



FINDLAY'S TALL TIMBERS DISTRIBUTION CENTER, INC.



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February 21
President's Day



Southern Tier Logistics is pleased to announce the addition of Borg-Warner to its customer base. Based in Auburn Hills, Michigan, Borg-Warner is the recognized leader in advanced products in powertrain components and automotive sub-systems. Systems include torque transfer, complete transmissions, turbo chargers, thermal systems, timing components and emission systems. B-W operates 62 locations in 17 countries which include 9 US states, Mexico, Canada, Brazil and multiple locations in Europe and Asia. Major customers include Ford, Chrysler, GM, VW, Audi, Toyota, Hyundai/Kia Renault, Nissan, Honda, Caterpillar, Navistar, Peugeot, BMW, Polaris and Harley-Davidson.

STL will be involved with B-W's Ithaca, NY operations. This plant was founded in 1880 as Morse Chain. This operation is primarily involved in engine timing systems and transfer cases. STL will be involved in conventional warehousing services and repackaging/repacking. STL looks forward to working with B-W to develop a supply chain system that will support their just-in-time manufacturing operation at the Ithaca complex.



Help that works. Hope that lasts.

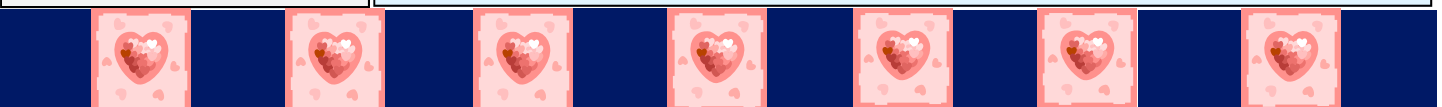
Southern Tier Logistics
Attn: Teresa Forsythe
736 Addison Road
Painted Post, NY 14870

January 15, 2011

Dear Southern Tier Logistics,
The response from yourself and others in the community this past Christmas to be involved in the Christmas Adopt-A-Family Program was amazing. During a time when many families were struggling to make ends meet, you came forward to ensure that Christmas was a special day for them.

The 2010 Christmas Adopt-A-Family Program was our most successful year to date. Through your generosity we were able to distribute gifts to thirty nine families (35 adults and 78 children). Thank you so much for your time, effort, and contribution to make a difference in the lives of 39 families with 78 children..

Sincerely,
Crystal Jimerson
Americorp Volunteer



Introduction to Supply Chain Management

By Martin Murray, About.com Guide

Elements of the Supply Chain

A simple supply chain is made up of several elements that are linked by the movement of products along it. The supply chain starts and ends with the customer.

- Customer:** The customer starts the chain of events when they decide to purchase a product that has been offered for sale by a company. The customer contacts the sales department of the company, which enters the sales order for a specific quantity to be delivered on a specific date. If the product has to be manufactured, the sales order will include a requirement that needs to be fulfilled by the production facility.
- Planning:** The requirement triggered by the customer's sales order will be combined with other orders. The planning department will create a production plan to produce the products to fulfill the customer's orders. To manufacture the products the company will then have to purchase the raw materials needed.
- Purchasing:** The purchasing department receives a list of raw materials and services required by the production department to complete the customer's orders. The purchasing department sends purchase orders to selected suppliers to deliver the necessary raw materials to the manufacturing site on the required date.
- Inventory:** The raw materials are received from the suppliers, checked for quality and accuracy and moved into the warehouse. The supplier will then send an invoice to the company for the items they delivered. The raw materials are stored until they are required by the production department.
- Production:** Based on a production plan, the raw materials are moved from inventory to the production area. The finished products ordered by the customer are manufactured using the raw materials purchased from suppliers. After the items have been completed and tested, they are stored back in the warehouse prior to delivery to the customer.
- Transportation:** When the finished product arrives in the warehouse, the shipping department determines the most efficient method to ship the products so that they are delivered on or before the date specified by the customer. When the goods are received by the customer the Company will send an invoice for the delivered products.

Supply Chain Management

To ensure that the supply chain is operating as efficient as possible and generating the highest level of customer satisfaction at the lowest cost, companies have adopted Supply Chain Management processes and associated technology. Supply Chain Management has three levels of activities that different parts of the company will focus on: strategic, tactical, and operational.

- Strategic:** At this level, company management will be looking to high level strategic decisions concerning the whole organization, such as the size and location of manufacturing sites, partnerships with suppliers, products to be manufactured and sales markets.
- Tactical:** Tactical decisions focus on adopting measures that will produce cost benefits such as using industry best practices, developing a purchasing strategy with favored suppliers, working with logistics companies to develop cost effect transportation and developing warehouse strategies to reduce the cost of storing inventory.
- Operational:** Decisions at this level are made each day in businesses that affect how the products move along the supply chain. Operational decisions involve making schedule changes to production, purchasing agreements with suppliers, taking orders from customers and moving products in the warehouse.

Supply Chain Management Technology

If a company expects to achieve benefits from their supply chain management process, they will require some level of investment in technology. Since the wide adoption of internet technologies, all businesses can take advantage of web-based software and internet communications. Instant communication between vendors and customers and their designated 3PL provider allows for timely updates of information, which is key in management of the supply chain.

“Gratitude is the best attitude. There is not a more pleasing exercise of the mind than gratitude. It is accompanied with such an inward satisfaction that the duty is sufficiently rewarded by the performance.”



You can now get answers to your health questions from people like cardiac surgeon and TV personality Mehmet Oz, physicians from top hospitals such as Johns Hopkins and the Cleveland Clinic and experts from the American Cancer Society and AARP, thanks to a new website called www.sharecare.com. Click



Findlay High School senior year final Swim Team Breakfast! Congratulations to Tom Orwick (Adm Maint);four years in a row he has out swam his daughter Krista. Off to sectionals then districts and Krista's final swim season is complete. Best wishes to Krista for continued success. Way to go Tom!!



Making a Great First Impression taken from www.mindtools.com

It takes just a quick glance, maybe three seconds, for someone to evaluate you when you meet for the first time. In this short time, the other person forms an opinion about you based on your appearance, your body language, your demeanor, your mannerisms and how you are dressed.

With every new encounter, you are evaluated and yet another person's impression of you is formed. These first impressions can be nearly impossible to reverse or undo, making those first encounters extremely important, for they set the tone for the all the relationships that follow.

Present Yourself Appropriately

Of course physical appearance matters. The person you are meeting for the first time does not know you and your appearance is usually the first clue he or she has to go on.

But it certainly does not mean you need to look like a model to create a strong and positive first impression. (Unless you are interviewing with your local model agency, of course!)

Know the key to a good impression is to present yourself appropriately.

They say a picture is worth a thousand words, and so the "picture" you first present says much about you to the person you are meeting. Is your appearance saying the right things to help create the right first impression?

Start with the way you dress. What is the appropriate dress for the meeting or occasion? In a business setting, what is the appropriate business attire? Suit, blazer, casual? And ask yourself what the person you'll be meeting is likely to wear – if your contact is in advertising or the music industry, a pinstripe business suit may not strike the right note!

For business and social meetings, appropriate dress also varies between countries and cultures, so it's something that you should pay particular attention to when in an unfamiliar setting or country. Make sure you know the traditions and norms.

And what about your grooming? Clean and tidy appearance is appropriate for most business and social occasions. A good haircut or shave. Clean and tidy clothes. Neat and tidy make up. Make sure your grooming is appropriate and helps make you feel "the part".

Appropriate dressing and grooming help make a good first impression and also help you feel "the part", and so feel more calm and confident. Add all of this up and you are well on your way to creating a good first impression.

A Winning Smile!

"Smile and the world smiles too."* So there's nothing like a smile to create a good first impression. A warm and confident smile will put both you and the other person at ease. So smiling is a winner when it comes to great first impressions. But don't go overboard with this – people who take this too far can seem insincere and smarmy, or can be seen to be "lightweights".

(*Author Unknown)

Be Open and Confident

When it comes to making the first impression, body language as well as appearance speaks much louder than words.

Use your body language to project appropriate confidence and self-assurance. Stand tall, smile (of course), make eye contact, greet with a firm handshake. All of this will help you project confidence and encourage both you and the other person to feel better at ease.

Almost everyone gets a little nervous when meeting someone for the first time, which can lead to nervous habits or sweaty palms. By being aware of your nervous habits, you can try to keep them in check. And controlling a nervous jitter or a nervous laugh will give you confidence and help the other person feel at ease.

Be Positive

Your attitude shows through in everything you do. Project a positive attitude, even in the face of criticism or in the case of nervousness. Strive to learn from your meeting and to contribute appropriately, maintaining an upbeat manner and a smile.



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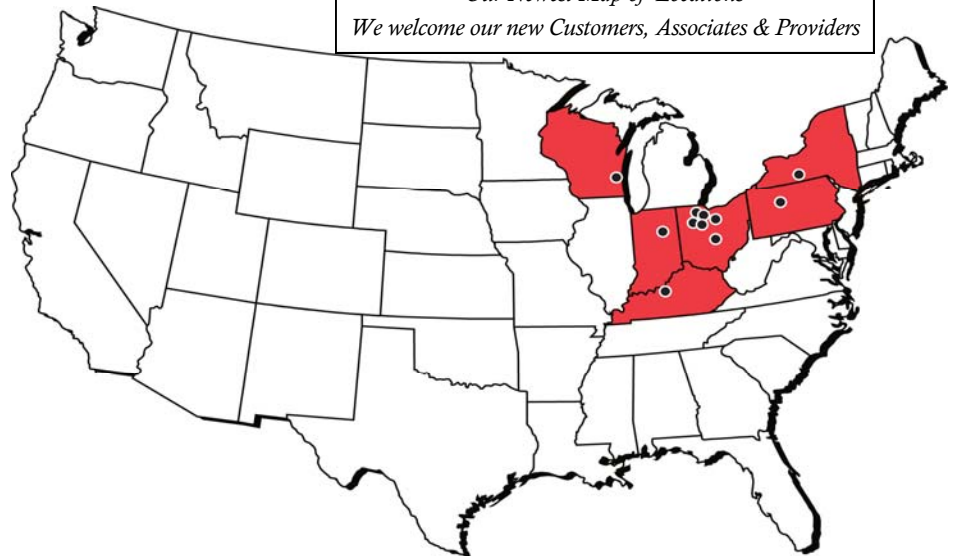
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your expectations"**



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*Our Newest Map of Locations
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An intersection reconstruction and bridge replacement project at I-75 and U.S. 224 in Findlay is scheduled for 2014 .

The first representation of Saint Valentine appeared in a The

"The best way to have a good idea is to have lots of ideas."

~ Linus Pauling

HAPPY BIRTHDAY!!

Saint Valentine's Day

Service Anniversaries

<u>Building 1</u>	<u>OLG</u>
Donna McDaniel 02/24	Rob Stricker 02/17
Carl Brown 02/03	Bob Stahl 02/10
<u>Building 2</u>	Roberta Collins 02/12
Julie Pahl 02/23	<u>Milwaukee</u>
Dan Zehender 02/19	Jose Hernandez 02/23
Wynn Kelley 02/16	<u>I-69</u>
<u>Fostoria</u>	Tim Ingram 02/15
Eric Lebay 02/18	Linn Shaun 02/11
<u>STL</u>	Carl Williams 02/06
Richard Matthews 02/16	<u>PCL</u>
Michael Coakley 02/23	David Bills 02/14
	Gerald Hanley 02/01

• Since AD 496 the feast of St. Valentine has been celebrated, some believe, to suppress an older pagan fertility festival held on the 15th of February. But the feast was more of a Christian celebration rather than the romantic day we know it as now. The association with romance dates from the middle ages, where most of the legends surrounding St. Valentine were written.

<u>PCL</u>	<u>OLG</u>
Chester Bechdel 02/01/09	Bill Carter 02/15/10
Casey Koch 02/01/09	Ben Harris 02/19/10
Shari Truax 02/01/09	Adalbert Schneider 02/10/07
<u>Building 1</u>	Nichole Snider 02/08/10
Bob VanAtta 02/01/95	<u>Fostoria</u>
Carl Brown 02/10/03	Eric Lebay 02/27/04
<u>Building 4</u>	<u>Building 2</u>
Jordan Ibarra 02/08/10	Larry Showalter 02/10/03
	<u>STL</u>
	Todd Steinhauer 02/22/10

