



Issue 5- June 14th, 2019

FOOD SHARE PROGRAM by WORKWELL

Employees have a chance to get fresh fruit and vegetables along with a recipe card delivered right to Fitesa through the food share program sponsored by Work Well.

Here is how it works:

1. Link to ordering site <http://www.millvillagefarms.org/order>
2. Individual will select onetime order or reoccurring order for every 2 weeks.
3. Fill out the form on line-
 - a. Location- Workwell
 - b. Email-personal or company e-mail
 - c. Workwell Office-Fitesa
 - d. Phone: XXXXXXXXXX
 - e. Click next
4. Payment Page
 - a. Total cost is \$ 16.00
 - b. Fill out name
 - c. Email
 - d. Card Number
 - e. Click Complete
5. Schedule for ordering and deliveries
(Below)

Order By	Delivery Date
May 31 st	June 6 th
June 14 th	June 20 th
June 28 th	July 3 rd **
July 12 th	July 17 th
July 26 th	July 31 st
August 9 th	August 14 th
August 23 rd	August 28 th

Orders will be delivered the following Thursday to specific location. Will work with each locations NP and HR to determine location

Mill Village Food Box Services:

A box will come with 11-12 different items of fresh fruits and vegetables and a recipe card for way to use some of the less common items. Example the box last week contained.

- 1 head cabbage
- 1 large white onion
- 3 apples
- 3 pears
- Small bunch of asparagus
- 1 large head broccoli
- 3 bananas
- 1 small container grape tomatoes
- 2 green peppers
- 1 bag red grapes
- 1 head lettuce

This at the grocery store would be more like \$25.00

All boxes will come with recipe cards with ideas on how to use items in the boxes in combination.

Boxes are delivered every 2 weeks on Wednesday/Thursdays

There is an online ordering portal and boxes will cost \$16.00
(Link to ordering site <http://www.millvillagefarms.org/order>)

WorkWell will become a private community partner serving our unique corporate partners. This means boxes will be delivered to our WorkWell office and then they turn around and will deliver the boxes directly to FITESA.



*Six Sigma Yellow Belt*

By:

Fred Webberking

(FMS Lead, Plant 1 Simpsonville, SC)

What comes to mind when you read the title of this article? A Fraternity or Sorority? Maybe Karate? In April I lead the first group of Fitesa employees to attend 4 days of Six Sigma Yellow Belt Training at Greenville Technical College at their state of the art **Center for Manufacturing Innovation** facility within the campus of Greenville's CU-ICAR (**Clemson University International Center for Automotive Research**).

Six Sigma? What is it?

Very succinctly for the sake of this one-page article **Six Sigma** is a problem solving methodology developed at Motorola back in the 1980s. At its heart a tool set to reduce **variation** in a process supply chain. At Motorola they wanted to come up with a data driven, problem solving methodology using statistics and probability tools.

Engineers at Motorola came up with the problem solving steps of **Define - Measure - Analyze - Improve - Control**. This is abbreviated to DMAIC and is a spoken acronym like OHSA \d-may-ick\. Sigma in statistics refers to standard deviation. Six represents the + or - three standard deviation from a process mean.

Sigma is a rating of how well under control you have your process variation. If you can keep your process variation at + or - three standard deviations from its capability process mean you are operating at 99.99966% capability. Meaning your defect rate is only 3.4 (99.99966% of one million is 999,996.6 -1,000,000 = 3.4) per one million opportunities in whatever it is that you are making or doing, from making widgets to safety landing airplanes at an airport.

Six Sigma is typically written as 6σ The σ symbol is the lower case version of the eighteenth letter of the Greek alphabet.

*Center for Manufacturing Innovation*

The Name at the time the engineers at Motorola that were coming up with this approach recognized that there were different levels of complexity in any given problem and the required knowledge, skills and experience needed by the practitioners to solve them. That is when one of them suggested that just like karate you have to learn and earn belts as symbols of accomplishment and coined the term **Six Sigma Black Belt** – and the rest as they say is history...

You are a **White Belt** if you have a working knowledge of Six Sigma **Yellow Belt** if you have attended formal training in it, **Green Belt** if you have completed a passed an examination in it, **Black Belt** if you have lead and completed a project in it and a **Master Black Belt** if you teach it to others.



Class of 2019 Six Sigma Yellow Belts – front right clockwise

- **Fred Webberking** (FMS Lead – Training Facilitator)
- **Tyron Jamison** (Packing Operator)
- **Andrew Hendrix** (Maintenance Team Lead)
- **Leticia Sibert** (Lab Technician)
- **Marco Luzzatti** (Six Sigma Teacher Instructor)
- **Portia Durham** (Lab Data Analyst)
- **Mariana Chavez** (Process Engineer)
- **Chad Webster** (EHS Coordinator)
- **Jason Willard** (PM Planner)
- **Jeff Griffith** (Warehouse Team Lead)
- **Diego Sepulveda** (Packaging Operator)

Six Sigma can reduce defects, limit waste, streamline the delivery of goods or services to customers, improve profitability, and contribute to the health of a company's culture. **Six Sigma** basics can be applied to nearly all businesses and positive results can be expected as long as employers and employees diligently analyze data and stay committed to improving operations and customer experiences.

In my own experience in problem solving I have found that there is not a universal methodology out there that can be taken out of a problem solving toolbox and used to help '**systematically**' solve every problem that we face. **Six Sigma** is not a '**be-all-to-end-all**' problem solving approach to solve something like a complex machine problem or an approach to investigate an industrial or civil accident. Problem solving requires its identification and an ad hoc problem solving methodology selected to be used to solve it.

Six Sigma is the closest that I have found that can be used in most situations that require a scientific approach to solve a problem. Never forget the human side of enterprise; systems, processes, machines, are conceptualized, designed, built, installed, operated, maintained and improved by **people**...

Fred Webberking.

Anniversaries from Washougal Plant Congratulations!!



Left: Mike Dolan, Plant Manager. Right: Ray Mangs, Logistics and Safety Manager

Ray Mangs celebrates 25 years with Fitesa Washougal. He serves as a dynamic Safety Coordinator and Logistics Manager. Ray is a very approachable person who sets a good example and culture for safety at the plant.

Thank you, Ray for your service and dedication to Fitesa and its employees.



Left: Mike Dolan, Plant Manager. Right: Albert Witarsa, Operations/Process Manager

Albert Witarsa is the Process/Operations Manager at Fitesa Washougal and he celebrates 15 years of service. Albert plays an integral part in keeping the plant running every day. His dedication to the plant is shown through hard work and countless hours working on day to day operations. He is often the first one in the plant and the last to leave of the salaried crew.

Thank you, Albert for all that you do! We couldn't do it without you.



Left: Adrien Crockford, Operator.
Right: Mike Dolan, Plant Manger

Adrien Crockford celebrates 25 years with Fitesa Washougal. 25 years! When Adrien comes in to work, he is ready to work! Adrien has always shown a lot of heart in everything that he does.

Thank you, Adrien for your service and dedication to Fitesa.



Left: Duane Davis, Millwright. Right: Mike Dolan, Plant Manager

Duane Davis celebrates 25 years with Fitesa Washougal. Duane is a valuable part of our team. He takes great pride in his work and is dedicated to keeping our facility running. Duane has a lot of experience on the operations side as well as the maintenance side which has proven to be very valuable.

Thank you, Duane for your service and dedication to Fitesa.



Left: Chuck Bales, Electrician Right: Mike Dolan, Plant Manger



Left: Karl Hendrickson, Operator Asst. Right: Mike Dolan, Plant Manager

Chuck Bales celebrates 10 years with Fitesa Washougal. Chuck has brought with him many years of experience and the willingness to do what it takes to get the job done. He is also available for support at almost any time to keep our facility running.

Thank you, Chuck for your service and dedication to Fitesa.

Karl Hendrickson celebrates 10 years with Fitesa Washougal. Karl is always as cool as cucumber under pressure! He helps keeping everyone calm when things are not so well.

Thank you, Karl for your service and dedication to Fitesa.



Left: Mike Dolan, Plant Manager Right: Steven Kraft, Operations Pool

Steven Kraft celebrates 5 years with Fitesa Washougal. Time just flies with Steven! He has grown so much over the years and continuing to grow and learn new responsibilities.

Thank you, Steven for your service and dedication to Fitesa.



Left: Mike Dolan, Plant Manager Right: Jason Baulig, Operator Asst.

Jason Baulig celebrates 10 years with Fitesa Washougal. Jason is definitely not shy. He is reliable and always shows a lot of pride in doing his job well.

Thank you, Jason for your service and dedication to Fitesa.

WASHOUGAL PLANT JUNE BIRTHDAYS

Shelley Fox
Taylor Lindsey
John Mendoza
Daniel McKenney





Life in the Pacific Northwest may be different than many people are used to. Last month we found an injured owl in the parking lot and had to call animal control to come rescue him.



According to U.S. News and World Report, Washington State is the **Best in the Nation**. The report emphasized Washington's thriving technology sector and efforts to promote clean and affordable energy.

<https://www.usnews.com/news/best-states/rankings>



CUTEST PET CONTEST

Thanks to all who have joined the contest for the cutest pet~

Employees can stop by HR and drop their vote into a box with the number of the pet they are voting for.

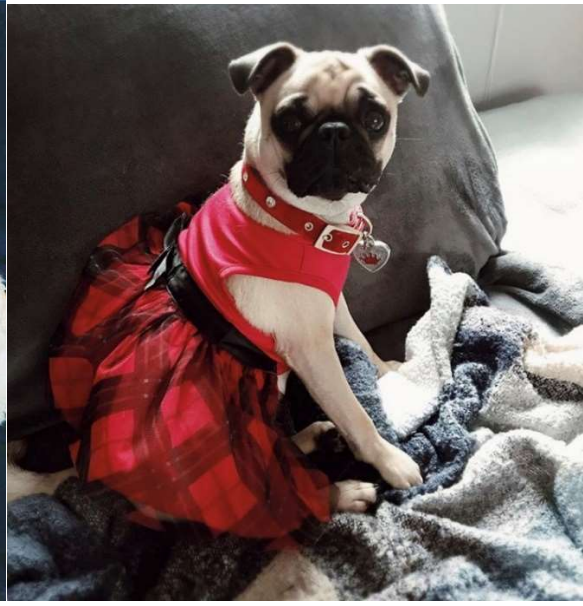
In July we will announce the winner and give away a \$25.00 gift certificate to Pet's Smart.



Picture # 1(names below)



Picture # 2 Sienaga



Candy, Tebo, Luna, Nicky & Toby

Picture # 3- Hank



Picture # 4 - Cloe



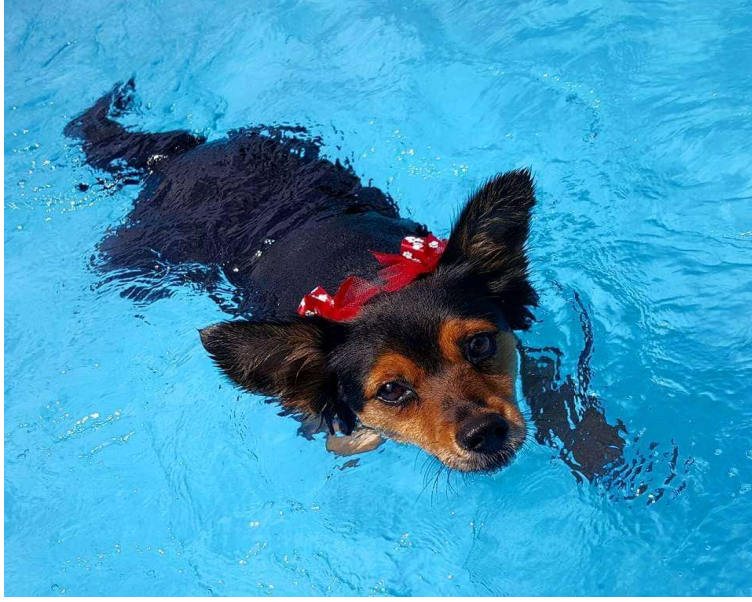
Picture # 5-Tiger



Picture # 6 Brody



Picture # 7 Miss Izzy



Picture # 8- Kennedy Picture # 9- Sofia



Picture # 10-Maggie



Picture # 11- Pippa



Picture # 12- Baxter



Picture 13-Duckie



Picture 14- Bleu



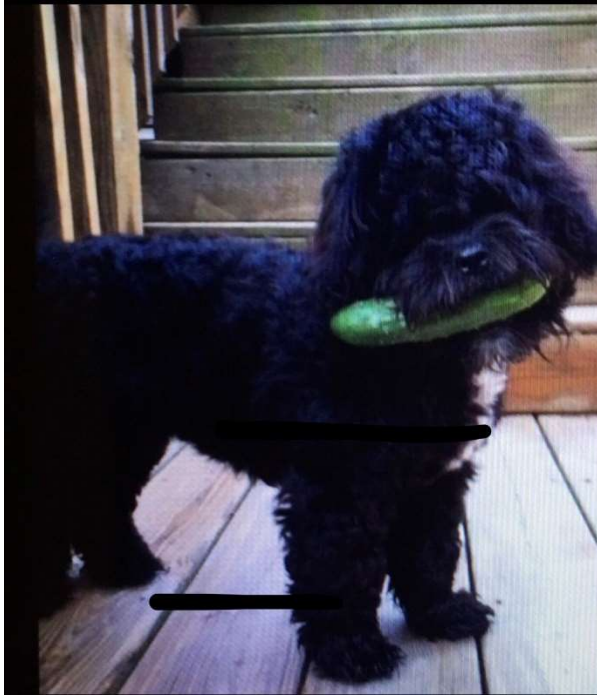
Picture 15- Elliott



Picture 16-Oliver



Picture 17- Milo



Picture 18- Blue



Picture 19-Jasmine



Picture 20- Bela



Picture 21-Smooch & Andy

Thank you *EVERYONE* who participated in the Blood Drive we had 23 donors that were generous enough to donate! Below are some pictures of our Fitesa donors.



Happy Father's Day!!

*Sunday June 17th is Father's Day.
Congratulations to all the
Father's that work at Fitesa*



Cake will be in the break room(s) for those working

Friday June 21st is WHAT?

Summer solstice is on June 21, 2019. Summer solstice is also known as Midsummer, June solstice (Northern Hemisphere) and the longest day of the year. Summer solstice takes place twice a year, once in the Northern hemisphere (may take place between June 20 and June 22 according to the year and time zone) and once in the southern hemisphere (may take place between Dec 20 and 22). According to Wikipedia seasons start at solstices and equinoxes. Similarly, summer starts from summer solstice in the northern hemisphere. Solstice is derived from Latin word "Sol" meaning Sun and "Sistere" meaning stationary or stand still. On the longest day of the year **Sun stays for the longest before setting up.** Summer solstice is an astronomical event, celebrated in many countries.



If anyone would like to donate to the Ronald McDonald Charities wish list, below is some of the items they are in need of this month.

Please bring all donations to Human Resources by June 20th and we will get them delivered to Greenville Ronald McDonald House Charities.

Red solo cups- 16 oz. or larger
Individual bottle water
Small Individual Gatorades
Large Coffee Cups with lids
Small journals or notepads
8x13 gal trash bags
Chap stick
Ballpoint writing pens
Paper Towels
One-step step stool
Individual Kleenex packs
Baking/Cooking Spray
Plain liquid Coffee Creamer
Large paper plates/ bowls
Gift cards- Visa, Walmart, Publix or Hobby Lobby



**Ronald McDonald
House Charities®**
of the Carolinas

News from Green Bay, WI

Congratulations!



The Green Bay plant is proud to acknowledge and congratulate Kyle Norman on attaining his **Journeyman Electrician** status. Kyle started his Fitesa journey in May, 2002, as a part-time associate, working his way to Operator Specialist, and then Team Leader in the Production department. He assumed his current Electrical Resource role in our Operations Support department in May, 2017. It requires a commitment of time and energy to attend classes, and complete coursework to attain this goal. We congratulate him for this achievement.

Congratulations, Kyle!

June is National Safety Month!

While each of our jobs are different, for most of us, walking is part of our workday. Whether it's walking the factory floor, taking a stroll outside during a break or getting from one meeting to another, we are on our feet at least part of the day. With all of that foot traffic, there is always the potential for a fall. Did you know that falls to a lower level are the second leading cause of preventable workplace fatalities? This month and throughout the year, keep an eye out for slip, trip and fall hazards and each other.





REFERRALS! Do you have one?

Do you know someone that would make a great addition to the Fitesa Family?

Please refer them to HR and if we hire them, you will get a bonus!



\$50.00 at time of hire

\$150.00 after they complete 90 days

Please make sure you submit names to **Lindsey Moulder** in HR prior to the application!!

Thanks for all your support!



A great Big Thank-you to all who contributed to the newsletter!!

Sheila Zirlin-HR-Simpsonville

Ashley Rice- Ashley -Work Well On-Site Clinics Nurse

Lindsey Moulder- HR-Simpsonville

Sue Herms-HR Green Bay, WI

Fred Webberking-FMS Lead

Tina Mattis, HR- Washougal, WA

Amie Leon-Process Engineer- Washougal, WA

Albert Witarsa-Process/Production Mgr2- Washougal, WA

Wade Belinsky-Maintenance Mgr-Washougal, WA