



In January of this year we completed our 20th year in business. I am very proud of this accomplishment and want to say THANK YOU to all that have made this possible. We have a very loyal customer base with some that have been with us the entire 20 years. We also have wonderful employees, many that have been with us for over 15 years. The combination of good people and strong relationships has made us successful.

During the past six months, All-Color earned some very positive recognition. We received two different awards and also had two of our employees recognized by *Products Finishing Magazine* for their commitment and dedication.

With 20 years of success comes the need for change.

Recently a number of employees were promoted and new positions were created. All of this growth has created a need for us to remodel our office area, which will be taking place later this spring into early summer. We will be upgrading one of our coating systems with Wagner Profitech controls and a Supercenter powder center to take advantage of the latest powder coating technology. We will also be purchasing another batch system that will allow us to coat larger parts and reduce our lead-times in this area. All of these projects should be completed by mid-summer.

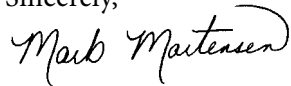
Our feature is about one of our original customers located right here in Oregon, WI, Mid Central Electric. We powder coat the tanks they use to manufacture fixed load transformers that are shipped throughout the world.

As is becoming somewhat of a tradition, we were again able to provide all of our employees and their families a weekend at the Wilderness Territory in Wisconsin Dells. Along with having fun at the waterpark, employees and their families were treated to a buffet dinner complete with gifts for the children.

We spent the last four months updating our website with a more modern feel and making it more mobile friendly for tablets and smart phones. The new site went live at the end of March. Be sure to check it out at www.allcolorpowdercoating.com.

To conclude this newsletter we have compiled a list of our employees' fondest memories from the last 20 years. We narrowed the list down to our top 10. Reviewing this list made me realize how quickly the last 20 years passed by and how much I am looking forward to making new memories during the next 20.

Sincerely,



Mark Mortensen
President



All-Color employee Brian Olsen with his mother at All-Color's Christmas party



All-Color's new and improved website



Michael Recob
Production
Manager



Kally Powell
Production
Coordinator



Larry Rybowskiak
Quality Assurance
Specialist



Roger White
MDF Sales and
Development Manager



Chris Raemisch
Plant Manager



Adrian Sanchez
1st Shift
Supervisor



Kean Macaulay
Shipping & Receiving
Supervisor



Danni Staver
Controller



20 Years in Business

January marked All-Color Powder Coating’s 20th year in business. During the past 20 years All-Color has changed locations and expanded at its current location three times. Additional powder coating lines were added along with additional storage space in an effort to keep up with All-Color’s rapid growth. We started with 4 employees and have grown to over 40. Business is flourishing and we look forward to seeing what the next 20 years will bring. Looking toward the future, owner Mark Mortensen decided it was time to reorganize the company. In an effort to better service our customers, job responsibilities were shifted among existing employees in addition to creating several new positions. We look forward to continuing this growth for decades to come.

20 Group Meeting

Last November, Axalta’s All-Stars 20-Group meeting was held at Boyko’s Metal Finishing Company in Newark, NJ. This was the first trip to Boyko’s, and as is customary, Thursday morning was spent critiquing the shop and providing feedback for improvements. A highlight of the trip was taking the train to New York City and having dinner in Times Square. Seeing the lights and witnessing the massive number of people on the streets is just amazing. The big news from this trip was that Axalta will no longer be sponsoring the 20-Group meetings. It appears likely that the Powder Coating Institute along with the Chemical Coaters Association are going to start up a similar peer group program. These peer group meetings are extremely beneficial to the participants and many of us in the current “All-Stars” group are looking forward to participating in the new program.



Times Square



Awards Abound

All-Color Powder Coating received the *Products Finishing* ‘Top Shop’ award, being recognized as one of the top 50 finishing job shops in the country. The magazine conducted a survey and analyzed hundreds of finishing companies in several areas including current finishing technology, finishing practices and performances, business strategies, and training and human resources. Based upon a matrix of scores, the top 50 shops were chosen and awarded the honor of being a ‘Top Shop’.

All-Color also received the New Construction award from the Oregon Area Chamber of Commerce for the addition to the building completed last year. This is the second award related to new construction that we received from the Chamber during our 20 years of membership.

There are certain people in every organization that have a significant impact on the business. Our Go-to-Gal Kally Powell and Go-to-Guy Adrian “Sergio” Sanchez were recognized in the January edition of *Products Finishing Magazine* for all that they do for us.



Chamber Director Steve Peotter with Mark Mortensen

Electrifying Relationship

When All-Color opened its doors 20 years ago, we only had a handful of customers and our color choices were limited. We now have hundreds of customers, thousands of colors, and are utilizing the latest technology to provide superior powder coating services to our customers.

All-Color has kept many of its original customers including Mid Central Electric, Inc. Donald Doyle, owner of Mid Central, started his business of making electric utility equipment in 1966. In 1974, Donald moved his young company to Oregon, WI where it remains today. Mid Central is known for making “fixed load” transformers that are used all over the world for customers such as General Electric and Westinghouse.

Prior to doing business with All-Color, Mid Central wet painted all their transformer tanks by hand in a small area in the back of their shop. Looking to improve the quality and the longevity of their products, Mid Central turned to All-Color. Over the years, All-Color and Mid Central have worked extremely well together to address any challenges. At one time, some of Mid Central's

customers were noticing rust appearing on some of their transformers. In order to keep these parts from rusting so quickly, All-Color and Mid Central determined it would be beneficial to add an epoxy primer coat to each tank prior to the traditional utility gray topcoat. This additional protective layer has extended the life of the transformer units.

Timing is critical to Mid Central's assembly process making it important for All-Color to complete the coating as promised. Mid Central bakes the core and coil sub assembly of each unit from 3:30 pm until 4:00 am the following morning to remove all the moisture so the epoxy paper wrapping the core and coil is set. At this point the cores and coils need to be placed into the tanks. If the tanks are not ready as



Powder coated tanks ready for final assembly

promised the Mid Central team may be set back a full day as the process would need to be repeated. Long term Mid Central employee Gene Berman states, “We can always count on All-Color to have our product ready when we need it. Working with All-Color's production team has always yielded positive results.”

It has been a privilege helping Mid Central Electric satisfy their customers for the past 20 years.



Mid Central tanks going through the powder booth



Gene Berman performing a final voltage test before the completed unit is shipped

All-Color's Top Ten: Highlights of the Last Twenty Years

- ◆ Having the parking lot filled with water up to the loading docks due to a hundred year flood one week after moving into our new building.
- ◆ Receiving a visit from a dozen business directors from Russian paint producing companies in November 1999.
- ◆ Winning the Dane County Small Business Award in 2013.
- ◆ Powder coating the historic Civil War cannon for the City of Evansville. It is amazing to think of all its history.
- ◆ Governor Scott Walker visiting our shop on July 8, 2014.
- ◆ Powder coating huge Spacesaver gun lockers for the Army and hockey goals for the University of Wisconsin.
- ◆ Michael dressing up as Santa Claus and delivering Christmas gifts.
- ◆ While running 2nd shift, employees tried to get a cat out of the shop. The cat turned out to be a skunk.
- ◆ When employees from multiple departments worked together to pick up the extremely large staircase for the Oregon Ice Arena. Talk about teamwork...it was awesome!
- ◆ Attending All-Color Christmas parties at events such as a UW Hockey game, Casino Night and overnight stays in Wisconsin Dells.



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