



The chaos of last fall's election is finally behind us and it's time to look ahead. The future at All-Color remains as bright as ever. We continue to invest not only in plant and equipment, but in our most important asset, our employees.

As many of you are aware, it is very difficult to find qualified employees in our area, making it extremely important to keep the ones that we have. We continually evaluate the wages of existing employees and adjust them as necessary to remain competitive in the Dane County labor market. We also provide our employees with learning opportunities when we can. For example, we arranged for an English class to be taught here at All-Color for our Spanish speaking employees. We are also reviewing our current training programs to be sure all employees have the tools needed to do their jobs safely and efficiently.

Continuing with tradition, All-Color provided a catered lunch for all employees during the week of Thanksgiving. To celebrate the Christmas season, we provided the employees and their families an opportunity to go to the Wilderness Resort in Wisconsin Dells. All-Color covered the cost of a room for each family and a dinner for everyone on Saturday night, complete with gifts for the children.

On a personal level, I was elected to the Powder Coating Institute's (PCI) Board of Directors in December. PCI is the international trade organization promoting the powder coating industry. During this 2-year term, I will be representing the custom coaters throughout the country.

The Peer Groups are back! As many of you may remember, All-Color was an active participant in Axalta's 20 Group prior to their discontinuing the program. The Peer Groups consist of non-competing custom coaters from around the country. We get together twice a year to evaluate the policies and procedures of the host company and share ideas with each other. PCI and Chemical Coaters Association International (CCAI) brought the groups back and All-Color will be hosting the inaugural meeting in May. We look forward to seeing these custom coaters coming from as far away as California and Florida.

This newsletter highlights a couple of long-time customers. We are working on a very colorful project for Cate Machine & Welding in collaboration with a start-up company MONKII.CO, from Boulder, CO. Additionally, Primrose Custom Designs has seen a significant increase in business due to the growth in building construction around the area. You can read about these projects and see how All-Color is assisting these customers.

I would like to mention one significant staffing change. Kally Powell has officially taken on the Production Manager role. Kally did a wonderful job "filling in" during the past year and I'm sure you can count on her in the future. As always, I want to thank you, our customers, for your business and I look forward to working with you in 2017.

Sincerely,



Mark Mortensen  
President



Danni Staver and her family at the Wilderness



**Kally Powell**  
Production  
Manager



**Larry Rybowskiak**  
Quality Assurance  
Specialist



**Kean Macaulay**  
Shipping & Receiving  
Supervisor



**Adrian Sanchez**  
First Shift  
Production Supervisor



**Frank Vanwormer**  
Second Shift  
Production Supervisor



**Joel Hardy**  
Batch Line Supervisor

## Monkii-ing Around with Cate Machine

Over the years, we have worked on many projects with our friends at Cate Machine & Welding in Belleville, WI. From railings and racks to industrial frames and carts, almost every job is unique in some way. Cate began a project for one of their existing customers who developed an ultra-portable gym. Based in Boulder, Colorado, MONKII.CO wanted to create a lightweight, colorful gym that could be taken anywhere. Since Cate has been producing and assembling monkii bars minimalist, a wood version of the product, they were the logical choice to help with the new design. As color was significant to the design of this project, Steve Cate thought it would be best for All-Color to work directly with the monkii team. “We have worked with All-Color for many years and because of this partnership, I had no problem introducing them directly to our customer. I knew they would take good care of the monkii team,” stated Steve regarding the decision.



*monkii bars 2 being powder coated*

different color options, complete with the matte clear top coat giving them the fun, bright, and very unique monkii look.

The monkii team also wanted to offer a “Naked” version of the handles. This presented its own challenges as the parts need to be handled more carefully throughout the entire machining and coating process to ensure they are coated without scuffs, scratches,



*monkii bars 2 ready for assembly*

To make the unit strong and lightweight, Cate machined the handles from aerospace-grade aluminum. The monkii team wanted to make them colorful and unique so they chose several vibrant colors from Prismatic Powders. Although the colors really stood out, many were quite expensive. To reduce the overall cost, All-Color worked with monkii Jared, their “Chief Napkin Sketcher,” to find alternative powders that were less expensive and still very similar in color. Another way All-Color was able to reduce project costs was by developing special racking for the small handles to better utilize line space during production.

With the base colors selected, the next challenge was to make the visual appearance consistent across all the colors while adding to the durability of the product. Several different clear coat options were sampled until just the right matte clear was discovered and monkii bars 2 was born! They are available now in seven



*monkii bars 2 entering the curing oven*

fingerprints, or other marks that would be highlighted by the clear powder coat. After sampling a couple different machining processes and several clear powders, we are able to provide handles that will satisfy even their most natural customers.

Thanks to the help of Steve and Jared, this became a rather fun project to work on. We sampled a lot of different colors, overcame some challenges, and in the end the monkii team has the final product they imagined.

## Outside The Lines

To celebrate the Thanksgiving holiday, All-Color provided a catered meal for all employees. Employees enjoyed gathering in the breakroom to share authentic Mexican cuisine from El Pastor.



Promoting recycling in our community, All-Color sponsored the purchase of one new recycling bin that will be placed in an Oregon Park. This community service project was coordinated by Oregon Cub Scout Pack 350.



All-Color powder coated commemorative signs for the late Duane (Dewey) Wendt. Dewey was well-known in the community having worked for the school district for over 30 years. His best friend, Doug Kjellstrom at Wisco Industries, manufactured the markers for Dewey's family.



## Partnering with Primrose

Many modernized apartment complexes, residential homes, and commercial buildings have erupted in Southern Wisconsin. One thing you will notice about these buildings is their eye-catching balconies and railings. All-Color is proud to be part of the growing economy by providing powder coating services for one of the predominant suppliers of balconies and railings, Primrose Custom Designs.



*Prima Apartments in Fitchburg, WI*

Right down the road in Mount Horeb, WI, Primrose specializes in aluminum railings as well as general metal fabrication and welding. Primrose also installs many of the railings they manufacture. Owners Weed Canfield and Dan Dahlk have been familiar faces around All-Color's shop for over 14 years.

All-Color's wide variety of stock colors has always been valuable to Primrose. Even more valuable is the ability to provide custom color matching, a service that Primrose has consistently utilized over the years. Many times, the owners or architects on these projects have a certain look they are trying to achieve. Having such a large selection of available colors and finishes makes it easy for Primrose to satisfy their customers.

A few years ago, Primrose's orders increased so dramatically that All-Color found it challenging to meet the short deadlines. Many railings were odd shaped and oversized, which meant they would only fit on our batch line. Working together,



*Primrose railings being powder coated*

Primrose and All-Color modified the design of many of these railings allowing them to run on the conveyer line. The new design involves making them straight sections, less than 10 feet long, with drainage holes for trouble free washing. Since the railings are now similar in appearance, the individual sections need to be labeled to identify them during installation. All-Color now masks the location code on each railing for easy reading and sorting on-site, further simplifying the installation process. Running the railing sections on the conveyor line increases efficiency resulting in a more consistent finish, decreased material handling, decreased powder usage, and ultimately a reduction in cost to Primrose.

Good things happen when everyone works together. Weed at Primrose indicated, "It has been a pleasure working with All-Color. Their willingness to provide us with suggestions to reduce the cost of our railings is immeasurable. The changes we have made allow us to meet the demand in this booming building environment." All-Color is proud to have been part of Primrose's growth over the years and looks forward to working with Weed and Dan for years to come.

## Developing at All-Color

All-Color is proud to have many dedicated employees. One of our goals is to provide advancement opportunities by offering various programs that help employees develop their skills.

All-Color partnered with The Literacy Network in Madison to provide instruction to employees on English as a second language. Classes are held two times per week right here at All-Color at no cost to the employee. One student said, "I did not speak any English when I started working at All-Color thirteen years ago." Adrian "Sergio" Sanchez now speaks very good English and has worked his way up to become the first shift Production Supervisor. Many of the "students" speak minimal English and are excited to be learning more about grammar, reading and writing. Since they started class it has become obvious that their use of the English language and confidence in speaking to others has improved.

A new job shadow program was also created for the office employees. They spend time exploring different areas of production to gain appreciation for what work is done on the shop floor. The program has already enhanced communication and comradery amongst employees.

All-Color is pleased to offer programs to employees allowing them to develop their skills and enrich their work experience. These experiences not only benefit All-Color, but also aid the employees outside of work. As All-Color continues to grow, we hope to increase these special opportunities for our employees.



"Students" attending English class in the All-Color conference room

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