child shoebox overseas gift packages.



Ski cap, John Bellah



Silver paperweight, John Nikkel
"This was made with the first laser etcher we had in Tool & Die," John said. "I made the 3D model for it, so they made one for me too."



AAA cookie cutter, Thomas Hill, late 1990s
"The early Distributors Meetings, which became the Sales Summit, were very informal. We would go out to our family farm and cook hamburgers and have strawberry shortcake. I thought, what if the shortcakes were little valves? I asked Garman if we could make a cookie cutter to cut the dough into valves. I brought over a drawing of an outline of the valve. He glued that onto a piece of board, cut it out, and used that to bend the brass. For three or four years, we made valve-shaped strawberry shortcakes. I wish I had a lot more things that Garman made or touched. The few that I do have are important to me."

BACK TO SCHOOL WELLNESS TIPS

August means it's time to go back to school. Keeping your child's health and wellness at the forefront of your mind can be difficult as new routines emerge and the days become busier. However, keeping your kids healthy is more important than ever as they are exposed to new locations and people.

There are three main areas of wellness: physical, mental, and emotional. Making sure your child is healthy in all three areas is the best way to set them on a path of success for the school year. Below are some tips for how to help encourage and guide your child in all three areas.

PHYSICAL

- **Focus on your child's nutrition**
 - » Be a role model for a healthy diet
 - » Don't use food as a reward
 - » Instead of negatively reinforcing "bad" foods ("don't eat too much sugar," "don't drink a soda today") positively reinforce the foods you want your child to consume ("remember to eat some fruit today," "I packed you a sandwich for lunch," "would you like some celery for an afternoon snack?")
- **Be sure to emphasize the importance of sleep**
 - » Preschool-kindergartners need 10 to 13 hours of sleep each night
 - » Elementary schoolers need 9 to 12
 - » Middle school and beyond need 8 to 10
 - » Establishing a family routine before bedtime can be beneficial for your child's sleep schedule. Reading a book, having family devotions, or another calming activity can set the mood for bedtime.
 - » Set a wake time for when your child is allowed to leave their room.
 - » Stop the use of screens at least an hour before bedtime.
- **Establish habits of healthy exercise and movement**
 - » Exercise doesn't have to mean dumbbells and a strict fitness regime. Activities such as walking the dog, swimming, and even household chores are a good way to stay active.
 - » When purchasing toys or games, choosing a bicycle, scooter, or roller blades over video games or movies can be a good step to promote exercise.
 - » Encourage playing sports, either on an organized team or with their friends. However, requiring sports can be harmful, so make sure to not force your child to do anything.

MENTAL

- **Be mindful in how you speak to your children**
 - » Instead of praising physical traits or achievement-oriented things, praise their character. If your child gets a bad grade on a test, praise them for their diligence in taking the test, and address the bad grade when the emotions of the situation aren't as high.
 - » Encourage open communication by mindfully sharing with them. Being honest and mindfully answering questions is a good way to open a line of communication and help your child feel more comfortable sharing.
- **Educate yourself on common mental health struggles in children so you can be aware if the signs appear in your children.**
 - » About 9.8% of children in the U.S. have been diagnosed with ADHD
 - » About 1 in 36 children have been identified with autism spectrum disorder
 - » About 9.4% of children have been diagnosed with anxiety, and 4.4% with depression
 - » Understanding mental health and knowing what to look out for can help you to quickly get the help you need for your child

EMOTIONAL

- **Talk to your child about kindness and how to treat others**
 - » Remind them to "do unto others." Children are naturally self-centered and need reminders often to extend kindness to others.
 - » The old adage "if you don't have something nice to say, don't say anything at all" is still true today. The first way your child can show kindness is through their words.
 - » Teaching simple "please" and "thank you" is an easy way to help your child show politeness to everyone they meet.
- **Encourage good behavior when you see it**
 - » Whether it's your preschooler sharing their toy truck, your middle schooler letting a sibling choose the movie, or your high schooler losing their football game with grace, encouraging good behavior rather than calling out negative behavior is a great way to support your child's emotional wellbeing.

MURAL DEPICTS THE JOURNEY FROM HOPELESSNESS TO HOPE

Like most nonprofit organizations, the City Rescue Mission in Oklahoma City has to have priorities. They have to use their resources in pursuit of their mission to directly serve people experiencing homelessness with emergency shelter, a recovery program, and other services.

So decorating one wall in their chapel with a 50-foot-wide mural wasn't in the budget.

"For several years, I had this dream," City Rescue Mission Interim Director Erin Goodin said. "I imagined a large, vibrant mural that told the stories of our clients' journeys. It would tell the stories of the struggle and the triumph of despair and renewed hope. But we prioritize our funds to directly serve our clients."

She rarely told potential donors about this dream, but one day as she was giving a tour to Kimray Executive &

Corporate Giving Administrator Robert Greenlaw, she felt an unexplainable urge to share her vision.

"To my surprise, Robert contacted me a few days later and told me Kimray had a very talented Marketing team, including an accomplished muralist," she said. Kimray would donate the supplies and the labor to make the imagined mural a reality.

That led to a visit by Kimray Marketing Graphic Designer Caleb Cole, who created a design from Erin's vision of a mural that told the story of the City Rescue Mission's clients' journey from hopelessness to hope.

"After talking with Erin, I looked at the City Rescue Mission's logo," Caleb said. "I loved the bright sun and the stained glass mosaic look of it. I wanted to tie it to nature. I feel like nature is a unifier – everybody understands it."



From left, Kimray team members Mark Booth, Caleb Cole, Melanie Harr-Hughes, City Rescue Mission Interim Director Erin Goodin, Thomas Hill, and Robert Greenlaw stand together at the unveiling of the new mural in the facility's chapel.



The new mural in the City Rescue Mission's chapel was designed and painted by Kimray team members, and a Kimray donation funded the materials.

Print Shop Technician Mark Booth — who worked for years painting billboards — brought the design to life on the City Rescue Mission's walls, over the course of about 60 hours.

"When I first saw the art, I was floored," Mark said. "It does tell a story, from one side to the other. I just wanted to do Caleb's artwork justice."

Mark, Caleb, and several other Kimray team members were on hand in July when the City Rescue Mission unveiled the mural for the first time. CEO Thomas Hill spoke to the residents, clients, and visitors who also attended.

"To be successful, to be healthy and whole human beings, we need community," Thomas told the group. "What I love about this place is, this is a place of community. When you come here, you find a community that is offering hope and health and healing, and that's what we all need. I'm honored that Kimray has had the opportunity to be a part of this place."

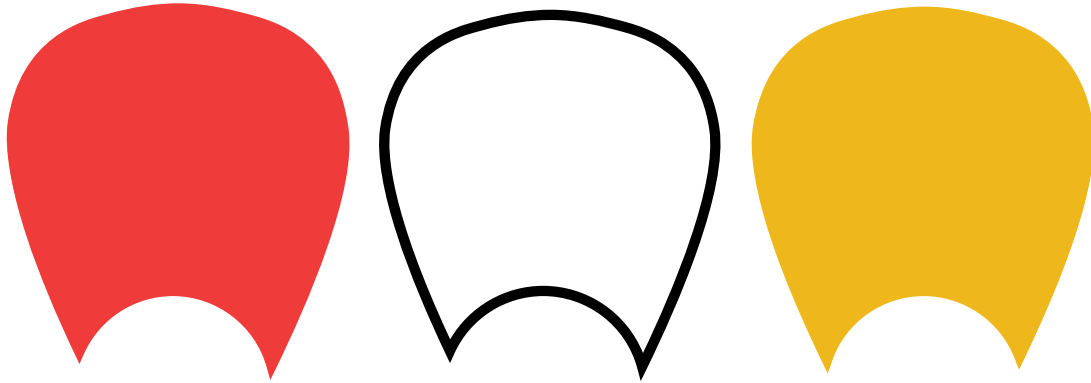
Erin said the mural is more than just paint on a wall. It's a symbol of hope and a testament to resilience.

"This mural is a piece of art that will forever be a part of our mission, woven into the fabric of what we stand for," she said. "It will serve as a constant reminder to everyone who walks through our doors of God's love and His power to restore and transform lives."

Mark saw that firsthand when he was almost finished painting the mural. A City Rescue Mission Client came in and looked at the mural for a moment. Then he turned to Mark and simply said, "That's my story."



**City
Rescue
Mission**



Light The Night

OCTOBER 20
2023

The 3rd Annual Light The Night Fundraising Raffle for the Leukemia and Lymphoma Society gets under way next month. To kick off the event we want to know:

How Has Cancer Impacted Your Life?

Cancer impacts so many people, and it is the personal stories of that journey that inspire us and motivate us to action. If you or someone you love has a story you would like to share with the Kimray team, please let us know.

Other ways to get involved:

Become a team captain! As a captain you will help with the raffle and attend the walk on October 20.

Donate to the Raffle! Artwork, woodwork, tickets, and other items are welcome.

To share your story, serve as a team captain, or donate to the raffle, email Bob Cole at bcole@kimray.com or MaryCatherine Williams at mcwilliams@kimray.com.

We need YOU for Kimray's last *Habitat for Humanity community build day!*

Scan the QR code below to sign up.
Check your email or the Kimray intranet for
registration instructions. If you need help with the
process or have any questions, reach out to our
Kimray volunteer co-leaders

*David Hamrick (dhamrick@kimray.com)
or James Lee (jamesl@kimray.com).*

August 19
Interior Paint



Kimray Blood Drive

Tuesday, September 26

8 a.m. - 1 p.m.

Kimmell Conference Center

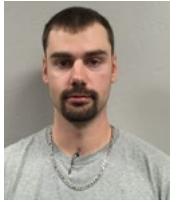
To make an appointment, contact
Mica Schuyler at ext. 1290, at
mschuyler@kimray.com or
scan the QR code!



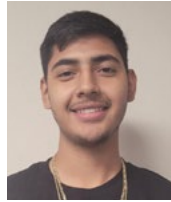
While supplies last. Photo ID required.



NEW FACES & NEW PLACES



Reed Austin
*Promoted to
Machine Shop
Technician
OKC*



Angel Bernal
*Warehouse
Specialist
Odessa*



David Blankenship
*Security Officer
II
OKC*



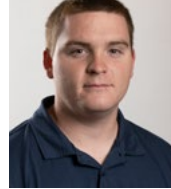
Aaron Bradford
*Promoted to
Assembly Lead
OKC*



Dylan Cates
*Building
Services
Technician
OKC*



Tadrian Davis
*IT Help Desk
Technician
OKC*



Jack Funderburgh
*Promoted
to Product
Sustainment
Engineer
OKC*



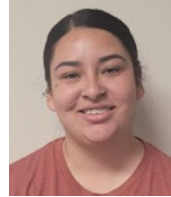
Jack Gray
*Field Service
Technician
Kilgore*



Jacob Grizzle
*Machinist I
OKC*



Reynolds Henrickson
*Production
Support
Maintenance
Technician I
OKC*



Leonela Lujan
*Warehouse
Specialist
Odessa*



**Bryan Lujan
Cano**
*Inside Sales
Odessa*



Jason Paulk
*Product
Manager
OKC*



**Courtney
Ramos**
*Store Clerk
Odessa*



Jessica Sanchez
*Promoted to
Machine Shop
Lead
OKC*



**Kimberley
Saucedo**
*Inside Sales
Odessa*



Angel Vazquez
*Field Service
Technician
Corpus*

Weekly Bible Study with Kimray's Chaplains

First Shift with Mike Toombs
Wednesdays at 11:00am and 11:30am
in the Kimmell Conference Center

Second Shift with James Lee
Tuesdays at 9:00pm
for Second Shift warehouse and assembly
Tuesdays at 9:30pm
for Second Shift machinist, maintenance, and other personnel
in the Kimmell Conference Center

Meals Provided



present

RECON23

MINDSET MATTERS

one-day leadership conference

MY WELL-BEING
PELS ME TO MASTER MY

MINDSET

VIEWPOINT

MINDSET
MATTERS

RECON23 will equip you to:

- ✓ Clarify organizational and personal shifts
- ✓ Implement outcome-based leadership
- ✓ Support and empower your employees
- ✓ Create value and meaning in your work, life, and the lives of those you impact

MY ACTIONS
CREATE MY

WELL-BEING

MY VIEWPOINT
DRIVES MY

ACTIONS

**PETROLEUM CLUB
EVENT CENTER**

LINCOLN BOULEVARD

8:00AM to 4:00PM

OCTOBER 6, 2023



**MAJOR GENERAL
WILLIAM RAPP (RET), PhD**
Leadership Development
Expert, Author



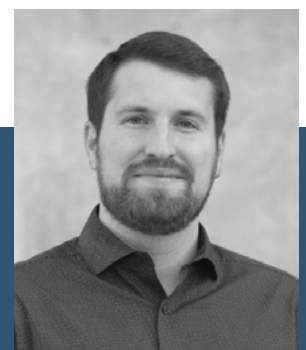
THOMAS HILL III
CEO, Kimray, Inc. &
Chairman, The
Kimmell Foundation



AMYK HUTCHENS
Author, Trainer, Coach,
Master Communicator



DR. NATHAN MELLOR
Executive Coach, Author,
& TEDx Speaker



TAYLOR DOE
Creator of And Then
Moments, TEDx Speaker

AUGUST ANNIVERSARIES

Anthony Abibu	5 years	OKC	Micah Green	1 year	OKC	Michael Logan	10 years	OKC	Richard Slay	22 years	OKC
Amanda Austin	1 year	OKC	Rod Greene	5 years	OKC	Sergio Lopez	5 years	Lubbock	Ryan Spangler	1 year	OKC
Todd Bazzell	1 year	OKC	Haeden Guarnera	9 years	OKC	Troy Manolovits	12 years	OKC	Ranse Stanley	1 year	Kilgore
Scott Bell	1 year	OKC	Gabriel Hanks	6 years	OKC	Ashley McClung	1 year	OKC	Dylan Stottmann	2 years	OKC
Charles Berry	39 years	OKC	Jeremy Hardesty	1 year	OKC	Stephanie Mejia	1 year	OKC	Randall Sykes	1 year	OKC
Christopher Betsinger	15 years	Indiana	Jesse Hawkins	10 years	OKC	Brian Mercer	8 years	OKC	Jean-Luc Tran	12 years	OKC
Kevin Blackston	1 year	OKC	Francisco Hernandez	6 years	OKC	Kortnee Noe	1 year	OKC	Dinh Truong	13 years	OKC
Jennifer Bouavanh	2 years	OKC	Ian Hockemeyer	2 years	OKC	Lusia Pando	5 years	OKC	Hans Umhoefer	1 year	OKC
Will Burgess	5 years	OKC	Robert Hood	33 years	OKC	Ditthaphol Papiwdee	12 years	OKC	Alex Vanderpool	1 year	OKC
Aaron Chaffin	1 year	OKC	George Hurst	10 years	OKC	Clint Rapp	1 year	OKC	Sheldon Voudrie	13 years	Kilgore
Misty Clark	1 year	OKC	Ron Ingram	6 years	OKC	Dakota Ribeiro	1 year	OKC	John Weaver	1 year	OKC
Cody Cox	11 years	OKC	Danny Isbell	17 years	Houston	David Rose	1 year	OKC	Randall West	5 years	OKC
Kayla Eggers	6 years	OKC	Jared Jewell	9 years	OKC	Robert Sanchez	5 years	Corpus	Jeff Yocam	1 year	OKC
Jeremy French	1 year	OKC	Xavier Largent	1 year	OKC	Lauren Shelton	1 year	OKC	Dian Young	9 years	OKC
Travon Ginn	1 year	OKC	Jordan Lindsey	1 year	OKC	Erin Shipp	5 years	OKC	Junior Zavala	6 years	OKC
Shad Glass	26 years	OKC	Daniel Lipscomb	4 years	Kilgore	Kham Singnavong	1 year	OKC			

KUDOS

Kimray Team – Thank you for supporting PieceWalk, Oklahoma’s largest autism event. Imagine thousands of families and friends joyfully walking together for someone they love with autism. That’s exactly what you helped make happen! Each step and each dollar raised helps provide 90 free or nearly free programs across the state. We believe in the power of interests, and we are thrilled that you believe in them, too! With deepest gratitude,

–Stacey Weddington, Community Impact Director, AutismOklahoma

Chris Holland took time to meet with a potential supplier I was hosting and was extremely knowledgeable and helpful. I don’t make it back to his area much anymore, but it was very clean and well organized, very easy to view what we were discussing. I know his production support team is slammed and I really appreciate them going above and beyond as well as their commitment to help production run smoothly.

–Audrey Hall

Kaitlyn Jayroe, you have been an amazing guide through my process here with Kimray. I could not be more grateful for you, your guidance, and your help through this new industry.

–Bryan Lujan Cano

Kudos to all the **Summer Interns** for the many ways you have contributed to Kimray this year! It was great hearing your presentations on what you learned and accomplished. We wish you well in your next season of school and life!

–Robert Greenlaw



FAMILY EVENTS

FREE Freedom Story

Aug. 18, 6:00pm-9:00pm

Join Oklahoma Contemporary, the Clara Luper Legacy Committee and With Love OKC as they honor the legacy of Clara Luper and the 65th anniversary of the 1958 sit-in movement. The evening includes a panel discussion led by Marilyn Luper-Hildreth and original sit-in members, as well as art by local creators, live music, and poetry.

Oklahoma Contemporary

11 N.W. 11th St.,

Oklahoma City

okcontemp.org/FreedomStory

Canadian County Free Fair

Aug. 18-26

The Canadian County Free Fair, an annual tradition in El Reno since 1914, features carnival rides, live entertainment on multiple stages, livestock exhibits, arts & craft exhibits, baking competitions, antique tractor pull and more. See website for a complete schedule of events.

Canadian County Fairgrounds

3001 Jensen Rd. East,

El Reno

canadiancountyexpo.org/free-fair

FREE OKC LitFest

Aug. 19, 10:00am-4:00pm

Features a writing conference for prospective and established writers and content creators from all genres, skill levels, and mediums. LitFest for Kids will feature story times and interactive writing events to inspire the story in everyone. Preregister. Sessions will happen every hour from 10-4, with vendors present at all hours.

Downtown Library

300 Park Ave.,

Oklahoma City

metrolibrary.org/litfest

Family Fun Night at Kickingbird Golf Club

Aug. 19 and Sept. 16, 5:00pm

Play 9-Holes with the family. Special Junior tees, a FREE putting course, and \$4 range tokens. \$12 green fee; \$10 carts.

Kickingbird Golf Club

1600 E. Danforth Rd.,

Edmond

kickingbirdgolf.com

FREE Kimray's Triple-A Collective Art Show

Aug. 24, 5:00pm-8:00pm

Kimray's AAA art collection — more than 50 pieces by Oklahoma artists — will be on display for team members, their families, and the general public. Artists will be with their art for meet-and-greets from 6:30-7:30 p.m. Refreshments will be provided.

Skyline on the Bricktown Canal

12 E. California Ave., Suite 300

Oklahoma City

bit.ly/KimrayArtShow

Cleveland County Free Fair

Sept. 7-10

Features a midway with carnival rides and games, live entertainment, livestock exhibits, petting zoo, wiener dog races, baby crawl races, car & motorcycle show and more. See website for schedule of events.

Cleveland County Fairgrounds

615 E. Robinson St.,

Norman

clevelandcountyfair.org



FREE Western Days Festival in Mustang

Sept. 8-9

Features Stampede Fun Run, a parade, best-dressed cowboy & cowgirl contest, art show, car show, live music, gunfighters, games and more at Wild Horse Park. Most events are free to attend, participation prices vary based on activity. Friday, 6-10 p.m.; Saturday, 6:30 a.m.-10 p.m. See website for a schedule of events.

Wild Horse Park

1201 N. Mustang Rd.,

Mustang

mustangwesterndays.com

Round Barn Rendezvous at the Arcadia Round Barn

Sept. 10, noon-4:00pm

This event occurs monthly, on the second Sunday of every month.

Features a free live concert in a unique setting, a hayloft on the second floor of the barn (except in hot weather). Enjoy open jam sessions featuring country, bluegrass, folk and Americana singing and playing. Hot drinks and cookies will be provided. All acoustic musicians are welcome to come and play, regardless of skill level. Kids are welcome, and music teachers and students are encouraged to take part.

Arcadia Round Barn

107 E. Hwy. 66

Arcadia

arcadiaroundbarn.com

Oklahoma State Fair

Sept. 14-24, 10:00am-9:30pm

The Oklahoma State Fair is an end-of-summer annual tradition. The 2023 Oklahoma State Fair will feature free concerts, food and shopping vendors, shows, exhibits, games, carnival rides and more. Disney On Ice will return for performances in the Jim Norick Arena. Midway ride tickets will move from paper to digital tickets. See website for list of special discount days. Cost: Adults, \$15; kids (6-11), \$10; kids (5 & under), free.

State Fair Park

3001 General Pershing Blvd.,

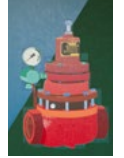
Oklahoma City

okstatefair.com

KIMRAY INC.

THE TRIPLE-A COLLECTIVE

A 75th anniversary art exhibit featuring
50+ original artistic expressions
of Kimray's iconic AAA valve
by Oklahoma artists.



FREE OKC Ballet Under the Stars

Sept. 15, 7:00pm

Features excerpts from classical ballet and modern dance performed by professional dancers and local students. Attendees can also participate in a movement class.

Scissortail Park Love's Travel Stage and Great Lawn
415 S. Robinson Ave.,

Oklahoma City

facebook.com/OklahomaCityBallet

FREE OU Westheimer Aviation Festival

Sept. 23, 9:00am-2:00pm

Features aircraft displays, a children's area with community guests and STEM activities and tours of the control tower.

Max Westheimer Airport

1700 Lexington Ave.,

Norman

ou.edu/airport/events/festival

FREE Morning Conversation Series at Mollie Spencer Farm

Sept. 23, 9:00am-10:30am

During this event, guests will enjoy three "mini" presentations from experts to learn about composting, fall vegetable gardening, and winterizing outdoor spaces. Attendees will experience different parts of the Farm as the group moves between presentations, and there will be plenty of time for Q&A. Light refreshments (including coffee!) will be available.

Preregister.

Mollie Spencer Farm

1001 Garth Brooks Blvd.,

Yukon

molliespencerfarm.org/events

World Gorilla Day at the Oklahoma City Zoo

Sept. 24, 10:00am-2:00pm

Learn what you can do to help protect endangered gorillas in the wild and their habitat from our conservation and animal experts. Activities include photo opportunities, Facebook live videos and more. Event activities are free with Zoo admission.

Oklahoma City Zoo

2000 Remington Place,

Oklahoma City

okc zoo.org



KIMRAY PEOPLE
HELPING
KIMRAY PEOPLE

The Make a Difference Foundation is a 501(c)(3) organization created to assist regular full-time Kimray team members who are experiencing a severe, unforeseen financial hardship due to circumstances beyond their control.

The MADF helps team members get back on their feet while reminding them that their coworkers and community still care during difficult times.



APPLY

DONATE

MAKE A DIFFERENCE

You can apply for assistance or make a donation to help a team member in need by visiting us online or emailing for more information.

makeadifferencefdn.org

MADF@kimray.com

We Can Help!

FOOD FOR THOUGHT

When God is "Late"

By Senior Chaplain Mike Toombs

It was the longest two weeks of our lives. We didn't understand why our first child was born late or the first two trips to the hospital were false alarms. Years later, I was again annoyed when the medical test results didn't arrive on the date they had been promised. Many times, I've sat on delayed airplanes wondering if I'd make the connecting flight, causing my blood pressure to spike. Most of us don't like being at the mercy of others who have the power to make us late.

By our human standards, it would seem that God was about 25 years late in providing a son to Abraham; and 15 years late in fulfilling Joseph's dream. Jesus was accused of being four days late when He finally arrived at the home of Mary and Martha, whose brother Lazarus had died.

How is it that God, the Creator of the universe, whose timed sunrises can be calculated to the millisecond, can be "late?" Or is He?

When Mary and Martha sent a message to Jesus that their brother was sick, their implied urgency didn't seem to register, at least from their perspective. They were familiar with many miracles that Jesus had performed but did not understand His seemingly unhurried response to His friend's situation.

Perhaps Jesus' intention was to demonstrate His love in a less conventional way. By waiting until Lazarus had died and was buried, there was no doubt about His power, and the faith of many was strengthened.

It's always a mistake to measure God by our understanding or insist that He fit our expectations. Just because God takes His time doesn't mean He is late.

In 2005, a fire broke out in Tracinda Foxe's New York City apartment. Her infant son was overcome by smoke and stopped breathing. Trapped in the inferno, Tracinda rushed to an open window with her baby. She was unable to see through the thick smoke but held the tiny child as far away from the building as possible. Before letting go of him she screamed, "God, please save my son!"

Felix Vasquez was on the ground 30 feet below that window. It just so happened that he had been trained as a lifeguard and was able to catch and resuscitate the baby. Moments later, firefighters broke into the apartment and rescued Tracinda.

Some may think that God should have acted sooner or could have been more attentive to Tracinda and her infant. Others have concluded that He was right on time – with all the right people in all the right places.

As long as we live in this fallen world, we will experience tragedy, sickness, death, and unexplained disappointments of all kinds. The good news is that even when we are unable to see God, He is there – always on time – always with open arms.

"I love the LORD because He hears my voice and my supplications" (Psalm 116:1).



MIKE TOOMBS

First Shift

Cell: 405.888.9820

Office: 405.525.6601 x 2387

mtoombs@kimray.com

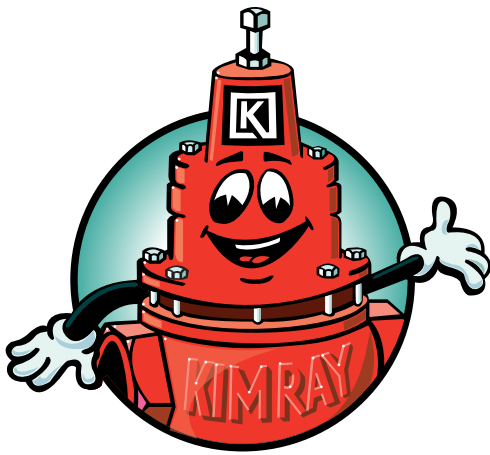


JAMES LEE

Second Shift

Cell: 405.862.6646

jamesl@kimray.com



+TAKE A BREAK+

with Arthur

Design Your Own AAA

We want to see your creativity! Design, color, sketch, paint, whatever medium you choose to decorate this AAA. Take a photo or scan of your completed image and submit it to idea@kimray.com. The best ones will be featured in a future magazine issue!

