



We are committed to meeting and exceeding your expectations. We are dedicated to producing the highest quality manufactured product.

Anniversaries

Kyle Rohrer

08/29/2014.

Employee Focus: **Chris Stacy**

Chris Stacy is our employee focus for the month of August! He has been with RSM for a year! He enjoys the challenges of taking a coil and turning it into a certain size spiral pipe. One of Chris's most memorable moments working in the shop is when he was able to run the spiral machine all by his self.

Chris is a huge football fan, he loves NFL: Dallas Cowboys, College: OHIO State! He also enjoys college basketball, Kentucky Wildcats. Chris is also into racing, NHRA Drag Racing and going to the track and watching his dad race. Not only does Chris love watching but he himself enjoys going bowling, throwing darts, playing xbox 360, and going to all his kids sporting events!

Chris and his wife Amber of 2 years, have 3 kids, Coartney (13), Jacob (6), and Hunter (3), and 2 step kids, Gavin (12), and Mason (9).

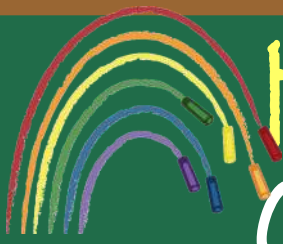
One of Chris's favorite places that he has traveled to is Indianapolis because he went to the Indy 500 twice, and the U.S Nations twice and he said it was amazing to see, and feel the power.

Chris enjoys listening to classic rock, alternative, and old school rock. His favorite season is Winter because he feels its easier to get warm then to cool off and he thinks its fun driving in the snow.

Words of Wisdom: "There is a certain happiness in being silly and ridiculous"

Encouragement Word: "Never Quit!"





HR Corner

Core Values and Guiding Principles

Honesty: Truthful and genuine in words and actions.

Innovation: Creative Solutions through new concepts, ideas, and methods.

Integrity: To do what is morally and ethically right and take full responsibility for all personal and professional actions.

Quality: A standard of excellence, free of deficiencies, and uniformity of work.

Respect: Showing thoughtfulness, consideration, and esteem in all actions.

Dental Insurance

Dental insurance cards have no expiration date; therefore, cards are not issued each year. New dental cards are generated when employees make changes to their dental coverage.



Email Addresses

If you have changed your address phone number, email, or updated your drivers license please contact Shelly at ext.250 or swinkler@msdinc.net



BREAST CANCER AWARENESS

Breast Cancer Awareness Month is right around the corner! We will be announcing several ways for you to participate to help us raise money/raise awareness for Breast Cancer! Keep your eyes open!



BELIEVE



Job Openings

If you know anyone that is seeking employment in the following fields listed please have them check out our jobs at msdinc.net—careers tab— review posing— and apply by submitting their resume. (Please keep the Employee Referral Program in mind!)

Thank you!

- HVAC/R Technician- Cincinnati (2)
- Commercial Sales Associate- Cincinnati/Dayton
- Welder/ Prefab
- HVAC Apprentices
- Plumbers—Journeyman

Be sure to keep your ears open for our new radio ad that will be played on 99.1, 95.3, and 101.1!

SHARE THIS MESSAGE WITH US!

New Hires!

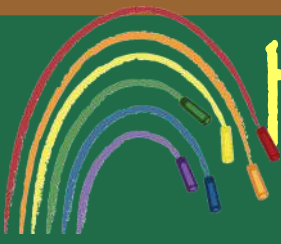
WELCOME TO THE TEAM!

We are glad to have you at RSM!

- Greg Schroder

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HR Corner

Check it Out!!!

DAYTON BUSINESS JOURNAL		Top 50 Companies with the biggest revenue growth
#8	MSD	
Dayton	Montgomery County	
REVENUE 2014	\$26,000,000	
REVENUE 2013	\$19,000,000	
36.8%	ONE-YEAR REVENUE GROWTH	
LOCAL EMPLOYEES	145	FOUNDED 1984
TOP EXECUTIVE	John Stewart	
WEB:	msdinc.net	
SOURCE: DBJ Research (Ranked by one-year revenue growth)		John Hancock/ DBJ

For more information please visit the link below!
<http://www.bizjournals.com/dayton/gallery/209201>

401 K Meeting

Do you want to start saving for your future? MSD will be having open enrollment for our 401K program. If you would like to enroll or find out more information about our 401K program, now is the time to do it! Matt Palmer from Merrill Lynch will be speaking about the benefits of having a 401K and provide you with options that may meet your current and future goals.

Wednesday, September 16th 4:00-5:00 -small conference room

If you have any additional questions please contact Shelly at ext 250





Congratulations to ALL apprentice on a successful school year!

*Apprentice Only: Please keep in mind that all forms can be found on the portal under the Administrative tab!

Ben Demana

Cody Hill

Denver Alhers

Dwight Taylor

Jeremy Shrieves

Jermaine Ellington

Jessica Thomas

Joseph Thies III

Kameron Pace

Matt Guy

Michael Kyne

Mitch Uselton

Nate Demana

O'Shae Fowler

Ryan Branam

Tyler Minnich

Zach Uselton

WAY TO GO!



With Deepest

Sympathy



MSD would like to express their condolences to

Gabe Wills

For the loss of his Grandfather.



Safety Shout Out :



Gary was selected as RSM's second quarter safety team member. He was nominated by Joe and Carla Thies. One of the things that Gary was nominated for was his safety awareness that he uses when changing the coils on the coil line. Maneuvering a large forklift carrying a 10,000 lb. coil through a small, congested area where other people are working is not an easy task. Gary always follows his procedure to ensure that this task is completed without incident.

Gary has also made multiple suggestions on how safety at RSM can be improved. Keep in mind that safety evolves all of the time, just like your job does, and no one knows the ins and outs of the job like the people that do it every day. We are always interested in your suggestions on how to make your job a safer one.

Way to go Gary!



Back to School Tips



Back to School Safety Tips

It's that time of year again when parents and children across the country are preparing to go back to school. As part of our commitment to overall campus safety, Protection 1 would like to help you with your preparations by offering these simple safety tips.

School Zone Driving Safety Tips

- Be on the lookout for school zone signals and ALWAYS obey the speed limits.
- When entering a school zone, be sure to slow down and obey all traffic laws.
- Always stop for school busses that are loading or unloading children.
- Watch out for school crossing guards and obey their signals.
- Be aware of and watch out for children near schools, bus stops, sidewalks, in the streets, in school parking lots, etc.
- Never pass other vehicles while driving in a school zone.
- Never change lanes while driving in a school zone.
- Never make U-Turns while driving in a school zone.
- Never text while driving in a school zone.
- Avoid using a cell phone, unless it is completely hands-free, while driving in a school zone. Unless licensed to do so, never use handicap or emergency vehicle lanes or spaces to drop off or pick up children at school.

Riding Your Bike to School

- Check with the school to make sure your child is allowed to ride their bicycle to school. Some schools do not allow students to ride bicycles to school until they reach a specific grade.
- Make sure your child always wears a bicycle helmet! Failure to wear one could result in a traffic citation. Furthermore, in the event of an accident, helmets reduce the risk of head injury by as much as 85 percent.
- Obey the rules of the road; the rules are the same for all vehicles, including bicycles.
- Always stay on the right-hand side of the road and ride in the same direction as traffic.
- Be sure your child know and uses all of the appropriate hand signals.
- Choose the safest route between home and school and practice it with children until they can demonstrate traffic safety awareness. If possible, try to ride with someone else. There is safety in numbers.

Playground Safety

- MA supervisor must always be present when children are at the school's playground. Make sure your school has someone who monitors the playgrounds at all times.
- Playground equipment should be surrounded by shock-absorbing material that is at least nine inches thick.
- Protective surfaces should extend six feet in all directions around the playground equipment. For swings, it should extend twice the height of the set.
- Due to strangulation hazards, do not attach ropes, jump ropes, clotheslines, pet leashes or cords of any kind to playground equipment.
- Be watchful of sharp edges or points on equipment.
- Alert the school if you notice anything strange about the playground equipment at your child's school.
- Spaces that can trap children, such as openings between ladder rungs, should measure less than three and a half inches or more than nine inches. All elevated surfaces, such as ramps, should have guardrails to prevent falls.



Back to School Tips



Back to School Safety Tips Continued...

Walking to School

- Leave early enough to arrive at school at least 10 minutes prior to the start of school.
- Use the same route every day and never use shortcuts.
- Go straight home after school. Do not go anywhere else without permission.
- Always use public sidewalks and streets when walking to school.
- Demonstrate traffic safety awareness and pick the safest route between your home and the school and practice walking it with your children.
- Try and walk to school with other students. There is strength in numbers.
- Teach your children to recognize and obey traffic signals, signs, and pavement markings.
- Only cross streets at designated crosswalks, street corners and traffic controlled intersections.
- Always look both ways before crossing the street and never enter streets from between obstacles like parked cars, shrubbery, signs, etc.
- Always walk and never run across intersections.
- Avoid talking to strangers. Teach your children to get distance between themselves and anyone who tries to approach or make contact with them.
- If a stranger does approach your child, make sure they know to immediately report the incident to you or a teacher. Teach your children to never get into a vehicle with anyone, even if they know them, without your permission.

Clothing and School Supplies

- To prevent injury, backpacks should have wide straps, padding in the back and shoulders, and should not weigh more than 10 to 15 percent of a child's body weight.
- When placing items in a backpack, place the heavier items in first. The closer the heavier items are to a child's back, the less strain it will cause.
- Children should use both backpack straps and all compartments for even distribution of weight.
- Remove drawstrings from jackets, sweatshirts, and hooded shirts to reduce the risk of strangulation injuries.
- Art supplies in the classroom should always be child safe and non-toxic. Be sure they have "CONFORMS TO ASTM D-4236" on their packaging. Make sure your child's school is up-to-date on the latest recalled children's products and toys.

School Bus Safety

- Make habit of arriving at the bus stop at least five minutes before the scheduled arrival of the bus.
- Make sure your child stays out of the street and avoids excessive horseplay while waiting for the school bus.
- Be sure the bus comes to a complete stop before getting on or off.
- When riding the bus, make sure your child understands they must remain seated and keep their head and arms inside the bus at all times.
- Do not shout or distract the driver.

13th Annual MSD & RSM Employee Golf Outing!

It's time for a little late summer fun and camaraderie. Dust off the clubs and join in for food, fun and competition on the links. We had a lot of fun last year and expect this year to be even better.

This will be a Four-man, Texas-Scrambled format. Dinner will be provided after the round along with the awards presentation. We encourage **everyone** to join in on the fun, no matter what your ability level. This is a fun time and we hope to see you there!!!

Games will be: 4-man low score, long drive, closest to pin, putting contest and maybe a few more.

Please bring a few extra dollars for the games and help support our charities. All money raised at this years event will go to a charity which is TBA.

GOLF OUTING

SAVE THE DATE

SATURDAY, SEPTEMBER 26TH 2015

Location: Locust Hills Golf Club
5575 North River Rd.
Springfield, Ohio

COURSE: Maple

MEAL:
Choice of Steak or 1/2 Chicken with Cole-Slaw

Check in NO LATER than 7:15am First Tee off at 8:00am

Cost per **person** \$30.00 (includes greens fee, cart & dinner)

Return lower portion with payment

13th Annual MSD & RSM Employee Golf Outing

Name: _____
\$30.00 Entry Fee Cash _____ Check: _____ Make checks payable to MSD
Average 18 hole score _____ (if you play much) I will be: Attending dinner _____ NOT attending dinner _____

MUST BE RETURNED TO MIKE WORKMAN OR DAVID SALYERS BY SEPTEMBER 18TH

August: National Peach Month!



- Peaches are packed with vitamins and minerals, including vitamins A, B, C, E, and K, fiber, Potassium, Beta Carotene, and even folates.
- Eye Health– peaches are filled of Beta Carotene, that helps to improve blood flow to the entire body, including the eyes.
- Skin Care– Peaches are packed full of Vitamin C, that helps rejuvenate the skin.
- Weight Control– One large peach only has 60 calories with no fats at all, and 10% of daily fiber requirements.
- Toxin Cleanser– Fiber and potassium also help to cleanse out the colon, kidneys, stomach and liver, all which are good to keep healthy.

Peachy Cookie Dessert!

love
them
Peaches

Bottom Layer

25 golden oreo cookies – crushed
25 vanilla wafer cookies – crushed
1 stick of butter – melted

Middle Layer

1 8oz. package of cream cheese – softened
1 cup cool whip
1 cup powdered sugar

Top Layer

1/2 cup orange juice concentrate from a can
2 cups water
1 cup sugar
1 tablespoon cornstarch
1/2 teaspoon almond extract
1/2 teaspoon vanilla extract
*6 cups of sliced peaches

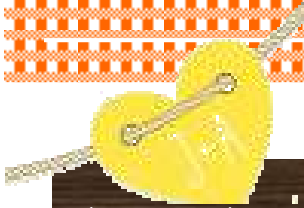


Directions:

Mix the melted butter with all of the crushed cookies, and press into a 9x13in. pan. Mix the cream cheese with the powdered sugar and cool whip. Now for the top peaches layer, bring to a boil the orange juice, water, sugar, cornstarch, and both extracts. Mix the cooled sauce with the 6 cups of sliced peaches and put all of it on top of the cream cheese middle layer. Chill for 3 hours or overnight. Serve chilled.*Please Note: A few have had issues with the top layer glaze being too juicy or runny if you will. If you have this issue, try boiling the glaze longer – up to 20 minutes and add more cornstarch to help thicken the glaze.

Oh it's so good! Perfect for peach season.

Check it Out!



Sales Tax Holiday: What you need to know. What is the sales tax holiday? Senate Bill 243 enacted a one-time sales tax holiday to occur only in 2015. The holiday begins Friday, August 7, 2015 at 12:01 a.m. and ends Sunday, August 9, 2015 at 11:59 p.m. During the holiday, the following items are exempt from sales and use tax:

- ◊ Clothing priced at \$75 per item or less;
- ◊ School supplies priced at \$20 per item or less;
- ◊ School instructional material priced at \$20 per item or less.

Items used in trade or business are not exempt under the sales tax holiday. Use your Office Depot discount card to save twice on school supplies! Dayton Area Chamber of Commerce members can add to their sales tax savings by purchasing school supplies at Office Depot during the sales tax holiday with the Chamber store purchasing card. When you use the card, you:

- ◊ Save up to 45% on 500+ items that chamber members purchase most often, including exclusive discounts on national brand ink & toner
- ◊ Save up to 10% off just about everything Office Depot stocks in stores and the Business Solutions Division annual catalog
- ◊ Plus, members get deep discounts on our Copy & Print services - 2.5 cent black & white, 24 cent color copies and 40% off finishing services every day. Don't have a card? Download yours here. If you'd like more information about the sales tax holiday or saving with chamber partner Office Depot, contact the Dayton Area Chamber of Commerce at 937-226-1444 or info@dacc.org.



TAX FREE Weekend: August 7- August 9th



Encouragement:

the action of giving someone support, confidence, or hope.

THINK
HAPPY
THOUGHTS



MAKE
YOURSELF
PROUD

no
negative
thoughts
allowed



BE KIND
WHENEVER POSSIBLE.
It is Always
POSSIBLE.