



The Scioto News

A Monthly Publication for Associates, Clients, Community & Suppliers of Scioto Corporation.

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The New Standard in Cleaning

Associate Profile: Shane Dugan



What a difference a year makes. For 18 year old Shane Dugan, it is the difference between being part of the Mechanicsburg High School Student body to earning a new kind of respect from teachers and faculty.

A lifelong resident of Mechanicsburg and recent high school alumnus, it is no wonder that he has an interest in working for Scioto as

part of the Mechanicsburg High School general cleaning crew. The part of the job he enjoys the most is preservation. He explains, "I enjoy the opportunity to be a part of taking care of this old building and making it look nice." From stripping and waxing floors to event set up and clean up, working at the school has been a valuable learning experience for the recent graduate.

It is his willingness to learn that left an impression on Account Leader James Moore. According to James, "I met Shane in October of 2002 when he came to us as part of a workforce development program working 2-3 hours per day. He was always eager to

learn how we handled different situations, such as setting up for both planned and unexpected events while still performing our regular job duties."

Working for Scioto this past year he received valuable job training as his regular work routine also included 37 home basketball games that had to be set up and cleared afterward. Shane receives high marks in his new school of experience. His new peer group at the school describe him as "motivated," "dependable" and "hardworking."

In his free time, Shane enjoys hunting, camping and working on cars.

Scioto Commits to a Drug-Free Workplace

The courts and public are holding American employers responsible for the actions of their substance abusing employees. Not only do alcohol and other drug use affect profitability of companies, they also affect the health, safety and productivity of its employers.

Scioto has joined hundreds of other Ohio employers by choosing to keep employees safe and reduce the chance of an accident by substance use. Safety and Benefits Administrator Matt Niswonger explains, "Companies often do not realize this until it's too late, but substance use is known to often be the silent and unseen cause of work-related accidents. By participating in this voluntary program, we are dedicating ourselves to providing our associates and our clients with a safe and healthy workplace."

In order to accomplish this, all associates are participating in an education program. The two-hour training for associates details the rules and practices of Scioto's drug-free workplace program, while an additional four-hour training for supervisors delivers an in-depth description of the administrative process and the guidelines for reasonable suspicion.



Training Across the Board: All Scioto employees, from CEO to the most recently hired new associate are required to participate in the educational program and take part in providing the safest, healthiest, and most productive work environment possible.



Scioto Club Breakfast



If you've been bringing home the bacon for five years or more, the Scioto Club will be honoring you at the Spring breakfast.

Friday, May 28
8:00 to 10:00 a.m.
Philly's Bar and Grill
Marysville, Ohio

Scioto Cup

Time to start practicing your swing for the 8th Annual Scioto Cup! The golf outing will take place on Saturday August 14 at 8:00 a.m. at the Woodland Golf Club in Cable, Ohio.

Limited spaces are available! Contact Dannie Furrow at x177 to register today!



A Word From The President



I want to thank all of our associates who have made the first quarter of 2004 successful. Your effort in serving our customers is evident. I have seen a tremendous amount of teamwork, not only within accounts but region and company wide. Your commitment and passion to serve is appreciated.

I want to cover a few of the reasons why we are successful and what we are doing to ensure our future success in these areas.

The Best People – We have the best people in the industry. We owe it to ourselves and our clients to surround ourselves with the best. When we do this our individual effort fits into a team effort to achieve the safety, quality, efficiency, delivery, and morale goals we've set for ourselves. Our Standardized Recruiting Process has been an important tool in helping us add quality people to our company. Since implementing the system a few years ago our turnover has decreased by over 60% and our length of service has improved.

However, we can't rest on what we've done in the past. We must continually ask ourselves how we can improve. We are reviewing our recruiting process beginning May 10th. The purpose is to improve the current standard by breaking the system down step by step and in doing so we will find improvement opportunities that will positively impact our associates.

Customer Service – Scioto associates have shown the ability to serve the client in a way that makes them confident in our ability to deliver quality service and comfortable with having us in their facility. That

is the essence of customer service. I want each of you to know our client's value feeling this way. Customer service is at the core of our business model. Some of the important components that wrap themselves around customer service include safety, quality, teamwork, cost, process improvement, and problem solving.

It is essential that we continue to provide training for associates so You can have a positive impact. Many people have changed positions and roles within the organization and training is the way we can assure you understand how you impact the Company's business model. We are spending the next few months developing additional pieces to our training program that will be implemented in stages this fall.

The Company has a responsibility to provide you the very best support so you can be successful in your role of providing the best service to your direct customers. It is my responsibility to make sure we are constantly asking ourselves the question, "How can we serve you better". The process improvement approach to the recruiting and training systems are two good examples of us understanding what has made us successful and what must get better for our continued success.

Thanks for listening and being part of the Scioto family,

Chip



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The Scioto Difference

“The key to our success in employing this new initiative was Scioto’s willingness to immediately step up and partner with us. Our ability to utilize the human resources of Scioto to realize cost savings while meeting conservation standards has been a positive working experience for us.”

**Tom Day
Environmental Health &
Safety Manager
Hobart Brothers**

It takes a combination of the right people who share the same principles and values to sustain the company’s founding culture. For the Hobart Brothers company in Troy, the act of being a good corporate citizen requires cooperation and involvement from their Scioto partners. Taking client’s recycling efforts seriously and meeting the client’s needs to share in their environmentally conscious philosophy is second nature for Scioto. And, that is the **“Scioto Difference.”**



Helping to Keep Hobart Brothers In The Green

Hobart Brothers initiates a segregated waste process to reduce landfill waste by at least seventy percent.

Many items previously thrown away that are now recycled include cardboard, shrink wrap, paper fiber, drums and reels.



Scioto takes part in setting up the program by selecting a designated spot to coordinate and organize the separation of waste. Containers are utilized for cardboard and plastics.



Recycling efforts will result in significant cost savings through not only the reduction of waste hauling cost, but a reimbursement for returning bailed cardboard to the recycling plant.

The annual savings from all phases of this initiative will be nearly \$25,000 per year.

Scioto Valley Supply News

Scioto Valley is no ordinary cleaning supplier. From academic to manufacturing settings, Scioto Valley responds to the special needs of customers specific to their individual environments.

The recent acquisition of a general cleaning account at a food processing plant has brought forth its own set of special challenges. At the Nestle Research & Development facility, all chemicals used for cleaning the building must be USDA and FDA approved. Warehouse Manager Mike Dixon explains, “Normal cleaning agents can leave a residue or odor on processing equipment that can change the outcome of a finished product. Certain chemicals in the air can leave lingering odors which can absorb into food and alter the taste.”

Chemicals alone are not the only differential that supply personnel came across while executing the Nestle R & D start-up, as all cleaning equipment must face a unique scrutiny in the quality control process. At issue are all mop handles, brooms and dustmops used in the facility, which must not consist of wooden handles that may potentially splinter and ruin food batches.

By utilizing their expert knowledge of USDA and FDA approved products and their availability, Scioto Valley supply personnel are able to meet the expectations of clients with specific needs.

Check The Label...



USDA Classifications, as shown above, regulate products authorized for use in food processing facilities. Supplies used must comply with the definitions of USDA classifications that are associated with each product in the catalog.

Innovations in Wrap Guard Key to Process Improvements

The Scioto Wrap Guard crew supports the Final Repair Paint Department at the Marysville Auto Plant by driving units from one station to another, applying bumper pads as well as applying wrap guard material on the final shipping line. One of the many items that they do involves helping the Paint Department look for ways to reduce their cost. Regional Manager Dan Furrow explains, “Looking at our processes and the material that we apply onto the unit, we began to ask why the need for three bumper pads on the Acura model versus only two bumper pads on the Accord model.”

Scioto personnel consulted with management in the Final Repair along with the Paint Department New Model Group to discuss the possibility of reducing the number of bumper pads from three to two on the Acura model. With the last full model change, the bumper design had changed to a similar design as the Accord, and it was determined that there was a possibility of reducing cost not only with the bumper pads but with a reduction to the wrap guard applied under the bumper pads as well.

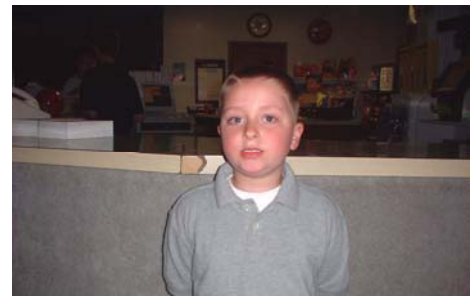
The Paint New Model group agreed with Scioto’s analysis and decided to investigate further from the new model standpoint. After a month of running tests, taking pictures and filling out forms (with the support of the Paint New Model group) that are needed when a process or method is changed, approval was granted. With this reduction in bumper pads and wrap guard material, Scioto was able to help the Paint Department save about \$.24 per unit in cost down activity, along with a reduction in the amount of time an associate is bent over placing items on the bumper incurring back stress.

“We at Scioto Corporation will continue to strive to help our customers reduce cost and will continue to be an asset rather than a cost factor.”

Dan Furrow
Regional Manager
Honda Wrap Guard

Family Bowling Events

Due to company expansion, the Spring family events are now held in each region to allow associates to gather close to home. This month wrapped up the last of the bowling events with parties held in Bellefontaine and Cincinnati. Associates and their families enjoyed a fun-filled afternoon of pizza, friendly competition and conversation.



Making a Splash at the YMCA

Scioto recently partnered with two local business to bring an extra splash of fun to the Union County YMCA. An inflatable pull in the design of a lobster was purchased as the latest enhancement to the aquatic center. The new addition to the aquatic center is an enjoyable asset to the pool and is used for Open Swim, day care and special events and offers improved family fun for the pool facility.

A longtime supporter of the YMCA, Scioto was enthused about becoming a part of the latest update to the pool. According to Executive Director Bob Cummins, “Scioto has been a tremendous sponsor to our overall program at the Union County YMCA, not only as part of smaller projects such as this, but in providing volunteerism and backing our construction project.”

In its third year, the aquatic center includes two pools which are comprised of a large eight-lane with a deep end for diving and a warm water therapy pool.



The Union County YMCA added the aquatic center in 2001. With both a warm water therapy pool and eight – lane deep pool, the facility offers a wide range of swimming programs including SCUBA diving, swimming lessons, aerobic activities and open swim opportunities.

Benefits In Action

This month kicks off the fourth year of one of Scioto’s most fun and effortless benefits—warehouse shopping!

Sam’s Club is the nation’s leading members-only warehouse club with nearly 50 million members. It boasts consistent savings on more than 4,000 items; including appliances and electronics, office supplies, fresh food, clothing, home furnishings, books, batteries and auto supplies.

It is easy to become a member of Sam’s Club. Scioto will pay part of your membership fees and payroll deduct the remaining cost based upon your length of service. Associates who already have a membership will be automatically renewed unless otherwise requested. New applications should be completed and turned in to managers or Marysville office by June 18.

Length of Service*

Less than 1 Year
1 Years
2 Years
3 Years
4 Years
Scioto Club

Cost of Membership

\$35
\$28
\$21
\$14
\$7
FREE

**Length of Service determined by July 1.*

Important Note:

Sam’s Club renews memberships automatically on the Sam’s Club credit card. If you are a cardholder, it is your responsibility to contact customer service and inform them of your status with Scioto to make sure that you are not double-charged.



Process Safety Management

An effective process safety management program requires a systematic approach to evaluating the whole chemical process. Unexpected releases of toxic, reactive, or flammable liquids and gases in processes involving highly hazardous chemicals have been reported for many years. Incidents continue to occur in various industries that use highly hazardous chemicals which may exhibit a combination of these properties. Regardless of the industry that uses these highly hazardous chemicals, there is a potential for an accidental release any time they are not properly controlled. This, in turn, creates the possibility of disaster.

To help assure safe and healthful workplaces, OSHA has issued the Process Safety Management of Highly Hazardous Chemicals standard (1910.119), which contains requirements for the management of hazards associated with processes using highly hazardous chemicals. OSHA's standard emphasizes the management of hazards associated with chemicals and establishes a comprehensive management program that integrates technologies, procedures, and management practices.

How do Scioto managers evaluate and control chemical hazards in the workplace?

Steve Gadd

Honda Marysville Weld Department



“The Weld Shop can be a potentially dangerous environment so we wear personal protective equipment including bump caps and sleeves to help protect us from the hazards of our process. We use a heavy duty cleaner that is mixed up in drums and highly concentrated, so we must wear gloves since it can cause dermatitis and burns.

We stress the importance of the involvement of all associates in the safety process so all can be held accountable for comprehensive knowledge of MSDS sheets, and a thorough training as we effectively conduct self-audits to evaluate our processes and make improvements as they become necessary.”

Dan Furrow

Honda Motorcycle Paint



“In the Motorcycle Paint Department, hundreds of chemicals, paints, solvents and cleaners are used, so it is important that associates are trained on how to utilize MSDS sheets and aware of their surroundings at all times.

One example of a chemical we use daily is nitric acid, a corrosive that can burn skin on contact and cause deformation. We use this chemical to clean out systems in the paint department. When nozzles are soaking in a bath of nitric acid, it looks like clear water, but it is highly concentrated. All associates working in the area must be aware of its hidden dangers.”

PERFECT ATTENDANCE FOR MARCH 2004

Congratulations! The following associates have achieved perfect attendance for the month of March:

Nancy Aceto
Lora Alexander
Pamela Alloway
Allen Anderson
Michael Apraku
Ryan Ashley
Myrode Barker
Jeffrey Bell
Stephanie Benfield
Eric Benton
James Bowen
Angela Bradley
Michael Bradley
Donna Breece
Emma Bridgett
Russell Bright
Belinda Bright
Terry Buckingham
William Call III
Kimberly Carothers
Rose Clapsaddle
Walter Clark
Floran Clark
Fredrick Cockerell
James Collins
Kay Collins
Robert Combs
Karen Copley
Rosemary Covarrubias
Claudio Covarrubias
Kendra Cox
Phyllis Crevison
Jeffrey Crisp
David Crisp
Paul Crum
Dixie Dalton
Carol Davis
Aleisha Delaney
Michael Dixon
Amy Dodd
Nicole Drumm
Shane Dugan
Bernie Dziedzic
Christopher Eirich
Deborah Emerick
Donna Fay
Judy Ferris
Nicholas George
William Gilleland
Betty Glower

Dwan Gray
Marvin Green
Modesto Guerra
Heidi Hall
Mary Hendricks
Rita Henry
David Henson
Danny Hildreth
Carol Hill
Pamela Hoffman
Viki Holloway
Danny Huffman
Carrie Hughes
Raymond Hunsicker
Donald Jackson
Timothy Jaye
Shawnrae Jeter
Toni Jewell
Janice Johnson
Donald Jones
Connie Jones
Donna Jones
Rebecca Kidd
Richard Kidd
Dale King
Lisa King
Gail Kinney
Jason Kirby
James Larsen
James Legge
Lawrence Likens
Mark Lore
Shane Losey
Lola Love
Melvin Lovelace
Veraniece Luckett
Denise Martin
Valentine Mbinakar
Beverly Mcclanahan
Cynthia McKinney
Tina Mentzer
Oswald Millan
Anthony Miller
Frank Miller
James Moore III
Rilla Morgan
Elaine Moring
William Moton
Charles Mouser
Stephanie Napier
Kathleen Neves
Beth Neves
Dominic Ollhoff
Larry Pack
Allen Payne
Joyce Payne

Howard Penny
Robert Person
Johnny Pierce
James Poore
Brian Prater
William Preston
Marie Reece
Barbara Reed
Charles Rhyans
Charles Rivers
Donald Robinson
Patricia Roby
John Rude
William Rupe
Mary Sacks
Jeff Schertzer
Victoria Seagle
Linda Secrest
Steve Shafer
Terry Shreve
Crystal Simpson
Joe Singleton
Tracy Sirch
Gregory Skaggs
Alisa Smedley
Wendy Smith
Rex Snyder
Julius Spencer
David Strawder
Faith Thornhill
Burrel Thornhill
Christopher Trickett
Charles Trickett
Joyce Trout
Ruby Trout
Kimberly Trout
Earl Trout
Terry Tucker
Nilsen Vanegas
Charles Victor
Thomas Westfall
Fred White
Brian Whitten
Roger Winegardner
Constance Wion
Robert Wireman
Jeffrey Wooddell
James Woody
Delores Wootchie
Roger Wright
Anthony Yoli

Start Date	Anniversaries
Charles Mouser	10 Years
Rene Mays	9 Years
Belinda Bright	7 Years
Ryan Rasmussen	7 Years
Teresa Bolen	6 Years
Eileen Cook	6 Years
Roger Wright	5 Years
Robert Dillard	2 Years
Doris Goodwin	2 Years
Oswald Millan	2 Years
Nilsen Vanegas	2 Years
Bernie Dziedzic	1 Year
Henry Jones	1 Year
Cindy McCoy	1 Year
William Rupe	1 Year
Steve Shafer	1 Year
Bobi Wibley	1 Year
Robert Wireman	1 Year

90 Day Service Awards

Lora Alexander	Eric Benton
Emma Bridgett	Terry Buckingham
Loretta Bump	Kay Collins
Henry Devoe	Heidi Hall
David Henson	Johnny Hicks
Lawrence Likens	Joanna Marcum
Anthony Miller	Dominic Ollhoff
Larry Pack	Terri Sibole
Alisa Smedley	Ernest Snow
Kimberly Trout	Delores Wootchie

May Birthdays

James Moore	May 2
Shawnshray Mcleod	May 2
Alisa Smedley	May 3
Mattie Haslam	May 3
David Henson	May 5
Brian Prater	May 8
Fred White	May 9
Rebecca Kidd	May 9
Frank Castle	May 9
Nancy Aceto	May 9
Nicholas George	May 10
Keith Stockton	May 11
James Poore	May 14
Samuel Achirem	May 18
Darlene Owens	May 20
Gregory Skaggs	May 20
Linda Irwin	May 20
Steven Spencer	May 20
Rosemary Covarrubias	May 22
Tonda Adkins	May 23
Liza Overfield	May 25
Judy Ferris	May 30