



# *inside cwm*

*An Inside Look at  
Chicago White Metal  
Casting, Inc.*

SPRING 2020



[www.cwmdiecast.com](http://www.cwmdiecast.com)

# New Employees

*These “new” employees at Chicago White Metal are team members who started out as contract workers and were recently added on as CWM direct employees.*

**Welcome  
ABOARD!**



## Arturo Jaimes



Arturo appreciates Chicago White Metal for its diversity and tremendous growth opportunities. He started in the secondary department as a mechanical/setup helper and eventually became a quality inspector for the secondary/assembly department. After seven years in that position, he moved to Quality Assurance and continues to learn new technologies, such as how to use a CMM. He takes pride in growing his knowledge base about the die cast dimensional and cosmetic quality standards for each customer. He attributes his success to the support of his co-workers, supervisors and managerial staff.

Arturo enjoys the fast-paced environment of working at CWM. The challenges serve to keep him engaged and on a path of professional growth. He appreciates that the company leaders are involved in everyday operations. He says, “they make the effort to know all employees and show their appreciation towards them.”

In his free time, Arturo likes to watch Netflix and basketball games with his family. They are huge Chicago Bulls fans. He also likes to play basketball and will head to the local court for a game or to practice. Arturo especially enjoys being involved in his children’s extracurricular activities and can be found cheering them on at their musical and sporting events.

## Edwin Lopez



Edwin says, “CWM is an amazing company to work for because of its great people, values and endless opportunities. Everyone has the opportunity to learn and grow and everyone is there to support one another. No other workplace comes close to Chicago White Metal.” He went on to say that it was the best place he has worked thus far, and that CWM is like a second home, a place where you can build a career. Because the company really cares about its employees, he has never seen team members treat one another with anything but great respect in the 11 years he has worked here.

He loves working in the safety department. Although challenging on many levels, he points out that it is also satisfying because he gets to be a part of CWM’s strong culture of safety. Everyone strives to put safety at the forefront of their workday because, at the end of the day, it comes down to taking care of one another.

In Edwin’s free time, he enjoys reading and taking his son to taekwondo and piano lessons. He loves the outdoors, and he can be found running, biking, camping, hosting barbecues and playing soccer or volleyball.



## Pedro Silva

Pedro says his experience at CWM has been nothing short of excellent. The CWM cultural pillars have helped him grow professionally and personally. They enable him to work with colleagues he considers to be his “work family,” both giving and receiving support. He loves to see how aluminum, magnesium and zinc castings are produced.

In Pedro’s free time, he enjoys watching the Discovery Channel, playing golf and fishing.

# Retirements

## Maria “Cathy” Wajs, Sub-Assembly

After 40 faithful years, Maria “Cathy” Wajs retired at the end of December. Cathy worked in several departments, ultimately finding her niche in the sub-assembly department. She was always a very approachable, trusted member of the Chicago White Metal team, bringing her unwavering strength and determination to the table. Cathy’s son, Greg, and daughter, Beata, both were members of the CWM team. Her older brother, Ziggy Martynow, spent many years as a Chicago White Metal die caster, and Ziggy’s wife, Helena (Cathy’s sister-in-law) worked for the team as well. Cathy’s family legacy is now a part of Chicago White Metal history.

Now that she is retired, she is excited about spending more time with her granddaughters, Kasia and Olenka.

Good luck on this new chapter of your life, Cathy!



## Condolences

*Virginia Hajlo, a long-time member of the Chicago White Metal team in the Accounting department, recently passed away. She worked for CWM for 37 years, retiring in 2013.*

*We offer our deepest condolences to Virginia’s family and friends during this time.*





# CWM and Aerosonic Take Flight with NADCA Award



Congratulations to the Chicago White Metal Casting and Aerosonic Engineering teams for winning yet another North American Die Casting Association (NADCA) award for design excellence in 2019!

The NADCA Award for Design Excellence is a prestigious die cast engineering award which enlists a committee chosen by NADCA to review hundreds of submissions from various die casters and then carefully select the best of the best in the industry.

Chicago White Metal and Aerosonic worked on an Aircraft Altimeter housing, which is a die cast housing that attaches to another cup-shaped housing, protecting the gears and mechanics of the altimeter. The “serrated” edge of the circular part of the component works in conjunction with the gears, with all parts responding to the barometric pressure of the atmosphere.

The design came to Chicago White Metal as a concept – this was a new part which was collaboratively designed by both engineering teams.

The high pressure die casting process was used to create a net shape product with the gears included in the as-cast design. This process allowed Chicago White Metal to produce parts at a rate of 130 casting per hour, which is faster and therefore less costly than any other process that could have been chosen for this project.

# *Chicago White Metal New Machinery*

## *Idra Die Casting Machine*



Chicago White Metal is extremely proactive in the research of advanced technology and innovation, and their implementation into the die casting process. These efforts are put forth by the company in order to improve and enhance quality, efficiency, measurability, and overall cost savings for existing and future projects. CWM leadership encourages an environment of cultivating innovative ideas where process improvement is concerned, granting members of the team an opportunity to take an active role in examining and suggesting alternatives to either modify or drastically change current techniques. The team is excited to implement these innovations into the workflow in both traditional and non-traditional ways.

### **New Idra Die Casting Machine**

After extensive planning and thoughtful execution by the Chicago White Metal team, a new Idra Die Casting machine was purchased late last year and is scheduled to be fully implemented by the beginning of Q4 2020. This new die casting machine has a 900-ton clamping force capacity, which gives Chicago White Metal the opportunity to accommodate substantially larger applications. Although the machine is being installed into the magnesium department, it will initially be used to cast aluminum parts.

# CWM Bids Farewell to Plastic Beverage Containers (PBC's)

In our ongoing efforts to reduce our environmental footprint, CWM is taking a hard line with respect to bringing Plastic Beverage Containers (PBC's) into the facility. As much as we want to believe that they are typically recycled, the truth is that a great percentage end up in landfills and our oceans.

When it comes to bottled water, undoubtedly the worst PBC offender, not only is it ridiculously expensive, many studies show it is no healthier for you (and perhaps less healthy) than common tap water. Heck, didn't we all grow up drinking straight out of the garden hose in the backyard on a hot summer day! It's time to do our part to reduce the use of PBC's.

## Here are some of the initiatives CWM has put in place as well as what is upcoming:

- Several years ago, we began replacing standard water fountains throughout the facility with auto-dispensing, filtered, water fountains. To date, nine (9) such units have been installed and they have been very well received by our associates. Many have shared that previously they would not use the drinking fountains due to the taste of the water, and they brought plastic water bottles from home. Now they use the fountains regularly. As of March 31, 2020, our fountains have filled 356,000 re-usable containers that might otherwise have been disposable plastic water bottles ending up in landfills or the ocean.
- During customer and supplier visits, we fill our guest's glasses with water from our Hinckley Springs water dispensing system rather than hand out disposable water bottles.
- In 2019, CWM eliminated PBC's from our vending machines. All beverages come in aluminum cans.
- In 2020, CWM plans to purchase and distribute individualized, custom, metal beverage containers to all associates. We will ask team members to use these containers in place of bringing any PBC's into the facility.

## What can you do personally to reduce the use of PBC's?

- For starters, just stop buying water in plastic bottles, especially cases upon cases that are sold at big box retailers. Our family of four used to go through about a case of bottled water/week until we made the decision to stop buying it several years ago.
- Instead, keep 1 or 2 pitchers of filtered water dispensers (eg. Brita) in your refrigerator at all times.
- Install a water filter on your faucet in your kitchen.
- Purchase a few re-usable metal beverage containers (similar to those CWM will purchase) and encourage your family to carry them at all times, in place of disposable water bottles.
- Purchase your other favorite beverages in aluminum cans which have a much more robust recycling stream.
- And if you support these initiatives, ask your friends and relatives if they want to do the same.

**Together, we can all make a difference!**





# ENVIRONMENTAL PRACTICES

## CWM RECYCLING PROGRAM



### ALUMINUM CANS



CWM ships to Groot Industries



Shipped to outside processor for shredding



Return to aluminum mills to convert back to cans

### CARDBOARD



CWM ships to Imperial Recycling



Shipped to outside processor for shredding



Return to paper mill to convert back to cardboard

### COPPER



CWM ships to Imperial Recycling



Shipped to outside processor for processing



Plastic wire casting is removed, copper wire is chipped, shipped to smelter and added into metal ingots

### ELECTRONICS



CWM ships to Imperial Recycling



Shipped to outside processor for shredding



Precious metals are separated from the PCB, sent back to Copper/Gold mill and converted back to new copper/gold

### GLASS BOTTLES



CWM ships to Groot Industries



Shipped to outside processor for shredding



Crushed, ground and then repurposed into road base materials

### OFFICE PAPER



CWM ships to Imperial Recycling



Shipped to outside processor for pulping process



Return to paper mill and converted into new paper

### PLASTIC BOTTLES



CWM ships to Groot Industries



Shipped to outside processor for shredding



Repurposed into plastic lumber, plastic cans, etc.

### PLASTIC STRETCH WRAP



CWM ships to Imperial Recycling



Shipped to outside processor for processing



Return to manufacturer of plastic film to be converted back to plastic film

### STEEL



CWM ships to Nickelson Industrial Service



Shipped to outside steel mills for processing



Sent to steel mill and converted back to new steel

### WOOD/PALLET



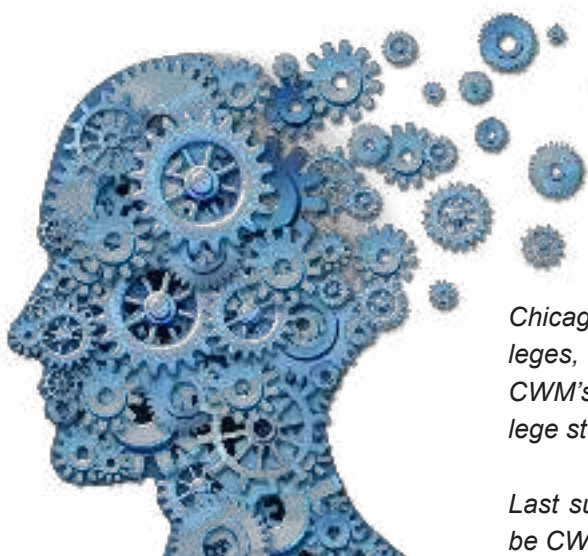
CWM ships to Imperial recycling



Shipped to outside processor for shredding



End product is used for mulch



# CWM Internship Program Offers Real-World Experience to Students

*Chicago White Metal cultivates strong relationships with local high schools and colleges, further exemplifying CWM's dedication to advancing future generations. CWM's internship program offers a unique opportunity to both high school and college students to obtain real-world work experience that aligns with their studies.*

*Last summer, CWM welcomed five interns – all Fenton High School graduates – to be CWM team members for the summer.*



**Alex Castillo, Fenton Class of 2019 (College of DuPage)**

Alex had a direct impact on CWM's IT department. He repaired and upgraded CWM's computers from older versions of Windows to Windows 10. Alex's strong interest in computers began in middle school and deepened throughout high school. He is enrolled in the Engineering Pathways program at the College of DuPage. His goal is to transfer to the University of Illinois at Urbana-Champaign after two years, where he plans to major in Computer Science.



**Evan Ripperger, Fenton Class of 2017 (University of Illinois at Urbana-Champaign)**

Returning for his third consecutive internship at CWM, Evan rotated onto the Quality Assurance team in 2019. He performed critical tasks such as completing First Article Inspection reports and operating CWM's coordinate measuring machine. After completing two years at COD's Engineering Pathways program, Evan transferred to the University of Illinois at Urbana-Champaign in Fall 2019. He is majoring in Mechanical Engineering.



**Uma Shivde, Fenton Class of 2018 (Loyola University)**

Uma contributed to CWM's Human Resources department during her first internship last summer. Working with Stefany Currier, she helped update job descriptions, worked on a new safety presentation, assisted with the 401 (k) program and learned how CWM's new Paylocity payroll system works. Uma is a student at Loyola University Chicago's Quinlan School of Business, with a concentration in Human Resources.



**Kurt Castillo, Fenton Class of 2018 (College of DuPage)**

Kurt returned to CWM for his second internship in 2019 and worked under Brian Andrews' direction in the CNC Machining department. He was involved in production scheduling and worked on automation projects and machine set-ups. He also helped update tool lists, among other activities. He is enrolled in COD's Engineering Pathways program with the intention of transferring to the University of Illinois in Fall 2020. He plans to enter the Civil Engineering Program.

In his spare time, Kurt devotes up to 10 hrs/wk. mentoring children, ages 8 to 18, in mathematics as an instructor for an organization called Mathnasium.

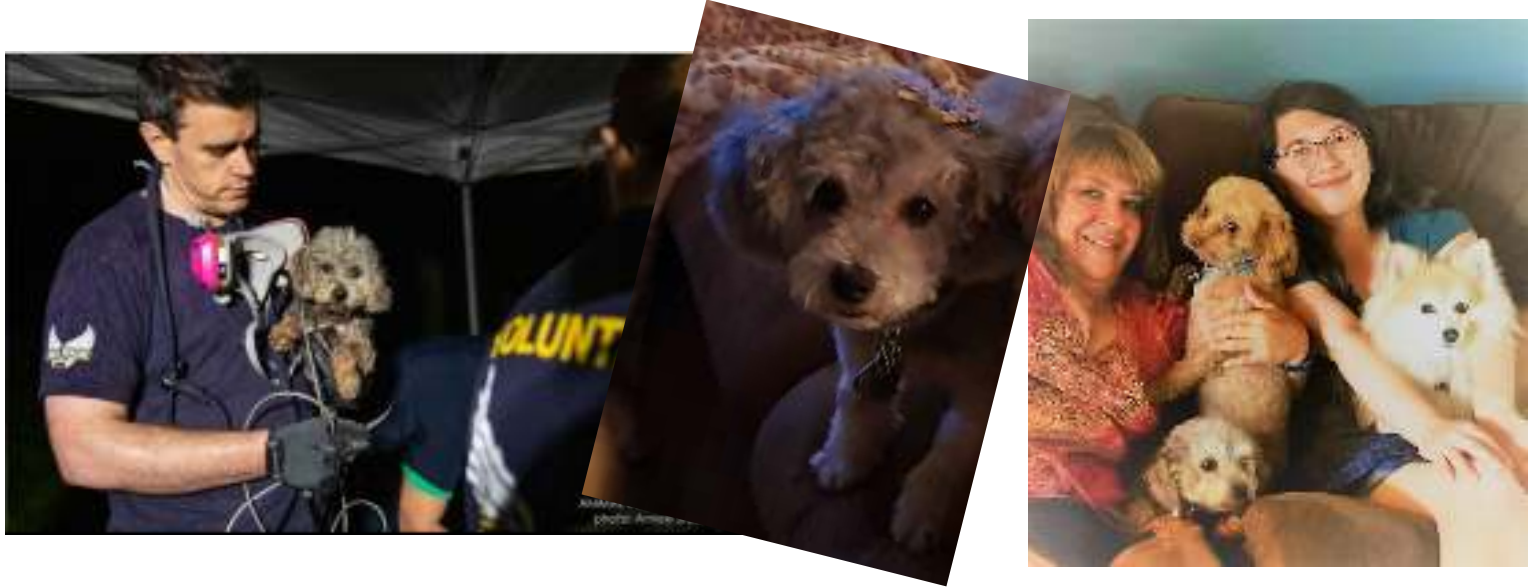


**Jamie Minard, Fenton Class of 2018 (University of Illinois at Urbana-Champaign)**

Jamie joined CWM's engineering team last summer. She used SolidWorks on several projects, made an inspection plate using a 3D printer and created a work instruction for the process. Jamie was also involved in discussions about blueprint dimensions on new projects. Jamie is in the Aerospace Engineering program at the University of Illinois at Urbana-Champaign. She was a part of the Applied Technology program at Fenton High School, which helped her gain exposure to CWM.



# *Margo Higgins Opens Home and Heart to Third Rescue Dog*



After adopting two dogs through the Fetching Tails Foundation, Margo Higgins and her husband decided to open their hearts to a third rescue in need of a home.

The second Margo laid her eyes on “Miss Bliss,” a timid puppy-mill mom, it was love at first sight. The family adopted Miss Bliss in June 2019 through Second City Canine Rescue, a nonprofit foundation serving the homeless dogs of Chicago.

It took a few difficult weeks for Miss Bliss to adapt to her new family home. Although she was comfortable with the other dogs in the household, she had trouble connecting with the Higgins themselves. While the family knew about the dog’s heart-rending past, they had no idea how much pain and suffering their new rescue had actually endured.

Miss Bliss was one of more than 40 animals rescued from a Putnam County, Tennessee, home on May 10, 2019. This rescue mission, named “Operation Storm’s End,” was the second operation involving two individuals that in 2018 had been charged in another county with 300 counts of animal cruelty and were released on bail.

The 2018 rescue mission was led by the Animal Rescue Corps and the Carroll County Sheriff’s Department. Dogs, cats, livestock, and even a deceased zebra, were found on the breeders’ premises. According to the “Herald-Citizen,” the rescued animals were found in critical condition, without adequate food or water. Many were housed in cages with dead animals.

Miss Bliss was one of 23 dogs seized during the 2019 rescue mission. She lived in a cage and was used strictly for breeding purposes. Thanks to the loving support and patience of the Higgins family, Miss Bliss became a happy, affectionate dog in just a few months. Her name fits her perfectly, Margo says.

According to the Humane Society of the United States, there are an estimated 10,000 active puppy mills in the United States. These facilities, which sell puppies to pet stores, often house animals in unsanitary and overcrowded conditions.

Margo Higgins urges readers to “please consider adopting versus buying dogs or cats from a pet store or breeder.” According to the American Society for the Prevention of Cruelty to Animals, “approximately 6.5 million companion animals enter U.S. animal shelters nationwide every year.” These dogs and cats, of all ages and breeds, will be forever grateful for your love and companionship.



# 2019 Outstanding Performers of the Month



January February March April May



**Ricardo Lopez**



**Orlando Rodriguez**



**Pablo Benitez**



**Francisco Acosta**



**Cindy Nasser**

July August September October November December



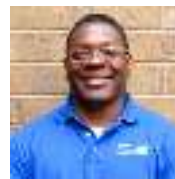
**Terrence Wade**



**Jairon Carrillo**



**Yeraldi Hernandez**



**Aubrey Lucas**



**Aurelio Flores**



**Edith De La Torre**



**Outstanding Performer  
of the Year  
Aurelio Flores**

Aurelio Flores has been with CWM since 2012. Aurelio is an incredibly dependable and hard worker and is often the engine that keeps the aluminum department running. He is responsible for starting up the machines first thing in the morning, keeping the machines running, helping with quality issues, coordinating machine operators, running machines while operators go on breaks, keeping the department clean, and watching the orders to make sure the counts are correct. Aurelio approaches his great responsibilities with a big smile and a firm "can-do" attitude.

He is a major supporter of CWM's cultural pillars, consistently exhibiting a positive attitude and always maintaining respect towards all of his co-workers. He understands the meaning of commitments, specifically in terms of how that translates into what he needs to do in order to make sure his team drives the company to be successful each day. He treats everyone around him equally, enforcing organization and providing a positive influence to the aluminum department.

Congratulations, Aurelio!

## Service Awards



### 10 Years

Margo Higgins

Jon Miller

Nick Ninkovich

Miguel Pereda

### 25 Years

Jesus Diaz

Leo Guerrero

Zofia Kawa

### 30 Years

Primo Solano

Mark Turner

### 35 Years

Dan O'Connor

Casey Wisniowicz

Halina Swider

### 40 Years

Maria (Cathy) Wajs

### 50 Years

**Bill Baraglia**

### 60 Years

**Walter Treiber**



## The Chicago White Metal Charitable Foundation Contributes

The Chicago White Metal Charitable Foundation was created in 1961 by Walter Treiber Sr., father of current chairman, Walter Treiber, and grandfather of our CEO/President, Eric Treiber. The Foundation was established to share CWM's successes with surrounding communities.

CWM's Charitable Foundation encourages employees to inform upper management which causes they are most passionate about. Employees fill out an application and provide a brief description of why the organization deserves the donation. Management uses this information to help make their decisions. They also research each organization to ensure they meet specific standards.

In 2019, CWM's Charitable Foundation donated approximately \$35,000 to the following nonprofit organizations:

- Chicago Police Memorial Foundation
- METAvivor (Metastatic Breast Cancer)
- Make-A-Wish Foundation
- St. Jude Children's Research Hospital
- Children's Tumor Foundation
- PAWS Chicago
- Plainfield Junior Woman's Club
- Meals on Wheels
- The Morton Arboretum
- Home 2 Home Project

The foundation also funds educational scholarships for:

- Children of CWM employees
- Fenton High School students taking courses in the Applied Technology program
- Harper College students who are majoring in Manufacturing Technology

In 2019, four scholarships were awarded to Fenton High School students, three scholarships were awarded to Harper College students, and 15 children of CWM employees also received scholarships. In total, the Foundation funded almost \$85,000 in educational scholarships in 2019.



**METAVIVOR**  
Metastatic Breast Cancer Research, Support, and Awareness







## **CWM Mission Statement**

*Create success by enriching the lives of others,  
including our Chicago White Metal associates and their  
families, our customers, suppliers, and those who live and  
work in our surrounding communities.*

[contact us >>>](#)

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