



RED IRON

KIMRAY INDUSTRIES MAGAZINE

JUNE 2019

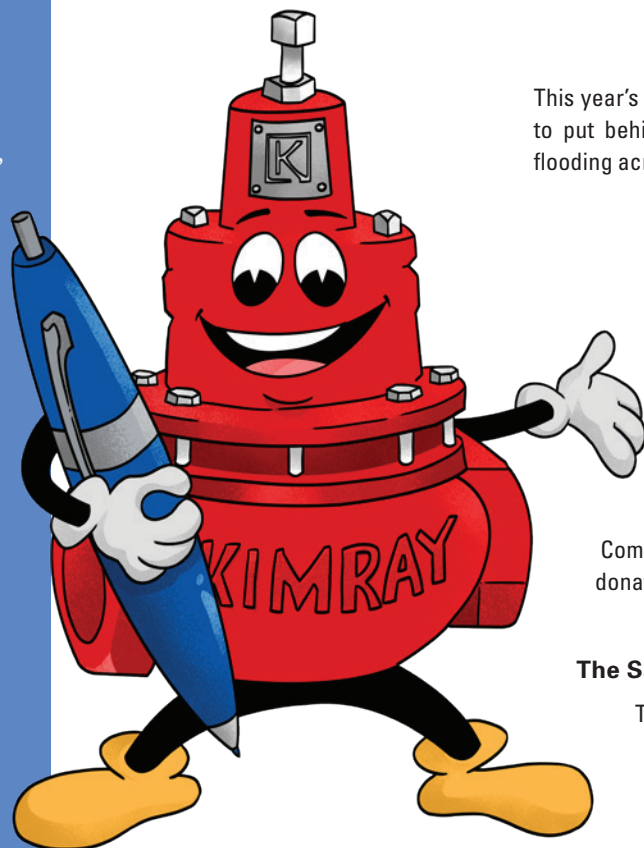
A Kimray Industries monthly magazine distributed to team members and shareholders to provide information about company culture, development, and community involvement.

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Cover photo featuring piston stems ready for assembly.

If you would like to submit an inquiry or suggestion for an upcoming article, email us at idea@kimray.com.

To submit a Kudos, email us at kudos@kimray.com.

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Ask Aarthur

This year's storm season has been one all of us are eager to put behind us. Record amounts of rain have caused flooding across the state. If you'd like to help those in need that are still dealing with these challenges every day, visit one of the areas below. Donating a little of your time or money can help make a difference in the lives of many Oklahomans.

Lake Area United Way

Lake Area United Way has set up a flood disaster relief fund on their website to help those affected by the storms in the Muskogee Community. Visit www.lakeareaunderway.org to donate.

The Salvation Army

The Salvation Army is helping in El Reno and plans to continue help with the remainder of storm season. The organization has its mobile feeding unit on site to feed first responders and survivors. To donate, go to helpsalvationarmy.org, by phone at 800-725-2769 or by texting STORM to 51555 to receive a link for mobile giving.

Do you have a question you want answered?

GIVE ME A SHOUT AT IDEA@KIMRAY.COM.

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LUTHER CLEAN UP DAY

**SATURDAY, JULY 20
9:00AM-12:00PM**

Kimray is gathering volunteers to help clean up the neighborhood at Anna's House in Luther, OK. Anna's House works with DHS to provide housing for foster children in Oklahoma.

SIGN UP TO VOLUNTEER AT [RSVP.KIMRAY.COM](https://rsvp.kimray.com).

Contact Robert Greenlaw at rgreenlaw@kimray.com for more info.

JOURNEY OF THE VALVE

MACHINING THE HPCV

In our continuing series, the journey of the valve, we talk about machining high-pressure control valves, also known as the HPCVs. These high-pressure valves are machined and assembled at Kimray in a variety of sizes, from 2 inch to 10-inch. In this issue, we'll look at some of the parts that make the 3-inch and the 2-inch HPCV, come to life. Namely, the stem and piston, and top hat plate that holds the diaphragm in place.

PISTON STEM



For the 2-inch or 3-inch piston stem, it arrives at Kimray as bar stock, which is cut down to the appropriate size. Then it's machined for assembly with the piston head.

Paul McCormick, Kimray Machine Shop Supervisor, has been with the company for 28 years, and knows the machining process and piston assembly backwards and forwards. "When the stems and pistons machining is complete, they're sent here to be assembled," said Paul. "But we have to set the height on it according to specifications that have been established. So, as we still use machines for some of the base work, the precision is still in the hands of a machinist for every part we assemble."

Once the stem is assembled into the piston head and measured to the right height, the entire part is placed in a machine where the pin hole is drilled in the head of the piston. A pin is then pressed into the hole, which

keeps the stem from turning within the piston head. The newly assembled piston will now be prepped for a trip to assembly, where it can be combined with other parts to complete the valve.

Roughly 400 of the 2-inch pistons are machined and assembled like this per day. Before going to Assembly, the pistons are sent to First Article Inspection, or FA1, to make sure the stem is set at the correct length within the piston head. FA1 serves as quality control and double-checks



Paul McCormick calibrates pistons.

critical areas of each valve part that will fit together. After meeting these specs, the part is sent to assembly. The 3-inch piston stem goes through nearly the same process, except it's run through a drill press manually instead of a machine. This is due to its size and the amount of orders that are placed for the part.

TOP HAT PLATE

John Schallert, Kimray Machine Shop Supervisor, oversees additional parts of the 3-inch and 2-inch HPCV. "We make a diaphragm plate which is called a top hat, the adjustment screws on the top and the piston. The top hats arrive as raw castings, which Kimray machines into parts. It then goes to assembly," said John.

The top hat sits on a plate and holds the diaphragm in place through a spring, which on some valves, can be adjusted manually with a top screw to control gas pressure after it's installed. The top screw is also machined at Kimray using bar stock, in six-foot sections. Fifty of these top screws can be machined from just one bar.

By using automation for some of the machining process, Kimray is becoming even more efficient with the parts they create.

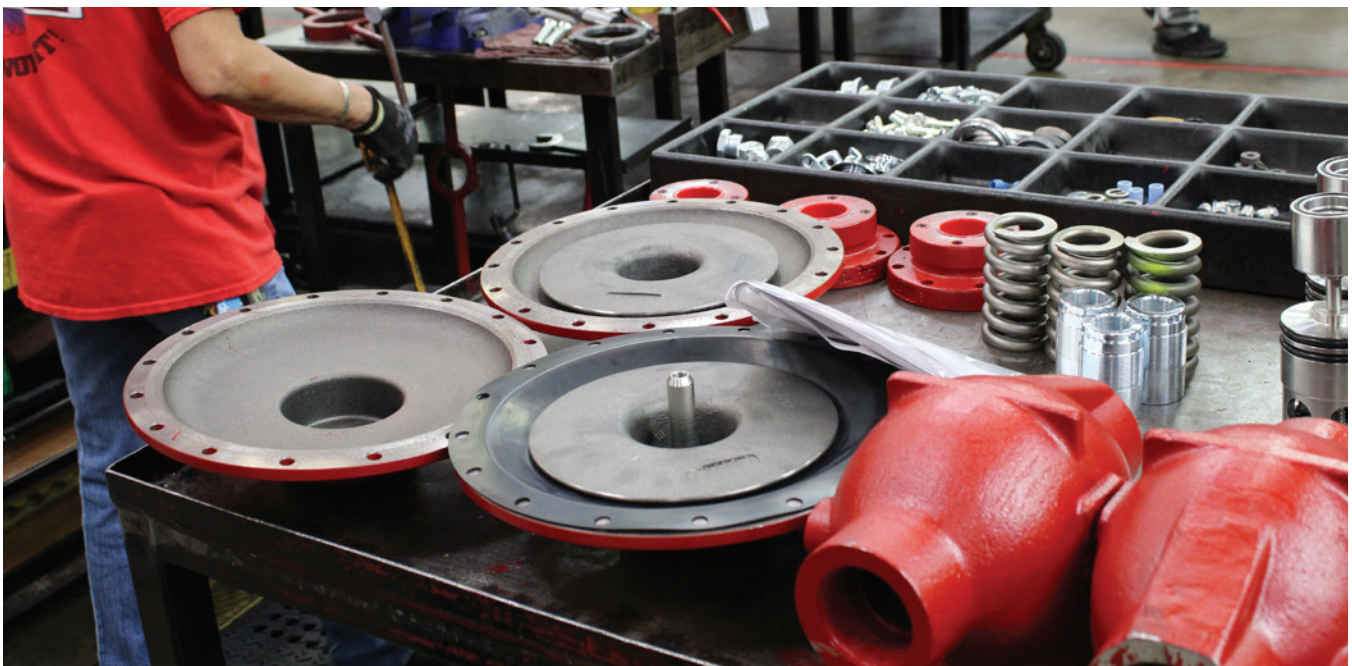
"I know when we run the top hats over here, we run about 200 a day, but they've been able to replicate the process in Territory 8 now, along with the nut that holds it in place," said John. "The automation makes the process even more efficient."

"We used to do a lot of drill press work and a lot of secondary work outside of the machine to complete orders for our pistons," said Paul. "These used to be designed where you had to do everything by hand. Now it's automation for all of it, so we're looking at double the amount of production."

With the parts machined and ready for assembly, they head to Dulaney for the next step in the process. In the next issue, we'll look at what it takes to put the HPCV and AAR together.



Assembled piston stems ready for assembly.



Top hat plates for the 2-inch high-pressure control valve await assembly in Dulaney.

DANIEL CRANE

A RETIREMENT WELL-EARNED



Daniel Crane sits at his desk at the Main Office and smiles. His time at Kimray has been well-spent. When he arrived in 2007, the company didn't have a supply chain department. But with his experience in supply chain operations, Daniel helped meet Kimray's needs with a robust supply chain department that houses planning, purchasing, receiving, scheduling, warehousing, and tool crib. Day-to-day operations funnel through every aspect of supply chain, and it's tough to think of Kimray without it.

"I was hired as a supplier development manager for Kimray, to maintain relationships with outside suppliers and make sure pricing was competitive for raw materials,"

said Daniel. Elements of a supply chain already existed at

Kimray in different areas, so Daniel worked with a consultant on how to set up a formal supply chain department. Selecting the team to operate the system is

what he takes pride in the most, as it's taken on a life of its own.

Daniel developed relationships with raw materials suppliers and machine shops that could service the company with materials needed to streamline production. He also championed the Thru-Put system for Kimray. With it now in place, Kimray's capacity for what can be done and what can be delivered has improved planning for production.

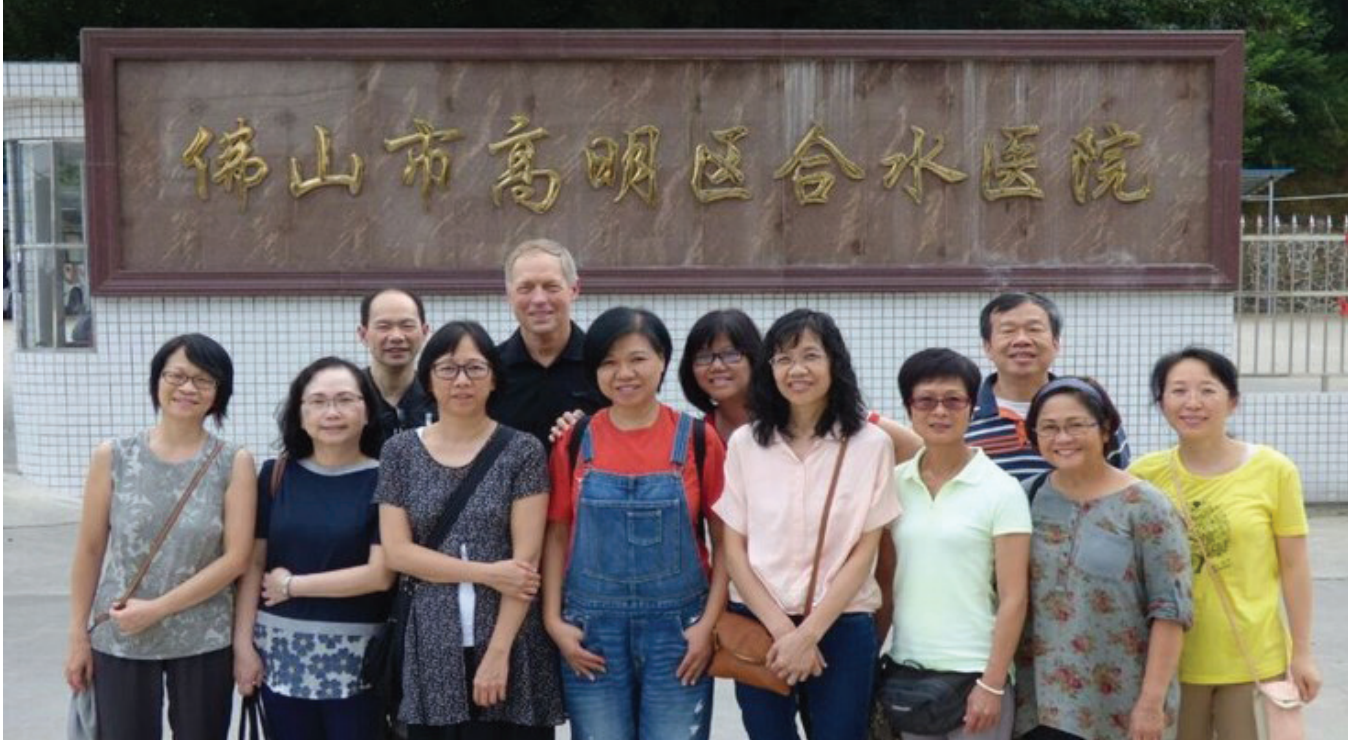
When it comes to making a difference in the lives of those he has served, Daniel takes pride in empowering those he works with. "There was a plaque that President Ronald Reagan kept on his desk in the White House that

"I love working at Kimray. I really do. But I'm afraid the future of drinking protein shakes and spoiling my grandchildren has taken the top spot."

DANIEL CRANE



Daniel and his wife, Gretchen.



Daniel visiting teams in China in 2016.

said, “There is no limit to what a man can do or where he can go if he doesn’t mind who gets the credit,” said Daniel. “Whenever I found a problem that needed to be solved, I would always try and find the right individuals to do the job, and then let them go do it. I’ve found this invariably brings out the best in people. I believe that empowering people and believing in them makes a significant difference in their lives.”

The leadership team he’s built echo this sentiment. Jennifer Sweet, Kimray’s Purchasing Manager, remembers Daniel’s faith in her when he chose her for the position.

“I had been working for Kimray with the Assembly Team when I interviewed with Daniel,” said Jennifer. “He took a leap of faith when he hired me, as I had no exposure to purchasing or the business world. He mentored and guided me about the role and responsibilities of a buyer. He taught me the importance of establishing relationships and building trust with our suppliers and our teams at Kimray. It has been a blessing to me to have had the privilege to work for Daniel. He helped me to continue to grow in my position and encouraged me to complete my degree and obtain my APICS certification.”

Stephen Newbury, Warehouse Manager for Kimray, has seen the value of relationship-building that Daniel forged with vendors. “Daniel has done much to strengthen relationships between Kimray and our business community. He actively seeks to better understand our vendors so that we can work together for mutual success.”

Angela McDaniels, Scheduling Manager, credits Daniel for helping grow her career professionally and personally. “As I’ve moved roles in the Supply Chain Department, Daniel has been there along the way to encourage me to



Jeff Port and Daniel at supply team Christmas party.



Supply Chain Team Christmas party: Casey Walker, Yazmin Catalano, Jennifer Sweet, Eric Clingan, Marina Williams, Daniel Crane, Angela McDaniels, Jeff Port, Erin Shipp, and Kelly Simpson-Brown.

keep striving for my best and ensuring me that my hard work and determination would pay off. He believed in me when he made me a new manager in the supply chain and assured me that I had done the work to build the relationships and learn the technical skills needed. Daniel immediately put me on the list for professional coaching which benefited me in more than just my professional career. Without Daniel's steady guidance, I'm not sure that I would have pulled through some of the toughest times in my life and excelled at Kimray the way that I have."

Erin Shipp, Director of Supply Chain, has found Daniel's skills in communication extend outside of Kimray. "He is always looking for the good in people and situations and does an amazing job speaking life and truth into every person he

encounters whether it be a supplier, a team member or even those he encounters on an airplane while traveling," said Erin.

"The exciting thing for me in leaving, is knowing we have a really good team in place. They're going to do bigger and even better things than when I was here," said Daniel. "It's really satisfying to see that and see the potential of what could be."

Daniel's plans for retirement are something he greets with an open mind. With the upcoming change in routine and activity, it's given him time to contemplate how to serve next. He now looks forward to spending more time with his wife Gretchen and their nine grandchildren, enjoying the great outdoors from their cozy home in Canehill, Arkansas, getting involved in the local community, and seeking God's will.

"I like to be active, work outdoors and such, but you reach a point in your life that the day-to-day pressure is gone. You ask what's important? I want to enjoy life. But how do I serve? Is it in the local community? On mission trips? It's time to seek God's will in my life in what I should be doing. Now is the right time. I've been active in mission trips to China, and I'm hoping to do more of that. But I think it's all about seeking God's will in life."



Marina Williams, Angela McDaniels, Erin Shipp, Bill Schallert, Jennifer Sweet, and Daniel Crane.



Distributors Meeting welcome dinner at the Hill family farm.



Checking out the solar eclipse with other team members in August 2017.

Daniel says what he'll miss the most about Kimray is the people, and the positive change that comes with working with them. His Kimray family feels the same way.

"There are many things I will miss about Daniel," said Bob Cole, Kimray President. "His optimism, which encourages us during difficult times, his intuition and wisdom about supplier challenges and risk, and his thoughtfulness and compassion toward others. Daniel is a genuine person who is open about the challenges in his life and about his faith in Christ. As great as all that is, what I will miss the most about Daniel is daily, in-person access to a very dear friend."

"I would not be where I am in my career if I didn't have Daniel in my court as my mentor," said Jennifer. "He has been such a blessing in my life, and I am truly honored to have been able to work with such a wonderful leader here at Kimray."

"I am going to miss Daniel's wisdom to stay calm in the face of challenge and provide a more disciplined response," said Erin. "I will ask myself often, 'What would Daniel have done?' And I hope that he will only be a phone call away."

"I'll miss his sense of structured organization and measured tone," said Stephen. "Daniel leaves a legacy of peace-keeping and diplomacy within Kimray that inspires others."

"Daniel has a wit about him that kept me laughing all these years of working with him," said Angela. "He truly is a fantastic human and an incredible leader. I hope every other supply chain team out there gets the chance to have their very own Daniel lead them through their careers. The world would be a much better place for it!"

"I've seen my role as almost a ministry the longer I've been at Kimray," said Daniel. "Because it's really about making a difference in people's lives. And that's what I'll miss. Being that agent of change and having that interaction with people. Being able to share more than 'hey, here's how to do your job,' because it's more than that. It's how to do life."

Daniel visiting medical students in China.





The Fifth Annual

KIMRAY CREATES

OPENING RECEPTION

JULY 12

11:00AM–3:00PM

Kimmell Conference Center

Register to attend at
rsvp.kimray.com

or contact Lynly Grider at
lgrider@kimray.com or ext. 1029



THANK YOU VOLUNTEERS!

We appreciate all the time and labor you gave to this year's Habitat House!

Build Day Photos
can be viewed online at

bit.ly/H4H2019

Use the password "H4H2019" when prompted.

Download your favorites!

MAKING A DIFFERENCE: FAITHWORKS SPORTING CLAY TOURNAMENT



Kimray's mission is "to make a difference in the lives of those we serve," which includes making a difference in the communities where we live and work. Finding opportunities where Kimray can invest in the community is extremely important to Kimray and a significant part of our heritage.

One of Kimray's community partners is FaithWorks of the Inner City. FaithWorks is a nonprofit ministry designed to meet the educational, spiritual, and physical needs of Oklahoma City children and their families. This ministry partners with Shidler Elementary School and the Shidler-Wheeler community to establish educational and after-school programs, teen and adult work programs, and summer camps.

Kimray recently partnered with FaithWorks to host the inaugural Kimray & FaithWorks Sporting Clay Tournament.

"In the past, Kimray participated in events such as these, but we've never hosted one," said Natalie Stinchcomb, Executive Assistant to the VP of Sales and Marketing who spearheaded this event. "Last year about this time, Jacob Jennings came to me and asked if we could host one of these events both for the sake of networking and for the sake of helping Oklahoma nonprofits. Deciding that hosting an event was a good idea, Kimray proceeded to narrow down the nonprofits we could help. FaithWorks of the Inner City was one of those nonprofits."

After meeting with FaithWorks, Natalie and her team

View more photos of the event at bit.ly/FaithWorksClay2019.

Use password "FaithWorks2019" when prompted.



Trent Stinchcomb prepares to take aim at FaithWorks Sporting Clay Tournament.

Jacob Jennings, Dustin Anderson, Darrell Haley, and Natalie Stinchcomb present a check to Sally Goin, executive director of FaithWorks.



knew this nonprofit was the one they desired to help. Out of that meeting stemmed planning the Kimray & FaithWorks Sporting Clay Tournament. The goal of this event was to raise funds for additional space so FaithWorks can continue making a significant impact in the lives of those living in Oklahoma.

During this tournament, 164 people participated with 20 volunteers, raising around \$62,000 to help fund the mission of FaithWorks. “I really appreciate the efforts of our team members in making this event such a great success,” said Thomas Hill, CEO. “I love seeing the Kimray team making a difference in our community. Through this tournament, Kimray was able to raise not only money for FaithWorks, but also a host of new friends who participated in the tournament and learned about this great organization.”

Another positive result of the tournament was that more Kimray team members became involved in FaithWorks programs.

“Rather than just be a part of a company who provides for them financially, I wanted to give my time as well,” said Natalie. “FaithWorks has a one-on-one tutoring program called Power Hour each Thursday. Other Kimray team members have had a part of Power Hour for a while, but I just recently started volunteering. I was paired with a first grader who is a firecracker. His parents help him when they

can, but most of the time, he is on his own when it comes to learning. We do a lot of reading and playing during this time because we want to build a trusting relationship. Having that type of relationship between the two of us helps him feel comfortable coming to me and asking me his questions.”

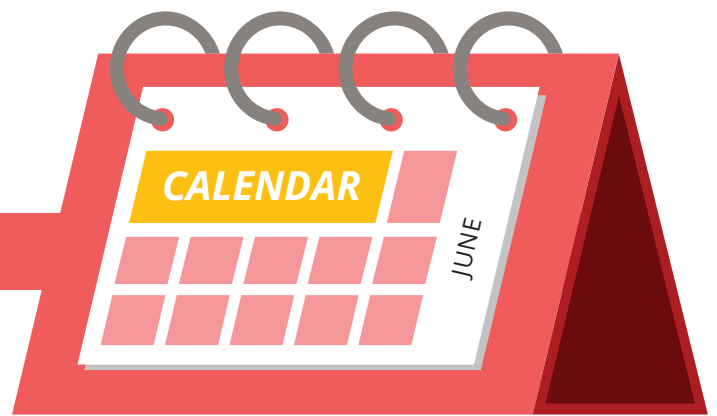
In addition to volunteering during Power Hour, Natalie wanted fellow team members to understand FaithWorks’ mission, too.

“Before the tournament, I wanted our team members to get on board with FaithWorks not just because we were hosting a tournament, but because of the amazing work FaithWorks was doing in the community,” said Natalie. “On Tuesdays, I took a few available team members with me to FaithWorks, and there Kimray team members were able to paint derby cars with the kids. The guys got to know the kids, the kids got to know the guys, and trusting relationships really started to form from this experience. This culminated into a derby race that was held for the kids that they were excited about week after week.”

This kind of positive impact is the type of difference Kimray desires to see in the community. Kimray understands the youth of today will be the leaders of tomorrow. Pouring encouragement and positivity into their lives can greatly impact Oklahoma in the years to come.

A DAY IN THE LIFE:

MATERIAL HANDLING TEAM AT KIMRAY



Eddie Ingers and George Miller are two key leaders in material handling. Eddie is the Restocking Lead and George is a Warehouse Trainer.

On a daily basis, you'll find Eddie preparing his team for the tasks at hand in the morning huddle and overseeing any issues that may occur during the day so his team can properly and efficiently complete their work. He also runs location audits so his team has good products to use when they need them.

As a lead, George creates work instructions for material handlers, receiving, and serves as the go-to on his team. He's eager to run a forklift or Aisle Master if needed, but his focus is to support material handlers and parts pullers. He does this by making sure they're informed on new procedures, that materials are restocked for use, and that help is available to troubleshoot challenges that arise from day-to-day. Needless to say, he keeps things moving at Kimray.

"Helping my team is one aspect of my job I enjoy the most," said Eddie. "Even though we have challenges, our team always finds a way to be flexible and get the job done. We are thankful for our teammates in Fleet because when one of our lifts goes down, they quickly get it serviced and back into rotation. If it's a more time-consuming issue, Fleet is very helpful by bringing us a loaner lift until our equipment is back up and running."



George Miller, Warehouse Trainer, moves materials to prep for an upcoming order.

Eddie attributes his team's success to the department relying on teamwork between each other and other teams at Kimray.

George agrees that working with all departments makes material handling a unique department.

"Material handling allows you to learn from others and see all of the parts that are used in the creation of Kimray products," said George. "You need to be very social, because you're interacting with different team members and departments daily. It's important to be patient with each other."

“Material handling allows you to learn from others and see all of the parts that are used in the creation of Kimray products.” –George Miller

“We also work with parts pullers and assemblers,” Eddie said. “We want to have good communication between each team because we want to make sure the product coming from saleable subs and receiving gets put away in a timely manner.”

This camaraderie is what Eddie and George say makes material handling a great place to work.

“My favorite part of working in material handling is how fast-paced the job is and the fact that there is always something to do,” said Eddie. “For someone interested in material handling, I would tell them to be prepared to do a lot of walking and learning, because we are a very busy, fast-moving team.”

George said, “If someone is ever interested in material handling, I am quick to tell them it’s a great place to be if you like learning new things, moving around Kimray’s entire campus, and meeting new people. There are so many

aspects to material handling that change every day, it’s never the same thing.”

Material handling is a vital piece to Kimray’s success and Kimray would not be able to do the work they do without the commitment and determination of each material handler.

“I’m really grateful that Kimray values the people behind the scenes,” said George. “I’ve worked for other places that really don’t. Kimray sees that we’re part of the bigger picture. And as a team lead, I really appreciate the hard work that my team puts in every day and at every stage, to keep things at a good flow.”

People like Eddie and George help make Kimray a great place to work because it’s not just a company to them. It’s a team that relies on each other day in and day out.

Brendon Danner, Warehouse Clerk, moves a basket of materials with an Aisle-Master in Assembly.



MANUFACTURING STRATEGY UPDATE

BY: NEIL FERGUSON, VP OF MANUFACTURING

As part of Kimray's Manufacturing Strategy implementation, we recently implemented a career pathing program in the Machine Shop. The ultimate goal is to help each team member succeed both professionally and personally by documenting career path options, creating training opportunities so that team members can acquire the needed skills for advancement, and supporting each career path with a compensation strategy.

We also set out to address two operational goals as part of this program. The first was to create an entry-level position in the Machine Shop. This will make it easier to expand our workforce when Kimray experiences periods of rapid growth in customer demand. This will also create opportunities for other Kimray team members to transfer to the Machine Shop if that is something they desire as part of their career path. The second operational goal was to better match team member's skills with the job they do. Previously, most of our highly skilled machinists spent the majority of their time doing basic machining tasks while some machinists were required to regularly perform some tasks that they had not yet become proficient in.

To address the issues, a team comprised of machinists and Manufacturing leadership reviewed the machining jobs in detail and came up with new machinist level designations. Level 1 machinists are now expected to run machines and measure parts. This is an entry-level position with no experience required. Kimray will provide the necessary training. Level 2 machinists will primarily be expected to setup machines, while also providing some run and technical support. By having level 1 machinists, the level 2 machinists will be able to spend more time on higher-skill tasks. Level 3 machinists will be counted on to troubleshoot problems, setup new parts on machines, and make more extensive program adjustments. Machines have been categorized based on type and complexity so there is opportunity within each machinist level to increase skills

and pay by learning more machines. Flexibility is valued and will be rewarded.

This program was piloted on day shift during the month of April in Territory 7 and rolled out on a trial basis to the entire Machine Shop in May/June. As part of the rollout, each territory was analyzed using Vorne data to determine the staffing need. More specifically, Supervisors determined how much time the machines in their territory spent in Run mode and how much time they spent in Setup. This data was used to determine how many Level 1 and Level 2 machinists would be needed in that territory. Then current team members were evaluated based on their competencies, flexibility matrix, efficiency, and quality records to determine which new machinist level they were qualified for. At that point, Manufacturing leadership went through the process of matching each team member to specific jobs. This determination was based on team member's preferences and qualifications. Some territories were more heavily weighted towards higher level machinists while others were more weighted to lower level machinists. This will create opportunities for team members to move to a different territory and begin learning new machines and new skills.



Matthew Powell, Machinist 3, works with engineering on a sample job in territory 4 testing a burnishing process on stems.

Early results have been very encouraging. For instance, setup times are being reduced. Our team members are seeing average setup time savings of 20%. Additionally, 12 team members from Assembly were flexed into a Level 1 Machinist role. They received training and were productive within 2 weeks. Our Level 3 Machinists are helping tackle issues that had lingered for some time due to lack of focus. For example, tool life issues have been an area of focus which has helped improve machine up-time. Level 3 Machinists are also documenting historical “tribal knowledge” so that everyone knows the common pitfalls on parts. Maybe more importantly, team members are enjoying the new process. One team member said, “I’m seeing that we are saving time

on setups and are able to move people around on different machines.” Another said, “There has been a lot less crashes and down time due to simple issues.”

Kudos go to Training and Organizational Development for helping facilitate the focus groups and setup everything needed in The Core. Kudos also go to People & Culture for developing the new job descriptions and compensation strategy. Finally, kudos go to the Machine Shop Supervisors, Manager, and Director for creating and implementing this program. Well done everyone!

Champagne Sengkhavilay, Machinist 2, calibrates the tooling on the EMO 1-2 machine.



Champagne Sengkhavilay, Machinist 2, checks the tooling of the EMO 1-2 before starting production on pilot seats.



Clifton Graham, Machinist 1, operates the controls on the EMO 95, which produce seats for the trim sets.

SUPPLIER SYMPOSIUM RECAP



On May 9, Kimray suppliers from around the country gathered at our Oklahoma City headquarters to tour the campus and hear from a variety of Kimray leaders. The 2019 Suppliers Symposium was a time of connection and communication between Kimray and the suppliers who provide the materials that go into making Kimray products. The value created from this event strengthens our relationships with suppliers by giving them an inside look at how we do business and how important they are to us.

A FULL DAY OF KIMRAY

Attendees began their day with a tour through our manufacturing areas led by the Kimray Training Department. After a welcome by CEO Thomas Hill and a short introduction by Product and Applications Trainer Mark Anderson, the suppliers then moved into product-specific breakout sessions with members of our Product Management and Applications team. There they learned about the inner workings of Kimray regulators, control valves, pumps, and electric products as well as how these products are applied in oil and gas fields around the world. The key takeaways from the sessions stressed the importance of receiving a good product from suppliers and the positive impact it has on our customers. This underlines the value we place in our partnerships with them.

After lunch, Kimray Director of Sales Ron Crumpacker gave suppliers a broad overview of the upstream oil and gas industry past and present. Training Specialist Chris Gordon explained Kimray's philosophy of hiring for and developing character in the culture of a workplace. Chris highlighted the Character First definition of character: "Inward values that determine outward action." He also explained how Kimray hires for character and the qualities of our team members shape who we are and who we do business with. He then gave a few examples of character and offered advice for suppliers on how to recognize good character in their own teams.

Erin Shipp, Director of Supply Chain, then encouraged suppliers with her speech on raising the bar, summarized with a quote from Mia Hamm: "Celebrate what you've accomplished, but raise the bar a little higher each time you succeed."

Daniel Crane, Vice President of Supply Chain, finished the day with a presentation about mitigating risks. Daniel emphasized the key things Kimray values in a supplier, including open communication, flexibility, and trust.

THE IMPORTANCE OF EVERY COMPONENT

Attendees of the 2019 Symposium included William Alexander of the metal supplier Thyssenkrupp. "It was really helpful to see how each Kimray product worked in different environments," said Alexander. "I also appreciated the session the importance of character."

Marty Green of SBS Industries took particular note of the Kimray culture. "I absolutely love the positive atmosphere apparent throughout Kimray. The instruction and helpfulness we received on all products was excellent."

"I really enjoyed getting to meet the different product teams and seeing the inside of the valves," said John Keller of Castle Metals. "I learned a lot more about where our material goes and the importance of every component. I also thought Chris Gordon's talk was awesome. I loved hearing how you hire for character. Seems like everyone loves working at Kimray."

Steve Cass of the Gartland Foundry said he got the most out of the interactive tours. "There was a great mix of hands-on product teams and I loved getting to see our castings being assembled."

The success of the 2019 Supplier Symposium would not have been possible without the availability and cooperation of Kimray team members and our committed suppliers. Creating a great experience for returning suppliers and new faces, reminds them that they're part of the Kimray Family. This makes the results enjoyable and memorable for everyone. First-time attendee Yvette Bradford with Katy

Spring & Manufacturing echoed this sentiment. “This was my first symposium and it was fabulous! I enjoyed the small individual tours and the information from all of the sessions.”



Mike Fick leads a break out session.



Erin Shipp addresses the attendees.



Supplier Symposium attendees.

A woman with her hair in a bun, wearing a striped swimsuit and a yellow life jacket, is running on a sandy beach. The background is a soft-focus view of the ocean and sky.

JUNE Wellness NEWS

BY MEGHAN BLESSING

Summer is here and it's in full swing.

This is a great time of year to spend time with friends and family, and enjoy the warm weather. Along with all the fun in the sun, there are lots of ways that we can keep up with our wellness.

Make sure you're protecting your skin. The most common skin ailment during the summer months is a sunburn. When you know you're going to be out in the sun, make sure that you're applying sunscreen with an SPF of at least 30. It's also important to check the expiration date. If possible, try to avoid being out in the sun during times when the sun is strongest – usually from 10 AM until 4 PM. Poison oak and poison ivy are also common summertime skincare issues. While painful and irritating, these rashes can usually be taken care of at home using over-the-counter antihistamines, hydrocortisone cream, or other anti-itch creams. Wet compresses and cool baths are also helpful. If the rash persists, or covers a large part of the body, you should see your health care provider to get it checked out. Some poison ivy or oak rashes require a prescription to fully clear up.

If you are planning to spend time outdoors during the sun's peak hours, it is more than likely you'll be around water. Whether it's spending time in the pool or at the lake, spending time in water is a great way to cool off during the hot summer. However, injuries and deaths can easily occur around water, and you can never be too careful. Never swim alone. Make sure young children are always properly supervised. Follow all posted rules at the pool and listen to the lifeguards on duty. Make sure both you and your children know how to swim. For children that are still learning, make sure they always wear a life jacket or other flotation device. They should also be watched extremely closely.

There are also ways that you can stay well this summer. Planning a family vacation since the kids are out of school? Don't go into debt to have the perfect getaway. Enroll in SmartDollar and plan your trip wisely. You can still have a great vacation and spend your money wisely at the same time! What if you don't go on vacation and choose to spend some time at home with your family? Check out the events calendar in this issue of the Red Iron to find lots of great family-friendly events happening in OKC. You'll even find a great new Kimray Wellness event that we have planned for mid-July! If you want to suggest some fun Wellness ideas,

Share your ideas!

EMAIL WELLNESS@KIMRAY.COM



WELLNESS

PAWS *in the* PARK

SATURDAY, JULY 13

8:00AM-9:00AM

Stars & Stripes Park at Lake Hefner

Bring your dogs for a short one mile stroll around the park, enjoy some breakfast, and hang out with your fellow team members and their furry family members. Earn 25 wellness points and support the OKC Animal Shelter!

First 50 registrants will receive a collapsible travel dog bowl. We are also asking all team members to bring a bag of dog food so we can make a big donation to the OKC Animal Shelter. Please bring your donations with you to the event!

Register at*

bit.ly/KimrayPaws

Email Meghan Blessing at
mblessing@kimray.com with any questions.

*Please note that you must sign a waiver and provide vaccination documentation prior to the event. Any team member that does not provide vaccination proof will not be able to attend the event.



We, the People, recognize that we have responsibilities as well as rights; that our destinies are bound together; that a freedom which only asks what's in it for me, a freedom without a commitment to others, a freedom without love or charity or duty or patriotism, is unworthy of our founding ideals, and those who died in their defense.

—President Barack Obama, 2012

INDEPENDENCE DAY

We The (Quarky) People

A Musing by Thomas Hill

Freedom is foundational to the concept of America. However, we tend to forget that the basis for our freedom is a responsibility to bind ourselves to one another in service. Most people can recall the first line of the Declaration of Independence: “When in the Course of human events it becomes necessary for one people to dissolve the political bands which have connected them with another... They are less likely to remember the end: “...we mutually pledge to each other our Lives, our Fortunes, and our sacred Honor.”

I watched the season finale of *Young Sheldon* where Sheldon has invited his family and entire school to come listen via short wave radio to the announcement of the 1990 Nobel Prize for Physics. No one comes, and he is left sitting alone listening as the prize is awarded to Friedman, Kendall, and Taylor “for their discovery of quarks.” Sheldon is brought to tears, both because he wanted Cowan and Reines (who had discovered neutrinos) to win, and because he is alone.

Neutrinos are nearly massless particles that do not interact with each other or with other things. They pass right through us and the rest of the known universe. Quarks, on the other hand, are one of the forms of matter that make up an atom. *Young Sheldon* realizes that one of the remarkable characteristics of quarks is that they are bonded together. Neutrinos are alone.

In the rush to grab freedom and independence for ourselves, we run the risk of giving up that which makes freedom possible and desirable: service and interdependence. Freedom is not the ability to be rid of all the bonds of community (like a neutrino), it is the ability to choose to be bound to those we love and care about (like a quark). Neutrinos are completely free, but that freedom is meaningless. Quarks are bound to each other and therefore free to create all the matter in the universe.

Our forefathers valued and demonstrated a deep and abiding commitment to the greater and communal good. They knew that compromise and grace were necessary components of a successful community, whether that was a family, a city, a state, or a nation. Their decision to separate

from the King of England was not lightly or rashly made. In fact, they petitioned for years to get their concerns addressed and were met not with any sort of temperance, but with additional harms. They were driven to the final solution, mostly unwillingly, and with great concern.

Today there is a lot being said about freedom and rights, but not so much about responsibility and serving one another. While no person should be harmed by another, our focus on rights and getting what is ours can easily lead to fractioning the community where those rights get their legitimacy and strength. Without community we would be free like a neutrino, moving through space and time but making no impact and having no connection. Within community we are bound in some ways and therefore not absolutely free, but we have much greater things available to us because of those bonds.

Our mission at Kimray is to make a difference in the lives of those we serve. When each of us joined this community, we agreed to be bound to one another in some ways. We agreed to give up some of our individual freedoms in order to gain what only exists in community. We traded a free but lonely existence for the bonds of a caring and supportive community. This community exists only as long as we are willing to pledge ourselves to it. The same is true for our nation.

I hope that as you celebrate our nation’s independence on the Fourth of July, that you will also acknowledge the interdependence and responsibility that is necessary for us to have true freedom.



KIMRAY'S HISTORY MEETS ART

VISUAL ARTS
Collection

Beginning at the tender age of eight, Candace Abernathy has always been an artist that loves creating unique pieces of art. From modern western landscapes to Native American portraits, Candace enjoys capturing the heart of western culture.

“Western culture is important in Oklahoma, and I want to capture that the best I can,” said Candace. “I’ve painted my heart out my entire life, and I love seeing my hard work as a finished piece of art.”

Kimray’s desire to capture the heart and history of both the company and Oklahoma through art was one aspect

that inspired Candace to create her version of Kimray’s famous AAA.

“Shortly after I met Lynly at the Mustang Western Days Art Show, Kimray commissioned me as an artist to create my version of Kimray’s AAA,” said Candace. “I was honored to be a part of this growing collection.”

Thomas Hill, Candace Abernathy, and Lynly Grider at the unveiling.



“We were inspired by the work we saw at the Mustang Western Days Art Show and we knew that inspiration should be part of Kimray’s AAA art collection,” said Lynly Grider, Kimray Graphic Designer.

“After I was commissioned, Lynly gave me a tour of the company and informed me of the rich history at Kimray,” said Candance. “Being an American- and Oklahoman-owned company, I was inspired to tell that story. After seeing the vast collection of art pieces, I noticed that the story of their history wasn’t being told, and I wanted to capture it both for the sake of the art and for the sake of Kimray.”

Using the American Flag as the background, Candance desired to reflect the importance of being a locally-owned company. She wanted to highlight America’s history and all the people who were involved in making our nation a great nation.

“Without the story of America’s history, Kimray might not be where it is today. I felt it important to shed light on that piece of Kimray’s success,” said Candance.

The medium Candance used for this piece is oil and acrylics. Candance has been working with oils for many years and enjoys the beauty she can create through each stroke. Adding acrylics to the Kimray AAA art piece is something she hopes enhances the piece so more people can relate to it.

“In Western culture, there are a lot of colors that come primarily from nature,” said Candance. “If you think about the colors of canyons, fields, skies, and other aspects of nature, there are rich colors used. Painting with oils and acrylics helps highlight those rich colors. In Kimray’s piece, I was inspired to use these deep colors as well.”

Candance and her husband have traveled the United States to discover different cliff dwellings and canyons and enjoy the beauty of nature firsthand. These travels have been the inspiration for her


love of rich colors as well as the inspiration for many of the art pieces she has created in recent years.

The art collection Candance has created centering on Western culture is unique and impressive. She enjoys showing off her talents so more people can learn about the West through various art shows and opportunities. This year, Candance has presented several pieces of her collection at the Mabee-Gerrer Museum of Art in Shawnee and at Pauls Valley’s 5th Friday Art Walk.

Candance’s AAA art piece currently hangs proudly in KOB. If you enjoy Candance’s work, be sure to check out her pieces that are a part of Kimray’s other art collection located across the campus.



CELEBRATE INDEPENDENCE DAY



Celebrate with your family at one of the Independence Day events happening in the metro. Kimray offers free family passes to local area attractions. Visit the Front Desk to pick up a pass to places such as the OKC Zoo, Oklahoma Museum of Art, OKC Dodgers (in season), and the Oklahoma History Museum.

Mad Science Appearance

June 26

1:30pm–02:30pm

Explore chemical development by growing an instant crystal tree, engage with the principles of motion by watching a sailboat navigate a treacherous storm inside a bottle, and romp in a gastronomical feast that shares the scientific secrets of health and wellness.

FREE

Edmond Library
5600 NW 122nd St
Oklahoma City, OK
www.metrolibrary.org

LibertyFest

June 27–July 4

9:00am–10:00pm

LibertyFest is a series of family-oriented events to celebrate the birthday of our great nation and the heritage of our state.

Most activities **FREE**, prices vary
Downtown Edmond
www.libertyfest.org

Family Freedom Fest

June 30

7:00pm

Features a community event for the whole family with food trucks, live music, bounce houses, games & more, followed by a fireworks display at 9:30pm.

FREE

The Bridge Church
1116 W State Highway 152
Mustang, OK 73064
mustang@wearethebridge.church

FREE Aliens Among Us with the Oklahoma City Zoo

July 2

2:00pm

A representative from the OKC Zoo will talk about the bizarre animals from our own planet. First come, first serve. Space is limited.

FREE

Moore Library
225 S Howard
Moore, OK
www.pioneerlibrarysystem.org

Red White & Boom! Independence Day Concert

July 03

8:30pm–10:30pm

Features a **FREE** family-friendly, 75-minute concert conducted by Alexander Mickelthwate followed by a spectacular fireworks display.

Enjoy a variety of musical selections for the whole family. Bring lawn chairs and enjoy the show. Entry & parking are **FREE**. Entrance to the Park is available through Gate 5 beginning at 6:30pm. Concert begins at 8:30pm.; fireworks at 10pm.

FREE

State Fair Park
3001 General Pershing Blvd,
Oklahoma City, OK
www.okcphil.org

Piedmont Freedom Festival

July 4

5:00pm–11:00pm

Features pony rides, a parade, 80s-themed games, and more. Activities begin at 5pm.; parade at 7pm.; fireworks at dusk.

FREE

First & Monroe
Piedmont, OK
www.facebook.com/piedmontfreedomfest

Bethany Freedom Festival

July 4

12:00pm–10:30pm

Features live music, food vendors, inflatables, pony rides, carnival rides, games for kids, and fireworks. Park festivities, noon.; fireworks 9:45pm.

FREE

Eldon Lyon Park
7400 NW 36th
Bethany, OK
www.cityofbethany.org

Tribute to Liberty

July 4

6:00pm–10:00pm

Tribute to Liberty is an annual family-centered patriotic celebration featuring musical concerts, food trucks, and a fireworks display.

FREE

Joe B. Barnes Regional Park
8700 E. Reno Ave
Midwest City, OK
www.midwestcityok.org

Celebration in The Heartland

July 4

10:00am–10:00pm

Celebration in the Heartland 4th of July Festival in Moore features live entertainment, vendors, food, inflatables, children's activities, music, car show, and more. Fireworks at dusk.

FREE

Buck Thomas Park
1903 NE 12
Moore, OK
www.cityofmoore.com

OKC 4th Fest

July 4

11:00am–9:00pm

Features fun activities including a full day of whitewater rafting and adventures plus Fourth Fest activities kicking off at 4pm, including a local DJ, lawn games, food trucks, and fireworks starting at 9:45pm.

FREE; parking \$10

Riversport Adventures
800 Riversport Dr
Oklahoma City
www.riversportokc.org/events/4th-fest

Norman Independence Day Celebration

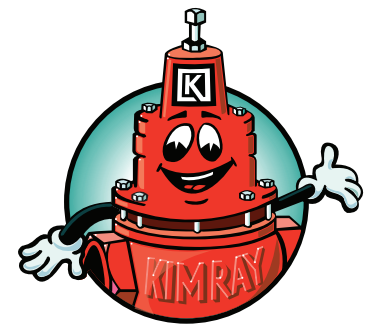
July 4

2:00pm–10:00pm

Features fun activities including carnival rides, sand volleyball, dodgeball, cornhole, baby crawl & toddler trot, and fireworks. Activities start at noon. Fireworks around 9:45pm.

FREE

Reaves Park
2501 Jenkins Ave
Norman, OK
www.facebook.com/normanokparks



Know of something happening on campus or in your hometown that we should share? E-mail the details to communications@kimray.com.

NEW FACES & NEW PLACES

ASSEMBLY



Cynthia Tinnell
1st Shift Parts Puller

MACHINE SHOP

Luc Nguyen
3rd Shift Machinist I



Weston Smith
Promoted to 1st
Shift Machine Shop
Supervisor



Kenneth West
1st Shift Machine
Operator



SUPPORT



Seth Bacon
Sales & Marketing
Coordinator



Nikki Chau
Promoted to
Receptionist



Caleb Cole
Jr. Graphic Designer

Amanda Koleada
Talent Manager



Breck Swigart
Promoted to Director of
Product Support



Tom Taylor
Health & Safety
Manager

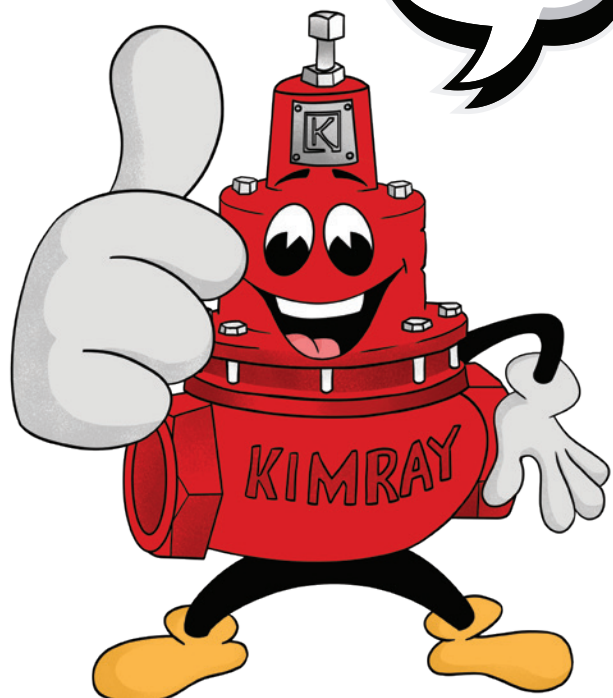


WAREHOUSE



Justin Casey
1st Shift Warehouse
Clerk

CONGRATS ON THE
NEW JOB!
IT LOOKS GOOD
ON YOU!



STRENGTHENING FAMILIES THROUGH ARISE MINISTRIES



One way Kimray makes a difference is by helping charitable organizations and nonprofits in the community be the best that they can be. Pouring support and encouragement into the community is important because Kimray desires to have a positive impact on the lives of those around Oklahoma.

One nonprofit Kimray currently supports is Arise Ministries.

Arise Ministries is a global 501(c)3 nonprofit organization co-founded by Pam Kanaly and Shelley Pulliam in 2002. Their mission is to help single mothers create healthy homes. Arise provides Biblical tools and practical insight for single moms through their events and online free resources such as videos, books, podcasts, Bible studies, and more.

Single moms in every state in the US and mothers in over 141 countries have received insight in navigating life as a single parent through this outreach ministry. Arise Ministries was also a Hobby Lobby Passions Awards recipient in 2018.

This month, Kimray is helping sponsor "Thrive," an annual summer conference in Oklahoma City for single mothers to refuel their tanks, connect with new friends, and gain tips for staying strong in Christ. This one-of-a-kind event is aimed at encouraging single moms and helping them flourish.

Thrive inspires single mothers through engaging speakers, inspirational worship, breakout sessions, panel discussions, and opportunities to find community. They also distribute fabulous door prizes. Children are welcome at this event and are able to engage in fun and exciting childcare activities.

This will be the 15th year for the Thrive event, having blessed over 16,000 single mothers with endorsements from previous Governors Brad Henry and Mary Fallin. Thrive engages single mothers and children through the excellent hosts of over 80 volunteers.

Pam Kanaly, the founder of Arise Ministries, said, "Everyone loves a reason to celebrate! Our Thrive Conference is one way these mothers get to relax and

celebrate themselves. With our mission being to help single mothers create healthy homes, we are interested in helping our moms learn how to balance family, career, and personal growth under the guidance and leadership of Christ and the principles of His Word. It is our goal to make a difference in these single-parent homes and give them Biblical and practical insight that will empower them to thrive as a single adult and parent."

Thrive is one of the largest gatherings of single mothers in the United States. Combining all the children and volunteers at the upcoming event, Thrive is preparing for nearly 1,000 people.

"At the Thrive Gathering, hundreds of mothers will leave energized through pertinent tips they've received on topics such as spiritual growth, emotional wellness, finances, relationships, parenting, safety, and more," Pam said. "The impact received is not just a weekend rejuvenation, but for many a life-changing renewal. Children leave Thrive having made new friends and fun crafts along with new tips about how to tuck God's Word in their hearts."

Kimray is excited to see the positive impact Thrive has on Oklahoma families. Thrive begins this year on Friday, June 21 at 5:30pm and ends Saturday, June 22 at 3:30pm. If you are interested in attending this year's Thrive Conference or would like to volunteer, visit www.ariseministries.net.

FOOD FOR THOUGHT

WITH BRUCE BARTEAUX

"It was for freedom that Christ set us free; therefore keep standing firm and do not be subject again to a yoke of slavery."

Galatians 5:1 NASB

Liberty is a great thing. Alternatives may seem useful, but if we give up freedom to gain control of things that frighten us, eventually this form of control will one day control us.

Many have tried to employ anger to control others and therefore their circumstances, only to become controlled by anger. Others have tried a variety of substances to control their moods, only to become controlled by the substance without effectively transforming their mood.

Fear may be one of the most prominent tyrants we try to tame. But, many of the methods people use to minimize fear become prisons that hold them in bondage. People groups have allowed themselves to be subjugated to gain protection, only to become a people without freedom. When the tyranny becomes too great to bear, a fight for

freedom is soon to follow. The freedom offered by the World is summed up in 2 Peter 2:19, "promising them freedom while they themselves are slaves of corruption; for by what a man is overcome, by this he is enslaved." When we give control of our lives to the World, the World will take control of us.

Just as many before us have fought to secure our freedom from tyrannical governments, Jesus battled the forces of darkness to secure our freedom in His Kingdom. We have two choices. First is whether we will enter His Kingdom of freedom by faith, and second is whether we will live in that freedom, also by faith, or are we going to continue to live as though we're still enslaved to this World System.

Choose Freedom.

"For you were called to freedom, brethren; only do not turn your freedom into an opportunity for the flesh, but through love serve one another."

Galatians 5:13-14 NASB

"So Jesus was saying to those Jews who had believed Him, 'If you continue in My word, then you are truly disciples of Mine; and you will know the truth, and the truth will make you free.'"

John 8:31-32 NASB



BRUCE BARTEAUX *Corporate Chaplain*

(405) 696-3795 mobile

(405) 525-6601 ext.1280 office

bbarteaux@kimray.com | chaplain@kimray.com

Office Hours: Monday – Wednesday 7am – 5pm,

Thursday 10pm – Friday 2am

 KimrayChaplain

Bible Study Times

Kimmell Conference Center
Wednesdays 11am & 11:30am
Fridays 12:30am

Safety Training Room
Thursdays 11am &
Fridays 12:00am

Lunch provided

KUDOS

June Anniversaries

★ James Anderson	3 years	OKC	Otto Gustafson	2 years	OKC	Matt Ramirez	5 years	OKC
Russell Anderson	8 years	OKC	Justyce Hankins	2 years	OKC	Laboni Rozario	2 years	OKC
Mark Anderson	9 years	OKC	Spencer Hendon	1 year	OKC	Jean Pierre Sawanga	2 years	OKC
Monte Bellar	1 year	Houston	Douglas Hill	5 years	OKC	John Schallert	12 years	OKC
Jeff Bigelow	9 years	OKC	Thi Hua	8 years	OKC	Diana Schroeder	5 years	OKC
Matt Blundell	1 year	OKC	Robert Jones	16 years	OKC	John Schultz	2 years	OKC
Christian Branch	1 year	OKC	Darijan Kosec	1 year	OKC	Louis Shannon	1 year	OKC
Robert Brown	9 years	Corpus	Eber Lehenbauer	40 years	OKC	Jimmy Smock	11 years	OKC
Jesse Burch	5 years	OKC	Josh McCormick	2 years	OKC	Shane Sprouse	1 year	OKC
Chris Burkhart	2 years	OKC	Colby Mcelroy	1 year	OKC	Jimmy Strange	1 year	OKC
Omar Carey	8 years	OKC	Sam McGill	14 years	OKC	Joey Stroud	1 year	OKC
Jason Coleman	1 year	Scott	David Miller	1 year	OKC	Grant Sweeney	1 year	OKC
Frances Cook	1 year	OKC	Mike Morris	40 years	OKC	Jennifer Sweet	15 years	OKC
Kyle Crawford	5 years	OKC	Brian Mueller	5 years	OKC	Gary Taff	1 year	OKC
Denzell Daniel-Jones	2 years	OKC	Carl Nessman	1 year	OKC	Kap Thang	1 year	OKC
Brendon Danner	1 year	OKC	Jose Palacio	5 years	OKC	Alfred Vela	2 years	Houston
Reasa Davis	1 year	OKC	Teresa Patterson	1 year	OKC	Casey Walker	11 years	OKC
Erin Decker	1 year	OKC	Dien Pham	13 years	OKC	Johnny Winston	1 year	OKC
Tiffany DeLong	1 year	OKC	Jeremy Pirtle	5 years	OKC	Adrian Wright	2 years	OKC
Parker Froelich	1 year	OKC	Marvin Preston	16 years	OKC	Luisa Zambrano	1 year	OKC
Adam Gomez	1 year	OKC	Allison Prewitt	5 years	OKC			
Robert Greenlaw	5 years	OKC	Victor Puebla	2 years	OKC			

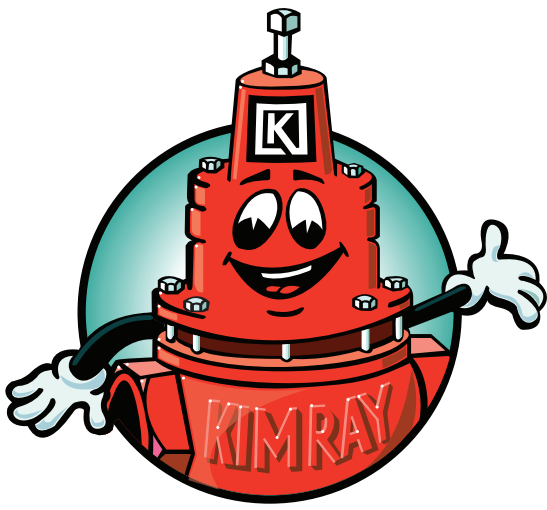


Kudos to the **Quality Department** for incorporating team building exercises in their monthly meeting to address change and how to make it work!

We appreciate you!



Kudos to the **Product Management Team** for installing this back-pressure control valve package for students to use at OSUIT!



+TAKE A BREAK+

with Arthur

DOIN' LIFE WITH AARTHUR CAPTION CONTEST

What's Arthur saying in paint booth? We want know! Send us your best line and we'll re-post the cartoon with the winning caption and name in the title. Winner gets bragging rights! Send your suggestions to idea@kimray.com!

DOIN' LIFE WITH AARTHUR

