



Inside CWM is published by Chicago White Metal Casting, and its CNC Technologies and Contract Manufacturing Divisions, for all of our employees and for our sales representatives and supplier partners who are equally vital to our success. Visit us at: www.cwmdiecast.com/ www.cnc-technology.com/ www.cwm-contractmfrg.com/
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Committed to Total Customer Satisfaction
with CWM's ISO 9001 & ISO 14001 Registered
Management Systems: Excellence is Expected



Uncharted Waters

Walter Treiber, CEO & Chairman

The current times we find ourselves in are an opportunity for a change in our existing

lifestyle. Since we are unable to change history, let us not dwell on what has happened during the past year. Where are we today and what

will the next twelve months provide for us personally and for the company?

Daily we are being faced with anxiety, stress and fear. Anxiety is a feeling and fear is a perception. What is contributing to these feelings and perceptions? Lack of control.

Focus on the Positive

So let's focus on the positive aspects of what we have:

Do we have our health?

Do we work for a company that has a track record of survival in difficult times?

Do we enjoy what we are doing both at work and at home?

If we can honestly say "yes," then things can't be that bad.

Look at Opportunities Ahead

CWM has a number of wonderful opportunities for 2009. Many of the new die casting dies built in 2008 will see production in 2009. Since January 1st, we have received additional new tooling.

Along with the opportunities comes the difficult task of reducing our internal costs so that we continue to attract new work. This year in particular, with the domestic and worldwide recession, CWM is being pressed to reduce costs.

A Challenge CWM Will Meet & Conquer
Over the next several months, CWM will

24 Chicago White Metal 2008 Service Awards go to 10- to 35-year Veterans

Nick Ugarte Named '08 Employee of Year

Along with outstanding technical skills, Employee of the Year Nick Ugarte brings a positive approach and a high degree of professionalism to his work. By targeting personal improvement objectives he stays abreast of new technologies.

He is also committed to providing production process updates on a daily basis to help mobilize production teams across various departments when needed.



CWM 2008 Employee of the Year Nick Ugarte, Production Process Technician.

At the annual Ceremony, Nick was presented with his special \$1,000 cash award. ■

explore opportunities in every area of the company to insure that we are strategically positioned to compete most effectively in the competitive die casting arena.

Take a Long-Term Perspective

So, in my opinion, the best advice for the current times is to take a long-term perspective. Do not make decisions in the midst of emotional turmoil.

We live in the greatest country in the world. We have a new president with new ideas and a fresh approach to how government needs to operate. The USA will survive, CWM will survive and working together we will survive. ■

Twenty-four CWMers were presented with anniversary awards for service at the company's 2008 Annual Awards Ceremony. Cash gifts for service terms, ranging from 10 to 35 years, were presented by CEO Walter Treiber.



Ted Bystryk (left), 35-year CWM veteran, shown here after receiving his anniversary award from Walter Treiber, CEO.

The leading honoree in the year's presentation was 35-year CWM veteran Ted Bystryk, (photo above), Manager of the Secondary

(Continued on page 2)

Five CWM Promotions Announced in 4 Depts.

Promotions were announced by CWM for Steve Wojtal, Tom Mrock, Dave Crevie, Dan O'Connor and Francisco Acosta.

Steve Wojtal: Director of Engineering

Formerly Tool & Die Dept. Mgr., Steve has been appointed CWM Director of Engineering, bringing his deep tooling knowledge and years of experience to his new role. Among other



Steve Wojtal

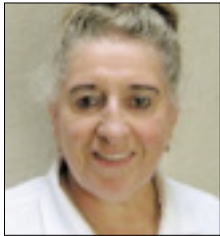
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CWM Honors
EMPLOYEES OF THE MONTH

These CWM employees have been honored as Employees of the Month.

October '08: Anna Sral (1987)

Office custodian Anna Sral has a commitment to excellence which is reflected in her efforts to maintain a spotless environment in every corner of the building, especially in the R&D Center, a frequent site for client meetings. And she always works with a smile.



Anna Sral

November '08: Mike Stientjes (1992)

Mike, a mechanic with the maintenance department, brings a tremendous amount of knowledge to assist him in troubleshooting multiple projects involving all alloys. He is also dedicated to sharing his skills and knowledge by training other tech/mechanics.



Mike Stientjes

December '08: Nick Ugarte (1996)

Nick came to the Process Team only two years ago from the QA department. He has contributed many major initiatives to the department, enabling CWM to lower defect percentages for various products substantially. He also brings a positive approach to problems.



Nick Ugarte

January '09: Ziggy Slota (1978)

Ziggy has achieved a great deal in his 30 years with the production team. He has a key role in new product qualification. His creative approach to trimming solutions has led to reducing hand deburring costs and improvements in cycle times, safety, and trim quality. ■



Ziggy Slota

Veterans with 10- to 35-years of CWM Service in '08

(Continued from page 1)

Machining Dept., including post-casting machining & subassembly. Ted supervises the activities of CWM's Contract Manufacturing Div., from simple assemblies to comprehensive packaging programs.

All of the honorees are listed here, together with their immediate family members. Planning and arrangements for the ceremony and luncheon were made by Anne Andrews, Angela Favata, and Leonel Velazquez and his Maintenance Dept. crew.

35 Years

Ted Bystryk

Mgr., Secondary Machining and Subassembly

Family: Children: Barbara & Bernadette;

Pet: Coco (Chihuahua)

Interests: Fishing and tennis.



30 Years

Mieczyslawa (Mischa) Konieczna

Office Custodial (Retired)

Interests: Loves to take walks. Enjoys cooking and traveling.



30 Years

Anthony (Tony) LoCoco

Exec. Vice President, CFO

Family: Children: Julie, Laura

Interests: Owner of a day care center and cafe

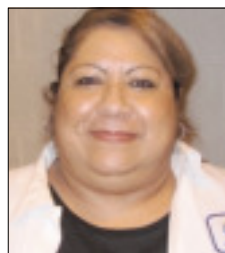


30 Years

Cristina Marchan

Quality Improvement Coordinator

Family: Spouse: Marcos Barrera (Deceased, former CWM employee); Children: Marcos Jr., Nataly, Zoraida & Christian



30 Years

Zygmunt (Ziggy) Slota

Production Supervisor

Family: Spouse: Helena

Interests: Working with wood, traveling, soccer



25 Years

Fredrick D. Loots

Maintenance Supervisor

Interests: Golfing



25 Years

Tom (Big T) Mrock

New Program Introduction Manager

Family: Spouse: Kathleen

Interests: Landscaping, golfing, networking



20 Years

Michael Dimitroff

VP, Sales & Marketing

Family: Spouse: Carol; Children: Daniel (5), William (4)

Pets: Boudie (dog), Milo & Spot (cats)



20 Years

Stanley Myrdacz

Trim Machine Operator

Family: Spouse: Maria; Children: Maggie



(Continued on page 3)

Awards Received at Annual Chicago White Metal Casting Anniversary Ceremony

(Continued on page 2)

20 Years

Aleksander (Alex) Ozog

Maintenance Mechanic

Family: Spouse: Margaret; Children: Isabella

Interests: Sports, Coin Collecting (*including a prize 1462 Russian ruble*)



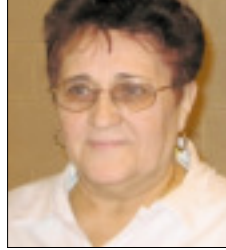
15 Years

Jozefa Gaj

Production Packer

Family: Spouse: Bronislaw; Children: Marta, Renata, Eryk, Ernest

Interests: Traveling to Poland to see family



10 Years

Manrique Barrera

Tooling Coordinator

Family: Spouse: Ana Grimaldo; Children: Juan (19 mos.)

Interests: Playing soccer



20 Years

Andres Santana

Process Technician

Family: Children: Andy (12)

Interests: Soccer



15 Years

Cecylia Jaglowska

Production Packer

Family: Spouse: Donat; Children: Dariusz, Dorota, Artur; **Pets:** Roki (dog)

Interests: Gardening, traveling



10 Years

Gonzala Marchan

Production Packer

Family: Spouse: Javier P. Garcia; Children: Alejandro, Ericka, Julio, Carmen

Interests: Cooking



20 Years

Carolyn Treiber

Corporate Director

Family: Spouse: Walter; Children: Mary Shannon, Tommy, Collins

Interests: Traveling



15 Years

Mike Purciarello

Engineering Project Mgr.

Family: Children: Courtney (15)

Pets: Punkin (Lab-Pointer)

Interests: Pool, hiking, reading



10 Years

Rajiv Patel

SPC Quality Coordinator

Family: Spouse: Vrunda; Children: Preena (10), Priyanka (8)



20 Years

Rita Wayne

Senior Client Support Representative

Family: Children: Michael, Gary (*Currently in US Navy*)

Interests: Movies, spending time with friends



15 Years

Connell Wood

Maintenance Technician

Family: Spouse: Heather; Children: Jessica, Julia, Erica



10 Years

Eugene Thomas

Quality Assurance Technician

Family: Spouse: Kenya; Children: Kierra, Tara, Tamara

Interests: Pool games, sports, movies



15 Years

Antonio (Tony) Agrela

CNC Production Supervisor

Family: Spouse: Ana P. Children: Monica, Antonio Jr.

Pets: Bear (Bull Massive)

Interests: Camping



15 Years

Perry Wright

Aluminum Furnace Tender

Family: Spouse: Mary; Children: Nicole, Paris, Robert, Taylor & Sinclair

Pets: Star, Tyson & Snow
Interests: Work on classic cars

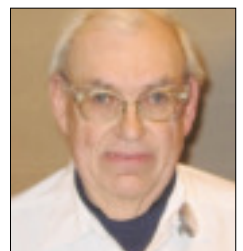


10 Years

Charles Woods

Mechanical Quality Assurance Inspector

Interests: Reading, movies, open wheel racing (Formula 1, IRL)



OEM die casting design data: Yours at CWM's website cwmdiecast.com

Die Casting Design & Production Downloads
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Die Casting Design Library
 For OEM Product Designers, Engineers, Buyers & Suppliers

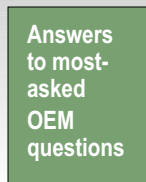
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E Dig In
 3 Design Guides for planning to final-finish answers



B Update
 10 Tech Briefs to update your data base



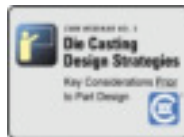
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The above message in CWM's new marketing program to product engineers & specifiers, appearing in Machine Design magazine, will reach over 180,000 qualified OEM readers with each appearance.

Five CWM Promotions

(Continued from page 1)

duties he will be overseeing the design and construction of all CWM tooling and supervising the work of the project engineering staff. Steve joined CWM in 1979.

Tom Mrock: New Program Introduction Mgr.

In this newly created NPI position, Tom will be interfacing with customers, CWM personnel and suppliers in the early phases of newly awarded, as well as potential, programs to establish the optimum finishing process. He joined CWM in 1983.



Tom Mrock



Dave Crevie: Tool & Die Dept. Supvr.

Moving from Tool & Die Dept. Asst. Mgr., Dave will be overseeing all work in the maintenance and repair of production tooling. He is a 22-year CWM veteran.

Dave Crevie

Dan O'Connor: Director of Purchasing

Dan, who joined CWM in 1984, will be directing personnel engaged in procuring services, components and supplies, as well as material handling activities in the traffic department. He was formerly Manager of Traffic & Material Handling.



Dan O'Connor



Francisco Acosta: Traffic Supervisor

Francisco, a former purchasing component expeditor, will be coordinating all materials shipments & receipt of deliveries. ■

Francisco Acosta

Bill Britton, Former CWMer

Bill Britton, 88, a CWM guard who provided a cordial welcome to visitors for 10 years, died in October. He is survived by his wife Betty, a 14-year CWM employee now retired, two sons, Barry and Kent, and three grandchildren.

Bill was an avid fan of both the St. Louis Cardinals and the Fighting Illini. He also liked to fish, play golf, and in general enjoy the outdoors.

Betty and Bill retired together in 1998. ■

Weighing key factors in choosing a supplier for highest-quality results at the lowest unit cost

Selecting the Best Custom Die Caster for Your Next Part Production Project

This 10-point OEM checklist can be a helpful guide to making the optimum supplier decision for successful results in producing a new housing or component as a custom die casting.

A careful review of a prospective supplier's website will give you many of the required answers; an unannounced plant visit will fill in the blanks, confirm any assumptions and provide confidence in your final conclusion.

1 Will you be asked the right questions at the start of your project?

Request a comprehensive description of the initial engineering consultations that will be held with your team. They should be clearly aimed at insuring that all details of your project are fully understood and that the supplier's preplanning and analysis will assure meeting every important specification.

2 Can you count on being given fully objective alloy recommendations?

If you are not initially certain of which die casting alloy is the best choice for your design, can you have confidence in receiving an unbiased recommendation? Current supplier production in all of the most popular alloys in Al, Mg and Zn will help assure such confidence.

3 Are pre-production computer simulations offered for your design?

Does the die caster offer a high-order of in-house process simulation technology, such as the advanced MagmaSoft® die cast software system. Accurate predictions from CAD files of final metal flow, prior to die de-

sign and construction, will reduce lead times, improve quality and lower total costs.

4 Can you take advantage of integrated in-house prototyping?

Where prototypes are required, can they be skillfully, efficiently and rapidly supplied, either as billet machined and/or as RP ABS models? In-house prototyping model data can also be used to speed and reduce the costs of required final-finishing operations.

5 Are you guaranteed the highest-quality tool steel for your project?

Can you receive documentation of testing and certification that the tool steel used for your project meets NADCA* standards, to insure the impact strength and long life of the die steel you will be purchasing.

6 Will only certified quality alloys be used in the production of your part?

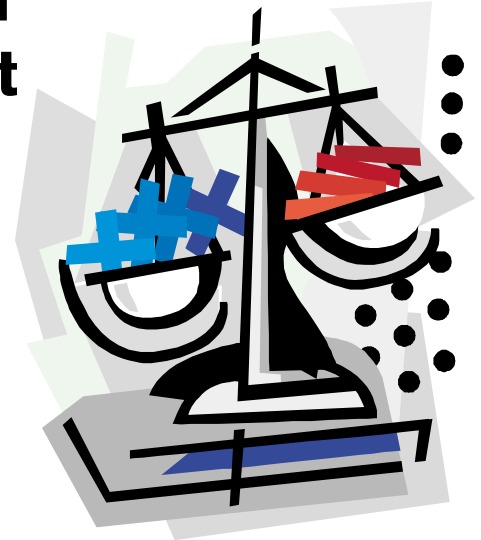
Certified aluminum, magnesium or zinc alloys used in the production of your die cast parts are guaranteed to be free of impurities. Such assurance is essential to the integrity of your castings and their long-term performance in your product.

7 Will your casting production receive automated process monitoring?

In volume die casting production, automated process-monitoring systems can assure you of consistent part-to-part quality and the lowest possible reject rate; 6-sigma reports should be available if requested.

8 Is experienced post-casting CNC machining available to you in-house?

With designs not feasible for net-shape die casting production, you will want assurance



of an experienced and efficient in-house post-casting machining capability. Advanced CNC centers and proven expertise in the special machining requirements for high-tech cast parts will assure meeting exacting specifications at the lowest unit costs.

9 Are the latest ISO Quality & Environmental Mgmt. systems in place?

ISO quality management and ISO environmental management systems registration should be a given. Evidence of recertification to the latest series of these international standards should be available.

10 Is there a solid track record of excellent overall company performance?

Has the custom production performance record of the company distinguished itself over time? What is its reputation in its industry? Has the company been an innovator in its chosen production processes?

For your next custom die casting project, Chicago White Metal Casting invites you to evaluate its capabilities, based on the above and any of your own criteria. We welcome your visit to our plant at any time.

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CWM Website: <http://www.cwmdiecast.com>

The CWM website (<http://www.cwmdiecast.com>) in addition to providing information on many of the items above, provides a wealth of die casting design and production guidance in its *OEM Resource Center* section, over 70 downloadable documents.

*NADCA: North American Die Casting Association