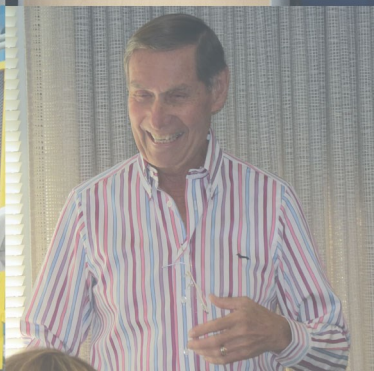




Spring 2021

inside cwm

An Inside Look at Chicago White Metal Casting, Inc.



INTERN PERSPECTIVES: THEN AND NOW

Luke Rohrbacher
TRAFFIC & MATERIALS MANAGER



Looking back to my teenage years, from 15 to 19 years old, I worked at a couple of restaurants in my hometown of Palatine. My mother and father have always described me as a "busy-body." That might be why I really enjoyed the fast-paced, hands-on environment that involved a lot of interaction with happy customers. Although it was challenging to work as late as 3 am, I enjoyed it and created many good memories.

When I graduated high school in 2012, I had no idea what I wanted to do with my life. I also didn't have much of a plan for school, but my parents encouraged me to enroll in a brand new manufacturing program at Harper College. For me, the most intriguing part of this program was the fact that they were offering paid internships after we completed our first semester. This semester allowed us to earn various entry-level manufacturing certifications, which essentially qualified us for these internships.

I remember reviewing all of the offers after our first semester, and everyone had their eye set on this place called Chicago White Metal. Fortunately for me, I was the one who got it! I started in the summer of 2013 in the QA department putting together cosmetic quality plans used in the manufacturing departments for visual verifications of die cast defects. As I was coming towards the end of my internship, Bill Baraglia offered me a full-time position in the purchasing department. It was like a dream come true. Having my first legitimate job before completing college is a luxury many people do not get.

This is where my career at CWM began. My first full-time position was as the Buyer for the Maintenance Crib. My essential functions were maintaining inventory on various MRO products critical for our maintenance team to perform their core functions. This was a great experience at such a young age because a lot of the time spent in this position was autonomous. The freedom this position offered taught me how to manage my time and organize my work effectively. During this time, I was still furthering my education at Harper College, pursuing a degree in Manufacturing/Supply Chain Management. Doing so certainly had a positive impact on my life because I had the opportunity to become CWM's Traffic Supervisor within a year of working in the Purchasing Department.



Luke with his parents Colleen and Scott, and his girlfriend Kristie Annabelle Lavaud.

This is where my true growth into adulthood began. The position required a lot of responsibility and internal motivation. I was learning these character traits, and they are what helped me finally graduate from Harper College in 2016. It even gave me the courage to further pursue my education at Elmhurst University, with a degree in Business Administration that I completed in May! Those who understand me well know how significant this is for me. I have two older sisters who are considered the academics of the family. Andrea, my middle sister, completed her Ph.D. in atmospheric chemistry at the University of California, Irvine. My oldest sister Corinne also has an MBA from Cal State, and she just so happens to be married to an Aeronautical Engineer with a Ph.D. in Calculus. Needless to say, I had a lot of motivation!

But now that I am graduating Summa Cum Laude from Elmhurst University, and I can finally say I have met and exceeded my own expectations. Without a doubt, everything I have learned by working at Chicago White Metal has allowed me to grow and accomplish these achievements.

Nine years of working full-time and going to school was no easy task, but with the constant support of my family, friends, and CWM co-workers, I was able to do what I never thought was personally possible. I am overwhelming grateful for all of the opportunities that this company has to offer, which is why I and so many others choose to stay for so long!

Congratulations to Ted Bystryk on his retirement!

After nearly 50 years at CWM, Ted Bystryk is retiring – his last day will be on June 10th. Ted began at CWM in the fall of 1973 as a senior in high school. Ted's first job at CWM was as a packer on the second shift. Through hard work and determination, Ted managed to climb the ladder and become an integral part of the CWM management team.

In his time at CWM, Ted has seen it all. When he was hired, CWM was still located in downtown Chicago on Grand Ave. He recalls fond memories of all of the old-timers at the Grand Ave. plant who he would have lunch with when he first started. He said there was a lot of joke-telling and some reminiscing for the "good old days." After a year or so working in the shipping department, a delivery driver couldn't get his truck started on a cold winter day – blocking the entire shipping department. Ted had some mechanical experience from high school, so he decided to see if he could give a hand. Ultimately, he was able to get the truck started. That day, he caught the eye of the plant manager, who thought Ted's mechanical skills could be better utilized.

In 1974, Ted was transferred to a position assisting Stig Hallberg, the machining department head. He worked hand-in-hand with Stig until his retirement in the 1980s. At that point, Ted had completed apprenticeships and schooling, so he applied and was promoted to Manager of Machining & Sub-Assembly.

One of the reasons that Ted stayed at CWM for nearly 50 years was simply because of the connection that existed and still exists between employees and management. "I always felt respected and appreciated by upper management," Ted said. "I think that the strong belief that CWM management had in me and my skills was one of the biggest reasons why I worked here for so long. I truly believed that I was working for the best company in the world."

What's the first thing Ted plans to do post-retirement? You guessed it – a two-week-long fishing trip! Ted is also very much looking forward to spending more time with his family and having some quality time out on the water in retirement. He's also looking forward to getting more sleep, traveling, and golfing more often.



When asked if he had any words of wisdom to share with new CWM employees, Ted had this to say:

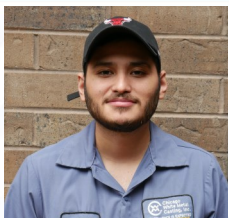
"I would tell all my co-workers that CWM is known for giving employees every opportunity to grow and advance in the company. My advice to employees is this: be respectful to others, always try to help co-workers to improve, be honest when you make a mistake, do your best to improve your own work skills, and try to do everything you can to help the company grow and prosper."

**Best of luck to Ted in this next chapter of his life
and Thank You for 47 great years!**



CWM WELCOMES "NEW" EMPLOYEES

As part of our continuous effort to broaden our services to customers, CWM is excited to welcome these employees to the Chicago White Metal family!



Fernando Ortiz, Shipping

He initially started at CWM with ASG Staffing in August of 2020, but Fernando was eventually brought on full-time as a Materials Handler in the Shipping Department early in 2021. So far, Fernando says that he really enjoys working with everyone at CWM, and he appreciates how much respect everyone has for one another. In his free time, he enjoys watching the Cubs and the Bulls, and playing video games.



Alex Castillo – IT Intern

Alex is returning to CWM for a second internship in the IT department. He is an incoming Junior and will be attending the University of Illinois at Chicago in the fall, majoring in Computer Science. This summer, he'll be assisting in determining which computers need to be replaced, updating software, and learning new software that he hasn't worked with before. Alex wanted to return to CWM because of the positive working environment and the people. Outside of work, Alex enjoys eskating (electronic skateboarding), going for walks, and playing video games.



CWM PROMOTIONS



Oscar Vallejo, Machining-Assembly Operations Supervisor

A mainstay at CWM, Oscar has been working here since January of 1995. He started as a packer in the production department. He's worked hard over the years, moving up through the company in various capacities, and now he'll be taking the lead in the Machining & Sub-Assembly department. When asked about what he likes most about working at CWM, Oscar said that it's the people that he's met over the years with whom he's formed a close bond.

SAVE THE DATE!

What? **CWM's 41st Annual Golf Outing**

When? **June 12, 2021**

Where? **Bloomington Golf Club**

How? **Email Tom Mrock (tmrock@cwmtl.com) for details and to sign up.**



CWM BRACKET CHALLENGE FOR CHARITY



After a one year hiatus due to the pandemic, NCAA March Madness was back this year and CWM hosted it's second annual Bracket Challenge. It turned into a very exciting couple of weeks, plus it's a great excuse to give to charity! The winners were able to make a donation to the 501(C)3, CWM approved, charity of their choice. While the tournament was exciting enough, things came down to the wire in the bracket challenge, especially since we ended up with a three-way tie for second place! Here are this years winners, along with the charities in which they decided to donate!

First Place: Dan O'Connor

While charity was the real winner, Dan finished in first place, correctly predicting Baylor University — the eventual champion — would play in the final, which ultimately won him the Bracket Challenge. Dan donated his \$1000 in winnings to the Chicago Police Memorial Foundation — a foundation that is very near and dear to his heart.

Second Place (Tie): Alex Heying

Alex, known for his Iowa fandom, went against his better judgment and chose Gonzaga to face Illinois in the final, and wound up tied for second place. He chose to donate his winnings to the My Block*My Hood*My City charity because it's local to him and it makes a direct impact in the Chicago area. Alex said, "With their unique approach of hyper localized community outreach I felt it would be able to provide the largest impact to a worthy cause."

Second Place (Tie): Jeff Paul

Jeff Paul also tied for second place, and had an incredible comeback after being in 10th place after the second round. He climbed the leaderboard and eventually found himself with a chance to win it all, but just missed it. With his winnings, Jeff chose to donate to The Neurofibromatosis Network, the leading national organization advocating for federal funding for NF research and building and supporting NF communities — a foundation that means a lot to he and his family.

Second Place (Tie): Ted Bystryk

Ted was another late starter, but he came on strong in the later rounds of the tournament going from 11th place all the way up to second. Ted donated his winnings to the Silver Lining Foundation. The foundation provides respectful and equal access to cost-free breast health testing through partnerships with the community. Ted has friends and family members that been affected by breast cancer, so this foundation means a lot to him personally.

THE FUTURE OF DIE CASTING IN ONE WORD: SUSTAINABILITY

When it comes to sustainability, most people think about environmental protection or reducing your carbon footprint. While that is a massive part of it, sustainability also refers to doing business without negatively impacting the community or society as a whole.

Like Chicago White Metal, other businesses are starting to consider a wide array of environmental, economic, and social factors when making business decisions. At CWM, we monitor the impact of our operations to ensure that our short-term profits don't turn into long-term liabilities. We do this through several initiatives set forth by our Safety and Environmental teams.

Why is Sustainability Important?

Society is pushing companies to invest in sustainability, and companies are starting to exclusively work with other companies with a proven track record of being sustainable. They want to work with companies that lead the way in technology, environmentalism, and team member and customer relations.

Evidence shows that there are even financial benefits when companies invest in sustainability. However, it can be a bit of a catch-22; as Harvard Business Professor Rebecca Henderson notes, "you can't use business to do good in the world if you're not doing well financially. Doing well [financially] and doing good [for society] are intertwined, and successful business strategies include both."



CWM has struck a balance when it comes to making a positive impact on both society and the environment. We've consistently reduced our environmental footprint over the last 80+ years through various investments and strategy adjustments. Through a number of societal initiatives (like scholarships, internships, etc.), we believe we are making a positive impact on the community altogether.

Examples of Environmental Sustainability at CWM

At Chicago White Metal, we are doing everything we can to become more sustainable – both in the environmental and business sense. Sustainable business practices have become center stage in 2020 and 2021, due in large part to the effects of the COVID-19 Pandemic. Companies had to react quickly to become more lean and sustainable to make it through.

Here are a few examples of what sustainability on the environmental side of things at CWM looks like:

- **Sustainable Materials:** CWM uses sustainable materials in almost every process possible. From die casting to packaging, every effort is made to recycle any material we can.
- **Improved Supply Chain Management:** CWM works with suppliers and customers to find the most efficient ways to receive or deliver products to reduce greenhouse gas emissions.
- **Investing in Eco-Friendly Technology:** CWM is at the forefront of upgrading and improving equipment to reduce our carbon footprint.

It's becoming more and more critical for businesses to emphasize sustainability. CWM has long since determined that issues such as air quality, recycling, and safety are a top priority. We have taken steps such as investing in new, energy-efficient equipment, like a new stack melter furnace in the aluminum department. We also recycle 100% of the die-cast metals used in the manufacturing process (e.g., aluminum, magnesium, and zinc).

Additional ongoing initiatives that CWM is currently pursuing include:

- Energy Reduction
- Air emission reduction
- Hazardous material reduction
- Company-wide ban on single-use plastics
- Paper recycling
- Die Lube Reduction
- Wastewater Reduction
- Computer System Recycling/Repurposing
- Aluminum Recyclable By-Product Reduction



VP of Sales and Marketing Jon Miller gives a tour to a group of students interested in manufacturing.

Examples of Business Sustainability at CWM

Simply put, business sustainability is an approach to creating long-term value by considering how we operate in the ecological, social, and economic world. That means that sustainability isn't just about environmental initiatives; an organization must be sustainable in several ways.

Here are some examples of how CWM has remained sustainable over the past 80+ years:

- **Large Client Base:** We choose to serve a wide variety of customers and markets rather than focusing on specific industries. That has allowed CWM to remain stable even in the worst economic times.
- **Wide Range of Offerings:** CWM's portfolio of offerings, like having the ability to cast all three families of metals along with value-added processing, has helped us grow and adapt to changing environments.
- **Fiscal Responsibility:** CWM's long-term financial health has endured because management has remained fiscally responsible. That has allowed CWM to remain viable and strong over the long term.
- **Valuable Partnerships:** CWM partners with customers, suppliers, and associates who believe in our Cultural Pillars. That allows us to maintain longstanding relationships with like-minded companies and people.
- **Remaining Ahead of the Competition:** At CWM, we are constantly looking for opportunities to upgrade equipment and facilities. We also make sure our equipment is well maintained so that it always meets high environmental standards.

As expectations on corporate responsibility increase and transparency becomes more prevalent, other companies are adopting a similar way of thinking by recognizing the need for sustainability.

The Pillars of Sustainability

Just as CWM has our Cultural Pillars, other companies are starting to realize that there are three major pillars when it comes to sustainability: **economic**, **social**, and **environmental**. When a company achieves their goals, they can call themselves sustainable. 84 years of business and the creation of thousands of jobs, shows CWM is economically responsible and stable. We are ISO 9001 and ISO 14001 certified, and we were the first North American die caster to be admitted to the EPA's National Environmental Performance Track Program, which shows how environmentally conscious we are. On the social side, CWM is constantly investing in the community and our employees. Whether through scholarships, educational facility tours, or donations, CWM continually supports the next generation of manufacturers. By all three measures, Chicago White Metal has proven it's sustainable.

Chicago White Metal was built on a foundation of personalized service and attention to detail that has endured nearly 85 years. We work very hard to create extremely high-quality custom die castings. We do so by streamlining the process from design to production with a customer-centric approach. Thanks to our sustainability-focused attitude, we plan on providing precision custom die castings long into the future.





EWM HELPING HANDS



This year, Accounting Associate Angela Favata and her family volunteered to help hand pack 50+ lunches for children in need through the Feeding My Starving Children Foundation (FMSC). Angela was joined by her son Anthony (age 10), sister-in-law Karen, and her nephew Chazz (age 11). Angela was inspired by Karen who has volunteered with FMSC numerous times. Angela got so much out of it that she has vowed to continue volunteering there into the future.



Feed My Starving Children is an organization that believes that hope starts with food. With childhood hunger still causing nearly half of deaths in children under the age of 5-years old, this foundation relies on volunteers and donations to buy and package meals for those less fortunate. FMSC works with food distribution partners that stay with communities for the long haul, empowering them to move from relief to development.

Angela, and her family volunteered at the Schaumburg facility where they packed 56 boxes of nutritional food for children in need. The meals made by volunteers from all over the US and they are distributed to schools, orphanages, clinics, and feeding programs nationwide. FMSC meals are developed by food science and nutrition professionals to supplement nutritional needs and reduce problems with malnutrition. These nutritious meals allow children to grow, thrive, and develop to their full potential.



If you would like to learn more about the Feed My Starving Children foundation, visit www.fmsc.org where you can get information about volunteering or donating. Their process is simple: Donations given by people just like you fund the meal ingredients. Volunteers hand-pack the meals. Meals are donated to FMSC food partners around the world, where kids are fed and lives are saved!

CWM Gets Vaccinated

CWM was honored and grateful to partner with the County of DuPage to hold a COVID-19 vaccination event on May 13th, 2021 and June 3, 2021 in the CWM lunchroom. Not only were employees offered the vaccine, family members of CWM team members were also invited to receive the vaccine. At the time of the event, a little over 70% of CWM employees had already received at least their first dose. With 42 more people vaccinated at the event, many of which were CWM employees, we are that much closer to returning to normal!



First stop: Checking in with CEO Eric Treiber to make sure all of the paperwork is in order.



Second Stop: Confirm information with the team administering the vaccine.



Third Stop: Receive the vaccine in the arm of your choice.



Final Stop: Wait for 15 minutes and receive your card indicating that you've been vaccinated!

Neil Brown Discovers New Talent During Quarantine

Assistant Director of Engineering Neil Brown picked up a new hobby over the last year. He's always had an interest in photography, but just kept putting it off. Well, with all of the extra time due to quarantine and a want/need to get out of the house and get some fresh air, he finally picked up photography — and he might have discovered a new talent!



This is a Broad-Billed Hummingbird at the LaBagh Forest Preserve. Neil said it was a very rare sighting — it's only the third time it's been recorded in Illinois!



This is a Ruff taken at the Wood Dale reservoir. These birds typically spend their winters in Africa & SE Asia and their summers in N. Europe. Somehow it wound up in Wood Dale!



These are a flock of Common Goldeneye that Neil snapped a picture of in February at the Yorkville Dam.



Neil was lucky enough to see a Bald Eagle at Busse Woods on May 6th and got this great picture.



These are Mute Swans that Neil was able to get a unique shot of in Indianapolis.



Another rare sighting was some Piping Plovers — an endangered species due to climate change and habitat destruction.

CWM PHOTO HIGHLIGHTS



Margo's son Kyle graduated from Elmhurst University with a bachelor's degree in Exercise Science in December 2020, but they didn't have a graduation ceremony until this summer. Here's Kyle doing his best to socially distance right after crossing the stage. Congratulations, Kyle!



CEO Eric Treiber and VP of Sales and Marketing Jon Miller give the first tour of the CWM facility in over a year.



Cindy Nasser's daughter Zayna Nasser graduated with honors from Glenbard North High School on May 22nd. She will be attending NIU in the fall where she will major in Communicative Disorders followed by graduate school to become an Audiologist. Congratulations Zayna!

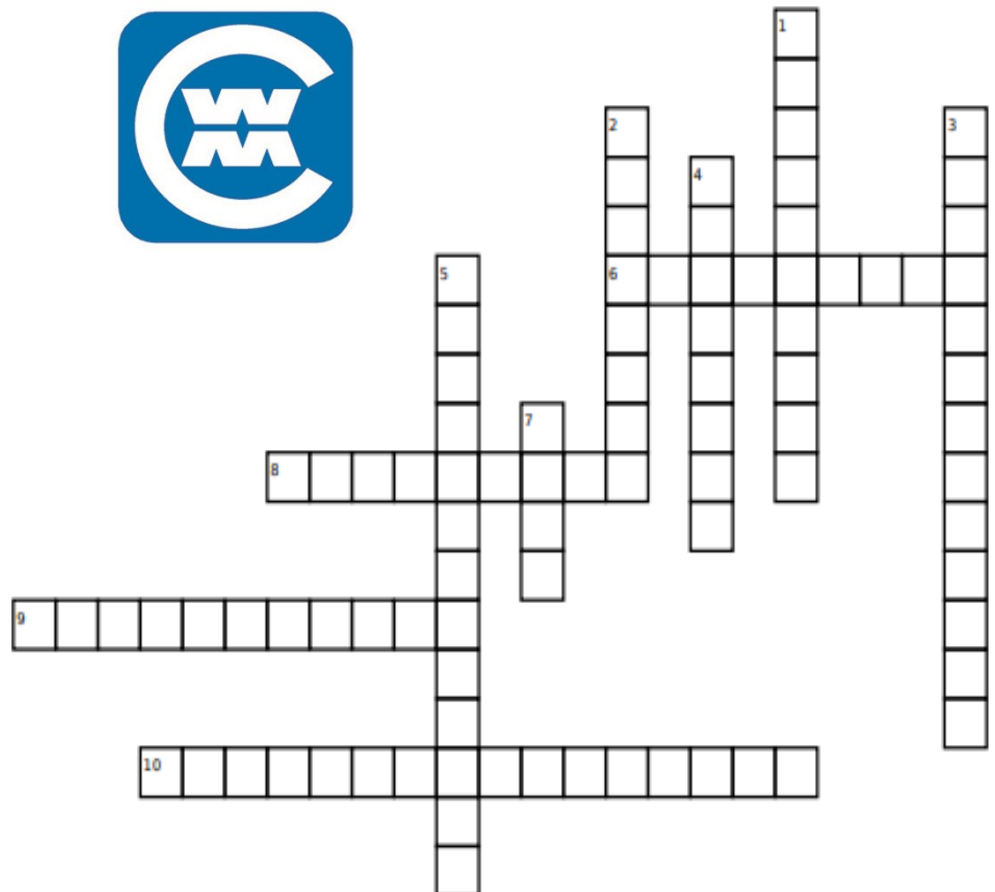
CWM Crossword

DOWN

1. This die casting process is used at CWM for both our magnesium and zinc production.
2. This alloy is lightweight, offers dimensional stability, a good mix of mechanical properties, and has a low-cost point.
3. Chairman of the CWM Board.
4. The generic name for the associates that help design parts and coordinate tool construction.
5. This department has 25 centers and maintains its own engineering staff and QA laboratory.
7. This alloy offers excellent tool life, fast production time, and the ability to cast thin walls.

ACROSS

6. Simulation software used to predict the mold flow process
8. This alloy weighs 1/3rd less than Aluminum.
9. This die casting technology is used for aluminum and involves a shot sleeve and "biscuit".
10. CWM's first cultural pillar.





CWM Mission Statement & Cultural Pillars

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.

**Positive
Attitude**



Respect



Commitments



**Not Catering
to Rank**



Transparency



contact us >>>

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**Chicago
White Metal
Casting Inc.**



649 IL Route 83
Bensenville, Illinois 60106, United States
Phone: (630) 595-4424
Fax: (630) 595-9160
Visit us at: www.cwmdiecast.com

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