

From Walter Treiber, CWM Chairman

Having spent over 50 years of my business life at CWM, I have seen a unique and wonderful culture grow throughout the organization. Over the years, the company has been blessed with individuals that align their work ethics with CWM's organizational values. Those values and work ethics have contributed to the vitality and success that the company enjoys today.

How does a culture develop within an organization? There are many dimensions to creating a positive, strong culture. One of the most influential factors is how a company is managed—and that starts at the top. At CWM, our culture was started in 1937 by my father, Walter G. Treiber, when he founded the company. He emigrated from Germany in his late teens with only a thought that someday he would have his own

business. What he brought to America was a belief in hard work, dedication to innovation and a desire to impart quality in everything he did. In 1937, when CWM was started, those qualities became the company's foundation.

My first exposure to the company was as a boy of 10 or 12. My father would take me to work on Saturday morning to sweep the floors, pack boxes and break castings off the gate. Obviously, child labor laws didn't exist back then and even if they did, I don't think my dad would apply them to me. If my father was pleased with my efforts, he would take me to lunch. If not, it was home to my mother for a late lunch. My father required that same level of dedication from the people who worked for him. This was my first exposure to CWM culture.

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CWM congratulates all 2011 Employees of the Month. We are proud to have such hard working and dedicated individuals in our organization. Our success as a company is attributed to the dedicated, outstanding efforts of all these employees.

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2011 Employee of the Year Announced

A hearty congratulations is extended to Marisela Tamayo, Administrative Traffic Clerk, who received top honors as the Employee of the Year. The award winner was announced at the 2011 CWM Annual Holiday Luncheon on December 14th.

Marisela has earned Employee of the Month multiple times since she became employed at CWM in July of 2004. Her outstanding work ethics and warm personality stand out so it was fitting that she earned such a prestigious award.

Described as "impeccable",

Marisela's job performance has made her a vital part team member of the shipping department. Per Francisco Acosta, her manager, "Her approach to customer care, along with her professionalism, timeliness and work ethic are models for all to follow."



Marisela Tamayo
Employee of the Year

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CWM is located near O'Hare International Airport in Bensenville, IL U.S.A.

Visit us at:

www.cwm diecast.com,
www.cnc-technology.com, or
www.cwm-contractmfrg.com.

2011 Employee of the Year Announced

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Marisela didn't expect to win the award. When she heard her name announced as the winner, Marisela said, "I was totally surprised and excited at the same time."

Walter Treiber, Chairman, presented her a plaque and check for \$1,000 as part of the Employee of the Year recognition. This provided Marisela an unexpected bonus which was partially used to buy something special for her daughter.

When asked how she felt about being named Employee of the Year, Marisela said, "It gives me the motivation to continue to be passionate about my job."



CWM is pleased to announce the newest member of our team. In our continuing efforts to broaden our services to our customers, we're excited to welcome this employee.

Omar Herrera, CNC Machine Operator

When CWM's CNC department needed a dependable, experienced machine operator, Omar was brought on board. He brought five years of machine operation experience with him and is currently training on CNC setups.

Promotions

Judy Rhodes, Manager of Accounting Services

Judy has been with CWM since 2000 and was recently promoted to Manager of Accounting Services. Starting in accounting, Judy also spent almost six years working in Human Resources. Judy's continuous positive approach, unending desire to provide top notch customer service, and strong work ethic exemplifies the core values upon which CWM is founded.



Jon Miller, Vice President of Sales/Marketing

Jon joined the CWM team in 2009 and has initiated many positive changes in that short time. He has worked closely with CWM sales representatives and other team members to raise the bar on CWM customer services. He has brought cutting edge techniques to our marketing efforts and led the sales/marketing team in many projects that historically were outsourced. These initiatives are now being performed more quickly, efficiently, and with higher quality.

Celebrating 75 Years, CWM Commemorates a Proud History

1937 **75** 2012
Years

CWM is now 75 years old—a milestone we're extremely proud of! Built on the idea that the customer is first and "Excellence is Expected", CWM evolved from the basement of a German immigrant's home and has grown into a well recognized industry leader.

Walter G. Treiber Sr., along with Sam Gullo, started producing coffin corners and lamp bases from a molten zinc alloy, often referred to as "white metal". In 1937, the company was incorporated and moved to a 2nd story loft in Chicago. In 1940, the company purchased its first "automatic" die casting machine, providing direction for the future of the company. The company continued to grow and in 1954, the company purchased its first aluminum die casting machine and mechanical trim press. Soon after, the founder's son, young Walter Treiber joined the organization. With foresight, he saw an opportunity in magnesium, an emerging new die casting technology. Becoming pioneers, CWM lead the way to hot-chamber Mg die casting in the U.S.

"It's our history that makes us passionate about the possibilities that lie ahead."

By 1976, CWM outgrew residency in three manufacturing facilities on Chicago's Northwest Side. A state-of-the-art facility was designed and built in Bensenville, IL and became CWM's new headquarters. Sadly, Walter G. Treiber, Sr. died before the building was complete. His son Walter took the helm and successfully operated the company for several decades. Eric Treiber, Walter's son, joined the company in 1990. He learned the business from the bottom-up and became President and COO in 2005. This made Eric the third generation to head the company. In 2010, he was appointed to Chief Executive Officer.

Today, CWM employs over 200 people, some who are third generation employees with parents and grand-parents that have grown with the company. Through the years, CWM has pioneered many 'firsts' and helped shape the die casting industry as we know it today. From coffin corners and lamp bases produced in a basement to high-end technology products that are shipped worldwide, the company has evolved. We're excited to look back as we celebrate 75 years. It's our history that makes us passionate about the possibilities that lie ahead.

Employees of the Month (Continued from page 1)

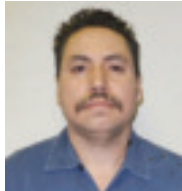
| January | February | March | April | May | June |
|---------|----------|-------|-------|-----|------|
|---------|----------|-------|-------|-----|------|



Marisela Tamayo
Traffic

Marisela's job performance is impeccable. She handles most department functions with ease and in a timely manner.

See Employee of the Year article on pg. 1



Israel Garcia
Production

Israel's skills allow him to assist in both Mg and AI casting operations. His focus is always on quality and he constantly exceeds established standards.



Sandy Winkelman
Sales & Marketing

Sandy is an enthusiastic team player. She has a variety of skills and has used them to streamline several processes.



Tony Agrela
CNC

With rapid decision making skills, Tony aptly handles all the challenges he encounters. His ideas have led to many CNC improvements.



Ramon Munoz
Quality Assurance

When it comes to QA technology upgrades, Ramon has a lot of good input. His knowledge has been instrumental to several department improvements.



Eugene Thomas
Quality Assurance

Eugene raises the bar when it comes to service. He has high service standards and provides it to everyone he meets.



| July | August | September | October | November | December |
|------|--------|-----------|---------|----------|----------|
|------|--------|-----------|---------|----------|----------|



Mike Pereda
Tooling

Mike is extremely dedicated and goes the extra mile to help his co-workers. His knowledge of tooling gets nothing but praises.



Beata Avila
Purchasing

Friendly and outgoing is how people describe Beata. She takes pride in her work, doing it accurately and always looking for ways to improve processes.



Erika Barra
Production

Erika's communication skills are top-notch. She proactively works with internal and external customers keeping everyone up-to-date with orders.



Will Ewing
MIS

An excellent team player, Will goes to great lengths to make sure CWM users get computer issues resolved quickly and accurately.



Marisela Tamayo
Traffic

Marisela's peers describe her as a team player in every aspect. She has a positive attitude which makes her a pleasure to work with.



Mike Vrtis
CNC

Mike has a cooperative nature and positive approach. He's "hands-on" with many CNC projects and delivers great results.

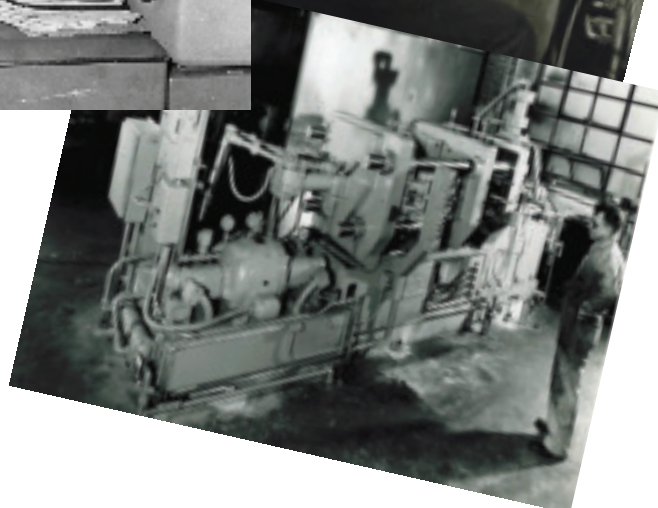
Looking Back



WALTER G. TREIBER



SAMUEL A. GULLO



CWM Through the Years



No. 424 MASTER MICROSCOPE LAB

Enjoy the thrill of viewing objects magnified to 750 power by your own sturdy metal binocular microscope. Make and preserve slides. A four-part prepared slide is included for instant viewing. Electric stage light is powered by one penlite AA size battery (not included). Manual of instructions. Steel storage cabinet opens to 19" x 13 1/2" and has a storage compartment for small parts.



WALTER TREIBER



CWM Awards Long Time Employees

Fifteen employees were honored for their 15 to 30 years of service to CWM at the 2011 Annual Holiday Luncheon. All Service Award recipients were personally thanked by Walter Treiber, CWM Chairman, and were presented a monetary award to say thank you for their dedication and commitment to the company.

30 Years

Maria Fijalkowski

Final Inspector



Married, 2 Children

Interests: Decorating, gardening, traveling to other countries

Why I like working at CWM:

I like the way CWM is looking to the future and depends on continuous improvement.

30 Years

Jan Ptasznik

Secondary Setup



Married, 2 Children

Interests: Home improvement, bicycling, being with friends

Why I like working at CWM:

My job is very interesting, dealing with different parts. Developing and improving new job setups gives me an ongoing opportunity to learn new things.

30 Years

Juan Santana

Die Cast Operator



Married

Interests: Working in my backyard and family cookouts

Why I like working at CWM:

It gives me personal satisfaction and keeps me healthy.

20 Years

Brian Andrews

VP, CNC Production



Married, 5 Children, 1 Grandchild

Interests: Watching Blackhawk games with family and friends

Why I like working at CWM:

The cross departmental teamwork and support exhibited by all employees.

20 Years

Jesus Barrera

Mg Die Caster



Married, 2 Children

Interests: Watching movies

Why I like working at CWM:

It feels like I am at home.

20 Years

Luis Barrera

Maintenance



Married, 2 Children

Interests: Football

Why I like working at CWM:

It's a nice place to work.

20 Years

Bill Erbacci

Customer Care / Fulfillment Mgr.



Married

Interests: Cycling, culinary, gardening, health/fitness, snowshoeing

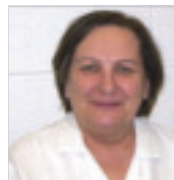
Why I like working at CWM:

CWM is close-knit, team oriented company that works toward a common goal. Everyone is involved in customer satisfaction.

20 Years

Maria Orawiec

QA Inspector



Married, 2 Children, 2 Grandchildren

Interests: Reading, especially history and geography books

Why I like working at CWM:

I like the work discipline and all the opportunities we have to improve our knowledge about quality related issues.

20 Years

Kalpesh Patel

Network / IS Mgr.



Married, 2 Children

Interests: Spending time with family and friends, exploring different places and foods, watching TV

Why I like working at CWM:

Well organized, competent mgmt., proactive communications and growth opportunities

20 Years

Jose Ruiz

CNC Production Asst. & Maintenance



Married, 4 Children

Interests: Golf, fishing, cooking, camping and spending time with my family

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From Walter Treiber, CWM Chairman

(Continued from page 1)

From my earliest memories in the late 40's, I watched the company's culture evolve to where we are today—and amazingly, it's now 75 years since my dad opened the CWM doors. Today, we have people who have been with the company 30, 35, and 40 years. These people have dedicated their lives to CWM. The company in turn, has given back to its employees. Working in unison, the company and its people have defined our culture, creating a strong sense of belonging and an unfaltering sense of pride.

“Working in unison, the company and its people have defined our culture, creating a strong sense of belonging and an unfaltering sense of pride.”

So how does one describe our corporate culture? In my words, “It is the people who have dedicated their lives to always doing the best for CWM.” Our people have been generous in their dedication, loyalty and willingness to see that CWM always looks after the customer.

Culture is the heart of who we are.

*Walter Treiber
CWM Chairman*

CWM Awards Long Time Employees

(Continued from page 6)

15 Years

Anne Andrews
HR Manager



Married, 5 Children, 1 Grandchild
Interests: Travel, long walks

Why I like working at CWM:
CWM is family oriented and genuinely cares about employees and their families. Ownership takes pride in offering programs so employees can maintain a healthy lifestyle.

15 Years

Steve Fetta
Tool Room Coord.



Married, 1 Child

Interests: Watching sports and playing poker

15 Years

Andrzej (Andy) Swierk
CNC Operator



Married, 2 Children, 1 Grandchild
Interests: Sports and above all, electronics

Why I like working at CWM:
Great people with good attitudes

15 Years

Nick Ugarte
Process Tech.



Married, 2 Children

Interests: Watching soccer because I used to play it, bicycling and spending time with my children

Why I like working at CWM:
The opportunity to learn and move to different departments/positions

15 Years

Leonel Velazquez
Preventive Maint.
Administrator



Married, 3 Children

Interests: Soccer, reading good books, watching Discovery Channel and any other educational programs

Why I like working at CWM:
Chicago White Metal is a place of opportunities where you can grow if you want.



Ping Lau's grandchildren, Madeline (age 4) and Elle (age 7) Truong, get ready to celebrate Chinese New Year.

Defining a New Purpose with Untapped Talent

Greg Wajs is no stranger to adversity. Right out of high school, he worked for CWM setting up machines in Secondary. At the time, he had his whole career ahead of him but that all changed in an instant. In 2001, he suffered a stroke that left him almost totally paralyzed including his face and voice. He also developed nystagmus, fast, uncontrollable movements of the eyes and vision loss. He was only 24.

Greg had an earlier experience that prepared him to fight health difficulties. At 16 years of age, he was diagnosed with nasopharyngeal cancer (NPC), the same cancer that took the life of renowned baseball player, Babe Ruth. Greg sought treatment and with a positive attitude and iron will, the cancer went into remission.

Using the same determination that helped him overcome cancer, Greg began rehabilitation and speech therapy to regain movement from the paralysis. Eventually, he gained use of his left arm and hand. The speech therapy helped



Greg's painting titled "Granny Smith 2"

him to speak at an understandable level.

During his rehabilitation, he had the love and support of his family to encourage his progress. His mother, Maria Wajs, and sister, Beata Avila, are both long-time employees at CWM.

Maria (Sub Assembly) and Beata (Purchasing) stood by him every step of the way—to the point that Greg was able to take a few steps on his own with the aid of a walker.

Once Greg had made physical progress, including the use of his left hand, Maria and Beata began to encourage him to

use his artistic talents to pursue painting. Greg didn't have much hope of producing a beautiful painting, especially since he was right-handed and would have to train himself to use his left hand. The involuntary eye movements from the nystagmus was another impediment.

With the same determination he used to overcome cancer, Greg learned to paint with his left hand. After producing several pieces, Maria and Beata suggested that he exhibit and sell his art. It took a little convincing, but in December 2011, he had his first art exhibition which was well attended by family and friends.

He started a blog to showcase his art and has since sold several pieces. He is planning another exhibition in 2012.

Today, Greg is passionate about painting. His passion and talent is abundantly apparent when viewing his artwork. You can say that Greg overcame adversity with a passion—a passion for art.

To learn more, visit Greg's blog at <http://gwajs.blogspot.com>.



Greg Wajs showcases his paintings at his first art exhibition



Beata Avila (CWM Purchasing) supports her brother Greg at his art exhibition

CWM Promoting Health

In October 2011, CWM hosted their Third Annual Health Fair with a huge success. More than a dozen vendors participated. Many had a table at the fair and offered free services or held a drawing for a prize when visiting their booth. Multiple free items were provided by CWM to attendees, including movie tickets for participating in portions of the health fair.

For more than 40 years, CWM has taken proactive steps to introduce a healthier culture for employees by presenting programs that promote a healthier lifestyle. In recent years, a health screening program has been added for all employees to receive a 35 panel blood screening. The program was further enhanced by adding a Vitamin D deficient screening for females and a PSA screening for males. Three years ago, CWM also initiated a Health Fair with the participation of vendors offering services that promote good health.

Right Photo: Tom Mrock, New Product Development Manager, prepares for a chair massage from Free To Be Me Spa



CWM is Now Social!

On Facebook? LinkedIn? Now, so is CWM!

Expanding our presence on social media makes sense...it gives our customers and employees another way to connect with us. We'll be posting relevant industry news, post photos and CWM company happenings. We



invite you to 'Follow' us on LinkedIn or 'Like' us on Facebook.

www.facebook.com/ChicagoWhiteMetal

www.linkedin.com/company/chicago-white-metal-casting-inc.

LinkedIn