



Our 20th year in business has been eventful and at times very busy. We have been celebrating this anniversary by investing in our future. We added new equipment and replaced some that was aging. We brought on a number of new employees and others within the organization have taken on new roles. With the equipment installed and the people in place, the focus of this newsletter is to bring you up to date on many of these changes.

The largest and most visible project was the complete remodeling of our front offices. To accommodate additional office employees, we added new work stations, an office, and a glass enclosed conference room. The offices were painted, received

new carpeting and had new furniture installed. Pictures still need to be hung, but everyone seems to be getting settled.

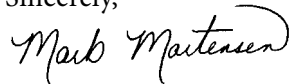
Out in the shop we installed a new batch system and replaced all of the Line 1 powder guns. The new batch system is cart-based, which will complement our current system and provide much needed capacity in this department. Our Line 1 powder application equipment was replaced with new Wagner ProfiTech guns and controllers, and a SuperCenter powder supply booth. The new equipment is more user friendly, allows for faster color changes and has improved consistency. Be sure to take a look at our updated offices and new equipment the next time you stop by the shop.

Our recent growth has necessitated the need for additional people. We have been fortunate to put together a team of excellent people that will hopefully be with us for years to come. Many of them are highlighted in this newsletter.

For the second year in a row, we were named one of the 'Top Shops' by *Products Finishing* magazine. Based upon the most comprehensive benchmarking survey in the finishing industry, and one in which many job shops and coating operations use to set operational and efficiency goals, we were awarded the honor of being one of the 50 'Top Shops' in the country.

As we near the end of our 20th year, I want to be sure to thank all of our customers that have made our success possible. Without you, we would not have made it this far. As always, be sure to contact any of our team members with any questions or concerns that you may have. We look forward to serving you for another 20 years.

Sincerely,



Mark Mortensen
President



Michael Recob
Production
Manager



Kally Powell
Production
Coordinator



Larry Rybowski
Quality Assurance
Specialist



Chris Raemisch
Plant Manager



Kean Macaulay
Shipping & Receiving
Supervisor



Danni Staver
Controller



Grace Flavin
Human Resources
Manager

New Titles and New Faces

In addition to the recent expansion of our production facility, we needed to expand our office and production staff to accommodate the additional workload we have seen during the past few years. We began 2016 with the reorganization of All-Color. Three new administrative positions were created and multiple employees took on new roles. During the past several months, these employees have been getting familiarized with their new responsibilities.



Kally Powell, former Administrative Assistant, was promoted to Production Coordinator. She has been with All-Color for five years and is an important part of our day-to-day operations. Whether our customers are checking on an order or co-workers need an answer, they can rely on Kally.

Ngijol Songolo has joined our team to assist in the production department as our new Production Clerk. His responsibilities include processing customer orders and preparing quotations. Ngijol can be found at the front desk greeting customers and answering your calls.



Danni Staver has been with All-Color for seven years and was formerly the Office Administrator. With the recent reorganization, she has acquired the new position of Controller and oversees the accounting operations of All-Color.

Tonia Squires is another new addition to our team, filling the position of Staff Accountant. She keeps busy processing accounts receivable and accounts payable along with various other accounting tasks. Tonia brings with her many years of experience in working with both customers and vendors.



Grace Flavin was hired in July as our Human Resources Manager/Office Administrator. She has been given the task of getting our company's policies and procedures in order. Along with her HR duties, Grace is responsible for coordinating company outings and maintaining the office area.

Chris Raemisch started working at All-Color last year and quickly became our 2nd Shift Supervisor. He has since been promoted to Plant Manager and is responsible for maintaining all plant facilities and equipment. Chris is also in charge of employee training and safety.



Carey Bliss joined All-Color as our Maintenance Mechanic. He is responsible for the overall organization of our plant and general housekeeping. Carey can also be found assisting Chris by repairing equipment and performing preventative maintenance.

Frank VanWormer was one of the original 2nd shift employees. He quickly moved up to Line Lead and has since replaced Chris as the new 2nd Shift Supervisor.



Outside The Lines

Kally Powell and Chris Raemisch traveled to Atlanta, GA to attend Powder Coating 2016 put on by the Powder Coating Institute (PCI). This annual conference showcases the latest trends & developments in powder coating along with information for those who are both new to the industry and long-time powder coating professionals.



In April, Alex Bausch participated in a Special Olympics swim meet in Waunakee. He took first in the butterfly and first in the freestyle, subsequently earning him a spot at the state games for Special Olympics in Stevens Point in early June.



Oregon's annual June Summer Fest celebration included a fireworks show sponsored by All-Color. Employees gathered for a cookout before enjoying the colorful show.



All-Color helped to sponsor Oregon Youth Basketball by purchasing shirts for several teams.

All-Color is All New



All-Color's exterior office area received a makeover with new siding, windows and landscaping. Two new colorful signs were added, providing the finishing touch the exterior needed. The interior office area received an upgrade as well. The reception area was updated with new cabinetry lining the front wall. A small conference room with glass walls was added, displaying yet another colorful sign. New

carpeting was installed throughout the entire office area and the existing offices received new furniture including ergonomic desks for standing. The break room had a complete overhaul with new paint, flooring, cabinetry and furniture.

The shop area received some exciting upgrades as well. All of the Line 1 powder guns were replaced with Wagner ProfiTech guns and controllers. We completed the installation of our new batch coating equipment in July. The new powder coating spray booth and cure oven can accommodate parts up to 9' W x 9' H x 11' L, complementing our large batch booth that has a size capacity of 7'6" W x 7'6" x 20'. Having this new booth gives us flexibility to powder coat low volume jobs, while relieving some of the workload from our conveyor lines and large batch schedules.



Meet Joel Hardy, Batch Line Supervisor



Joel Hardy is one of our long-standing employees, having been with All-Color over 16 years. He began working for the company part-time while in high school. After graduation he transitioned to become a coater on the night shift for 3 years, then moved back to first shift to become the Batch Line Lead. This year Joel was promoted to Batch Line Supervisor. His contribution to the design and implementation of the new batch equipment was immeasurable. Joel's experience has given him a wealth of knowledge not only on the batch equipment but in all areas of All-Color's production, making him a great asset to our company.

Joel grew up in Brooklyn, WI, a short drive from Oregon where he attended high school. When not at All-Color, Joel can be found in the woods, on the water, and in the field with his canine hunting sidekick, Zeke. He also enjoys sharing these hobbies with his fiancée, All-Color's own Kally Powell.



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