

THE Pipeline REPORTER

NEWS ABOUT MUELLER MARKETS PLANTS PRODUCTS PERFORMANCE AND PEOPLE

MARCH 1984

Powers Addresses Annual Sales Meeting

At the Mueller Co. annual sales meeting in January, President Ed Powers congratulated those who attended and all Mueller employees on behalf of the shareholders and the Board of Directors for completing in 1983 a year that was successful in many ways.

Powers reported that sales had broken many records in that period. And manufacturing operations had "put their shoulder to the wheel and came up with the efficiencies, productivities and cost reductions that made the year a good one for the company."

He stated, "Each plant had a very busy year. The Decatur operation completed phase two of the brass foundry modernization project which encompassed building a whole new foundry while still operating the old foundry. They had a tough job and accomplished it well.

"The Albertville plant succeeded in setting all types of production records and with the advent of the COPICS computer system, we were able to lower lead time.

"Our Chattanooga plant was the turnaround situation of the year. The people down there did an outstanding job. They demonstrated their commitment to their customers and managed their job with a great deal of expertise. The Clinton plant had significant accomplishments, producing the new line of 48"-72" butterfly valves along with digesting a great deal of engineered valves that were received from the Leopold Company."

The company's efforts to diversify for greater stability continued in 1983. In 1983 the



acquisition of Superior Stainless was completed, Powers noted, which brought the company into the fluid control markets of the food, beverage and pharmaceutical industries.

Administrative efforts like this, along with the continuing excellent work done in each plant and office, have provided the company with a very good opportunity for further excellence in 1984, Powers stressed. That's why the theme of the meeting, Opportunity '84, will be a meaningful one to everyone at Mueller Co. throughout this meaningful year.



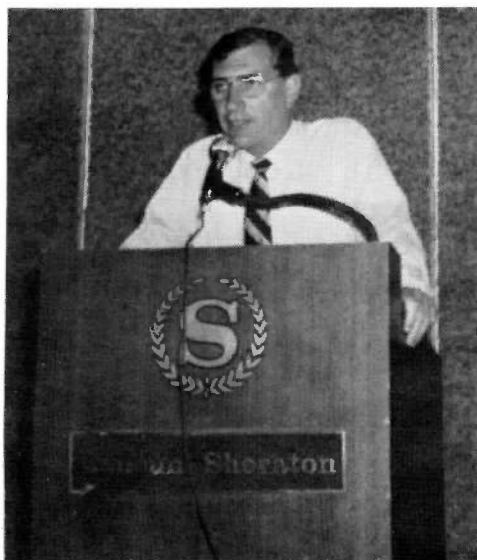
Ed Powers presents trophy to Gene Hullinger, Decatur Plant Manager, and Mike Bauer, Decatur Manager-Safety and Employee Relations, accepting for all Decatur plant employees.

Safety Trophy Goes To Decatur

The President's Safety Award was presented in Decatur on Friday, March 9 by Ed Powers, Mueller Co.'s president.

The Decatur plant was judged to have achieved the highest quality safety improvements in all the Mueller plant locations in 1983. The trophy, which will be displayed in the Decatur plant headquarters during 1984, reads: "Awarded annually to the employees of the

(Continued on page 2)



Ed Powers

Our New Face



This is the new look of the Mueller Co. mark you'll begin seeing on company correspondence, publications, packaging and products. It symbolizes company attitude and commitment.

The new Mueller Co. identity program tells everyone the company is as determined to remain the leader in the future as it has been in the past. It's the outward reflection of a new pride and business philosophy. Mueller today is stronger, more aggressive, highly productive and even more dedicated to providing for the

needs of its customers.

In addition to reflecting the company's internal change by its distinctive character and bold appearance, the new mark also serves to remind us employees of the important part we as individuals perform in keeping Mueller Co. a leader, in more than name only. By being conscientious, taking pride in the work we do and meeting the challenge of the future, our performance reflects our unique qualities as a company. Mueller Co. is each one of us.

The Value of Value

By Tom Jacobs

Tom Jacobs is the plant manager at the Mueller plant in Chattanooga. He has often been a contributor to the Pipeline Reporter.

No one's ever been able to develop a company that keeps going indefinitely without making money. Working for somebody that's losing money, facing dramatic reductions and reorganization makes us all uncomfortable. Management has an enormous obligation to its employees and stockholders to keep a business profitable.

Everyone knows how hard it is to keep personal expenses in line. We here at Mueller have the same problem. Management, however, can't do it all.

Many employees don't often realize how their daily work routine affects profit. At times, you yourself may have experienced the same feeling. You might think that your own work effort doesn't really matter, that you're "removed", that profit is something handled by the Accounting Department. Nothing could be further from the truth.

The fact is, that everybody's work affects profit. Whether you're a high-cost or a low-cost producer depends considerably on people like yourself and the decisions you make every day. They say that the people who can save the most money are those who spend it. Putting it another way, the people who can do the most to reduce waste and increase profits are the people actually involved in doing the job. They're the ones that see the waste. They also

see the potential savings and obviously know more about how to realize those savings than anyone else.

Some questions we all might ask ourselves include the following:

1. Are we as careful and economical in our use of materials, tools, and equipment? Certainly the company has a responsibility to see to it that we have what we need to have to do our job. It's equally essential though that we don't waste things just because they happen to be easily available.

2. Do we hoard supplies? Think of what would happen if everyone did this, if everyone had his or her personal storeroom. That certainly doesn't sound very cost effective either.

3. Do we realize the value of our own time? It's really important to do things at the lowest possible cost. Our largest cost is employee time, and the more of it we effectively save, the better chance our company has to beat the competition and earn a profit.

The best way to succeed is to work for a winner — a prosperous company. But each of us has to do our share. No company can grow money on trees.



Safety Trophy

(Continued from page 1)

plant location contributing most to improved productivity through safety awareness and the lowest lost time injury rate."

The Chattanooga Plant won the award in 1982. Congratulations go to all Mueller employees who helped make the safety program in 1983 a success.

Personnel Changes Announced

Mr. Bill Lindgren was promoted from Data Processing Manager at Decatur to the Corporate office as Manager - Office Automation Systems. Bill has been with Mueller Co. since 1969 initially starting in the Order Entry Department. He has been associated with the Data Processing function since shortly after being hired, holding a variety of operations, programming, systems and management positions.

Mr. Charles (Chuck) Claybaugh was promoted from Data Processing Manager at Chattanooga to the Corporate Office as Manager - Manufacturing Data Processing Systems. Chuck originally started at Chattanooga in May 1981, coming from the Corporate office of Federated Department Stores in Cincinnati, Ohio where he was the Manager/Consulting Systems Analyst. Prior to working for Federated, Chuck received his B.S. in Physics from Western Illinois University and worked in the Data Processing field for Allstate Insurance and Montgomery Ward.

Mr. Jim Bolton has joined the Corporate Staff in the new position of Manager - Corporate Purchasing and Traffic Programs. In this capacity Jim will be responsible for the development and administration programs and policies affecting all of Mueller's Purchasing and Traffic departments.

Jim is a native of the Albertville, AL area and originally joined Mueller in June of 1975 working in both the Purchasing and Accounting functions. In December 1976 he was promoted to Purchasing Agent for Albertville. In June of 1980 he was transferred and promoted to Purchasing Agent for Chattanooga. Prior to Mueller, Jim worked for a division of Gerber in their shipping and receiving functions. Jim is a graduate of Snead St. Jr. College and attended Jacksonville St. College where he majored in Business Administration.



Bill Lindgren



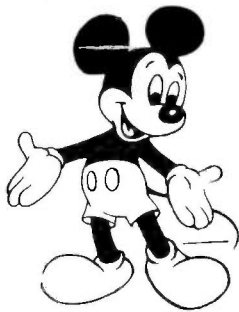
Chuck Claybaugh



Jim Bolton

Mr. Ralph Allen has been named Corporate Manufacturing Engineer. This is a new position and Ralph will work with Irv Campbell, Mgr. Corporate Mfg. Programs and Quality Control. He will also be assigned various special manufacturing projects to help at all Mueller locations.

Ralph comes to Mueller from Cooper Energy Services, Mount Vernon, Ohio where he was on their staff as a Facilities and Manufacturing Engineer. Prior to Cooper Energy Ralph was with Dura Corporation and Burroughs. A graduate of Ohio University, Ralph has a B.S. degree in Industrial Technology.



Magic Kingdom Booklets Available

The 1984 Members Booklets for the Magic Kingdom Club are now available to any Mueller Co. employee from the club representatives in each plant location. If you are planning to travel near DisneyWorld or Disneyland this year, find out through this literature what benefits you have when you are a member of the club.

Current membership cards are good through October of 1984, and new ones will be issued by fall.

Mousecellaneous

Mueller Co. Magic Kingdom Club representatives are: Bob Febus, Decatur; George Mathis, Chattanooga; Jewel Bolton, Albertville; Donna O'Neill, Zelenople; Stan Kent, Judd; Gayle Linn, Superior; Shirley Rapple, Mueller Ltd.

Strictly Personal

DECATUR

NEWS ABOUT MUELLER CO EMPLOYEES AND THEIR FAMILIES

MARCH 1984

A Message from the Plant Manager...

"CHANGES"

Now there is a word we all know and understand! It is a word whose meaning has been discussed since time began. Thousands of books and stories have been written about "CHANGE" itself, while thousands more have been written on how to deal with "CHANGE".

But no matter how much has been written or said, "CHANGE" effects all of us in different ways. And different types of "CHANGES" have various effects on the same person. For example, we all tend to react one way to a new baby in the house, but a totally different way when someone we love dies. Both are "CHANGES", but our reaction to each is usually not the same.

"CHANGES" take place every day of our lives without our giving them much notice until the "CHANGE" is brought to our attention in some dramatic way. That could be something as simple as a new chair to replace the old and worn out one that you loved to relax in; or as eventful as waking up one morning and discovering your first grey hair.

The speed at which "CHANGE" takes place is also an important factor in our reaction to "CHANGE". We all react one way to starting a new job we have been looking forward to, but an entirely different reaction occurs if we suddenly lose the job we have!

On-the-job or off-the-job, "CHANGES" take place whether we like them or not. Very few jobs stay the same from the day you hire in to the day you retire. Frankly, most of us would get bored very fast if what we are doing today is what we are going to be doing for the next 30 years without the hope of any "CHANGES".

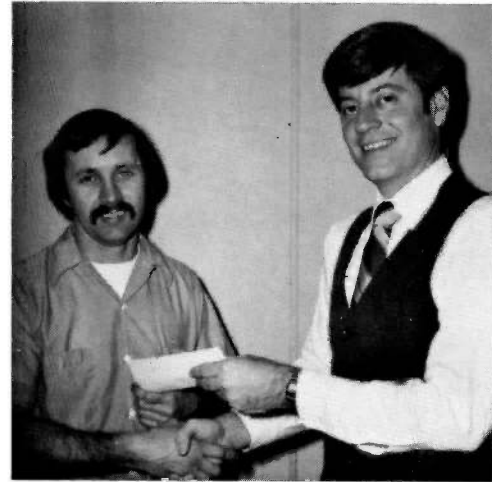
Mueller Co. itself would be out of business today if it had not "CHANGED" with the times. Today faced with domestic and foreign competition unheard of just 30 years ago, Mueller Co. is a different place to work. **And Thank God it is or none of us would have a job here today!** Decisions we make today, and those we don't make, will have a profound effect on whether or not we'll be here 30 years from now.

Organizations that don't address the problems of low productivity; scrap; waste; cost overruns; and outdated methods, are doomed to fail. That is the way the American System works and no one has discovered a better way yet.

"CHANGES" will continue to take place at Mueller Co. with each of us reacting to them in our own way as we adjust to them. "CHANGES" by their very nature, are experiments in doing something different than the way it was done before. Therefore, some "CHANGES" will be more successful than others.

If we all keep in mind that Mueller Co. had to "CHANGE" in the past to be where it is today, I'm sure that all of you will co-operate with today's "CHANGES" so that we'll have a place in the future.

Sincerely,
Gene Hullinger



Mueller Co. Donation

Shown is Steve Holsapple receiving a check from Bob Febus in the amount of \$500 for the A.I.W. annual food basket drive. This program is operated by the A.I.W. in an effort to see that Decatur area laid-off employees and their families receive a food basket to ensure a Christmas meal with all the trimmings.

Mueller Offers New Benefit: Counseling

If you or any member of your immediate family is unable to cope with a personal problem, you can get confidential and professional help at the new Employee Assistance Program (EAP), which is provided as a new benefit for Mueller Company.

All you have to do is contact the (EAP), which is located in Suite G-45 of the Medical Arts Center, adjacent to St. Mary's Hospital.

Call 429-2339 for information and an appointment. Services will be provided seven days a week, with appointments available morning, afternoon, or evening.

EAP Counselors can:

- provide assistance and intervention with personal or family problems that interfere with your concentration or daily lifestyle;
- assist in reducing the amount of time and money spent to acquire appropriate help;
- better identify personal problems and ways to cope with them;
- help with improving family life and relationships that are hindered by problems;
- guide toward reducing personal stress, confusion, and toward better overall health for you and your family.

Your call and visit will be kept **strictly confidential**. Kevin McAvoy, EAP coordinator, and his secretary, Brenda Moore, are in the office to assist you.

The cost for this service is paid for by Mueller Co.; therefore, the use of the program is completely free to you and your family. Services include: assessment, referral to a community resource for help; or follow-up. (Immediate family generally is defined as parents, spouse and children of an employee.)

If you determine, along with the EAP coordinator, that a resource out in the community is necessary to help resolve your concerns, you will be referred to those resources that are covered by the Mueller Company's Health Insurance Plan, that base fees on ability to pay, or are free in your community. The primary goal at the EAP is recommendation to appropriate service at reasonable cost to you.

An employee may go to the EAP on his own, **without anyone at work knowing of the visit**. The employee also can be referred to the center by a work supervisor, due to declining work performance. All the supervisor will be told by the EAP coordinator is whether you are participating in the EAP program. **No information will be provided about your assessment** at the center.

Kevin McAvoy, coordinator for the Mueller Company's Employee Assistance Program, has had clinical experience with individual and family counseling for the past ten years.

If You Need Help
With a Problem...Call

Employee Assistance Program

429-2339

Retirements

December, January, February



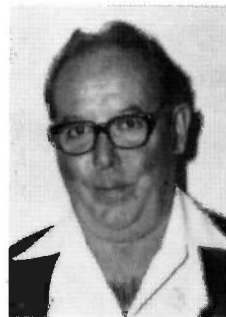
Pres Ruthrauff
47+ years
December 31, 1983



Paul Ammann
43+ years
December 31, 1983



Clay Ramsey
42+ years
December 31, 1983



Ted Suhomske
42+ years
December 31, 1983



Gerald Stanley
37+ years
December 31, 1983



Clifford Endsley
30+ years
December 31, 1983



Cecil E. Lotzgesell
21+ years
December 31, 1983



Joe Fleckenstein
45+ years
January 11, 1984



Dean Grant
42+ years
January 31, 1984



Norma Lowery
35 years
January 31, 1984



Ruth Seggerman
18+ years
January 31, 1984



Delbert Guin
35 years
February 10, 1984



On December 31st, 1983, over 126 years of experience retired in Department 70. Pres Ruthrauff, General Foreman; Gerald Stanley, Foreman; and Ted Suhomske, Foreman, are pictured admiring their retirement cake.

Service Awards

December, January, February



John Neiderbrach
30 years



Dominick Cortese
30 years



Howard Mayberry
25 years



Douglas Roberts
25 years



Ernest Utt
25 years

World Christmas Tree

Maynard L. Buckta
Retired Mueller Employee

In quiet time of reverie
Envisioned I a Christmas tree,
Its branches spread, as if in care
Of troubled people everywhere,
In hunger, pain, disease, and death,
Through lands around our planet Earth,

Wars, wounded ones, the refugee;
The suffering, the agony;
Falsely accused, from families rent;
Imprisoned, though quite innocent —
And at the base of this great tree
Are gifts for world's humanity!

Rich gifts, through God, and from the heart,
That those who truly care impart;
To be a friend, to understand;
A will to serve, a loving hand;
A friend who to the world attunes,
Then, in compassion, heals the wounds.

A gift of honor, true and just;
A gift of kindness, and of trust;
A gift of FAITH, that tears and fears
Will change to joy in future years;
A gift, that hate and wars will cease
A golden HOPE for glorious peace!

And LOVE, the greatest gift to give
To everyone, that they might live!
Ah, yes, I saw that Christmas Tree
With gifts for ALL humanity!

Decatur Herald & Review, Dec. 23, 1983

Best Poem (age 65 and older)

Maynard retired Dec. 81 after 41 years of service



SPOTLIGHT ON CHATTANOOGA

The Mueller people of Chattanooga do not have far to search for fun and recreation. They are located in the center of a seven state region served by the Tennessee Valley Authority.

In the spring, dogwood permeates the green sanctuaries of the surrounding woods and Look Out Mountain, an instantly recognizable natural landmark, dominates the area. The area is known for its quiet beauty and historic importance and some say the Creek Indian translation of Chattanooga means "rock coming to a point."

Along with its natural beauty, Lookout Mountain also has three of the most visited attractions in the U.S.: Rock City, a ten acre wonderland of unique rock formations and native flowers; the world famous Lover's Leap with its view of seven states; and perhaps the most famous and the most popular, the Incline Railway used to reach the top of the mountain.

From Point Park, on the Northern tip of Lookout Mountain, the famous battle known as "the battle above the clouds" was fought and a large portion of the battleground is incor-



Ocoee river rafting



porated into the Chickamauga-Chattanooga National Military Park.

Chickamauga was one of the bloodiest battles of the civil war. There were 34,000 casualties resulting from the two day confrontation in September of 1863. Opposing armies bore down upon each other, clashed, and when the smoke cleared, farm lands and homes along Chickamauga Creek were left in a wake of destruction and bitterness that endured for years.

Today, the Chickamauga National Military Park contains some 8,000 acres of American history. It was the railroads that drew the armies to the battlefields. Chattanooga was the communications and transportation

junction crucial to the South's survival and was known as the crossroads to the South. For the Union it was the crucial key to splitting the Confederacy.

The most famous of the city's landmarks is the Chattanooga Choo-Choo which was immortalized in the swing era by Glen Miller's popular song, "Chattanooga Choo Choo." (Pardon me boys...is that the Chattanooga Choo Choo?) Even if you're not a rail buff, the nostalgic pull of the old trains and the station is strong.

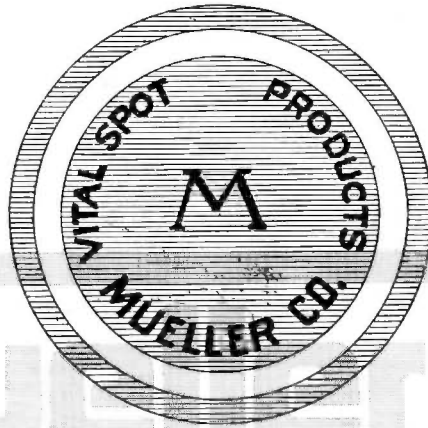
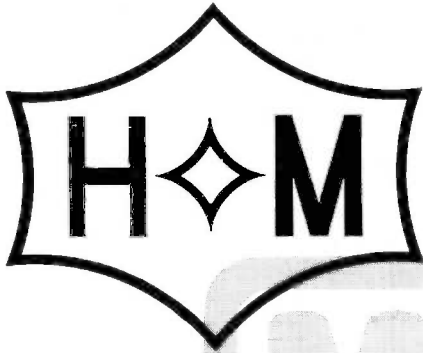
The historic train station now houses a Hilton hotel. It is a thriving complex of turn-of-the century style shops, lounges, restaurants, gardens, fountains and entertainment.

At one time almost every southbound train in the country had to pass through Chattanooga, Tennessee. As the glory days of railroads slipped away, the station fell into disrepair. It was to be demolished in 1971 when 24 local businessmen and the Southern Railroad Company formed the Choo-Choo Company to restore it.

During the renovation, a false ceiling in the main lobby was removed to reveal a magnificent 85 foot-high dome. Now completely restored, it is the highest free-standing dome in the world. The complex officially opened for business in 1972. It no longer serves trains but it is the living museum of the hey day of railroads.

If all of this were not enough to make Chattanooga attractive, there is also the beautiful Chickamauga Lake covering 34,500 acres, with two state parks, one country park and a wide variety of private and public boat docking facilities. This recreation area provides white water rafting, camping sites, hang gliding, canoeing, 7 private golf courses, and 7 public golf courses. Fishermen boast of rainbow and brown trout, largemouth, smallmouth, spotted, rock and white bass, channel and yellow catfish, crappie, bluegill, muskellunge, sauger, walleye, rockfish, carp and redhorse.

Mueller Symbols & Trademarks From The Past

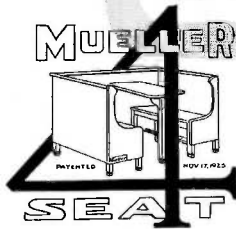


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San Francisco

Dallas



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