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Some Events in the History of the Waupaca oundry

Initially Compiled by Gerald E. Chappell, 2014

ndry, Inc. Plant One. Photo courtesy of Gerald E. Chappell, October 10, 2014.

Some Events in the History of the Waupaca Foundry

Initially Compiled by Gerald E. Chappell, 2014

Waupaca Foundry, Inc. Plant One. Photo courtesy of Gerald E. Chappell, October10, 2014.

Waupaca Foundry, Inc. Plant Two. Photo courtesy of Gerald E. Chappell, September 22, 2014.

Waupaca Foundry, Inc. Plant Three. Photo courtesy of Gerald E. Chappell, September 22, 2014.

Preface

In 2000, the Director of the Waupaca Historical Society, Julie Hintz, established a cabinet of topic folders for the Holly History and Genealogy Center Library. Newspaper clippings, brochures, photos, etc. were placed within topic folders as they were noted in various publications. Included was a folder on "manufacturing and factories".

In 2013, Gerald Chappell pulled all the articles on the Waupaca Foundry that were in the "manufacturing and factories " folder, added other article clippings he had saved over the 2005-2013 period and initiated this document within a three-ring binder - one that can be added to as history progresses.

In 2014, with collaboration and permission from Sara Baumgart Timm, Foundry Marketing Analyst, over half the material was pulled from the WaupacaFoundry.com website.

David Hathaway expresses the importance of the Foundry to the Waupaca Community in the **Waupaca Sesquicentennial, 2007,** Page 53:

"Foremost among the financial underpinnings of Waupaca during the twentieth century was the foundry which had a total of 13 employees in 1955, when purchased by Clifford Schwenn, and rose to a current level of 3,750 internationally (1600 in Waupaca). Production capacity increased from two-three tons per day to 9,000, and the company now ranks as the largest foundry in the world. The importance of this industry to Waupaca's economic health is evident, and indirectly reflected by the fact that more than half of the 1600 local employees have a Waupaca zip code."

Early Foundry and Foundrymen: 1871 - 1976

Excerpt from "Some of Waupaca's Industries", *Waupaca Republican Post,* December 29, 1910.
"Waupaca Foundry" from "Waupaca Industries" of the *Waupaca Centennial Book*, 1857-1957 by Edward Pommer, 1957.
"Pioneer/Waupaca Foundry" from Leider, David. *The Story of Waupaca and its Railroads*, about 2005.
Waupaca Foundry History Photos (1871-1957) from WaupacaFoundry.com, October 10, 2014.
"Waupaca Foundry" by Dean Janssen from *Our Heritage* by Freiburger, Rosemary, Editor and John Holzman, Co-Editor, 1976.
Waupaca Foundry History Photos (1964-1977) from WaupacaFoundry.com, October 10, 2014.
"Foundry Observes 15 Years of Growth With Open House, "*Waupaca County Post*, April 30, 1970.
"C. W. Schwenn Observes 50 years as Foundryman," *Waupaca County Post*, November 12, 1970."Waupaca Foundry" from Cartwright, Carol Lohry, *City of Waupaca, Intensive Survey Report,* 1999.
"History of the Waupaca Foundry," presentation by Ex-CEO Jim Larsen for the Winchester Academy, February 24, 2014. Part One.
"Brunner recalls Waupaca Foundry's early years" by Robert Cloud, *Waupaca County Post,* May 26, 2005.

"Foundry Acquires Three Properties; Bldgs. To Be Razed," *Waupaca County Post*, December 28, 1972.
Plant One photo and facts, from WaupacaFoundry.com, October 2014.
Plant Two/Three photo and facts, from WaupacaFoundry.com, October 2014.
Plant Four photo and facts, from WaupacaFoundry.com, October 2014.

Waupaca Foundry and CEOs: 1976-2012

"Waupaca Foundry," notes from June 1986 tour of Foundry Plant #2 by the Waupaca Historical Society.
Waupaca Foundry History Photos (1988-1999) from WaupacaFoundry.com, October 2014.
History of the Waupaca Foundry, continuation of Jim Larson's speech at the Winchester Academy, February 24, 2014.
"Waupaca Foundry earns "Qualitas" award from Ford New Holland Ameracas," *Waupaca County Post*, July 20, 1992.
"Waupaca Foundry fire forces evacuation," *Waupaca County Post*, January 7, 1993.
"New leadership at Waupaca foundry," by Robert Cloud, *Waupaca County Post*, September 30, 2004.
Waupaca Foundry History Photos (2000-2007) from WaupacaFoundry.com, October 2014.
"Waupaca Foundry celebrates 50th anniversary," by Robert Cloud, *Waupaca County Post*, May 26, 2005.
"ThyssenKrupp Waupaca, Inc. The Waupaca Foundry," by David S Hathaway, interviews with Gary L. Thoe and Jim Larsen, *1857-2007 Waupaca Sesquicentennial, 2007*.
"Workers sue ThyssenKrupp," by Robert Cloud, *Waupaca County Post,* June 19, 2008.
"Sustainability helps foundry compete globally," by Kari Esbensen, *Waupaca County Post,* March 11, 2010.
"Foundry to hire 150 workers," by Robert Cloud, *Waupaca County Post*, April 1, 2010.
Waupaca Foundry History Photo (2011 - 2012), from WaupacaFoundry.com, October 2014.
"Emergency drill at ThyssenKrupp," by Jane Myhra, *Waupaca County Post*, May 13, 2010.
"ThyssenKrupp plans to divest Waupaca foundries," *Waupaca County Post,* May 12, 2011.
"ThyssenKrupp Waupaca, Inc. Reopens Etowah, Tennessee Foundry and Adds 250 Jobs," Foundry News Release, July 28, 2011.
"New ThyssenKrupp Waupaca Website Improves Visitor Experience," Foundry News Release, November 1, 2011.
"Innovative Casting Earns ThyssenKrupp Waupaca International Award," Foundry News Release, December 5, 2011.
"ThyssenKrupp Waupaca wins international casting award," *Waupaca County Post*, December 15, 2011.
"Plant Five, Tell City, IN, photo and facts, from WaupacaFoundry.com, October 2014.
"Plant Six, Etowah, TN, Photo and facts, from WaupacaFoundry.com, October 2014.

"ThysennKrupp Sells ThysennKrupp Waupaca, Inc. to KPS Capital Partners, KPS Commits to Pursuing Continuity and Further Growth," Foundry News Release, May 15, 2012.
"Foundry workers trained in robotics," by Robert Cloud, *Waupaca County Post*, June 14, 2012.
"ThysenKrupp Waupaca Under New Ownership, Announces Name Change to Waupaca Foundry, Inc," Foundry News Release, July 2, 2012.
"KPS closes deal for foundry" New owner, new name, new logo," *Waupaca County Post*, July 5, 2012.
"Waupaca Foundry recognized for energy efficiency. Iron castings manufacturer is part of United States Energy Department's Better Buildings, Better Plants Program." Foundry News Release, December 18, 2012.
"Careers in the Waupaca Foundry," from WaupacaFoundry.com, October 2014.

Waupaca Foundry Leading the World (Global No. 1): 2013-Present

"Leading the world from Waupaca," by Robert Cloud, *Waupaca County Post*, January 24, 2013.
"Waupaca Foundry Gains Community Awards. Iron Foundry Named Large Business of the Year," from WaupacaFoundry.com March 21, 2013.
Waupaca in the News – Photos on Magazine covers.
"Waupaca Foundry Donations Help Wisconsin DNR. Effort Will Help Re-stock Water With Brown Trout," Foundry News Release. May 2013.
"Joint Media Statement from Waupaca Foundry and Stewart Industrial," Foundry News Release, July 8, 2013.
"Waupaca Foundry Named Supplier of the Year," Foundry News Release, July 17, 2013.
"Waupaca named Supplier of the Year" by anonymous, *Waupaca County Post*, July 25, 2013.
"Waupaca Foundry Earns Hire Power Award by *Inc. Magazine,*" Foundry News Release, October 29, 2013.
"Waupaca Foundry Earns Top Honors. Ductile Iron and Gray Iron Casting Foundry Named Supplier of the Year, Receives Environmental Award." May 19, 2014.
" ThyssenKrupp," from Wikipedia, the free encyclopedia, January 10, 2014.
"Working at Waupaca Foundry: For Some it's a family tradition," by Robert Cloud, Editor, *Waupaca County Post*, July 31, 2014.
"Waupaca Foundry Hosts Business Symposium. Businesses To Learn How to Recruit, Hire Veterans," Foundry News Release, August 4, 2014.
"Training for the future," by Robert Cloud, *Waupaca County Post*, August 7, 2014.
"Waupaca Foundry Enters into Sales Agreement. Hitachi Metals, Ltd. To Purchase Ductile & Gray Iron Casting Supplier," Foundry News Release, August 19, 2014.
"Waupaca Foundry sold to Hitachi Metals for $ 1.3 billion." *Milwaukee Wisconsin Journal Sentinel*, August 19, 2014.
"Waupaca Foundry Announces Sale," by Sharon Hanuszczak-Froberg, Post-Crescent Media, Fox Cities Biz, *The Post-Crescent*, August 20, 2014.

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"Foundry workers trained in robotics," by Robert Cloud, *Waupaca County Post*, June 14, 2012.
"ThysenKrupp Waupaca Under New Ownership, Announces Name Change to Waupaca Foundry, Inc," Foundry News Release, July 2, 2012.
"KPS closes deal for foundry" New owner, new name, new logo," *Waupaca County Post*, July 5, 2012.
"Waupaca Foundry recognized for energy efficiency. Iron castings manufacturer is part of United States Energy Department's Better Buildings, Better Plants Program." Foundry News Release, December 18, 2012.
"Careers in the Waupaca Foundry," from WaupacaFoundry.com, October 2014.

"Waupaca Foundry to be sold to Hitachi Metals: KPS enters agreement with Japanese company," *Waupaca County Post*, August 21, 2014.
"Waupaca Foundry Helps Restore Rescue Used On 9/11. Ductile Iron Torque Plates Preserve Decommissioned Vehicles," Foundry News Release, September 8, 2014.
"Winter Thrills Begin with Foundry Sand." From WaupacaFoundry.com, October 2014.
"Waupaca Foundry Acquired By Hitachi Metals, Alignment Positions Foundry For Global Growth," Foundry News Release, November 10, 2014.
"Waupaca Foundry names CFO," *Waupaca County Post*, January 22, 2015.
"Waupaca Foundry Names CFO, Vice President of Finance, Rob Johnson Succeeds Michael Pawielski," Foundry Press Release, December 31, 2014.
Foundry donates saw to tech class; New equipment provides greater accuracy," *Waupaca County Post*, March 26, 2015."
"Waupaca Foundry earns 'Green' Designation," Foundry Press Release, April 9, 2015.
"Waupaca Foundry earns 'green' designations," *Waupaca County Post*, April 16, 2015.
"Foundry forging new path on cutting waste," by Thomas Content, Business, *Milwaukee Journal Sentinel,* April 26, 2015.
"Waupaca Earns Energy Incentives," Foundry Press Release, August 14, 2015.
"Perry County Helipad Opens at Waupaca Foundry," Foundry Press Release, September 14, 2015.
"Waupaca Foundry moving forward," *Waupaca County Post*, October 1, 2015.
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"Waupaca Foundry Earns Patriot Award," Foundry Press Release, November 10, 2015.
"Waupaca Foundry Announces Reorganization," Foundry Press Release, February 9, 2016.
"Waupaca Foundry, Hitachi Metals Automotive Components complete merger," Foundry Press Release, April 1, 2016.
"Waupaca Foundry Announces Strategic Initiatives for Global Growth Following Merger", April 4, 2016.
"Waupaca Foundry names CEO, Gary GiGante announces retirement," Foundry Press Release, April 27, 2016.
"Waupaca Foundry earns quality, supplier awards," Foundry Press Release, May 31, 2016.
"Waupaca Foundry named business of the year," Foundry Press Release, June 23, 2016.
"Waupaca Foundry receives Bosch North American Supplier Award," Foundry Press Release, July 20, 2016.
Waupaca Foundry Sand Reused as a Fill for New Eco Park & Eastgate Estates, Foundry Press Release September 8, 2016.
Regulators cite Waupaca Foundry, *Waupaca County Post*, August 11, 2016.
Hides for Heroes Supports Veterans, Foundry Press Release, November 11, 2016.

Timeline for the Waupaca Foundry, Inc.

Compiled by Gerald E. Chappell, Waupaca Historical Society.
(This timeline reports only the milestone events and personnel identified for this document).

1870 – *Pioneer Foundry and Machine Shop*. John Rosche erects the first Waupaca Foundry.

1886 – *Suhs-Rosche Foundry.* Fred W. Rosche partners with Herman H. Suhs to take over his father's Pioneer Foundry and re-name it.

Early Years of the 1900s (circa) – Leo Niemuth owns the foundry.

Early 1950's – Charles Dombrowski owns the foundry.

1951- A fire partially destroys the foundry.

1955 – 1957 - Mr. Clifford W. Schwenn acquires the Dombrowski foundry, renames it the *Waupaca Foundry, Inc.*, and becomes its president. With the financial help of the Waupaca Industrial Development Corporation (WIDC), the foundry is rebuilt, a Schell molding process installed, and Don G. Brunner and Gary L. Thoe join the foundry staff.

1965-1966 – *The Waupaca Foundry, Inc.'s* property and programs are expanded as the forerunner of Plants Two/Three, including the incorporation of automatic vertical molding and a disamatic molding machine.

1968 – 1969 - *Waupaca Foundry, Inc.* is acquired by the Budd Company and additions are made to Plant One within the Industrial Park.

1971 - Don G. Brunner becomes president of the *Waupaca Foundry, Inc.* and Jim Larson joins the staff.

1973 – 1974 – Don G. Brunner becomes Chief Executive Officer of *Waupaca Foundry, Inc.* and Plant Four is constructed in Marinette, Wisconsin.

1978 – Thyssen A. G. acquires the Budd Company and the foundry attains the name *Waupaca Thyssen*.

1991 – *Waupaca Thyssen* incorporates the Japanese Kaizen Training Program (departmental team problem solving).

1997 – 1999 – Gary L. Thoe becomes Chief Executive Officer of Waupaca Thyssen. Plant Five is built in Tell City, Indiana and is soon doubled in size. Waupaca Thyssen merges with Krupp to become *ThyssenKrupp (A. G.) Waupaca Foundry* (or Inc.).

2001 – ThyssenKrupp Foundry's Plant Six is built in Etowah, Tennessee and becomes operative. ThyssenKrupp Foundry wins the International Iron Casting Award.

2004 – David Adams becomes Chief Executive Officer of *ThyssenKrupp Waupaca Foundry* and Gary Gigante President and Chief Operating Officer. John Cowden becomes Chief Financial Officer.

2009 – *ThyssenKrupp Foundry* receives the Wisconsin Governor's Award for Excellence in Environmental Performance.

2011 – *ThyssenKrupp Waupaca* establishes a Website.

2012 – KPS Capital Partners, LP, a New York based equity firm, acquires ThyssenKrupp and renames the foundry the *Waupaca Foundry, Inc.* The Waupaca Foundry, Inc. is commended by the United States Energy Department's 'Better Building and Better Plants Program' for energy efficiency based upon material recycling, a closed-loop cooling system, and building heating by a closed-loop heat recovery program. Waupaca Foundry, Inc. earns the national 'Supplier of the Year Award' and the 'Power Award for Generating New Jobs'.

2012 - 2013 – *Waupaca Foundry, Inc.* is awarded the Waupaca Chamber of Commerce 'Best Large Business of the Year Award' and 'Best Place to Work Award.'

2014 – *Waupaca Foundry, Inc. e*arns the national 'Environmental Award for Energy Conservation and Sustainability'. Hitachi Metals, Ltd. of Japan purchases Waupaca Foundry, Inc. with intent to expand production and increase global markets and strength.

Early Foundry and Foundrymen: 1871 - 1976

From "Some of Waupaca's Industries" of the *Waupaca Republican Post*, December 29, 1910

A business that may not attract the attention that it should is the harness business of F. E. Lund, who after working several years for Mr. Timme in this city, opened a shop of his own on July 4, 1876, and has been continuously in business since that time. The standard quality of the work turned out at this shop is such that the reputation of the F. E. Lund harness extends beyond the limits of the state and each year harnesses manufactured in this city are sent to dealers in South Dakota, one dealer placing an order for a dozen sets each spring and having the exclusive sale of the Lund harnesses in his locality. Five or six workmen are employed in this establishment which is admitted to be the largest harness shop in Wisconsin outside the city of Milwaukee and turning out more than one hundred sets of work harnesses besides single and double driving harnesses. Carriage trimmings and repairing robes and harnesses receive special attention.

The foundry which has been operated by Fred Rosche for the past twenty-four years is on the site of the first foundry erected in this city by John Rosche in 1870. This industry has been operated by the same family for forty years and is patronized by people residing in all directions from this city for miles. This is an industry that attracts little attention but would be most missed if it were to be removed from the city.

In blacksmith and machine shops this city is well supplied and with masters of their trade. N. P. Peterson since 1882 and Ed. Bridgman since 1884 and P. Peterson near the old tannery have for many a season contributed their part toward the welfare of the entire community. Emil Johnson and C. E. Johnson may be numbered among later acquisitions to the list of useful mechanics of the city.

From "Waupaca Industries" (page 57) of the **Waupaca Centennial Book, 1857-1957** by Edward Pommer.

WAUPACA FOUNDRY

Fred W. Rosche, born in Milwaukee in 1857, moved to Waupaca with his parents in 1871 where his father established the foundry on the banks of the Waupaca River just east of Main Street.

In 1886 Fred Rosche and H. H. Suhs formed a partnership and bought out the property that was then known as the Pioneer Foundry & Machine Shop changing the name to Suhs — Rosche. They specialized in manufacturing the Waupaca Chilled Plow which had been introduced 15 years earlier by John Rosche, Fred's father.

Fred Rosche operated the foundry alone for many years after the death of Mr. Suhs and some of the important items of manufacture at that time were: sleigh shoes for sleighs, crusher jaws for the use of the city of Waupaca at its stone crushing plant and the Wisconsin Granite Co. at its plant along the Soo Line tracks west of the present station. Later sash weights for windows became an important product.

When he retired Mr. Rosche sold his interests to Leo Niemuth who, after several years, sold the business to Charles Dombrowski of Neshkoro. Mr. Dombrowski operated with a considerably larger crew until his death when the business was again sold and is now owned by the Waupaca Foundry Inc. Mr. C. W. Schwenn, president of the new company, comes from Brillion having for years been connected with the Brillion Iron Works. The Waupaca Foundry Inc. also purchased the former Fullerton Lumber Co. yard on N. Division Street where they maintain their offices, shops, shipping dept., assembly dept. etc. and at this writing plans are being formulated to consolidate all operations on N. Division Street. An entirely new foundry building will be built for this purpose. The new company is rapidly becoming one of Waupaca's most thriving industries with a present payroll of approximately 55 people. On completion of the new foundry the payroll will easily be doubled.

From Leider, David. **The Story of Waupaca and its Railroads**, about 2005

Pioneer Foundry

John Rosche arrived from Milwaukee in 1871 and established the Pioneer Foundry on the banks of the Waupaca River, near the corner of East Fulton and State Streets. He made all types of iron items, including his famous patented Waupaca chilled plow, responsible for turning many acres of former forest into potato fields. In 1886 his son Fredrick and Herman H. Suhs, a local educator, purchased the foundry and changed the name to the Suhs and Rosche Foundry.

A. G. NELSON & CO.,
PROPRIETORS OF
Waupaca Planing Mill,
MANUFACTURERS OF
SASH, DOORS AND BLINDS,
AND DEALERS IN
LUMBER, LATH AND SHINGLES.
AGENTS FOR
James E. Patton & Co.'s Paints.
—WE ALSO HANDLE—
Glass and All Kinds of Paints and Oils.
Office on Union Street, - WAUPACA, WIS.

SUHS & ROSCHE,
PROPRIETORS OF
The Pioneer Foundry and Machine Shop
OF WAUPACA.
Manufacturers of
The Waupaca Chilled Plow,
Breaking Plows and Cauldron Kettles.
Castings of All Kinds Promptly Furnished.
REPAIR-:-WORK-:-DONE-:-AT-:-LOW-:-RATES.
WAUPACA, - - - WISCONSIN.

Waupaca Foundry

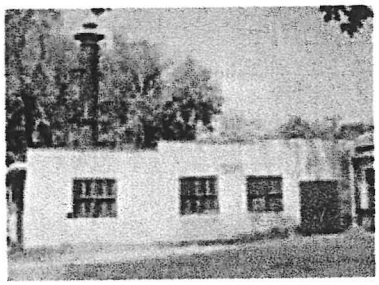
In 1951, a fire destroyed much of the original one-story wooden foundry building, then located at 108 North Division Street and owned by Charles Dombrowski. With the assistance of the Waupaca Association of Commerce, the foundry rebuilt and expanded, employing 55 people in 1955. Today the foundry, a division of the Budd Company, has several buildings totaling 660,000 square feet, employs 1,800 people and has annual sales of three hundred million dollars. It is the largest employer and best rail customer in town. The Waupaca facilities include a plant on North Divsion Street and two others near Tower Road, on Waupaca's east side.

History

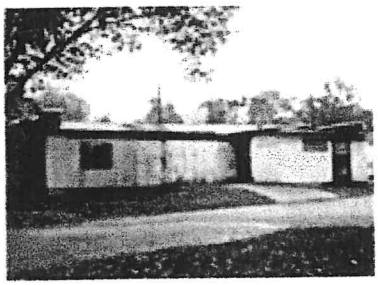
Waupaca Foundry: A legacy of getting the job done

The history of Wisconsin's manufacturing sector is linked to the growth and development of one foundry originally located along the banks of the Waupaca River. What started as a regional foundry has expanded to a nationwide supplier to heavy industry with durable products designed to for the agriculture, transportation, and retail sectors.

1800's 1900-1960 1960-1970 1970-1980 1980-1990 1990-2000 2000-2010 2010-

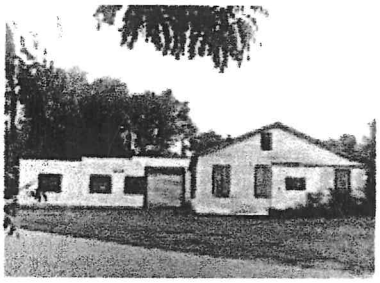


1871
John Rosche started the Pioneer Foundry on the banks of the Waupaca River, just east of Main Street in the City of Waupaca.



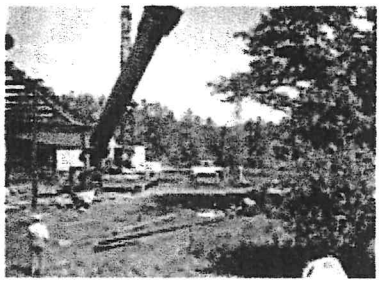
1886
His son Fred Rosche partnered with H.H. Suhs to form Suhs – Rosche specializing in the manufacture of the Waupaca Chilled Plow, sleigh shoes, sash weights for windows, and the crusher jaws for use by the City of Waupaca at its stone crushing plant.

Photos from WaupacaFoundry.com with permission.



circa 1900-1950
After the turn of the century, the foundry was sold to Leo Niemuth; then again to Charlie Dombrowski who ran the foundry until his death in 1955.

1955
Company was sold to Clifford Schwenn who changed the name to Waupaca Foundry, Inc. At this time Donald Brunner left Brillion Iron Works and joined Waupaca Foundry, Inc. as Plant Manager of Operations. Immediately a pattern vault addition was added to the plant.



1957
Waupaca Foundry was casting truck brake drums, heavy truck axle parts, water and air-cooled industrial equipment parts, wood and metal working equipment castings, electric motor housings, and parts for electric door openers. A 4-ton cupola with a 45-foot stack was constructed, operations were transferred to a new plant (now Plant 1), and the melting jumped to 30 tons per day.

Photos from WaupacaFoundry.com with permission.

From Freiburger, Rosemary, Editor and John Holzman, Co-Editor. **Our Heritage**. A Bicentennial Project. Sponsored by the Lion's Club. Compiled by the Heritage Committee, 1976

Waupaca Foundry

By Dean Janssen

The Pioneer Foundry and Machine shop was established in 1871 by Mr. John Rosche just east of Main Street. Fred W. Rosche, son of John Rosche, and H. H. Suhs formed a partnership and bought out the Pioneer Foundry in 1886. The name of that Foundry was changed to Suhs - Rosche. They specialized in the manufacture of the Waupaca Chilled Plow which had been introduced by Mr. John Rosche. Some of their other specialities were sleigh shoes, sash weights for windows, and crusher jaws for the use by the City of Waupaca at its stone crushing plant.

Upon his retirement, Mr. Fred W. Rosche sold his interests to Mr. Leo Niemuth. After several years, Mr. Niemuth sold the business to Mr. Charles Dombrowski of Neshkoro. Mr. Dombrowski operated the business until his death February 9, 1955.

The Dombrowski business was purchased by Mr. Clifford Schwenn on February 24, 1955, and the name was changed to the Waupaca Foundry, Inc.

Schwenn had resigned the position of Vice-President and director of manufacturing at the Brillion Iron Works which he had held for 12 years. Prior to that, he had been general superintendent of the foundry at the Caterpillar Co. of Peoria, Illinois for 13 years.

Three of the employees who were working for the Foundry at that time are still employed by the Waupaca Foundry. They are Alfred Funk, Sven Carlson, and Clarence Ehrenberg. A fourth employee, George Luft, retired recently. At the time of the purchase, the Waupaca Foundry employed 13 people including Schwenn. They poured 2 to 3 tons of castings per day.

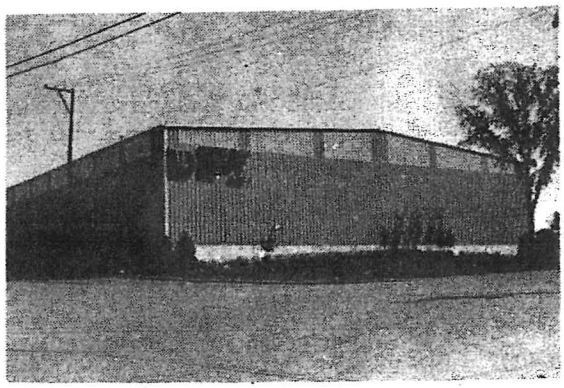
On March 15th, 1955, Mr. Don G. Brunner, the present president and general manager joined the Waupaca Foundry. A short time later, in May 1955, the new foundry purchased the Fullerton Lumber Yard on North Division Street. It was at this location that the offices, shops, shipping department and assembly department were maintained.

In July 1956 a new process called Shell moulding was begun. This process was used for the casting of a cow watering bowl. By March of 1957 the Waupaca Foundry was casting truck brake drums, heavy truck axle parts, water and air cooled industrial equipment parts, wood and metal working equipment castings, electric motor housings and parts for electric door openers. Local customers were the Barnhart Machine Company, Carey Mfg Co., and A. E. Moore Company. The number of employees had increased to 50 and 12 to 16 tons of iron were being poured daily.

Erection of the four ton Waupaca Foundry Cupola was completed on August 15, 1957. $1000 of fire brick was used to line the inside of this giant tube. The new cupola would allow the Waupaca Foundry to melt about nine tons of iron per hour and run about 25 to 30 ton per day. A new building was being erected which was to be 120 feet long and 80 feet wide.

In 1955, the Waupaca Industrial Development Corporation directors promised Schwenn that they would build him a new foundry when he was ready. On October 29, 1957, Schwenn was able to realize just how good the WIDC's word was as he saw the first white hot iron pour out of the cupola at the new Waupaca Foundry building.

For the WIDC the new foundry stood as a prime example for future expansion in Waupaca for other industries. Schwenn said he had received "100 percent cooperation from the WIDC. Helping industries in town is a very important job for the industrial groups," he explained. "I would not have come here if I did not have confidence in them," said Schwenn.



Opening of the new $75,000 WIDC financed foundry was just the beginning of bringing the operation up to modern standards. The Foun-

dry Corporation headed by Schwenn also included Brunner and Otto Rusch, all carryovers from the Brill Iron Works, which served as the stepping stone to Waupaca.

On August 17, 1965, a program was aimed at providing expansion and urgently needed facilities for Waupaca Foundry, Inc. The program was initiated simultaneously by foundry officers, the Waupaca Industrial Development Corporation, and the Waupaca City Council.

The City Council unanimously passed a resolution to sell to the Waupaca Foundry, Inc. a 37½ acre parcel which lies east of the Waupaca Country Club. An additional 7½ acres was acquired from Ralph Constance. On August 24, 1965 groundbreaking for Waupaca Foundry's new east side molding plant got underway.

Foundry President Schwenn had said they were pouring about 80 tons per day in the Division Street plant that was designed to operate at maximum efficiency of pouring 60 tons per day. He explained that per ton efficiency drops when the maximum efficiency of 60 tons is exceeded. He said the firm now employed 150 men and anticipated a payroll of 200 when the Industrial Park site goes into operation.

Initial gray iron pouring at the Industrial Park plant took place in early Feb. 1966 and by Feb. 17, 1966 had reached 30 tons per day. The combined output of the two plants reached 100 tons per day.

In July, 1968, a joint announcement was made by Budd Company President, Philip W. Scott and Schwenn that an agreement had been signed for the acquisition of the Waupaca Foundry, Inc. by the Budd Company. The Budd Company was one of the major independent automotive component suppliers and a major producer of wheel products for the automotive industry. It was also a leading manufacturer of passenger rail and transit cars, producer of plastic and fiber laminates, paper products, and sophisticated metal structures.

In October 1968, Schwenn announced a plan for a $173,000 addition to the plant in the industrial park. He said this would involve 37,000 additional square feet of floor space. He said he expected the new addition to be operational in Mid 1969.

On Jan. 1, 1973, Brunner, President and General Manager of Waupaca Foundry, Inc., assumed additional duties of chief executive officer of the organization. Schwenn remained active with the company as board chairman.

A need for even greater manufacturing capacity was felt. This led to the start of construction in 1973 of a foundry facility at Marinette, Wis. This facility began operations in 1974 and added significantly to the Company's already huge tonnages of cast metal products.

Waupaca plant one now provides 96,000 square feet of manufacturing facilities which occupy a 13-acre plot of land on North Division Street. Plants 2 and 3 are now situated on a 57 acre parcel on Tower Road and occupy 120,000 square feet of manufacturing space. Between plants 1, 2, and 3 they are capable of pouring 35 tons of iron per hour.

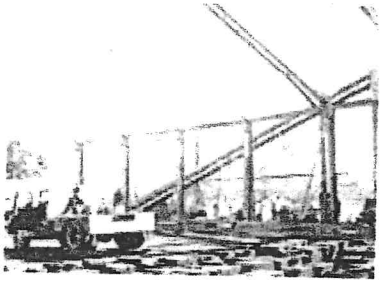
Plant One provides 75,000 square feet of manufacturing facilities which occupy a 13-acre plot of land on North Division Street. This plant serves a diversified roster of valued jobbing customers and produces some truck brake drums for The Budd Company. A new steel structure (not shown) adds 21,000 square feet of storage and shipping space.

In 1955 the gross wages paid by Waupaca Foundry Inc. were $63,086.57. By 1975 the annual gross wages had reached over $5 million. The total wages paid to Waupaca Foundry employees since 1955 were $36,402,090.69.

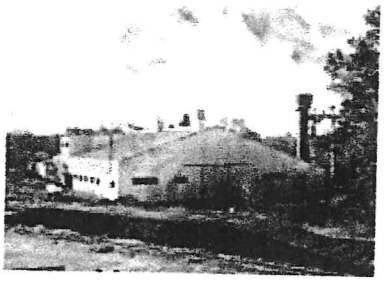
In 1955 the local taxes paid by the Foundry were $437.50. In 1975 the Waupaca Foundry paid in excess of $75,000 in local taxes. Since 1955 the Waupaca Foundry has paid $595,754.08 in local taxes.

In the past, the Waupaca Foundry has been known for its generous benefit programs. In addition to wages and salaries, Waupaca Foundry has put aside over $2,200,000 of profits since 1955 to provide life insurance protection and pension benefits for its employees. More than $8,6000,000 in life insurance is currently in effect on the lives of Waupaca Foundry Employees through Company supported protection plans.

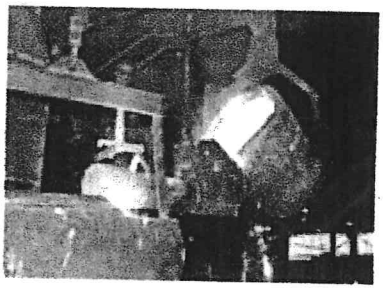
In addition to the life insurance and pension



1964
After successive additions, Waupaca Foundry was melting 78 tons per day with 150 employees.

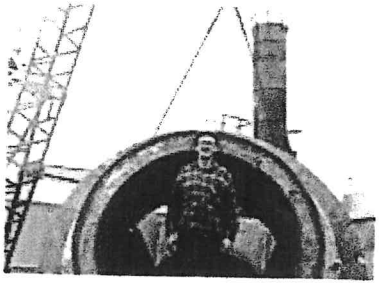


1966
Waupaca Foundry poured 30 tons of gray iron per day at new east-side molding plant (now Plant 2). By the eleventh year, the company had grown to 200 employees and poured 100 tons of gray iron castings per day.



1967
Waupaca Foundry purchases and installs the first automatic vertical molding line at its Plant 1 foundry in Waupaca, WI. It is the first of its kind in the United States.

1968
Phillip W. Scott, President of The Budd Company in Troy, Michigan, announced that his company had acquired Waupaca Foundry, Inc. The move made Waupaca Foundry, Inc., a wholly-owned, independently operated subsidiary within The Budd Company automotive division.



1969
An addition to the industrial park plant of Waupaca Foundry doubles iron casting production capacity at the plant. A conversion creates a 2-cupola operation and the plant becomes what is known today as Plant 2/3.

Photos from WaupacaFoundry.com with permission.

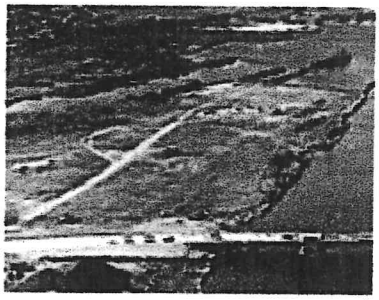
History

Waupaca Foundry: A legacy of getting the job done

The history of Wisconsin's manufacturing sector is linked to the growth and development of one foundry originally located along the banks of the Waupaca River. What started as a regional foundry has expanded to a nationwide supplier to heavy industry with durable products designed to for the agriculture, transportation, and retail sectors.

1800's 1900-1960 1960-1970 1970-1980 1980-1990 1990-2000 2000-2010 2010-

1971
Clifford Schwenn (pictured) retired and Donald Brunner then became President of Waupaca Foundry, Inc.



1973
Plans to build a new plant in northeast Wisconsin were announced. Plant 4 was constructed in Marinette, WI, and specialized in processes not available in previous plants. The Marinette facility was designed to melt 12 tons per hour.

1977
The Schwenn family donated the original plot of land where Pioneer Foundry was built to the City of Waupaca. The plot of land was turned into a city park.

1978
Thyssen, based in Düsseldorf, Germany acquired The Budd Company.

Photos from WaupacaFoundry.com with permission

Foundry Observes 15 Years Of Growth With Open House

Waupaca County Post April 30, 1970

Fifteen years of growth at the Waupaca Foundry, which was officially marked Feb. 24, will be celebrated this Friday when "Open House" will be held at the two Foundry plants for the general public.

Interested citizens are invited to take part in conducted tours from 9 o'clock in the morning until 5 o'clock in the afternoon. Guides will be on hand and during the tour the visitors will see the plant in full operation.

Tours may be started at either Plant No. 1 on N. Division street or at Plant No. 2 on Tower road.

In addition to seeing how the local plant operates, visitors to the Foundry will be given free a cast iron skillet, that doubles as an ash tray. These tokens could very well become collector's items in the years to come.

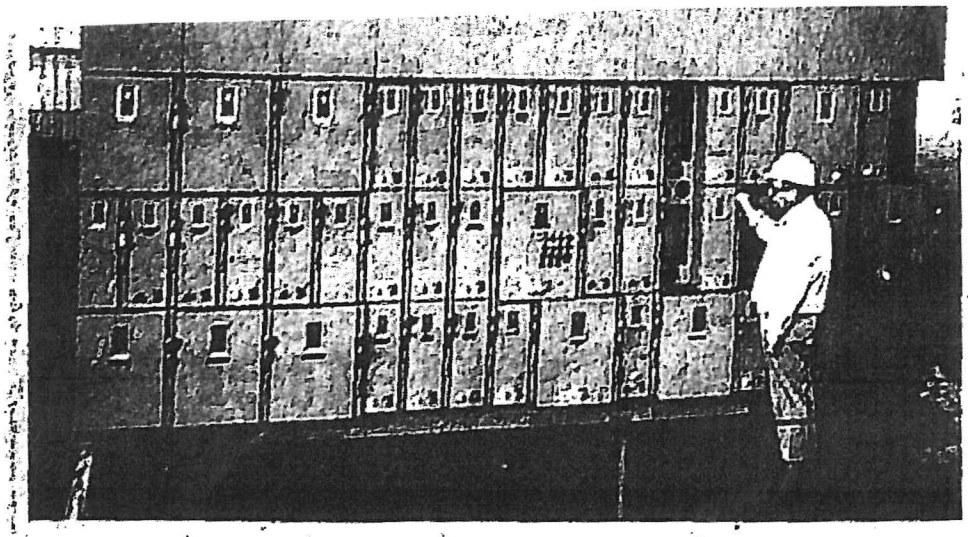
Because the plants will be in full operation it would be wise and advisable to leave children at home that are under 12 years of age. If they do accompany their parents, they should be kept close to their parents during the tour.

Clifford Schwenn, known better in the community as "Cliff," is president and general manager of the Waupaca Foundry, which he founded in its present form on Feb. 24, 1956.

For those 15 years the company has produced a variety of grey iron cast products for a small but diversified roster of customers throughout the midwest. During the company's earlier years, Schwenn was not only the chief executive of the company, but he was the company's only sales representative.

Under Schwenn's management, the diversified roster of customers was developed with a specific goal in mind. He recognized the seasonal nature of many consumers of grey iron castings, and realized that to tie the production of his company in a particular area might lead to coinciding seasonal ups and

(Continued To Page 5)



From this master switching console, elevated above the center of the plant to provide a clear view of all operations, supervisors can control all foundry equipment in Budd's new mechanized foundry facility at Waupaca. Designated Waupaca Foundry Plant Three, the plant began operations in 1969 to manufacture castings for the Automotive Division.

Foundry

(Continued From Page 1)

downs in his own business. Customers therefore counted carefully with the result that Waupaca Foundry has experienced 15 years of steady and health growth with only minimal seasonal fluctuations in business.

Growth of the local business is clearly indicated by the 1955 payroll that amounted to $63,986.57 compared with the 1969 payroll that has reached the $2,343,387.40 mark.

The total payroll in 15 years has been $12,120,344.63.

Since the company has operated in Waupaca they have paid a total of $133,810.86 in taxes. In the beginning they paid $437.50 and last year this figure jumped to $13,184.22.

The history of Waupaca Foundry, Inc., is studded with successful accomplishments of an impossible nature and with innovations which have become in many cases the talk of the foundry industry.

Hundreds of local people have benefited from the growth of the Foundry through the purchase of debenture bonds from the Waupaca Industrial Development Corporation. Continual growth and expansion has been accomplished somewhat as a community effort in partnership with the Waupaca Foundry Team.

The youth of the community have also benefited through participation of the company under Schwenn's guidance in the local vocational training program. Dozens of young men have earned substantial wages and school credits while training for the foundry industry. Many have been helped in the pursuit of post - high school professional training through summer employment at the Waupaca Foundry.

During this anniversary time employees are meeting this week in small groups for pension and profit sharing meetings. Each employee attending these meetings are receiving a charcoal saver, packed with cheese from Woody's Cheese company.

Waupaca COUNTY Post Nov 12, 1970

C. W. Schwenn Observes 50 Years As Foundryman

C. W. (Cliff) Schwenn, president of Waupaca Foundry, Inc., this year marks the 50th anniversary of his entry into the foundry business, and the 15th anniversary of his founding of what has become Waupaca's largest private industry.

Schwenn was born at Hamilton, Ohio, Oct. 4, 1905. His first foundry job, at the age of 15, was that of general laborer at the H.P. Deuscher company in Hamilton where his father, a foundryman, too, was foundry superintendent.

He recalls that his first foundry job, although having nothing to do with iron, was an assignment to paint a fence. Thereafter, during summer vacations throughout high school and college, he served the Deuscher company variously as molder's helper, molder, coremaker, and grinder.

Schwenn graduated from Ohio State University at Columbus in 1027 with a bachelor of science degree as a metallurgical engineer. He remained with the Deuscher company as plant metallurgist until February of 1029 when he became foundry superintendent of the Muller company in Decatur, Ill.

In February of 1030 Schwenn moved to Peoria, Ill., to become a foreman at a newly-constructed foundry owned by Caterpillar Tractor company.

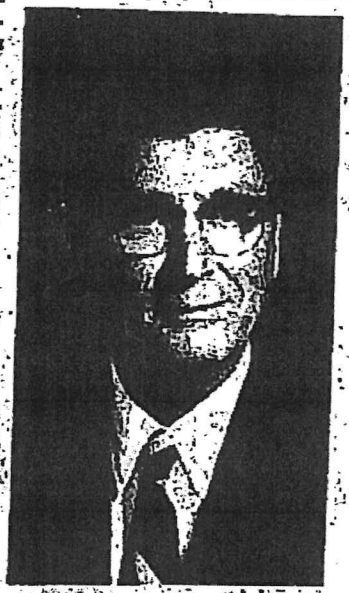
In 1934 Schwenn became foundry superintendent for Caterpillar in Peoria, where he remained until 1943 when he moved to Wisconsin to become foundry manager at Brillion Iron Works.

In 1945 he was appointed vice president and director of manufacturing for the Brillion firm. He served Brillion Iron works in that capacity until 1955 when, on Feb. 24, he acquired Waupaca Foundry and started building it into the organization now known as Waupaca Foundry, Inc.

Initially, including Schwenn, Waupaca Foundry boasted a total payroll of 13 people, a figure that was to grow to even beyond Schwenn's expectation.

That first year -- 1955 -- the fledgling company paid out $69,000.00 in wages and $437.60 in local taxes. It was only a start, and before the year was out the growth process was well underway.

Schwenn likes to recall the early years of the company, the challenge of the job, the milestones along the way that marked success, the support of the community, and in particular, the assistance given by Waupaca Industrial Development Corporation. "Without the help of WIDC," Schwenn now observes, "I don't think we could have made the progress we have."



By 1968 Waupaca Foundry had grown to over 250 people. The payroll had climbed to more than $1,736,000.00 per year, and local taxes had risen to $25,820.46. Demands for automation, mechanization, long range planning and general expansion dictated a need for affiliation with a large industrial organization.

Thus on Sept. 30, 1968, Waupaca Foundry became a wholly-owned, independently-operating subsidiary of The Budd Company, one of the nation's largest suppliers to the automotive industry.

Growth and expansion continued. By the end of 1969, Waupaca Foundry boasted a total employment of 311 people. During the year employees, most of whom reside in the Waupaca area, received gross wages and salaries of $2,343,000.00. Local taxes amounted to $43,184.22.

Looking back on a 50-year foundry career, Schwenn recalls many significant events and circumstances along the way. He numbers his decision to locate in Waupaca one of the most significant, mostly because of Waupaca's people.

"Waupaca people have made Waupaca Foundry," Schwenn says. "The only thing I know is the foundry business; it's the only thing I've ever done."

From Cartwright, Carol Lohry, **City of Waupaca, Wisconsin: Intensive Survey Report Architectural and Historic Survey**. Historic Preservation Commission, 1999.

Waupaca Foundry

In 1871, John Rosche established the Pioneer Foundry on the east side of the Waupaca River near modern-day East Fulton and State Streets (not extant). He fabricated many different items, including a patented plow called the Waupaca Chilled Plow. In 1886, Rosche's son Fred formed a partnership with H. H. Suhs to take over the foundry, which they named the Suhs and Rosche Foundry. They still manufactured the chilled plow, but also sleigh shoes, window sash weights, and stone crusher jaws. (12)

SUHS & ROSCHE,
PROPRIETORS OF
The Pioneer Foundry and Machine Shop
OF WAUPACA.
Manufacturers of
The Waupaca Chilled Plow,
Breaking Plows and Cauldron Kettles.
Castings of All Kinds Promptly Furnished.
REPAIR-:-WORK-:-DONE-:-AT-:-LOW-:-RATES.
WAUPACA, - - - WISCONSIN.

Advertisement for the Pioneer Foundry when it was operated by Suhs and Rosche,
Illustrated Waupaca, 1888

After the death of Suhs, Fred Rosche operated the foundry as the Waupaca Foundry, as did Leo Niemuth, Ralph Gertsch, and Charles Dombrowski during the first half of the twentieth century. When Dombrowski died in 1955, Clifford Schwenn took over the company, which at that time had 13 employees and poured two to three tons of castings per day. Schwenn had been an executive at the Caterpillar Company in Illinois and at the Brillion Iron Works, and he proceeded to greatly expand the business. The company purchased the old Fullerton Lumber Yard on North Division Street, north of Mill Street (now Elm Street) and housed the foundry's offices, shops, shipping facilities, and assembly department there. In 1956, the foundry began using a new molding process for casting brake drums, truck axle parts, industrial equipment parts, wood and metal working castings, electric motor housings, and parts for electric door openers. At this time, the foundry was employing 50 people and pouring 12 to 16 tons of castings per day. (13)

With the help of the Waupaca Industrial Development Corporation, a group organized in 1953 to bring new business to the city, the Waupaca Foundry built a new pouring cupola and foundry building that allowed the factory to increase production to 25 to 30 tons of castings per day. In 1965, the foundry had filled up its 13-acre site on North Division Street. The city of Waupaca sold the foundry 45 acres on the east side of the city for a new molding plant. By this time, the foundry was pouring well over their 60-ton capacity of castings per day and was employing 150 people. The new plant on the east side opened in 1966 and began producing 30 tons of castings per day, making a total of over 100 tons of castings per day for the entire foundry complex. (14)

In 1968, the Budd Company acquired the Waupaca Foundry. The Budd Company is a major supplier of automotive components in the United States. After the acquisition, a 37,000 square foot addition was made to the east side plant, and by 1976, the company had added 11 acres to its east side location. The foundry was pouring 35 tons of castings per hour in its 120,000 square feet of manufacturing space. Since the 1970s, the Waupaca Foundry, still a division of the Budd Company, has continued to expand. Today, the foundry has over 600,000 square feet of manufacturing space and employs 1,800 people. (15)

There are no historic resources associated with either the old Pioneer Foundry or of the Waupaca Foundry when it operated in the early twentieth century. The modern Waupaca Foundry does not have historic resources associated with its factory buildings on Elm Street or its complex on the east side of the city.

History of the Waupaca Foundry

Ex-CEO Jim Larson's presentation for the Winchester Academy, 2/24/2014
(His speech has been subdivided by time period and modified somewhat in that slides were included in the original presentation.)

Part one.

It all began in 1955. I lived up on Elm Street during most of my school days and I remember walking by this building every day on my way to school thinking that whatever was going on in there it could never amount to much. But fortunately there were people around this community who had better foresight than I did.

Its location was across the street from the east end of the footbridge that crosses the Waupaca River from South Division Street to North Division Street.

Cliff Schwenn, a successful manager at Brillion Foundry was Waupaca Foundry's primary investor and first CEO. While working for Schwenn at Brillion, Don Brunner, was a newly graduated mechanical engineer in charge of improving the productivity of Brillion's core room. Cliff told Don that his son needed to complete a report on designing a business including the selection of a site for it.

Cliff's son, an architecture student decided that for his project he would design a foundry and Cliff asked Don to work with him to provide some technical advice.

At about the same time there were a group of people becoming active n Waupaca who had begun an effort to effect economic future of their community. In 1953 this group of business people decided that something had to be done or Waupaca would never be anything but a retirement community with little future economically. So, they formed the Waupaca Industrial Development Corporation or WIDC. The leader of that group was E. T. Webb who owned the Bratwurst, which became Katies Restaurant and now is known as Cronies Restaurant, located next to Simpson's Restaurant.

As a result, Waupaca was one of the few places around that was prepared to provide information on wages, population, utilities and other pieces of the puzzle needed to create this study.

Using this information, Cliff's son, also named Don, completed his site plan and plant design.

In the process, Cliff learned of a small foundry that was already established in Waupaca which belonged at the time to a gentleman by the name of Charles Dombrowski. Prior to that the very first foundry activity began on this site in 1923 when Leo Niemith started a small foundry operation. Niemuth left it during World War II and then worked as a welder for a while because he could make more money doing that then running a little foundry. But he came back to Waupaca to restart it and sold it to Dombrowski. Niemuth only had a couple of people working for him, and his son would occasionally come in to help, and that was Bob Niemuth who was a member of WICD for many years. I'm sure many of you may have done business with at Niemuth's Steak and Chop Shop. Bob was an active member for many years.

Shortly after purchasing the foundry, Dombrowski had a heart attack and was interested in selling his business. So Cliff borrowed $25,000 on his life insurance, made the purchase, and asked Don Brunner to come with him to Waupaca.

There were 13 people working here when Cliff and Don took over. A little later that same year Don added to the work force by hiring a young man named Gary Thoe. So, it appears that Don had good foresight too.

The arrangement that Cliff and Don had was that Cliff would handle the sales and administrative part of the company. Don would run the operations, handle engineering, and be the personnel manager.

Because of the role that these two played in giving birth to this company and then leading its growth, separate action were taken to honor them. The road leading to the company's offices was officially designated by the City as Brunner Drive, and the City has given us a new official address as 1955 Brunner Drive. Also the airport was named Brunner field as Don had taken a lot of actions supporting the field. The land that our original building stood on was donated by the Schwenn family to Waupaca and a small park was built on it. We worked with the City to fund an upgrade of it and it was rededicated as Schwenn Park in 2005, although some people still refer to it as Hidden Park.

Late in Waupaca Foundry's first year of operation the WIDC helped us purchase the Fullerton Lumber Company for expansion and eventual relocation of the foundry and to function as its corporate offices. It was where Plant One now stands. This is where several of us, including me when I joined the foundry in 1972, had our first office. It remained our office site until 1976 when we moved to our present location on Brunner Drive.

In 1956 Schwenn reported to WIDC that the new operation was successful and that it now employed 45 people. With that the WIDC promised to build the company a new building at the rear area of the Plant One site to allow it to grow. A new stack was built with a cupola that was part of the new venture.

A new cope and drag molding building at Plant One was constructed in 1957, which was funded with $213,000 in debenture bonds sold by WIDC. Many of those bonds were purchased by people from our community. It had 9600 square feet.

One by one landmarks surrounding Plant One began to disappear as we grew, including the old potato and egg warehouse, which was located where our current Plant One casting warehouse is. Before that Whitney's feed building came down at about where our employee lunch room is today.

Our Plant One expansion following the acquisition of those properties was now limited by the road that ran in front of our plant.

One Friday afternoon we had important visitors from the Budd Corporate office and Don, Gary and I were taking them on a tour. They were our parent company at the time and we usually used those events as an opportunity to sell them on expansion ideas as they approved our capital for most of these types of expenditures, and they were usually happy to do so as we gave them great returns on those investments.

We told them that one idea was to expand Plant One to the west, but we needed to acquire the Evan Durrant property to do that and he didn't want to sell right now. They said, "If you can't buy that building across the road from you, you should have someone burn it down."

Well they were just joking of course, but that very night I got a call from my mother telling me that there was a big fire burning at our Plant One. When we went to check, sure enough it was the Evan Durrant building and that large wood structure made a hell of a fire. A later investigation indicated that a wiring problem was to blame.

That incident lead to our eventual ability to purchase the property and to work with the City to relocate the road so that the plant could be redone and expanded to the present size.

The way it happened is that we approached the City about the possibility to move the road and they went to work to get grants for it from the State. Archie Overby from the First National Bank helped me get that original communication going with the City.

We worked together with City officials on the political side of things and to get state funding as a jobs program. They were not only successful in getting the road done, but were able to combine the project with building the new Water Street Bridge as the old was becoming obsolete. So, here is another example of the great cooperation that we have received from our local community that was very much appreciated.

By the way when we bought Durrant's property, we also became proud owners of an obsolete damn. We eventually got DNR and the Army Core of Engineers permission to remove it and return the Waupaca River to its natural state. For those who remember it, it is quite an improvement.

In 1969 the company's stock was 100% purchased by the Budd Company located in Troy, Michigan a suburb of Detroit. While the foundry was a wholly owned subsidiary of the Budd Company it still maintained its own policies, pay structure, and benefits. It maintained its own sales force and pretty much operated as an independent corporation excluding large capital expenditures.

MAY 26, 2005

WAUPACA COUNTY POST

Brunner recalls Waupaca Foundry's early years

By ROBERT CLOUD
Post Editor

Don Brunner first became aware of Waupaca while helping his boss's son work on a class project.

At the time, Brunner was a 24-year-old engineer at Brillion Iron Works and his boss was Cliff Schwenn, the vice president and manufacturing director. Brunner had been asked to provide technical advice for the class project, which was to design a foundry, including the selection of a site for it.

Because a local group of business professionals had formed the Waupaca Industrial Development Corp. in 1953, Waupaca was one of the few communities in the state that had collected information on wages, population, utilities and other economic data that could be used for the project.

While working on the project, Brunner learned that Waupaca already had a foundry owned by Charles Dombrowski.

"I got wind that Charlie Dombrowski had a heart attack," Brunner said. "I called Cliff and told him about it, that the foundry had come up for sale."

Schwenn borrowed $25,000 on his life insurance to purchase the foundry and asked Brunner to come to Waupaca with him. Brunner was to be in charge of plant operations, engineering and personnel, while Schwenn would handle sales and finances.

When Schwenn became the owner in 1955, the Waupaca Foundry was located in a small building on the east side of the Waupaca River, near the present location of the footbridge.

"I came up to look at it and I went outside, laughing," Brunner recalled. "I never saw such an old-fashioned piece of junk in my life."

During its first year in business, the Waupaca Foundry purchased the Fullerton Lumber Co., located on Division Street, near Mill Street. The foundry's offices were soon moved there. In 1957, Waupaca Foundry's Plant 1 opened at the site.

Post Photo by R. Cloud

FOUNDRY'S NEW ADDRESS

Jim Larson, on right, presents to Don Brunner a framed letter of appreciation written on the first piece of ThyssenKrupp Waupaca stationery with the foundry's new address, 1955 Brunner Drive.

Although the foundry experienced steady growth from the beginning, sometimes the company was strapped for cash during its early days.

Brunner recalled one incident when a new piece of equipment arrived at Plant 1 and required payment on delivery. The foundry did not have the money, so Brunner and Schwenn, after asking the truck driver to wait, ran down to a local bank to borrow money.

The bank's president told them that the board would have to approve this loan because the foundry already had quite a bit of debt. That was going to take too long and they needed the money immediately.

Les Farragan, who was running a Ford dealership in Waupaca, came by the bank, heard their story and said he would guarantee the loan personally. Brunner and Schwenn were able to return to the plant with a check to pay for the equipment.

Brunner also recalled how he and Schwenn developed an idea to generate more revenues for the foundry. They tried to design and market a boat that had wheels so it could be its own trailer. When the boat was launched into the water, the wheels could be cranked up.

"It was not a brilliant idea," Brunner said.

Brunner became president of Waupaca Foundry in 1971, following Schwenn's retirement. He retired from the foundry in 1997.

Foundry Acquires Three Properties; Bldgs. To Be Razed

12-28-1972

Recent acquisitions by Waupaca Foundry will result in substantial neighborhood improvement in the Plant One area along N. Division and Mill streets. Properties acquired during November and December include the former Waupaca Feed and Seed Co., the multi-storied brick structure at the corner of North Division and Mill Streets known to older residents as "the egg house", or the Cohen building, and the Durrant Fuel Co. property, also at the North Division and Mill street intersection.

Present plans call for all buildings presently occupying these sites to be removed, probably as early as next spring.

Although no firm plans have presently been developed for utilization of the acquired sites, one is being seriously considered and others are being looked at.

The plan under serious consideration involves leveling and blacktopping the site of the brick structure, leveling and landscaping the site of the Durrant property, and erecting a multi-purpose steel structure on the site of the Waupaca Feed and Seed Co. property.

Under this plan, railroad spurs now separating the brick structure and the seed company would be consolidated into one spur which would be terminated at the east side of North Division street.

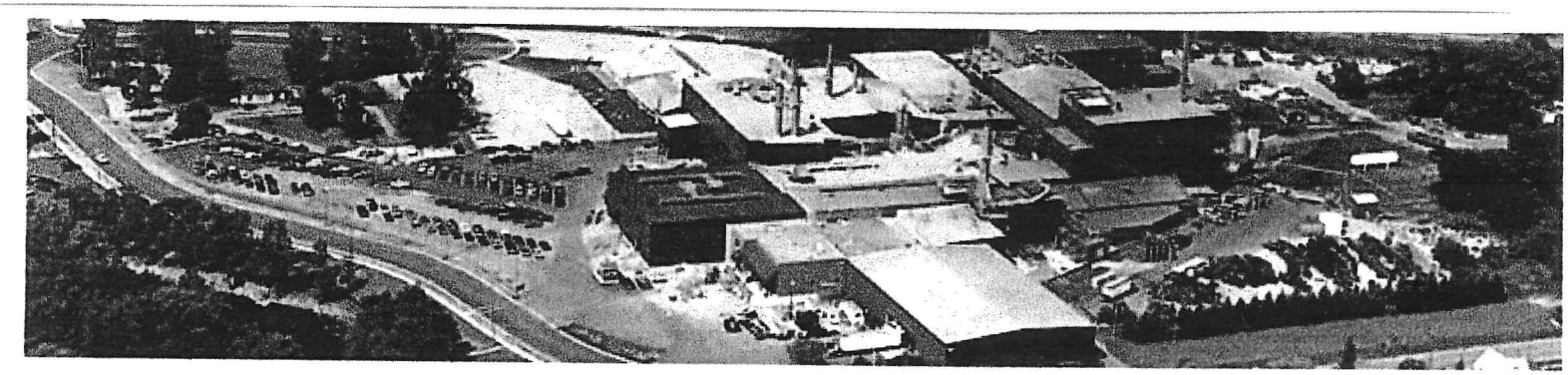
In announcing the acquisitions Controller, Irv Petersen cautioned against early conclusions concerning future use of the properties. He said, "The acquisitions have only just been concluded." He added, "It's actually a little early to release any conclusions as to how the land will be used, but I think the plan under serious consideration is most logical at this time."

Among uses being considered for the proposed multi-purpose steel structure on the seed company site are warehouse, stock room and some offices. Present warehouse and stock room areas could be made available for manufacturing use thereafter.

Blacktopping the site of the brick building will allow truck access for loading and unloading purposes along the south or Mill Street side of the proposed multi - purpose steel building. Consolidation of existing rail spurs into one will permit the erection of a larger steel building than otherwise, and will also allow rail loading and unloading facilities for the new building.

Petersen noted that it is not practical to plan truck loading and unloading facilities along the Division Street side of the proposed new building because this would require that the building would then have to be set back more than 60 feet from Division Street, thus reducing its possible size.

Acquisition of the Durrant property was necessary, Petersen said, in order to consolidate the rail spurs, thus allowing more land area to construct the proposed new building. No plans for future utilization of the Durrant site are now being considered.



Waupaca, WI - Plant 1

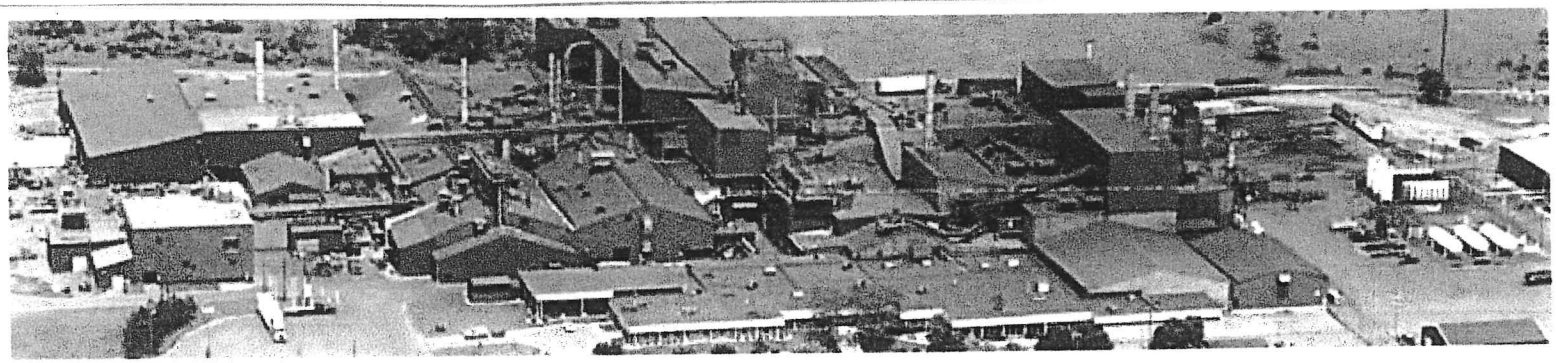
View our TS-16949, ISO 14001, and OHSAS 18001 certificates

Plant 1 is located on 19.3 acres within the city of Waupaca, WI. The plant size is 277,555 square feet and employs more than 500 people. The plant is diversified and produces a wide range of castings due to the configuration of its equipment. More than 3,000 different types of castings may be produced on site.

Iron type: gray iron
Casting size: 2 lbs. to 100 lbs. / 1 kg - 46 kg
Melt capacity: 75 tons per hour
Molding: Six vertical molding machines
Three 22 x 34 / 558 x 863 mm
Three 28 x 34 / 711 x 864 mm
Core types: warm box, Isocure cold box, and shell
Markets served: Agriculture, construction, commercial vehicle (Class 4-8 truck, Trailer), material handling, hydraulics, power tools, and power transmission
Products manufactured: Bearing caps, boilers, rotors, hubs, pump housings, oil cooler shells, manifolds, clutch housings, flywheels, and pillow blocks

Cupola heat recovery system heats Plant 1 and reduces its carbon dioxide

Photos and facts from WaupacaFoundry.com with permission.



Waupaca, WI - Plant 2/3

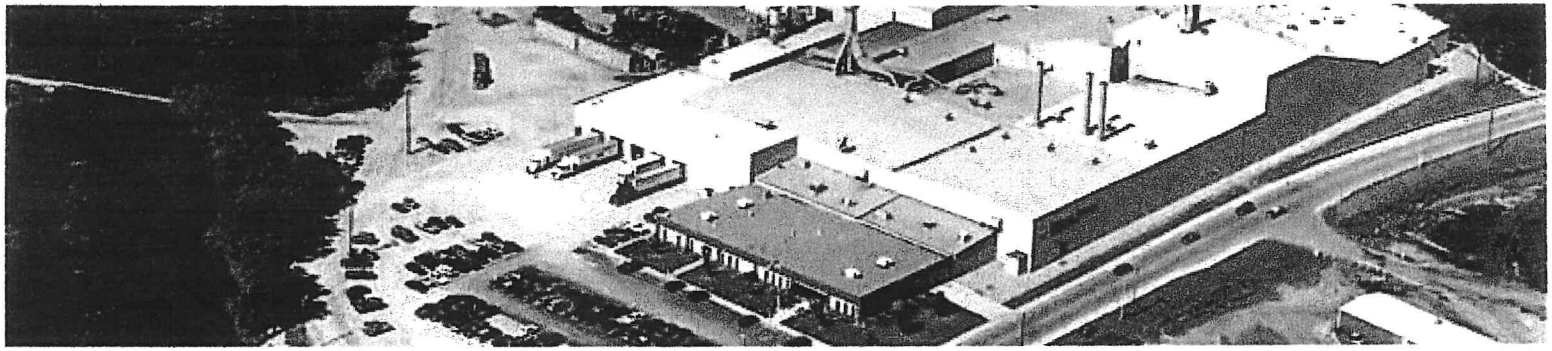
View our TS-16949, ISO 14001, and OHSAS 18001 certificates

Plant 2 is located on 90 acres in common with Plant 3 in the city of Waupaca, WI. The plant size is 665,850 square feet, including a melt department shared with Plant 3, and both plants employ 890 people.

Iron type: Gray iron
Casting size: 8 lbs. to 350 lbs. / 4 kg - 160 kg
Melt capacity: 120 tons per hour
Molding: Nine vertical molding machines
Four 22 x 34 / 558 x 863 mm
Three 28 x 34 / 711 x 864 mm
Two 32 x 38 / 813 x 965 mm
Core types: Isocure cold box and warm box
Markets served: Light vehicle, agriculture, commercial vehicle (Class 4-8 truck, trailer), construction, material handling, heating, power tools, power transmission, and infrastructure.
Products manufactured: Flywheels & housings, manifolds gear cases, section boilers, rotors, hubs, brake drums, and flywheel adaptors

Spent foundry sand creates sledding hill in City of Waupaca

Photos and facts from WaupacaFoundry.com with permission.



Marinette, WI - Plant 4

View our TS-16949, ISO 14001, and OHSAS 18001 certificates

Plant 4 is located on 40 acres within the city of Marinette, WI, is 327,000 square feet, and employs more than 700 people. The plant is a diverse facility able to run six different types of ductile iron at the same time in its electric melt furnaces. Team members take pride in the technical support at the plant and have experts on hand to react quickly to customer needs.

New closed-loop cooling water system reduces daily use by 225,000 to 712,500 gallons

Iron type: Ductile iron
Casting size: 3 lbs. to 120 lbs. / 1 kg x 46 kg
Melt Capacity: 75 tons per hour
Molding: 6 vertical molding machines
one 22 x 34 / 558 x 864 mm
five 28 x 34 / 711 x 864 mm
Core types: Isocure cold box and shell
Markets Served: Light vehicle, material handling, power transmission, agriculture, hydraulics, infrastructure, and commercial vehicle (Class 4-8 truck and trailer)
Products manufactured: Brake anchors, differential cases, calipers, bearing caps, slack adjusters, spring hangers, steering housings

Photos and facts from WaupacaFoundry.com with permission.

Waupaca Foundry and CEOs: 1976-2011

Waupaca Foundry
June 1986

Members of the Waupaca Historical Society visited Foundry Plant #2 on Tower Road Monday evening, their regular meeting night.

Jim Larsen and Dean Jensen instructed the group and lead the tour. We watched the melting of the iron, making a casting, the imprinting of and on a mold, vertical molding. Sand shake-out was explained. Their newest machine, Big Ox, was observed. We were given glasses and helmets which were worn for protection.

Over 700 people are employed at this plant.

This was a landmark program planned expertly by Dean Jensen and Jim Larsen.

History

Waupaca Foundry: A legacy of getting the job done

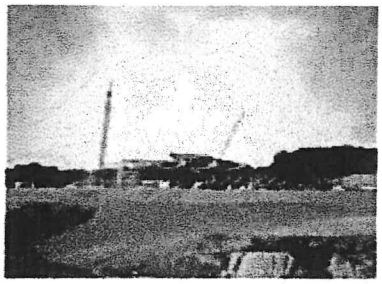
The history of Wisconsin's manufacturing sector is linked to the growth and development of one foundry originally located along the banks of the Waupaca River. What started as a regional foundry has expanded to a nationwide supplier to heavy industry with durable products designed to for the agriculture, transportation, and retail sectors.

1800's 1900-1960 1960-1970 1970-1980 1980-1990 1990-2000 2000-2010 2010-

1988
Donald Brunner (pictured) assumes role as Chief Executive Officer, while Gary Thoe is elevated to President and Chief Operating Officer of Waupaca Foundry, Inc.

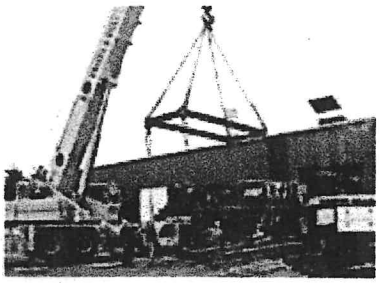
Photos from WaupacaFoundry.com with permission.

1991
Kaizen training introduced to the company, a program that brings together five or six employees from different departments as a team, to work on creative problem solving and new ways to improve production or the flow of materials.



1996
Construction began on Plant 5 in Tell City, IN.

1997
Gary Thoe became President and Chief Executive Officer of Waupaca Foundry following the retirement of Don Brunner.



1999
The largest vertical molding machine in the world was installed at Tell City, IN. The machine was named "The Super Ox" and was designed and built by Waupaca Foundry employees. The addition brought the total number of vertical molding machines company-wide to 29, with a capacity of more than 380 tons per hour, making Waupaca Foundry the largest non-captive iron foundry in the world with more than 2,300 employees.

Photos from WaupacaFoundry.com with permission.

Continuation of Jim Larson's presentation at the Winchester Academy, February 24, 2014. Excerpts from Part two.

Another important growth step occurred in the 1960's with the first Plant Two building located in the City's new industrial Park where our plants Two and Three are today along with the company's central offices. Funding for it was also supported with a WIDC issuance of debenture bonds amounting to $368,000.

Other WIDC activities for this location include a 1983 bond issuance of $250,000 for expansion, and the financing of an environmental impact study at the Royal Oaks property, known as the old charcoal plant, so that the City could obtain it and sell it to the foundry for expansion. That property is all the land buildings the company now owns adjacent to Plant Two's east side.

In 1978 the Budd Company was bought by Thyssen AG located in Frankfurt, Germany. The relationship between Waupaca and its owners remained basically the same as before.

In 1999 Thyssen merged with Krupp. The management style of the new company was more intrusive, but it still remained primarily locally managed.

In 2012 we became KPS Capital Partners. Still the company was basically managed locally and continues its traditions and employee relations practices established through six decades.

There has been many times that the City Council either in concert with WIDC or acting separately has come to our aid including the road relocation that I mentioned earlier. There has been tremendous cooperation from the Waupaca Water Department, the Waupaca Fire Department, the Waupaca Police Force, the City Engineering Office, the Airport Committee, the County Board and County Government, and Riverside Medical Hospital.

We continued to grow with Plant Four in Marinette, Wisconsin in 1974. It is located on an island in the mouth of the Menominee River, which separates Michigan and Wisconsin as it flows into Green Bay. Then we constructed Plant Five in Tell City, Indiana in 1997 and then doubled it in size in 1999. And finally we added Plant Six located in Etowah, Tennessee which opened in 2001. It is halfway between Knoxville, Tennessee and Chattanooga, Tennessee.

We melt over 9000 tons of scrap material daily. One of our engineers found that the Eiffel tower had 7400 tons of steel in it. So, we can say that we melt an Eiffel tower every day.

Business

Waupaca Foundry earns "Qualitas" award from Ford New Holland Americas

Waupaca Foundry, Inc. has been presented with the Ford New Holland Americas "Qualitas" award for continued excellent quality performance in providing parts.

Waupaca Foundry produces gray and ductile castings at its Waupaca plant for N.H. Geotech plants and depots in North America and worldwide. N.H. Geotech is the holding company for Ford New Holland Americas as part of the world's third largest farm and industrial equipment manufacturer.

Rollie Johnson, manager, Quality Assurance, and Paul Ellis, sales engineer, were presented a Qualitas plaque by W. T. Kennedy, chief operating officer of Ford New Holland Americas, in ceremonies recently in New Holland, Pa. They also received a Qualitas flag to fly at the local plant.

In recognizing 46 award-winning companies, Kennedy said, "We are committed to a concept we call 'continuous quality improvement.' The Qualitas program is an important way for us and our suppliers to work together to make sure Ford New Holland Americas fully satisfies its customers in the nearly 120 countries in which its products are sold."

Waupaca Foundry, Inc. Manager of Quality Assurance Rollie Johnson (left) and Sales Engineer Paul Ellis (right) accept the Ford New Holland Americas "Qualitas" award from W. T. Kennedy, Ford New Holland Americas' Chief Operating Officer.

Kennedy noted that as a Qualitas supplier, Waupaca Foundry, Inc. will be given preferential status as a source of additional work.

Waupaca County Post Jan 7, 1993

Waupaca Foundry fire forces evacuation; no one hurt, work resumes

An early morning fire at Waupaca Foundry's Plant 3 sand return building on Wednesday put workers off the job at least for a few hours but caused no injuries, James Larson, the company's vice president and personnel manager, reported.

The blaze broke out between 4:30 and 5 a.m. in the metal building, the equivalent of a three to four-story structure where sand in the molding process is routed, via a belt system, for reprocessing.

It took about an hour for Waupaca fire fighters to bring the flames under control.

"They're mainly mopping up, now," Larson said shortly after 8 a.m.

An estimated 200 workers at Plants 2 and 3 were evacu-

See Foundry Fire page 2

Foundry Fire from page 1

ated when the fire broke out, but Larson said the Plant 2 crews had already returned to their jobs and work was expected to resume Wednesday afternoon or Thursday morning at the latest at Plant 3.

He said cause of the fire was being investigated.

No monetary loss had been determined at press time.

Waupaca fire fighters were assisted by the Weyauwega Fire Department's water tanker unit.

Old Christmas tree pickup set for Jan. 16

The Waupaca Jaycees will conduct a Christmas tree pickup on Saturday, Jan. 16, from 8 a.m. until 3 or 4 p.m. in the City of Waupaca.

Residents are asked to put their old Christmas trees out by the street prior to 8 a.m. on that date.

The trees are taken to the Waupaca Regional Recycling/Composting Center where they are shredded and recycled.

"We're asking for a $2 donation, perhaps taped to the front door, which the Jaycees will give to charitable projects," Jaycee spokesperson Gregg Warren said.

Heier's Trucking will provide the fuel, transportation and help in the project, as the firm has since 1975.

New leadership at Waupaca foundry

By ROBERT CLOUD 9-30-04
Post Editor

After 49 years with the foundry, Gary L. Thoe is stepping down Friday, Oct. 1, as president and CEO of ThyssenKrupp Waupaca Foundry.

David G. Adams has been named chief executive officer of the company, and Gary Gigante will be the new president and chief operating officer.

GARY THOE

Thoe will continue as chairman of the Waupaca board of directors.

Jim Larson, the foundry's executive vice-president, said Thoe will continue to be involved in the company in an advisory position to help with the transition.

DAVID ADAMS

"There's a good chance people will see more of him rather than less of him," Larson said, regarding Thoe.

Larson said two executives have taken on Thoe's responsibilities because the foundry has grown so large.

"One person can't do both the administrative side and the operational side," Larson said.

GARY GIGANTE

Currently, ThyssenKrupp Waupaca operates three plants in Waupaca, as well as iron plants in Marinette, Wis., Tell City, Ind., and Etowah, Tenn. In 2000, ThyssenKrupp Waupaca purchased Stahl Specialty Co., which has two aluminum foundries in Kingsville and Warrensburg, Mo.

In 1968, Waupaca Foundry became a subsidiary of The Budd Company, based in Troy, Mich. Budd, in turn, became a subsidiary of ThyssenKrupp Automotive AG of Bochum, Germany. ThyssenKrupp has 126 plants and more than 190,000 employees worldwide.

ThyssenKrupp Waupaca is the largest foundry operation in the U.S. and recently reached a milestone of $1 billion in annual sales. It employs more than 4,500 people at its six iron foundries and two aluminum plants.

The decision was to add a person who could oversee the corporation and fulfill the communication and reporting aspects of the job with our parent corporation," Larson said. "That's where Dave Adams comes in as the new CEO. He has experience with German companies and the automotive industry.

Adams is a 32-year veteran of the transportation industry. He spent the past 11 years at ZF Industries, a supplier of automotive drivetrain components, where he managed the company's North American transmission activities. He most recently served as vice-president of business development for ZF North America.

Adams' career includes management positions at Volvo Construction Equipment, CDI Transportation Modern Engineering, Rockwell International and the former Chrysler Corp. He earned a master's degree in business administration from Michigan State University in 1977 and a master's degree in mechanical engineering from the University of Michigan in 1973. He received a bachelor's degree in engineering from the University of Michigan.

Adams and his wife will be relocating to the Waupaca area.

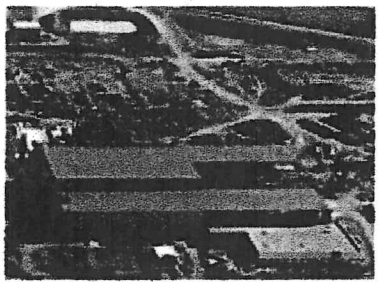
Larson said Gigante will oversee all operations of ThyssenKrupp Waupaca's six plants.

Gigante joined the company in 1981 as a metallurgist at the Marinette plant. He was promoted to plant manager in Marinette in 1986. Most recently, Gigante served as vice-president of manufacturing with direct responsibility for the three iron foundries in Marinette, Tell City and Etowah.

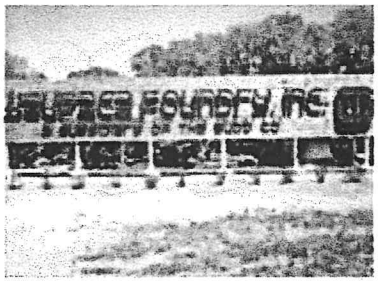
Gigante graduated from the University of Wisconsin-Madison in 1978 with a bachelor's degree in metallurgical engineering. His career began with the Waukesha Foundry as a lab supervisor, welding engineer and assistant quality manager.

Gigante and his family reside in the Waupaca area.

Thoe started at Waupaca Foundry in September 1955, a few months after graduating from Iola High School. At the time, the foundry employed 25 people and was located in a cement block building near the footbridge across the Waupaca River from downtown. It poured about 2 tons of castings per day.



2000
Construction began on Plant 6, located in Etowah, Tennessee.

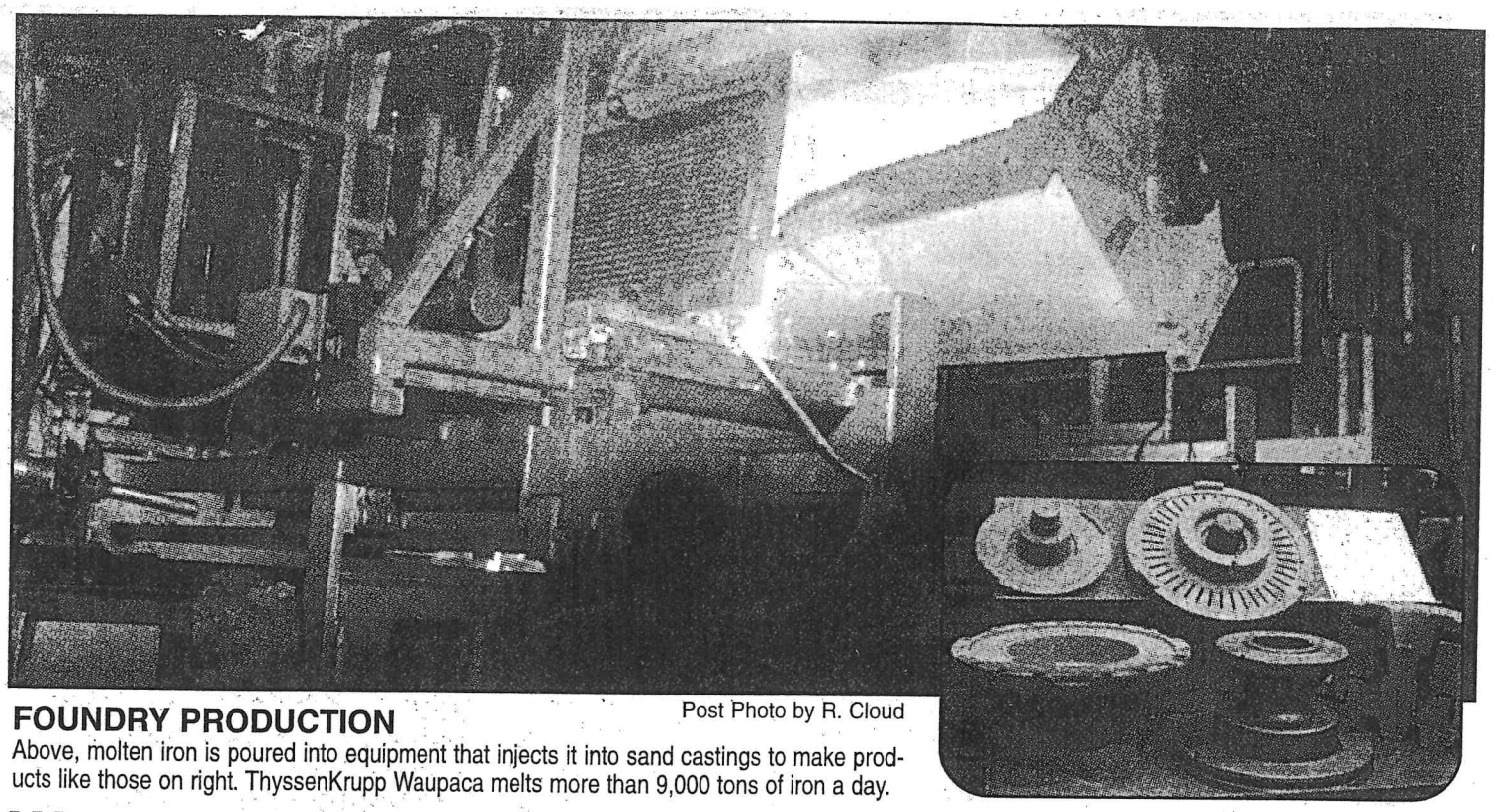


2002
Waupaca Foundry changed its name to ThyssenKrupp Waupaca.

2005
Annual revenue exceeds $1 billion USD.

2007
Gary Gigante is appointed President and Chief Executive Officer.

Photos from WaupacaFoundry.com with permission.



FOUNDRY PRODUCTION Post Photo by R. Cloud

Above, molten iron is poured into equipment that injects it into sand castings to make products like those on right. ThyssenKrupp Waupaca melts more than 9,000 tons of iron a day.

Waupaca Foundry celebrates 50th anniversary

By ROBERT CLOUD
Post Editor

Half a century ago, Cliff Schwenn purchased a small foundry, located on the east bank of the Waupaca River, from Charles Dombrowski.

Schwenn, who had been vice president and manufacturing director at Brillion Iron Works before purchasing the Waupaca Foundry, started with 13 employees, pouring approximately three tons of castings every other day. The foundry had annual sales of just over $100,000.

Within two years, Waupaca Foundry built a new, modern plant on Division Street, grew to 50 employees and was pouring 12 tons to 16 tons per day.

Today, the foundry, now known as ThyssenKrupp Waupaca, employs 3,600 people at six plants in three states. In Waupaca, 1,600 people are employed by the foundry's three plants. The foundry melts more than 9,000 tons daily and annual sales have reached $1.2 billion.

The foundry celebrated its 50th anniversary Tuesday, with a tour of the plants, a luncheon at Foxfire and a new street address for Plants 2 and 3. The address, 1955 Brunner Drive, commemorates Don Brunner, who came to the foundry with Schwenn in 1955, and worked as the foundry's president from 1971 to 1997.

Later this year, Hidden Park, site of the original Waupaca Foundry, will be rededicated to its original name as Schwenn-Lions Park. The foundry is donating $25,000 for park renovations and new playground equipment.

"Don had a good feel for people and what they were capable of doing," Jim Larson, executive vice president at ThyssenKrupp Waupaca, said regarding Brunner. "He helped make the foundry into an environment that encouraged people to be creative."

Larson said employee creativity, technological innovation and a positive relationship with the city of Waupaca have been key to the foundry's growth.

"We've made improvements in almost all facets of our company. We have designed and built equipment that suits our needs thanks to the ingenuity of the people in the company," Larson said. "We keep finding ways that allow us to grow productivity, absorb our increasing costs and remain competitive at the same time."

As part of its efforts to encourage employee involvement, the foundry introduced the Kaizen program in 1991. Five or six employees from dif-

See **FOUNDRY** page A3

May 26, 2005 Waupaca Co. Post

From page A1 **FOUNDRY**

ferent departments are brought together as a team to work on creative problem solving and new ways to improve production or the flow of materials.

"We'll give them a task, they'll work on it for three or four days and report on it at the end of the week," Larson said. "It improves their understanding of other people from different departments and enhances the spirit of ingenuity."

Initially, the foundry relied on a process called cope-and-drag molding, which required a separate metal shell for each mold. The molds were horizontally parted and limited the speed of production.

In 1966, Waupaca Foundry purchased its first Disamatic molding machine. The new molds were vertically parted, required no metal shell, made it possible to make multiple castings from a single mold, and production ran along a continuous line.

"The Disamatic is a far more efficient process because it provides a higher rate of molds per hour than competing molding methods, allows for more automated iron pouring and reduces material handling," Larson said. "We were one of the first foundries to go to vertical molding and we became very good at it."

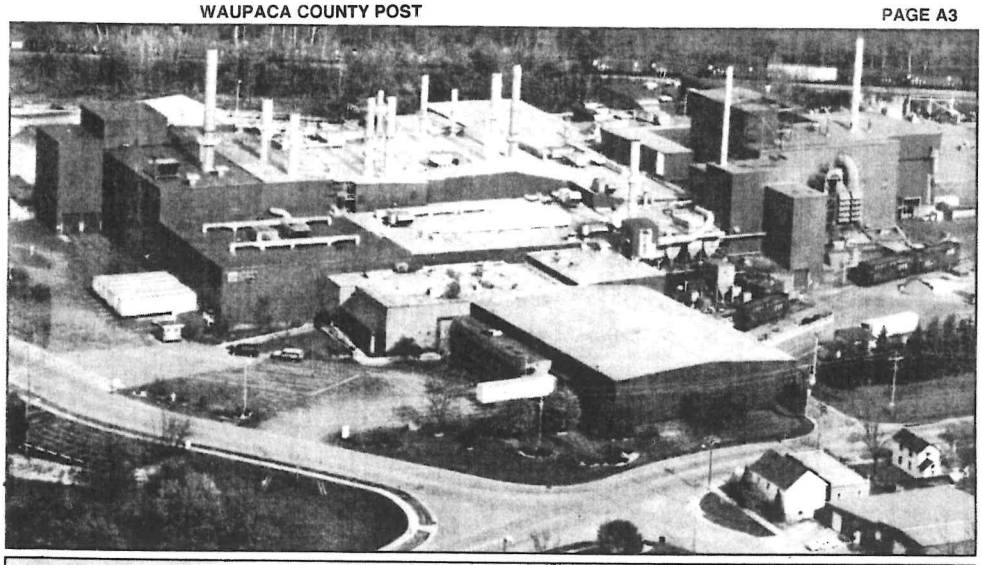
Today, the foundry has a total of 33 Disamatic molding machines at its six plants. Ten of the Disamatics are at the Waupaca plants.

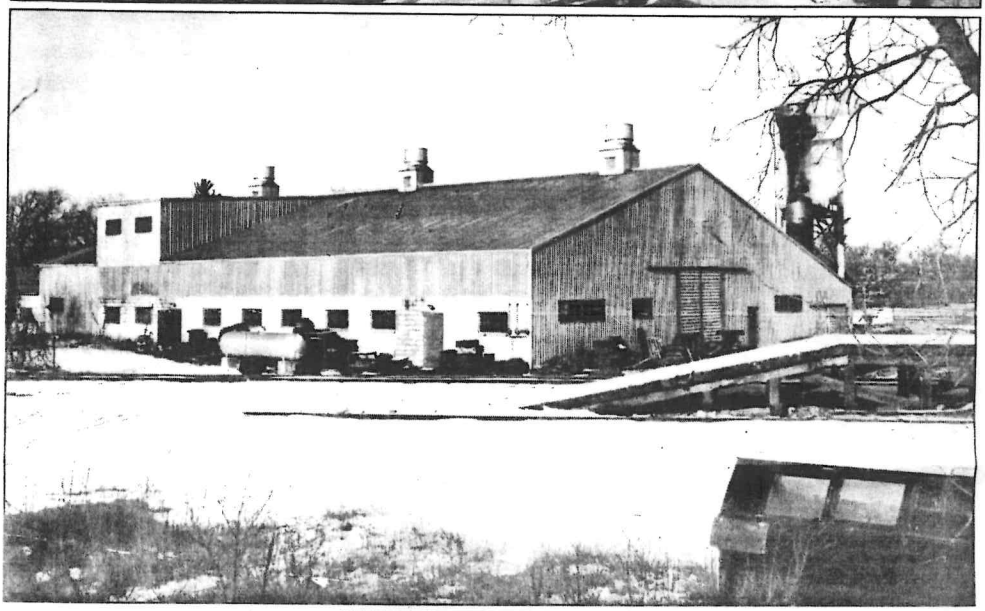
The foundry's initial expansion was also made possible, in part, by assistance from the Waupaca Industrial Development Corp., a group organized in 1953 to encourage new business in the city.

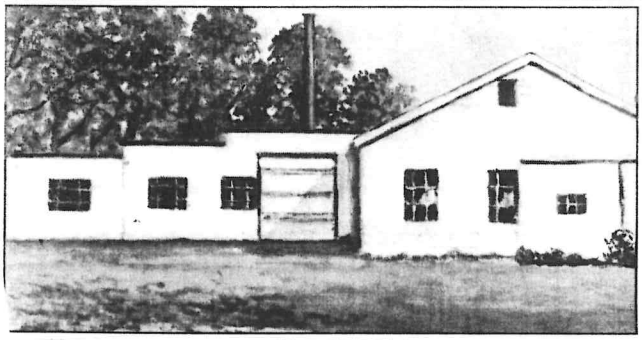
With the help of $213,000 in debenture bonds sold by WIDC, the foundry was able to build a new plant on a 13-acre site on Division Street. The facility was about 9,600 square feet and included a four-ton cupola that allowed the foundry to melt up to nine tons of iron per hour.

Additional construction projects continued expanding the foundry in 1958, 1959 and 1964. By 1965, the foundry was pouring 80 tons per day in a plant with a 60 ton per day capacity. Waupaca Foundry needed to expand to meet its growing customer base, but no longer had enough space

See **FOUNDRY** page A5







50 YEARS OF GROWTH

At top, ThyssenKrupp Waupaca Plant 1 as it looks today. In center, the original Plant 1 facility in 1957. At bottom, an artist's sketch of Waupaca Foundry as it appeared in 1955.

From page A1 **FOUNDRY**

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From page A3 **FOUNDRY**

on Division Street.

In 1965, the city of Waupaca sold 45 acres on the east side to the foundry. WIDC issued $368,000 in bonds, and the foundry built Plant 2 in 1966. Three years later, the foundry built Plant 3.

"We haven't grown our ductile, gray iron facilities by acquisition," Larson said. "All of our growth has been either through expanding our existing facilities or building new facilities."

In July 1968, the Budd Co., an auto parts supplier with headquarters in Troy, Mich., purchased the Waupaca Foundry. At the time, the foundry had $6 million in annual sales and was pouring 18,000 tons per year.

The following year, after the construction of Plant 3, the foundry employed 250 people and its annual sales had risen to $8 million.

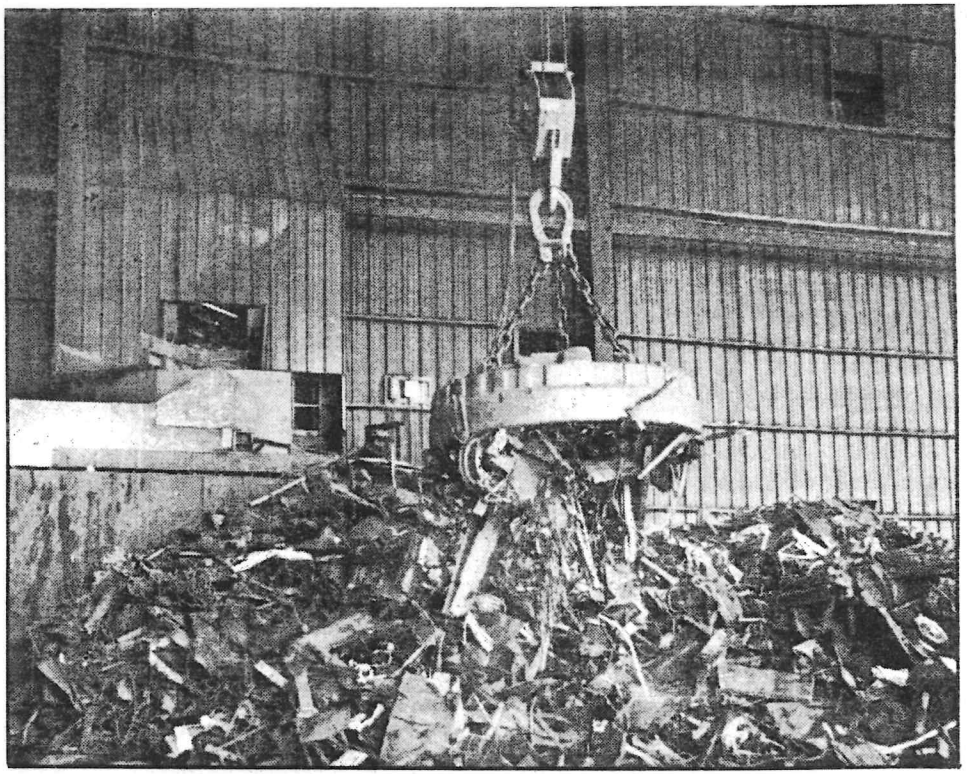
Waupaca Foundry continued expanding. It built a fourth plant in Marinette, Wis., in 1974, a fifth plant in Tell City, Ind., in 1997, and a sixth plant in Etowah, Tenn., in 2000.

In 1978, the Budd Co. was acquired by Thyssen, a German-based company, and in 1999, Thyssen and Krupp merged. In 2002, the Waupaca Foundry changed its name to ThyssenKrupp Waupaca.

"Through all of those years the relationship has been one where we have been able to manage our company almost as if we were independent, while at the same time our parent company has been very supportive by supplying capital to us as we have been very successful at providing them an excellent return on their investment," Larson said.

Schwenn remained president of the foundry until 1971, when Brunner took the helm. In 1997, Gary Thoe became president when Brunner retired. Thoe retired in October 2004.

Today, Dave Adams is the CEO for ThyssenKrupp Waupaca, Gary Gigante is the president and chief operating officer, and John Cowden is the chief financial officer.



RECYCLING CENTER

Above right, scrap metal is loaded into production at the foundry's Plants 2 and 3. About 85 percent of the foundry's metal comes from recycled iron, aluminum and tin. On left, more than 4,000 mold patterns are stored at Plant 1 in Waupaca.

ThyssenKrupp Waupaca, Inc.

"The Waupaca Foundry"

by David S. Hathaway
Interviews with Gary L. Thoe and Jim Larson

The financial underpinnings of Waupaca during the second half of the twentieth century were based on three principal industries, The Waupaca Foundry, the Veterans' Home, and the Riverside Medical Center. Foremost among these was the Foundry which had a total of 13 employees in 1955, when purchased by Clifford Schwenn, and rose to a current level of 3,750 internationally (1600 in Waupaca). Production capacity increased from two-three tons per day to 9,000, and the company now ranks as the largest foundry in the world. The importance of this industry to Waupaca's economic health is evident, and indirectly reflected by the fact that more than half of the 1600 local employees have a Waupaca zip code.

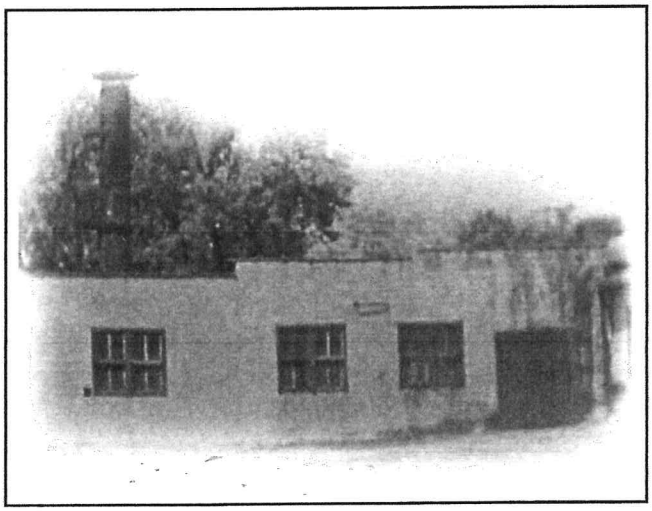
"Largest foundry in the world."

Historically, the foundry had its origin in 1871 when John Resh started a business on the banks of the Waupaca River. There were several owners thereafter (Fred Resh, A.J. Suess, Leo Niemuth, Charlie Dembrowski) until Schwenn bought the company in 1955. He was soon joined by Donald Brunner who came from the Brillion Foundry.

Milestones along the way are many, and to an outside observer constant change and innovation characterized the company's growth. In addition to ever-expanding construction locally there has been development of new plants in Marinette, Wisconsin (1973), Tell City, Indiana (1996), and Etowah, Tennessee (2000). To meet growth aspirations the Waupaca Foundry was purchased by The Budd Company of Troy, Michigan in 1968 and in 1978 a German company, Thyssen, acquired Budd. Throughout all these corporate shifts the foundry remained a wholly-owned, independently-operated subsidiary within the Budd Company automotive division.

What seems to set 'The Foundry' apart from many other large businesses has been its commitment to simple planning principles and the local work force, wherever the location. Plants were situated close to major customers, thus reducing product transportation costs; and loyalty to and care for the workforce never wavered. A small example of the latter is continuation of employee benefits even during lean business periods. Another example, according to Gary Thoe (recent-

"The foundry had its origin in 1871."

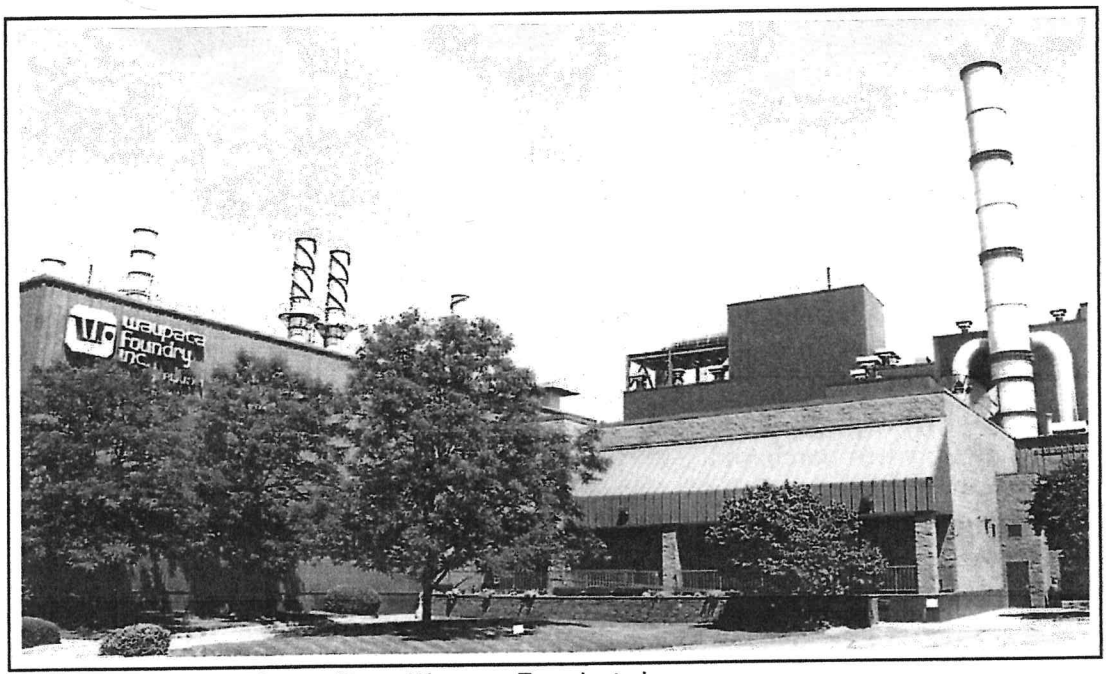


The original Foundry of Waupaca, late 1800s'.

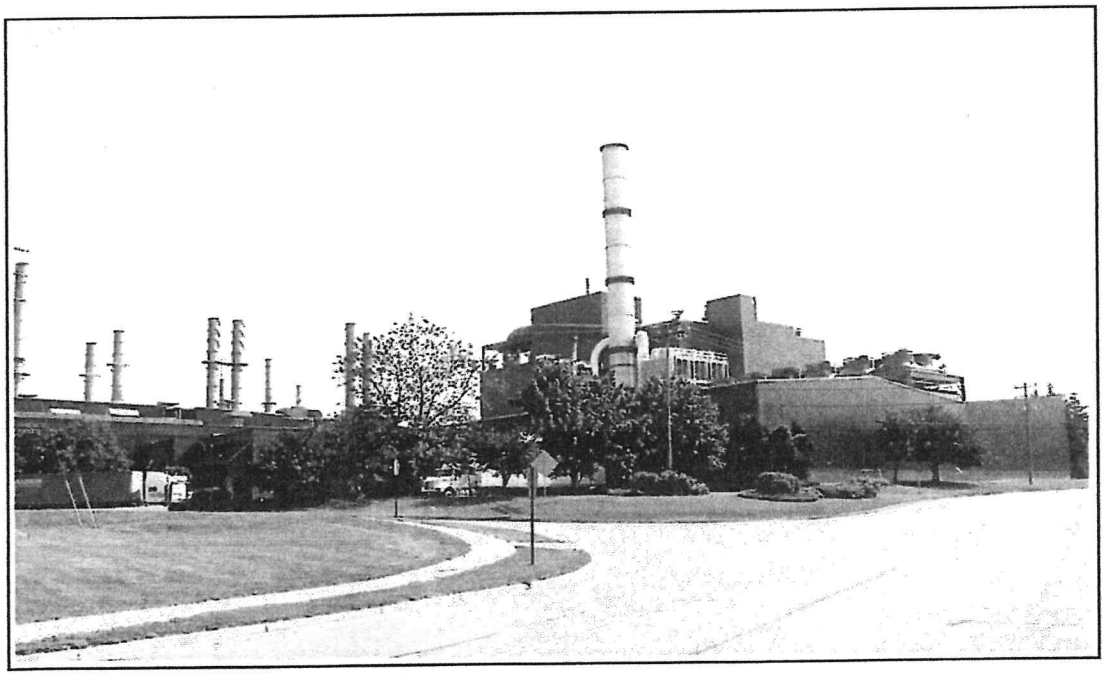
ly retired President and CEO), himself a product of Iola, was management's employee education philosophy. "You will be much more successful providing higher education to an employee who is presently a foundry person, and eager to earn an MBA, rather than hiring an MBA and asking him or her to learn the foundry business. Most importantly, they strive to treat all employees with respect, praise them for jobs well done, solicit their ideas and involve them in quality improvement.

"Commitment to simple planning principles and the local work force."

Current officers of ThyssenKrupp Waupaca, Inc. are Gary Gigante (CEO), and John Cowden (CFO).



Entrance to offices of ThyssenKrupp Waupaca Foundry today.



ThyssenKrupp Waupaca Foundry today.

Workers sue ThyssenKrupp

By ROBERT CLOUD
Post Editor

Workers at ThyssenKrupp Waupaca plants in three states have become parties in a lawsuit against the foundry.

The employees are seeking compensation for the time they spend putting on and taking off safety equipment, showering at the end of the shift and walking to and from the production floor.

The suit was filed earlier this month in federal court in Wisconsin.

ThyssenKrupp Waupaca has six foundries in Waupaca and Marinette, Tell City, Ind., and Etowah, Tenn. The company produces gray, ductile and compacted graphite iron castings.

According to the civil complaint, the employees claim that ThyssenKrupp does not fully compensate them "for the time spent at the beginning of shifts donning and doffing required gear and equipment that protects them from the strenuous and dangerous work conditions at its foundries, including but not limited to steel-toed boots with metatarsal shield protection, safety glasses, ear protection, fire-retardant uniforms, face shield, fire retardant leather gloves, and hard hats, and at the end of shifts for removing and returning these same items; such time is necessary and indispensable to the foundry workers' jobs."

The lawsuit also seeks compensation for the time that workers spend showering at the end of their shifts. The suit claims that the showers are necessary because "the employees work with toxic or corrosive chemicals, and are exposed to silica dust that adheres to the skin and clothing, presenting a health hazard to the employees and any family members who come into contact with it."

Joseph Snodgrass is an attorney with Larson King LLP in St. Paul, Minn., which is representing the foundry workers in their suit for compensation. He believes the case could involve

See THYSSENKRUPP page A4

From page A1

THYSSENKRUPP: *Lawsuit filed*

millions of dollars.

The suit seeks payment for all eligible employees for three years' worth of time spent putting on and taking off gear. Since they were full-time employees, the suit also claims they should be paid at the overtime rate. The civil complaint estimates that as many as 2,000 workers could be affected.

"We think there's been some substantial time worked off the clock," Snodgrass said. "The amounts can add up and you're talking about real dollars, not just coupons."

Snodgrass pointed to a similar "donning and doffing" case recently settled in a federal court in Minnesota.

Gold'n Plump Poultry Inc. is based in St. Cloud, Minn. Its processing and maintenance workers filed a class action suit to be paid for their time spent putting on and taking off special work garb. The company reached a $1.2 million settlement in February of this year. That amount will be split among 3,000 employees in Minnesota and Wisconsin.

"The big difference is that poultry processing workers are not paid anywhere near what foundry workers are paid," Snodgrass said.

The two Minnesota law firms representing the workers, Larson King LLP and Zimmerman Reed PLLP, have been involved in a number of "donning and doffing" cases.

The employees' lawsuit against ThyssenKrupp Waupaca also seeks putative class action, so that all employees are compensated. However, Snodgrass said the case will not be a class action unless a judge certifies it. If it is not certified, only those employees who have filled consent to become party plaintiff forms will be compensated if the foundry loses the case.

Mitch Quick, an attorney with Michael Best and Friedrich LLP in Milwaukee, is representing ThyssenKrupp Waupaca and has reviewed the case.

Quick said the company "believes that the allegations are meritless. Waupaca [foundry] believes it fully complies with all laws and properly pays all its employees for all the work that they perform. Waupaca intends to vigorously defend against the claims made in this lawsuit because they are meritless."

File: Businesses

Sustainability helps foundry compete globally

March 11, 2010

BY KARI ESBENSEN
SUSTAINABILITY IN TOUGH TIMES

WAUPACA – If leaders are made during trying times, then ThyssenKrupp Waupaca may be setting an industry standard.

In October 2009, TKW received the Governor's Award for Environmental Excellence following a project that reduced energy use at Plant 1 by 20 percent.

Recently, it became one of only 33 companies nationwide to commit to cutting energy use under the U.S. Department of Energy's (DOE) voluntary Save Energy Now LEADER Program. Membership entails a commitment to reduce energy use by 20 percent to 5 percent in 10 year's time and comes when concern over excess atmospheric carbon and global climate change is mounting.

During a recent meeting of Working Together for Waupaca County, TKW environmental coordinator Bryant Esch highlighted the details of these and other sustainability efforts.

According to Esch, TKW has been engaged in using state-of-the-art technology to reduce energy use over the past six years.

"Our biggest impact on the world is our consumption of energy," Esch said. "We found that we had 80 million BTUs of waste heat at Plants 2/3, which could have heated the equivalent of 1,500 homes each year."

Esch attributed the quiet progression of the foundry's sustainability efforts to a seminal moment in the company's history 30 years ago.

In the early 1980s, several sludge lagoons used for the collection of wastewater from the cupola at Plants 2 and 3 were found to contain high concentrations of cadmium and lead.

"For years, plant managers thought they were doing all the right things. They were shocked to discover Plant 2 was out of compliance and they had a hazardous waste site to clean up. It opened their eyes," he said.

The cleanup was costly, but proved a potent lesson prompting the company to take a different track.

"Management realized it had to add specialized staff and resources so as to avoid any similar situations in the

Continued on page 5

Foundry Sustainability continued from page 4

future," Esch said.

He noted that emerging technology has enabled the facility to make many improvements.

Thirty years ago "the industry relied upon nasty core processes. Now we've implemented less hazardous substitutions as new technologies have become available."

Improvements include methods for ensuring scrap coming into the facility is free of heavy metals that pose a threat to human health.

"Ninety-five percent of our feedstock material is scrap metal, which has been graded by scrap companies to meet the right specifications," Esch said.

Another improvement has come in the way of water use. In the late 1990s, TKW installed a closed-loop water cooling system to eliminate the "once-through" use of city tap water to cool site machinery.

"Once we were using over 1 million gallons of water per day. We wanted to lower use in response to city concerns about the future drinking water supply," Esch said.

In 1999, it also began the transition from wet scrubbers to state-of-the-art dry collection systems. Dry collection significantly reduced the amount of wastewater the foundry produced as well as water use overall.

"The Plant 2/3 facility discharges no water to the Waupaca River and uses only a small fraction of the water it once did," he said.

Dry collection utilizes a pre-burn system followed by baghouse control.

According to Esch, "The United States Environmental Protection Agency (EPA) considers dry baghouses the most state-of-the-art Maximum Achievable Control Technology for collecting dust."

Dust emissions or particulates may prompt and/or aggravate asthma and other respiratory problems in sufferers. TKW began utilizing the technology eight years in advance of when it was mandated by EPA in 2007.

Volatile organic compounds (VOCs) are among the other issues TKW has sought to address, utilizing a sand optimization process. The technology has successfully reduced the output of trace combustion organics by 25 percent.

VOCs such as benzene and formaldehyde are known to cause cancer in laboratory animals and humans when exposure exceeds certain levels. Esch said they are by-products produced through the combustion of fuels, including wood and coal.

"We're below the benzene thresholds, so we are no longer directly regulated for that pollutant," Esch said. "Now the big push is beneficial reuse – 75 percent of everything we generate as of the last two years is going to reuse."

In 2002, the U.S. Department of Agriculture conducted a study of foundry sand. It found the sand safe for use in road beds, lining for manure pits and horticultural applications such as potting soil. The outcome has been endorsed by the EPA and is expected to be finalized in the near future.

Currently, TKW specializes in making complicated castings with hollow centers (core jobs). Core jobs require more sand. As a large sand user, TKW is considering ways of reusing its own sand including a sand reclamation technology produced in Europe.

"By cleaning and reusing sand, less material has to be purchased, transported and disposed," he said.

According to Esch, the desire to make these kinds of improvements is pervasive in TKW's management, with CEO Gary Gigante committed to such efforts.

Esch believes the company still has more to do.

"Sustainability is big right now for good reason. TKW believes one of the principal ways to stay competitive internationally is to succeed in this area. For TKW, energy, water and solid waste reduction will remain a major focus," he said.

APRIL 1, 2010 | $1.00 | Volume 168 | Issue 14 www.waupacanow.com

Foundry to hire 150 workers

BY ROBERT CLOUD
COUNTY POST WEST EDITOR

WAUPACA – ThyssenKrupp Waupaca announced Monday that it will hire 150 employees at Plants 1, 2 and 3 in Waupaca.

Some of the people being hired will be new employees, while others will be recalled from among those who have been laid off over the past 18 months.

A year ago this month, ThyssenKrupp announced it was laying off 160 employees in Waupaca. That was in addition to a cut of about 70 people in September 2008.

In January of this year, ThyssenKrupp idled its plant in Etowah, Tenn., and laid off 276 workers.

"We are starting to make calls this week," according to Joey Leonard, director of human resources at the Waupaca foundry. "Over the next two months, we'll be ramping up in Waupaca."

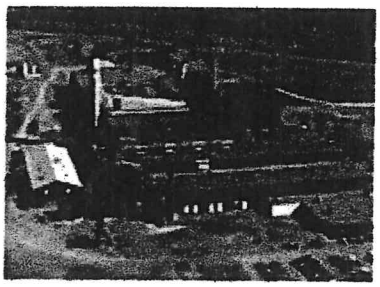
Leonard said foundry employees are currently working overtime.

"We're adding people to service our customers and also to help get some of our employees off of extended hours," Leonard said.

He said most of the hiring will be for production positions.

"The good news is that general business conditions are improving in the markets we serve and we have been generating new business," Leonard said. "That's what is letting us ramp back up in Waupaca. Business is just bouncing back."

Leonard said the foundry in Waupaca had 1,200 employees at the end of the last fiscal year in September 2009.



2011
Production resumes at **Plant 6** foundry in Etowah, TN; adds 20,000 sq. ft. of manufacturing space for ductile iron production.

2012
KPS Capital Partners acquires ThyssenKrupp Waupaca. Upon closing, the Company was renamed Waupaca Foundry, Inc.

waupaca

Photos from WaupacaFoundry.com with permission.

May 12, 2011

ThyssenKrupp plans to divest Waupaca foundries

WAUPACA – The executive board of the German-based ThyssenKrupp AG voted Thursday, May 5, to divest more than $14 billion in assets.

Among the 35,000 workers who may be affected by the divestment are the nearly 3,000 employees of ThyssenKrupp Waupaca.

In a May 6 statement, ThyssenKrupp AG said the corporation planned "extensive measures regarding the further strategic development of the group." The company will focus its efforts on engineering and automotive sectors.

The executive board will present its strategic plan to its supervisory board on Friday, May 13.

Waupaca Foundry was started in 1955. The company built and expanded into three Waupaca facilities prior to 1969.

The Budd Company, headquartered in Troy, Mich., purchased Waupaca Foundry in 1968. In 1978, Thyssen, a German-based company, acquired The Budd Company.

From 1974 to 2001, Waupaca Foundry built three more plants in Marinette, Wis.; Tell City, Ind.; and Etowah, Tenn.

In 1999, Thyssen and Krupp merged to form ThyssenKrupp. The Waupaca Foundry changed its name to ThyssenKrupp Waupaca in 2002.

ThyssenKrupp Waupaca has annual revenues of more than $1.2 billion.

In the fiscal year that ended Sept. 30, 2010, ThyssenKrupp AG reported over $60 billion in revenues and approximately 177,000 employees worldwide.

ThyssenKrupp AG is also planning to sell off much of its steel-making capacity in North and South America. It has recently constructed plants in Brazil and Alabama.

The Wall Street Journal reported May 6 that the German company's comprehensive reorganization "should help increase the company's profitability and reduce debt."

According to financial reports, ThyssenKrupp AG's debt rose from $5.4 billion at the end of September 2010 to $7.7 billion at the end of December 2010. The increased borrowing is associated with the new steel plants in the U.S. and in Brazil.

The Financial Times reported that the company has not been able "to take full advantage of the rapid increase in German industrial production, 11 percent higher in March this year than last. Years of overinvestment in the steel industry have damped returns."

ThyssenKrupp AG shares rose 7 percent Friday, May 6, as a result of its announcement to spinoff or sell more than 20 percent of its assets.

Also on Friday, German President Christian Wulff canceled a scheduled visit for Saturday at ThyssenKrupp's new steel plant in Rio de Janeiro, Brazil. Wulff said the cancellation was due to the "suddenly announced far-reaching restructuring in ThyssenKrupp and its unforeseeable consequences," according to Deutsche Welle, Germany's international broadcaster.

ThyssenKrupp emergency medical team members Dan Kempf and Adam Wehmeyer prepare to place injury "victim" Lorrie Dobberstein on a backboard.

Emergency drill at ThyssenKrupp

Rescue teams respond to mock disaster

BY JANE MYHRA
REPORTER

WAUPACA – Ambulance and fire department personnel rushed to ThyssenKrupp's plants 2 and 3 in Waupaca on Wednesday afternoon, May 5. The urgency was no less despite the fact that they were responding to a planned drill.

Participating in the mock drill were the ThyssenKrupp Waupaca emergency response team (ERT), Waupaca Ambulance, Waupaca Fire Department and ThedaStar helicopter. Serving in the role of the "victims" was the drama class from Waupaca High School.

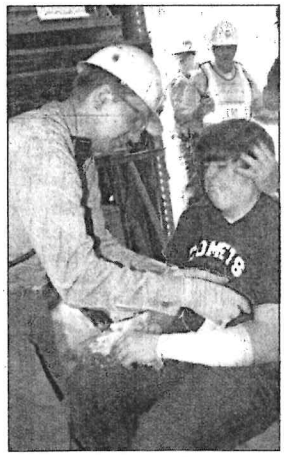
"It was a chance for the ThyssenKrupp Waupaca ERTs and the ambulance crew to learn each other's capabilities," stated Annalisha Shaw, paramedic and ambulance supervisor.

The drill was handled like an actual chemical spill and work accident situation. The first rescue workers on the scene were ERTs, which consist of ThyssenKrupp Waupaca employees who are trained as First Responders or firefighters.

When they heard it was a chemical spill, ERT personnel were required to wear plastic suits and breathing devices. The first thing they checked was the air quality, which was posted at various sites in the building. After determining that it was a dangerous situation, they methodically checked and decontaminated each victim. Because of the potentially deadly chemicals, it was a slow and careful procedure.

One by one the victims were brought out of the building to the waiting ambulance crews. Two victims were determined to be badly injured and were flown from the scene by ThedaStar.

The fire department secured the landing site for the helicopter and ThyssenKrupp's security personnel provided traffic control.



First Responder Keith Oksuita tends to injury "victim" David Cooper.

"It was amazing. I want to do it again!" stated Lorrie Dobberstein, who had a victim role.

Continued on page 2

ThyssenKrupp Waupaca, Inc. Reopens Etowah, Tennessee Foundry and Adds 250 Jobs

7/28/2011

Reopening comes as result of increasing customer orders.

ThyssenKrupp Waupaca, Inc., the world's largest noncaptive iron foundry, today announced it is reopening its Etowah, Tennessee facility in the first quarter of calendar year 2012. The company will also hire 250 hourly employees to restart production at the foundry.

The facility had been idled in January 2010 as a result of a significant downturn in the North American automotive and truck markets and subsequent decrease in order volume. By the end of 2010, order volume recovered to near pre-crisis levels as a result of increased market demand and structural capacity adjustments, and has continued to increase in 2011. The decision to reopen the Etowah facility represents ThyssenKrupp Waupaca's commitment to meeting the longterm supply requirements of its customers and confidence in future growth prospects.

"The reopening of our Etowah foundry is good news for our customers and for the state of Tennessee, but also for the men and women we will be able to put back to work," said Gary Gigante, President and CEO of ThyssenKrupp Waupaca, Inc. "Our facility is one of the most technologically advanced in the entire iron castings industry, and we are proud to once again be open for business in McMinn County."

Hiring of qualified maintenance and production personnel will begin in August 2011 with rehiring former employees impacted by the 2010 idling. Applicants can contact the ThyssenKrupp Waupaca Human Resources department at (423) 263-6000. Résumés can be submitted in person at the Etowah foundry, located at 134 Waupaca Drive, or by mail to P.O. Box 510, Etowah, Tennessee 37331.

Start-up of the facility will occur in two phases. Production of gray iron, a low-tensile form of cast iron used for components castings for such products as disc brake rotors and brake drums, will begin in early first quarter of calendar year 2012 and will reach full capacity by mid- to late-third quarter of calendar year 2012. Ductile iron, a higher tensile, more elastic form of iron used for castings for such products as differential cases and crankshafts, will be produced beginning in second quarter of calendar year 2012 with full capacity expected by first quarter of calendar year 2013.

Beginning in third quarter of calendar year 2011, ThyssenKrupp Waupaca will begin installing new melt, core and mill room equipment in the Etowah foundry for ductile iron production. Approximately 20,000-square-feet of manufacturing space will be added to the 270,000-square foot facility to accommodate this new equipment.

Products manufactured at ThyssenKrupp Waupaca's Etowah foundry are used by the passenger car and light truck, material handling, agriculture, construction, hydraulic and commercial vehicle segments. At full production, the foundry will be adding a total of 200,000 tons of gray and ductile iron capacity to the U.S. market.

The ThyssenKrupp Group, based in Essen, Germany, is a global materials and technology company which consists of eight business areas. In fiscal 2009/2010 the company had annual sales of € 42.6 billion ($58.3 billion) and employed over 177,000. On May 13, 2011, the Supervisory Board of ThyssenKrupp AG approved a package of measures for the further strategic development of the Group. The focusing of the global portfolio includes the sale of ThyssenKrupp Waupaca, Inc. as part of a best-owner solution.

ThyssenKrupp Waupaca, Inc., the largest independent iron foundry in the world, produces gray and ductile iron castings using state-of-the-art technology. Markets served include automotive, truck, agriculture, construction, hydraulics and commercial vehicles. With headquarters and three plants in Waupaca and one in Marinette, Wisconsin, as well as plants in Tell City, Indiana, and Etowah, Tennessee, the Foundry employs approximately 3,000.

ThyssenKrupp USA, Inc. and its subsidiaries account for approximately 17,500 employees and annual sales of USD$6.7 billion in fiscal year 2009/2010.

News Release from WaupacaFoundry.com with permission.

New ThyssenKrupp Waupaca Website Improves Visitor Experience

11/1/2011

ThyssenKrupp Waupaca, Inc., the world's largest non-captive iron foundry launched a newly designed corporate Web site, on-line at ***www.thyssenkruppwaupaca.com***. The site showcases industry-leading iron casting processes — including high volume melting capabilities, custom vertical green sand molding, and automated finishing — and technologies such as automated iron pouring, robotic core making, dimensional analysis, 3-D modeling and other testing measures.

The new ThyssenKrupp Waupaca Web site meets the needs of purchasing managers and buyers searching for gray, ductile and compacted graphite iron castings. Navigation through the site has been designed for easier click-through to learn about the ThyssenKrupp Waupaca casting process and technologies, or find information about the Foundry's exclusive Foundry 101 program. The site provides a greater level of information about gray and ductile iron castings. The History section was enhanced with more information and photography, and the Career sections provides an easier on-line application process.

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News Release from WaupacaFoundry.com with permission.

Innovative Casting Earns ThyssenKrupp Waupaca International Award

12/5/2011

ThyssenKrupp Waupaca, the largest producer of gray, ductile and compacted graphite iron in the world, received special recognition in an international casting award competition. The ***NEWCAST*** Award, presented by Messe Düsseldorf, the German Foundry Association and the German Foundrymen's Society, highlights castings that illustrate the advantages of cast components over other manufacturing methods. Innovative castings are recognized in three categories; this year ThyssenKrupp Waupaca was honored in a special award.

The same gray iron casting also received a Best-in-class Award in the 2011 ***American Foundry Society/Metal Casting Design & Purchasing*** Casting Competition. ThyssenKrupp Waupaca's Plant 2/3 facility in Waupaca, Wis. collaborated with John Deere engineers to design a single cast component that avoided the need for multiple cast, fabricated, and/or weldment parts. To make it castable, design changes were required to a 170-pound auxiliary drive casting for use on a John Deere tractor engine. This single casting is now common across multiple tractor options.

Due to the complexity of the geometry and challenges drawing the pattern from the green sand mold, ThyssenKrupp Waupaca was able to successfully produce some exterior features of the auxiliary drive casting with Isocure cores that were then inserted into the green sand mold to produce the casting. "This project is an example of our team's ability to innovate in a collaborative setting," said Gary Gigante, CEO of ThyssenKrupp Waupaca. "Making changes this significant are the result of our team thoroughly understanding our customer's product applications and using in-depth casting knowledge to provide a cost-effective solution."
Cast tractor auxiliary drives are not new, but the redesigned component is viewed as highly innovative and is a "best practice" leading to future collaborations between ThyssenKrupp Waupaca and John Deere. Benefits of the cast component are:

- eliminates multiple part numbers and reduces inventory levels/costs and administrative costs;
- simplified assembly;
- accommodated space and weight restrictions;
- reduced overall costs.

ThyssenKrupp Waupaca, Inc., the largest independent iron foundry in the world, produces gray and ductile iron castings using state-of-the-art technology. Markets served include automotive, truck, agriculture, construction, hydraulics and commercial vehicles. With headquarters and three plants in Waupaca and one in Marinette, Wisconsin, as well as plants in Tell City, Indiana, and Etowah, Tennessee, the Foundry employs approximately 3,000. ThyssenKrupp USA, Inc. and its subsidiaries account for approximately 17,500 employees and annual sales of USD$6.7 billion in fiscal year 2009/2010.

# # #

ThyssenKrupp Waupaca wins international casting award

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Among its benefits, the cast component eliminates multiple part numbers, reduces inventory levels, and cuts overall costs. It also simplified assembly and accommodated space and weight restrictions.

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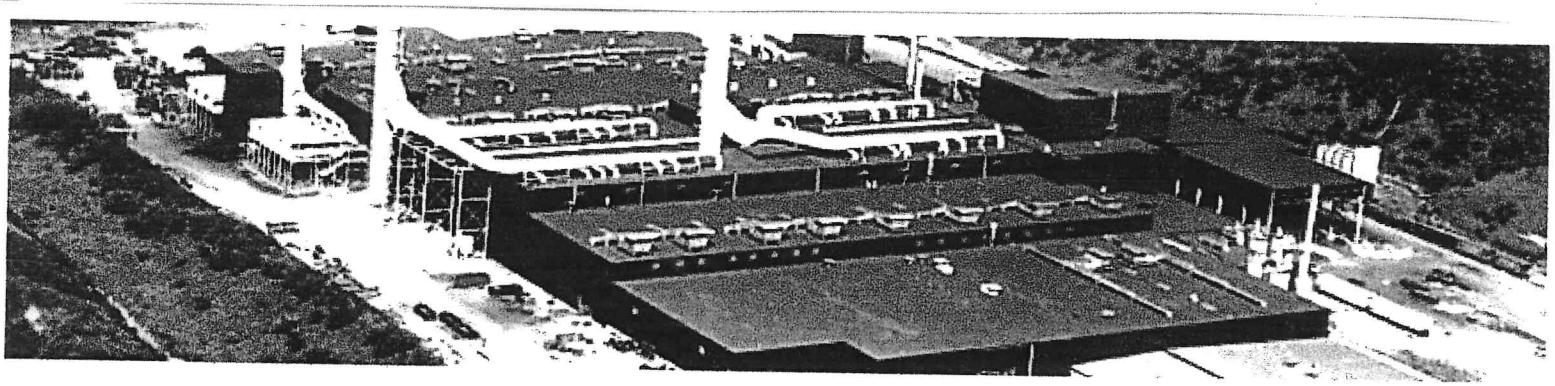


Tell City, IN - Plant 5

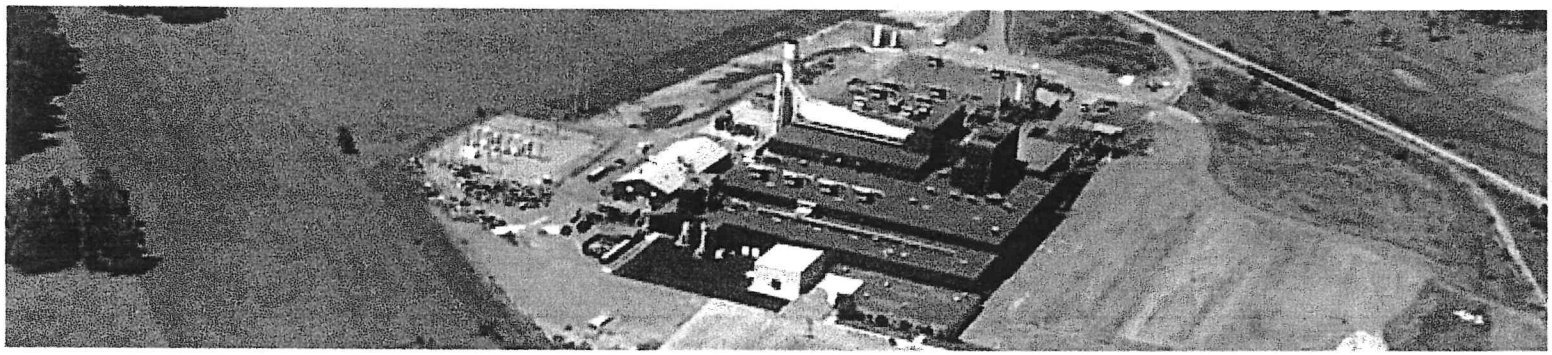
View our TS-16949, ISO 14001, and OHSAS 18001 certificates

Plant 5 is located on 170 acres outside the city limits of Tell City, IN and is 560,000 square feet with a workforce nearing 1,000 people. The plant was built in 1997 with an expansion in 1999 and uses robotics in its production process in order to meet specific needs of its customers. Two cupolas enable the plant to produce several types and grades of iron.

Spent foundry sand finds new life, creates parking lot and helicopter pad

Iron type: Gray iron, ductile iron, and compacted graphite
Casting size:
Gray - 8 lbs. - 220 lbs. / 4 kg – 100 kg
Ductile - 5 lbs. - 350 Lbs. / 2 kg – 160 kg
Melt capacity: 80 tons per cupola per hour, or 160 tons per hour total
Molding: 4 vertical molding machines each for gray and ductile iron production
Gray - two 22 x 34 / 558 x 864 mm, one 32 x 38 / 813 x 965 mm,
one 32 x 46 / 813 x 1168 mm
Ductile - two 28 x 34 / 558 x 864 mm and two 32 x 46 / 813 x 1168 mm
Core types: Isocure cold box and warm box
Markets served: Light vehicle, commercial vehicle (Class 4-8 truck and trailer), agriculture, and construction
Products manufactured: Brake rotors and drums, bedplates, differential carriers, brake calipers and anchors, crankshafts, flywheel housings, control arms, and other on and off highway components

Photos and facts from WaupacaFoundry.com with permission.



Etowah, TN - Plant 6

Waupaca Foundry, Plant 6 is located on 95 acres outside the city limits of Etowah, TN and was built from the ground up in 2001. The 387,000 square foot plant is situated near regional automotive customers and features a high degree of automation.

Iron type: Gray iron and ductile Iron
Casting size: 3 lbs. to 350 lbs. / 2 kg to 160 kg
Melt capacity: 80 tons per hour
Molding: Four vertical molding machines including
three 28 x 34 / 711 x 864 mm
one 32 x 46 / 813 x 1168 mm
Core types: Isocure cold box
Markets served: Light vehicle, material handling, agriculture, construction, hydraulics, and commercial vehicle (Class 4-8 truck and trailer)
Products manufactured: Brake rotors and drums, brake calipers and anchors, differential cases, crankshafts

View our TS-16949, ISO 14001, and OHSAS 18001 certificates

Case Study: Foundry sand avoids landfill, used for ag bedding in McMinn County

Case Study: Slag saved from landfill, used in Etowah, Tennessee utility pipe projects

Photos and facts from WaupacaFoundry.com with permission.

ThyssenKrupp Sells ThyssenKrupp Waupaca Inc. to KPS Capital Partners. KPS Commits to Pursuing Continuity and Further Growth

5/15/2012

ThyssenKrupp AG, a global materials and technology group based in Essen, Germany, announced today the sale of ThyssenKrupp Waupaca Inc., its U.S. foundry business, to an affiliate of KPS Capital Partners, LP (KPS), a New York-based private-equity firm. A "Stock Purchase Agreement" (SPA) signed by both parties was approved by the ThyssenKrupp AG Supervisory Board earlier today.

With three plants in Waupaca and one in Marinette, Wisconsin, and facilities in Tell City, Indiana, and Etowah, Tennessee, ThyssenKrupp Waupaca, Inc., is the largest independent iron foundry in the world. The company employs approximately 3,500 in all three states and had sales of nearly $1.48 billion in the last fiscal year. The foundry group produces gray and ductile iron castings using state-of-the-art technology and serves the automotive, commercial truck, agriculture, construction, and other industrial markets.

The decision to divest ThyssenKrupp Waupaca comes as part of the wider strategic plan and portfolio adjustment announced by the ThyssenKrupp Group in May, 2011.

ThyssenKrupp Waupaca President and CEO Gary Gigante noted that the decision to sell the U.S.-based foundry to KPS came after extensive due diligence to identify a buyer that met the prerequisites outlined by ThyssenKrupp"s "best owner principle." Under the "principle," the buyer was required to provide a detailed strategy for the continuity and growth of ThyssenKrupp Waupaca"s business that also took into account the interests of employees and customers.

"We wanted to be sure that Waupaca"s next owner shared our commitment to its future and that it was „business as usual" for our workers and customers the day after the deal is finalized. I believe that we can achieve that goal," Gigante said.

David Shapiro, a KPS Managing Partner, said, "We are very excited to create an independent Waupaca Foundry. Waupaca is the largest company in its industry worldwide with the leading North American market share in each of its diverse end markets and strong customer relationships that have been developed over decades of partnership. The company possesses world-class assets, unrivaled scale and scope, industry leading quality and service, and a commitment to investing in state-of-the-art technology and process development."

"We look forward to working with Chief Executive Officer Gary Gigante, his management team and all of Waupaca"s employees to build on this great platform by strategically expanding into regions where Waupaca"s key customers are growing. The combination of the company"s unique strengths and the financial resources of KPS will provide the foundation for Waupaca"s future growth, both organically and through acquisitions in North America and around the world," he added.

KPS Capital Partners, LP is the manager of the KPS Special Situations Funds, a family of private equity funds with over $2.8 billion of assets under management focused on constructive investing in corporate carve-outs, restructurings and other special situations.

Torsten Gessner, Chairman and CEO of ThyssenKrupp North America, underscored that the divestment will enable ThyssenKrupp to better capitalize on growth opportunities in the region.

"ThyssenKrupp has a diverse footprint in North America. In the last fiscal year, we employed 24,600 in the United States, Canada and Mexico, and had sales of nearly 12 billion dollars. So as we are divesting ThyssenKrupp Waupaca, our other companies are adding jobs, increasing sales and investing in plant expansions and acquisitions across the region," Gessner added.

Gessner heads ThyssenKrupp North America"s new Regional Headquarters in Chicago. The headquarters, which will open in summer of this year, will provide integrated strategic direction and services for all ThyssenKrupp companies in North America, and help identify new markets and opportunities for growth in the region.

The closing of the transaction is expected during the second quarter of 2012 and is subject to customary closing conditions. ThyssenKrupp Waupaca, Inc. will be renamed Waupaca Foundry, Inc. upon closing of the transaction. Financial terms of the transaction were not disclosed.

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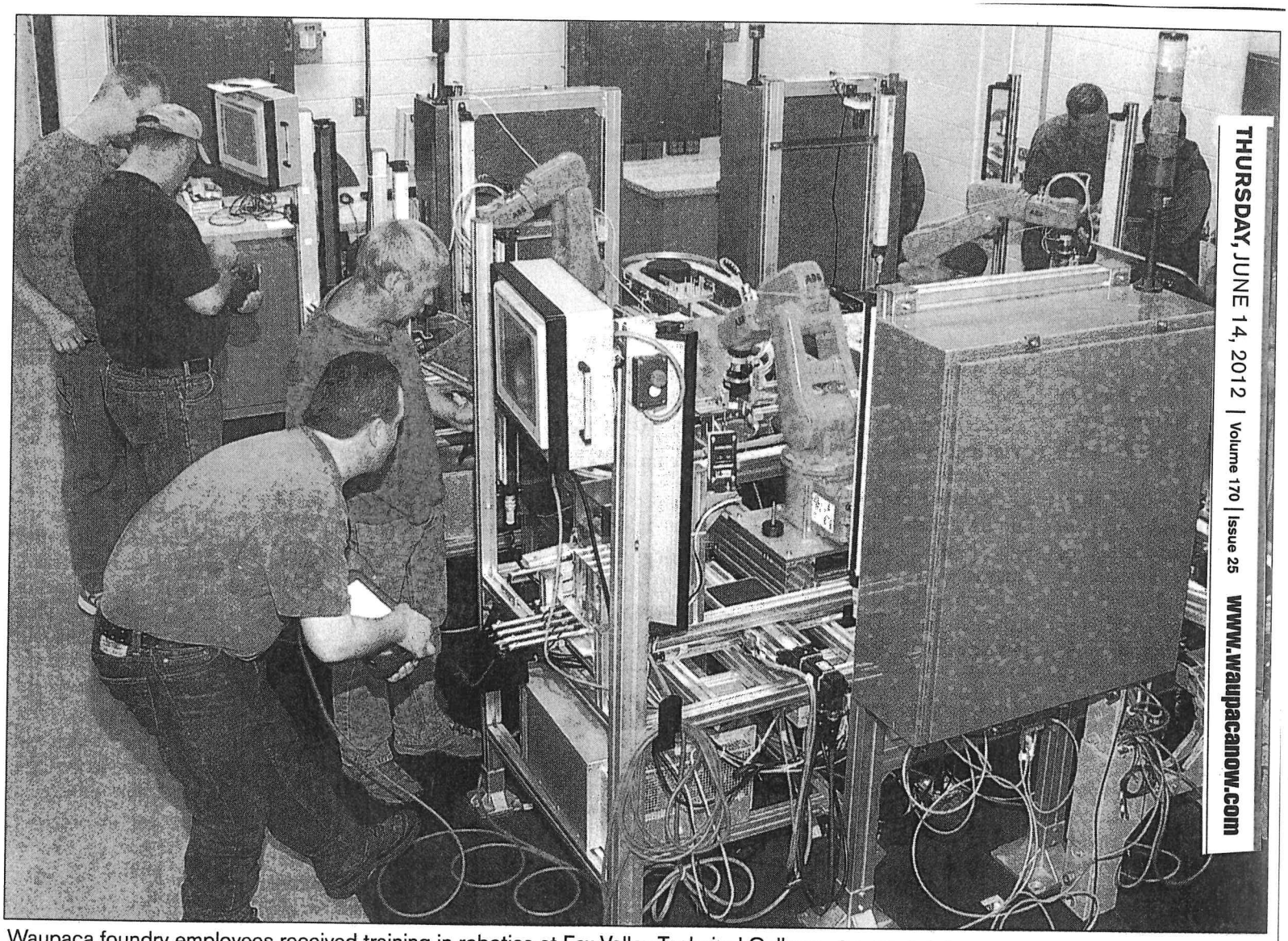
THURSDAY, JUNE 14, 2012 | Volume 170 | Issue 25 www.waupacanow.com



Waupaca foundry employees received training in robotics at Fox Valley Technical College. Submitted photo

Foundry workers trained in robotics

BY ROBERT CLOUD
EDITOR

WAUPACA – Although Waupaca foundry already has 32 robots, the first robot will soon be installed at Plant 3.

The robot will pick up a core, dip it and set it on a belt, according to Berry Degler, an electrical foreman at the foundry.

Degler recently underwent an intensive, two-day. 18-hour training program at Fox Valley Technical College in Appleton, along with 14 other foundry employees.

He will be part of the team that installs the robot during the plant's shutdown for the week following July 4.

He will also be in charge of troubleshooting the equipment once it becomes operational.

"It's different from anything that I've ever done before," Degler said. "It's all brand new to me."

Degler said he learned to program the codes that command the robot's operation. He also learned how to repair the robot.

"We learned how the robot works, how to operate it, program it and make it move, and we were able to manipulate it," he said.

Degler said foundry engineers worked a long time to devise a robotic method to do the specific core-related tasks needed at Plant 3.

"We have an awesome team who specialize in robotics," Degler said.

At this time, the new robot in Plant 3 is seen as a prototype.

"This is the first time that we are trying a robot in the warm box core process," according to Gordy Barth, the foundry's manager of employee development and training.

Barth said the goals of installing robots in the plant are not only to make production more efficient, but also to make a cleaner, safer environment for workers.

"Some of those cores are very heavy. The robot can save wear and tear on their shoulders," Barth said.

Noting that the robotics training represented a significant investment by the foundry, Barth said, "Our employees are our most important asset. A stronger workforce makes a stronger company."

ThyssenKrupp Waupaca Under New Ownership, Announces Name Change to Waupaca Foundry, Inc.

7/2/2012

Waupaca Foundry, Inc., formerly ThyssenKrupp Waupaca, announced today the completion of its acquisition by KPS Capital Partners, LP. Upon closing, the Company was renamed Waupaca Foundry, Inc.. Financial terms of the transaction were not disclosed.

Waupaca Foundry continues to be led by Gary Gigante, who is the President and Chief Executive Officer. Headquarters will remain in Waupaca, Wis.

"This is an exciting time for our employees and our customers," said Gary Gigante. "Our affiliation with KPS will give us the resources to reinvest in our organization in order to serve the anticipated market growth."

Waupaca Foundry was founded in 1955. In 2011 the foundry returned to pre-recession staffing levels in response to increased business in its key markets.

Waupaca Foundry employs 3,500 people at three foundries in Waupaca and one in Marinette, Wisconsin, and plants in Tell City, Indiana, and Etowah, Tennessee. Waupaca Foundry produces gray, ductile, compacted graphite and austempered ductile iron castings using state-of-the-art technology. The firm serves the automotive, commercial vehicle, agriculture, construction, and other industrial markets.

About Waupaca Foundry, Inc. Waupaca Foundry, Inc., the largest iron foundry company in the world, produces gray and ductile iron castings using state-of-the-art technology. Waupaca is North America's leading supplier of iron castings to the automotive, commercial vehicle, agriculture, construction, and industrial markets. Headquartered in Waupaca, Wisconsin, the Company operates six manufacturing facilities, located in Waupaca, Wisconsin (3), Marinette, Wisconsin, Tell City, Indiana, and Etowah, Tennessee. Waupaca employs approximately3,500 people.For more information, visit www.waupacafoundry.com.

About KPS Capital Partners, LP KPS Capital Partners, LP is the manager of the KPS Special Situations Funds, a family of private equity funds with $2.8 billion of assets under management focused on constructive investing in corporate carve-outs, restructurings and other special situations. KPS has executed highly complex corporate carve-out transactions on a global basis, and has acquired businesses from numerous Global Fortune 500 companies. The KPS investment strategy targets manufacturing and industrial companies with strong market positions that are going through a period of transition or experiencing operating or financial difficulties. For over two decades, the partners of KPS have worked with the management teams and associates of its portfolio companies to improve operating and financial performance by focusing on cost reduction, efficiency, operational excellence and strategic growth initiatives. KPS portfolio companies have aggregate annual revenues of $7.8 billion, operate 96 manufacturing plants in 24 countries and employ over 32,000 associates, directly and through joint ventures worldwide. The KPS investment strategy and portfolio companies are described in detail at the firm's website: www.kpsfund.com.

News Release from WaupacaFoundry.com with permission.

THURSDAY, JULY 5, 2012 | Volume 170 | Issue 28 www.waupacanow.com

KPS closes deal for foundry

New owner, new name, new logo

WAUPACA – It's official. ThyssenKrupp Waupaca is now Waupaca foundry Inc.

The company announced Monday the completion of its acquisition by KPS Capital Partners LP. Upon closing, the company was renamed Waupaca Foundry Inc.

Waupaca Foundry continues to be led by Gary Gigante, who is the president and chief executive officer. Headquarters will remain in Waupaca.

"This is an exciting time for our employees and our customers," Gigante said. "Our affiliation with KPS will give us the resources to reinvest in our organization in order to serve the anticipated market growth."

Financial terms of the transaction were not disclosed.

Waupaca Foundry was founded in 1955. In 2011 the foundry returned to pre-recession staffing levels in response to increased business in its key markets.

Waupaca Foundry employs 3,500 people at three foundries in Waupaca and one in Marinette, with plants in Tell City, Ind., and Etowah, Tenn.

Waupaca Foundry produces gray, ductile, compacted graphite and austempered ductile iron castings using state-of-the-art technology. The firm serves the automotive, commercial vehicle, agriculture, construction, and other industrial markets.

The largest iron foundry company in the world, Waupaca Foundry produces gray and ductile iron castings using state-of-the-art technology. Waupaca is North America's leading supplier of iron castings to the automotive, commercial vehicle, agriculture, construction, and industrial markets.

KPS Capital Partners is the manager of the KPS Special Situations Funds, a family of private equity funds with $2.8 billion of assets under management focused on constructive investing in corporate carve-outs, restructurings and other special situations.

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KPS portfolio companies have aggregate annual revenues of $7.8 billion, operate 96 manufacturing plants in 24 countries and employ over 32,000 people.

Waupaca Foundry recognized for energy efficiency. Iron castings manufacturer is part of United States Energy Department's Better Buildings, Better Plants Program

12/18/2012

Officials at Waupáca Foundry, Inc., have received a commendation from the U.S. Department of Energy's ***Better Buildings, Better Plants Program***. In this program, companies voluntarily make energy efficiency a business goal, establish energy management plans and commit to reduce the energy intensity of manufacturing operations by 25% over 10 years.

The letter of commendation sites reports showing the foundry reduced energy intensity by 6.3% in 2011, giving the company a cumulative improvement of 16.5% against its baseline year of 2009. Waupaca Foundry is one of only 19 firms with operations in Wisconsin participating in the program; there are 100 industrial companies participating.

According to Waupaca Foundry CEO Gary Gigante, **sustainability** is central to ductile and gray iron casting operations. "You might call foundries the original recyclers," Gigante said. "In addition to using scrap steel and iron in our product, we recycle the sand used in the iron casting process and have made significant investments in energy reduction." Specific sustainability initiatives include:

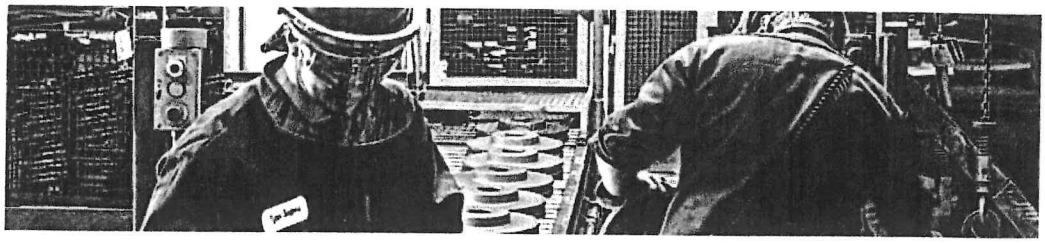
- About 70 percent of byproducts generated by the foundry process are reused in local projects including road and general construction, agriculture and geotechnical fill.
- Closed -loop cooling water systems have reduced plant water cooling demands by 80 percent or more. Non-contact cooling water discharges are reduced to near zero and daily water use is reduced by 225,000 gallons.

In 2009, Waupaca Foundry received the Wisconsin Governor's Award for Environmental Excellence for a project that used waste heat from the cupola furnace to heat a foundry in Waupaca through the Wisconsin winters. The cupola furnace melts scrap iron.

About Waupaca Foundry, Inc. Waupaca Foundry, Inc., the largest iron foundry company in the world, produces gray iron castings and ductile iron castings using state-of-the-art technology. Waupaca is North America's leading supplier of iron castings to the automotive, commercial vehicle, agriculture, construction, and industrial markets. Headquartered in Waupaca, Wisconsin, the iron foundry operates six manufacturing facilities, located in Waupaca, Wisconsin (3), Marinette, Wisconsin, Tell City, Indiana, and Etowah, Tennessee. Waupaca employs approximately 3,700 people. For more information, visit www.waupacafoundry.com.

About the Better Buildings, Better Plants Program (Better Plants Program) is a national leadership initiative in which the U.S. Department of Energy (DOE) works with industry partners in the pursuit of a common goal—to promote greater energy efficiency in the U.S. industrial sector as a means to strengthen American manufacturing, save energy and money, create jobs and protect our environment. For more information, visit http://www4.eere.energy.gov/challenge/home.

News Release from WaupacaFoundry.com with Permission.



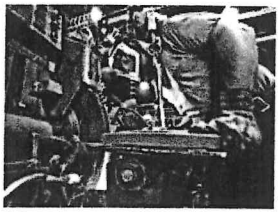
Careers

Of our more than 3,800 employees, about 250 have been with our company more than 25 years. We're proud that Waupaca Foundry has always been an employer of choice and are dedicated to the team members that have spent their careers with us.

Our most important natural resources are our employees and we create programs to help them fulfill their career objectives and to prepare for the future. If you are interested in employment at any of our foundry locations, click here.

If you ever wondered what makes this company great, it's our people!

Ever wonder what career paths and types of jobs are available in an iron foundry setting?



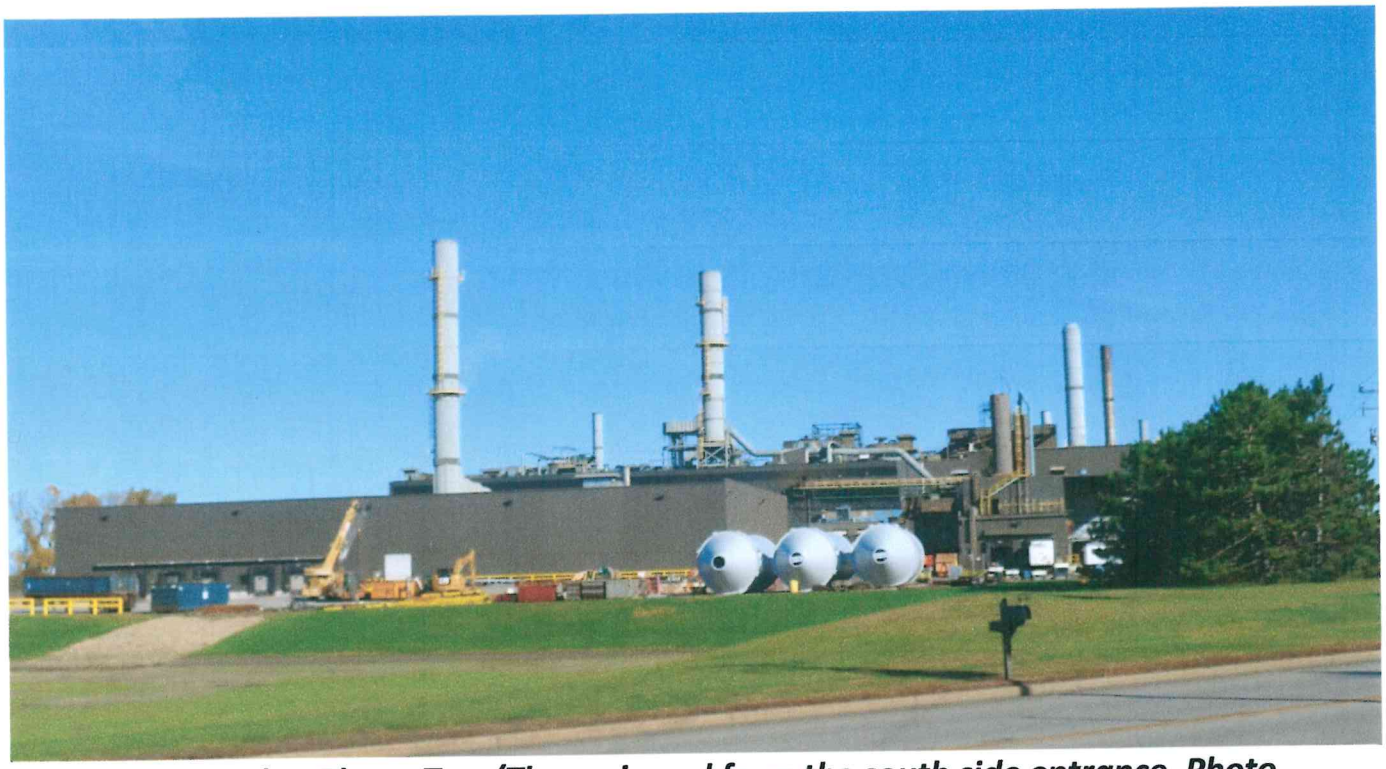
Specialized operational positions: Skilled positions are in the core department, mill room, pattern design and repair and product testing to name a few.

Leadership positions: If you aspire to be a team leader, foreman or even a plant manager, we offer career paths that identify the skills and training you need.

Support and administration positions: Sales, marketing, engineering, billing, accounting are just a few of the support jobs in a foundry.

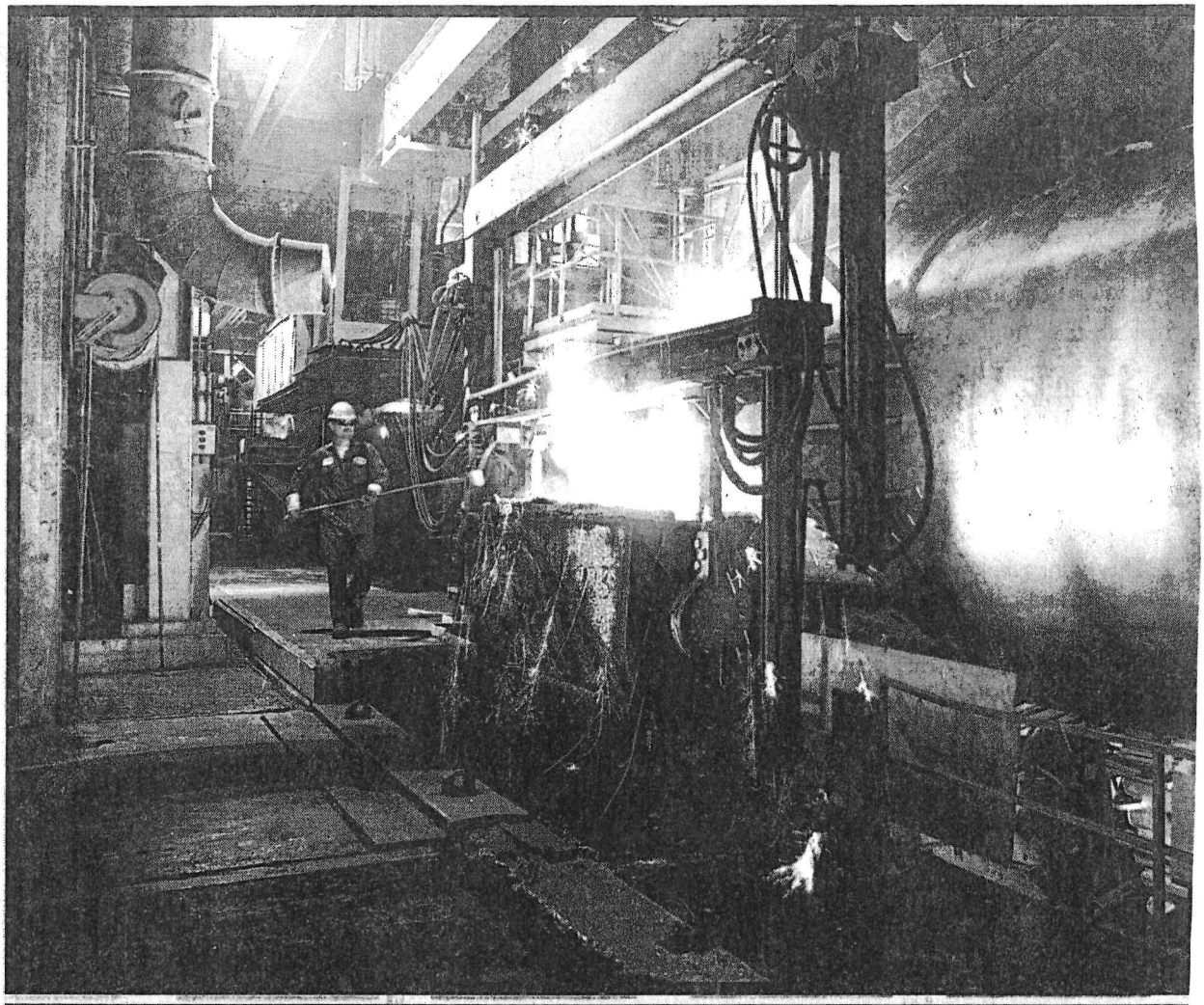
Waupaca Foundry, Plant One, looming over the Waupaca River. Photo courtesy of Gerald E. Chappell. Summer of 2014.

Waupaca Foundry Leading the World: 2013 – Present



Waupaca Foundry. Plants Two/Three viewed from the south side entrance. Photo courtesy of Gerald E. Chappell. October 2014.

Waupaca Foundry. Plants Two/Three, towering over industries of north east Waupaca, including New Holland Agriculture. Photo courtesy of Gerald E. Chappell. October 2014.



Waupaca Foundry was named the 2012 Large Business of the Year.

Leading the world from Waupaca

BY ROBERT CLOUD
EDITOR

January 24, 2013

WAUPACA – When KPS Capital Partners purchased the business in 2012, Waupaca Foundry acquired more than its original name.

Local management was given greater control over the company's future.

"For the last five years, we were basically a cash cow for ThyssenKrupp. They had no plans to really grow the company," according to Gary Gigante, president and CEO of Waupaca Foundry.

Gigante said the new owners have put more focus on sustainable growth and new investment in technology at the foundry's plants.

"The new owners thought highly of the management team," Gigante said, noting that all the Waupaca managers have remained with the company since its acquisition. "This doesn't normally happen when a private equity firm takes over a company. We are all happy, and the business is growing"

In 2011, Waupaca voted the foundry as the best place in town to work.

In 2012, members of the Waupaca Area Chamber of Commerce voted Waupaca Foundry the Large Business of the Year.

Gigante said the foundry has seen its sales grow by nearly 15 percent over the past year.

The growth has allowed the foundry to increase the number of its employees by about 200 more people than it employed two years ago.

Currently, the foundry employs a total of 1,626 people at its plants in Waupaca and a total of 3,700 at all its plants.

In addition to the three plants in Waupaca, Waupaca Foundry has plants in Marinette, Wis., Tell City, Ind. and Etowah, Tenn.

Gigante attributed Waupaca Foundry's recent growth to an improving economy.

The foundry manufactures parts for four primary industries: automotive, commercial trucks, off-highway vehicles for construction and agriculture and industrial motor housings.

"Automotive has had the largest growth, and it has stayed strong," Gigante said.

He estimated that auto production in North America has grown from under 10 million units to nearly 15 million units over the past two years.

The foundry has also come out of the recession in a stronger position as some competitors closed their plants.

"During the recession, about a million tons came out of capacity. The foundries that are left have more business," Gigante said. "There is also less pressure from

Waupaca Foundry
CONTINUES ON PAGE 2

WAUPACA FOUNDRY

FROM PAGE 1

overseas now."

In China, rising wages have made that nation's industrial products more expensive in the global market and given Chinese people more buying power, which has led to more Chinese production going toward domestic markets.

"We had a significant amount of business that left the U.S., went to China and is now coming back," Gigante said.

Established in 1955, Waupaca Foundry is now the largest producer of gray, ductile and compacted graphite iron in the world. The foundry's plants melt more than 9,500 tons a day.

A key element in the foundry's long-term success has been its commitment to continuous improvement.

In 1991, Waupaca Foundry introduced Kaizen training, a Japanese concept that brings together teams of five or six employees from different departments, who spend a week working together to solve a specific problem or find new ways to improve production.

Joey Leonard, the vice president of human resources, pointed to the foundry's long-term commitment to sustainability.

In 2012, the U.S. Department of Energy recognized Waupaca Foundry for its energy efficiency. The foundry reduced its energy intensity by 6.3 percent in 2011, giving it a cumulative improvement of 16.5 percent since 2009.

About 70 percent of the foundry's by-products are recycled into local projects, such as road and general construction and agricultural fill.

The foundry has also implemented a closed-loop cooling water system that has reduced water cooling demands by 80 percent.

Daily water usage has been reduced by 225.000 gallons.

"We have a goal to reduce our energy usage by 25 percent over 10 years," Leonard said. "We're using the waste-heat off our cupolas to heat our buildings. We use energy-efficient lighting and high-efficiency motors. About 90 percent of our sand and slag in Waupaca is recycled."

Gigante said, "The idea is to have zero landfill and zero material waste."

Currently, the foundry is in the early stages of developing a process to recycle some of its sand back into production.

"You have to reinvest back into the company and the community if you want to stay competitive and sustainable," Gigante said.

Waupaca Foundry Gains Community Awards. Iron Foundry Named Large Business of The Year and Best Place To Work

3/21/2013

Waupaca, Wis., March 21, 2013—Waupaca Foundry, Inc. was named Large Business of the Year for 2013 by the ***Waupaca Area Chamber of Commerce***. The award was presented in the Chamber's annual banquet on January 24, 2013. To qualify, the company must be in business for five or more years, have more than 20 employees, provide community service and enrich life in the community.

Waupaca Foundry is the largest employer in the area with 1,620 people in the Waupaca county region and 2,070 employees at plants in Marinette, WI, Tell City, IN and Etowah, TN. The Foundry operates three production facilities in Waupaca County and employs residents in roles including management, administration, metallurgy, and gray iron casting production. There has been a foundry in continuous operation in Waupaca County since 1871.

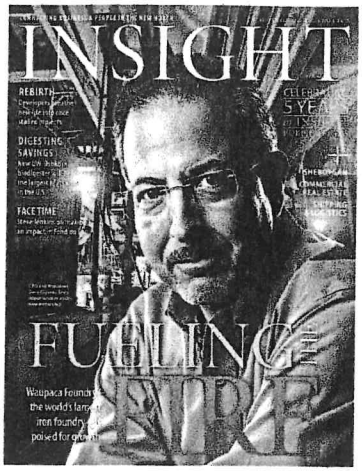
Residents of the Waupaca County region also voted Waupaca Foundry the "Best Place to Work" based on a poll taken by local publications owned by Multi-Media Channels.

According to Waupaca Foundry managers, the skilled local workforce is the reason for the company's success. "We're proud of the hardworking, skilled workers in the region," said Joey Leonard, vice president of human resources for Waupaca Foundry. "Our goal is to provide our dedicated employees with high quality employment and in return, their loyalty has helped us realize extremely low turnover throughout the years." Leonard says employee turnover at Waupaca foundry locations is consistently below the national average.

Additionally, Leonard says it is common to employ generations of workers from the same families. "Foundry work gets in your blood," he said. "We have many instances of members of the same family working side by side; even sons working with fathers. We're proud of that strong tradition."

# # #

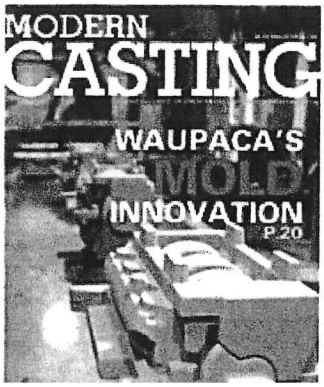
Waupaca In the News



Fueling the Fire, Insight Magazine, September 2013. Read more about the future of Waupaca Foundry and why Gary Gigante President praised the workforce for helping shape and drive the success of the gray iron and ductile iron supplier.

Waupaca Foundry Plays Large Roll in Local Economy, WSAW News Channel 7, June 13, 2013

Fine-tuning the foundry, Insight Magazine, May 2013. Read more about how Waupaca Foundry's energy enhancements earned a DOE commendation.



Waupaca's Mold Innovation MODERN CASTING, September 2012

Waupaca Foundry Donations Help Wisconsin DNR. Effort Will Help Re-stock Water With Brown Trout

5/2/2013

Waupaca, Wis., April 29, 2013—The Wisconsin Department of Natural Resources (*WDNR*) will get assistance from Waupaca Foundry in building fish habitat and restocking fish populations this spring. Starting in early May, WDNR workers will use the docking facilities at Waupaca Foundry's ***Marinette plant*** to stock fish in the Bay of Green Bay. In past years, WDNR workers have released yearling fish further upstream on the Menominee River, but dredging operations and low water levels require releasing the fish closer to the mouth of the river.

Over a two-to-three day period in early May, workers from the WDNR will release approximately 50,000 yearling brown trout that were raised at **Thunder River Hatchery** in Crivitz, WI. The Marinette plant is located on the waterfront and the dock was built as a retaining wall.

According to Waupaca Foundry representatives, partnerships with the WDNR are an extension of the company's dedication to sustainability. "Throughout our company, we have energy conservation programs underway, so expanding our sustainability footprint to encompass our natural resources is consistent with our environmental efforts" said Gary Gigante, CEO of Waupaca Foundry.

In 2012, Waupaca Foundry donated about 150 yards of fieldstone to the WDNR **Wild Rose Fisheries** for a trout stream rehabilitation project on the Waupaca River, located at Riverview Park, Waupaca. The stone was used to construct a mid-channel island, create large boulder habitat, and overhead bank covers that provide refuge cover for trout. The stone was excavated from the foundry's landfill and provided enough material to cover approximately 1,000 feet of stream.

# # #

News Releases from WaupacaFoundry.com with permission.

Joint Media Statement from Waupaca Foundry and Stewart Industrial

7/8/2013

Tell City, Ind., July 8, 2013—Representatives of ***Stewart Industrial*** and Waupaca Foundry are distressed by this weekend's fatal incident at the Tell City, IN plant. Bobby E. Felty, 45, of Owensboro, Ky., was an employee of Stewart Industrial and died Saturday after a fall in the foundry.

"Our deepest condolences go out to the Felty family. Bobby's family, friends and the Ironworker Local 103 are in our thoughts and prayers," said Allan Stewart, owner of Stewart Industrial.

According to representatives of Stewart Industrial, Felty was a member of a work crew doing maintenance on the plant. Felty attended a pre-job safety meeting on

Wednesday, July 3 before starting work at the plant; that meeting included specific instruction on fall protection.

A joint investigation between Waupaca Foundry, Stewart Industrial and OSHA is underway to determine the cause. Felty was not wearing fall protection equipment at the time of the incident.

Waupaca Foundry has a comprehensive safety program in place and all contractors who work in the plant must meet specific requirements to be an approved contractor. Each contractor is reviewed annually and every project requires pre-job safety reviews. Bruce Tesch, plant manager for Waupaca Foundry, confirms that Felty and other crew members from Stewart Industrial attended all pre-job safety meetings prior to working in the plant.

"Our hearts go out to the entire Stewart Industrial family, " said Tesch. "They have been a valuable partner to Waupaca Foundry for many years."

Waupaca Foundry has an occupational health and safety management system, and is registered in all six of its foundries to be consistent with OHSAS 18001. Additionally, Waupaca Foundry provided a grief counselor to meet with Stewart Industrial employees and foundry employees following Saturday's accident.

Stewart Industrial has a comprehensive safety program that includes training and provides all employees with the tools and the equipment necessary to do the job safely.

Stewart Industrial has been working at Waupaca Foundry for several years and was contracted to provide maintenance during the foundry's holiday shutdown.

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News Releases from WaupacaFoundry.com with permission.

Waupaca Foundry Named Supplier of the Year

7/17/2013

Waupaca, Wis., July 17, 2013—***Kawasaki Motors Manufacturing Corporation***, U.S.A. (KMM), located in Maryville, MO, has named Waupaca Foundry Inc. winner of its 2012 Supplier of the Year award, the only company to receive this recognition.

According to Paul Walter, KMM Purchasing's Assistant Manager, there are many factors that go into the selection of supplier awards, but the company with the best total value is awarded the highest honor. Waupaca Foundry was the top performer from 100+ global suppliers last year. "This award recognizes the company that is the best at what they do. KMM sets their expectations high for suppliers. Waupaca was able to meet this challenge."

Waupaca Foundry's plants located in **Waupaca** and **Marinette**, Wisconsin were recognized for timely response to KMM needs and overall ease of doing business. The Waupaca plant makes flywheels for Kawasaki engines; the Marinette plant makes crankshafts. Both plants were cited for 100% on-time delivery. Suppliers are reviewed monthly by Kawasaki Motors Manufacturing Corp., with a focus on customer service, product quality, cost, and productivity.

"Our production processes and technology have been developed to ensure overall quality for our customers," said Gary Gigante, President and CEO of Waupaca Foundry. "But our greatest asset is the skill and knowledge of our team members. We're thrilled our focus on customer service has been rewarded with this recognition."

Waupaca Foundry was previously awarded the 2010 Cost Savings Award for all KMM suppliers.

# # #

News Releases from WaupacaFoundry.com with permission.

July 25, 2013

Foundry named Supplier of the Year

WAUPACA — Kawasaki Motors Manufacturing Corp., USA (KMM), located in Maryville, Mo, has named Waupaca Foundry winner of its 2012 Supplier of the Year award.

The local foundry is the only company worldwide to receive this recognition.

According to Paul Walter, KMM Purchasing's Assistant Manager, there are many factors that go into the selection of supplier awards, but the company with the best total value is awarded the highest honor. Waupaca Foundry was the top performer from more than 100 global suppliers last year.

"This award recognizes the company that is the best at what they do. KMM sets their expectations high for suppliers. Waupaca was able to meet this challenge," Walter said. Waupaca Foundry's plants located in Waupaca and Marinette, were recognized for timely response to KMM needs and overall ease of doing business.

The Waupaca plant makes flywheels for Kawasaki engines, and the Marinette plant makes crankshafts. Both plants were cited for 100 percent on-time delivery.

Suppliers are reviewed monthly by KMM, with a focus on customer service, product quality, cost and productivity.

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Waupaca Foundry was previously awarded the 2010 Cost Savings Award for all KMM suppliers.

Waupaca Foundry Earns Hire Power Award by Inc. Magazine

10/29/2013

Waupaca, Wis., October 24, 2013—Waupaca Foundry is featured in the second annual Inc. magazine ***Hire Power Awards***, recognizing the private businesses that have generated the most jobs in the past 18 months. From January 1, 2012 to June 30, 2013, Waupaca Foundry generated 414 jobs ***placing first*** among Wisconsin honorees and ranking 29th among job creators nationally. Waupaca Foundry produces gray iron and ductile iron castings. It operates four iron foundry plants in Wisconsin, one plant each in Tell City, Indiana and Etowah, Tennessee and employs more than 3,700 nationally.

Foundry leaders attribute steady job growth to strong demand from customers. "Manufacturers in markets we serve are realizing increased demand from their customers," said Gary Gigante, President and CEO of Waupaca Foundry. "Their production increases have required us to expand our workforce in an industry that's helping to lead the economic recovery." Waupaca Foundry added positions in electrical maintenance, mechanical engineering, quality control technicians, and other production related positions, "We offer skilled jobs at competitive wages and have one of the highest retention rates in the industry. We're proud of our people and they make us the company we are," Gigante said.

"For the second year in a row, we are pleased to recognize the employers who are putting Americans back to work," said Eric Schurenberg, Editor-in-Chief of Inc. Magazine. "The Hire Power Awards pay tribute to company founders not just for their business prowess but also for their immense contribution to the welfare of U.S. workers and the vitality of the U.S. economy."

The awards honor 100 private growth companies found across the country in 25 categories. Companies must have been founded in 2011 or earlier and have employed at least 10 full-time US-based employees as of December 31, 2012. An award ceremony, sponsored by Bank of America Merrill Lynch, will take place November 12, 2013 in San Francisco.

Waupaca Foundry Earns Top Honors. Ductile Iron and Gray Iron Casting Foundry Named Supplier of the Year, Receives Environmental Award

5/19/2014

Waupaca, Wis., May 19, 2014—Waupaca Foundry, the largest producer of ductile iron and gray iron castings in the world, was named supplier of the year for the third time from ***American Valve & Hydrant*** and recognized for environmental stewardship by ***Kawasaki Motors Manufacturing Corp.***

American Valve & Hydrant, located in Beaumont, Texas, previously honored Waupaca Foundry as supplier of the year in 2011 and 2008. American Valve & Hydrant ranks suppliers based on delivery performance and the percentage of high quality product received. The water works manufacturer also considers casting volume when suppliers' performance is assessed.

On May 5, 2014 Waupaca Foundry's Plant 5 located in Tell City, Indiana won supplier of the year for 2013 in the category of foundries with more than $1,000,000 in annual sales to American Valve & Hydrant. The ductile and gray iron foundry's on time delivery was 100% and its product quality rating was 99.97%. The company employs 955 people at the Tell City, Indiana plant.

"We credit our team members with outstanding communication with our customer and a high level of service in earning this competitive award," said plant manager, Bruce Tesch.

On May 1, 2014 Kawasaki Motors Manufacturing Corp., located in Maryville, Missouri, awarded Waupaca Foundry the **environmental** award at its annual supplier conference. Since 2004, Waupaca Foundry has implemented significant energy conservation programs and has a 10-year vision for sustainability that includes:

- Reduce energy use intensity by 25%,
- Promote alternative processes and maintain state of the air pollution control technologies,
- Reduce spent foundry sand generation by 30% while promoting offsite reuse/recycling opportunities of remaining spent foundry materials to achieve zero landfill disposal,
- Reduce water use consumption by 80%.

"Waupaca sets the pace in the industry, committing to and implementing continuous environmental sustainability through energy reduction, metal reuse, sand recycling, air pollution control, and water conservation," said Bryant Esch, environmental coordinator at Waupaca Foundry.

The environmental award was presented to Waupaca Foundry's **Plant 2/3** located in Waupaca, Wisconsin, which produces gray iron castings and **Plant 4** located in Marinette, Wisconsin, which produces ductile iron castings. Each foundry employs 890 and 755 people respectively.

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News Releases from WaupacaFoundry.com with permission.

ThyssenKrupp

From Wikipedia, the free encyclopedia

ThyssenKrupp AG /ˈtɪsn.krʊp/ is a German multinational conglomerate corporation based in Duisburg and Essen, Germany. The corporation consists of 670 companies worldwide. While ThyssenKrupp is one of the world's largest steel producers, the company also provides components and systems for the automotive industry, elevators, escalators, material trading and industrial services.[4] As of a 2009 reorganization,[5] it is structured into eight business areas that fall under two major divisions, Materials and Technologies. The Materials division concentrates on carbon steel, stainless steel, and material services while the Technology Division concentrates on elevator, plant and components technology, and marine systems. The company is the result of the 1999 merger of Thyssen AG and Krupp, and now has its operational headquarters in Essen. The largest shareholder is the Alfried Krupp von Bohlen und Halbach Foundation, a major German philanthropic foundation, created by and named in honour of Alfried Krupp von Bohlen und Halbach, former owner and head of the Krupp company, once the largest company in Europe.[6]

ThyssenKrupp has 5,500 employees and generates €1.6 billion in revenue in Spain, where it mainly manufactures elevators (lifts). Italy, where the company produces most of its stainless steel, generates €2.3 billion in revenue. The businesses in those two countries make up 9% of all sales for the company.[7]

ThyssenKrupp AG

Type	Aktiengesellschaft
Traded as	FWB: TKA (http://www.boerse-frankfurt.de/en/equities/search/result?name_isin_wkn=TKA), LSE: 0O1C (http://www.londonstockexchange.com/exchange/prices-and-news/stocks/prices-search/stock-prices-search.html?nameCode=0O1C)
Industry	Conglomerate
Predecessor(s)	Thyssen AG, Krupp
Founded	1999
Headquarters	Duisburg and Essen[1] *(seats)*, Essen *(operational headquarters)*, Germany
Area served	Worldwide
Key people	Heinrich Hiesinger[2] (CEO and Chairman of the executive board), Gerhard Cromme (Chairman of the supervisory board)
Products	Steel, stainless products, automotive technologies, plant technologies, elevator systems, marine systems, shipbuilding, services
Revenue	▲ €43.356 billion (2011)[3]
Operating income	▲ (€284 million) (2011)[3]
Profit	▲ (€1.783 billion) (2011)[3]
Total assets	▲ €43.603 billion (2011)[3]
Total equity	▲ €10.382 billion (2011)[3]
Employees	180,050 (2011)[3]
Website	www.thyssenkrupp.com (http://www.thyssenkrupp.com/)

Contents

History

ThyssenKrupp is the result of a merger of two German steel companies, Thyssen AG founded in 1891 and Krupp founded in 1811. As early as the 1980s, the companies began negotiations on a merger and began closely cooperating in some business areas. In 1997, the companies combined their flat steel activities, with a full merger completed in March 1999.[8]

Mergers and acquisitions

During a period of expansion in 1978 Thyssen AG entered the North American automotive industry with the acquisition of Budd's automotive operations,[9] which became the automotive division of Thyssen and operated in North America as Budd Thyssen, later ThyssenKrupp Budd Co. In October 2006 ThyssenKrupp sold ThyssenKrupp Budd's North American body and chassis operations to Martinrea International Inc.[10]

Headquarters in Essen

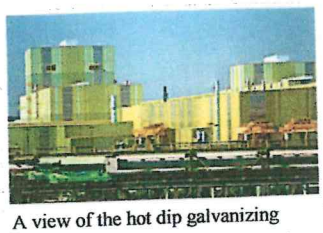
In 1999 Thyssen (one of the companies of the merger to form ThyssenKrupp Elevator) acquired the American based Dover Elevator Company. Four years later ThyssenKrupp acquired the Korean based Dongyang Elevator.

In 2005 ThyssenKrupp acquired Howaldtswerke-Deutsche Werft (HDW) in Kiel from One Equity Partners. ThyssenKrupp Marine Systems (TKMS) is now the most important European group of shipbuilders. In addition to HDW Blohm + Voss in Hamburg, as well as Nordseewerke at Emden, also are subsidiaries of TKMS. One Equity Partners holds 25% of the TKMS shares.

In December 2005 ThyssenKrupp acquired 60% of Atlas Elektronik from BAE Systems with EADS acquiring the remaining 40%.

In August 2007 ThyssenKrupp Materials North America acquired OnlineMetals.com (http://www.onlinemetals.com), a small-quantity distributor of semi-finished metals and plastics based in Seattle, WA.

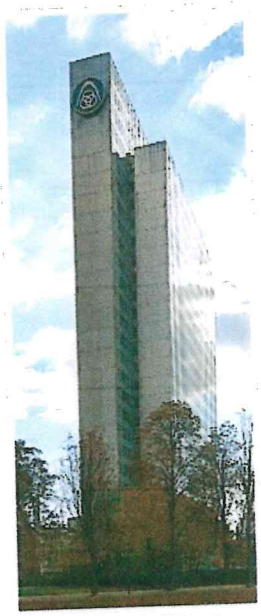
In early 2008 ThyssenKrupp Aerospace acquired Apollo Metals and Aviation Metals, both suppliers to aerospace and defence based in Kent, Washington



A view of the hot dip galvanizing lines at ThyssenKrupp Steel USA in Calvert, Alabama

US subsidiaries

On 11 May 2007, ThyssenKrupp AG announced an investment of €3.1 billion (US$4.19 billion) for a project consisting of building new carbon steel and stainless steel processing facilities in southern Alabama that would employ 2,700 people when fully operational. The project, along with a multi-billion dollar greenfield steelmaking facility in Brazil, is a cornerstone of ThyssenKrupp's new global expansion strategy into the North American and NAFTA high-value carbon steel markets. The company announced that the investment was increased to $4.6 billion in 2010. As of the date of the announcement, the investment was the largest private economic development investment in Alabama's history and the largest by a German company in the U.S.[11] The site selection announcement came after several months of competition involving several southeastern sites which was eventually narrowed between a site on the Mississippi River in Convent, Louisiana, and a site on the Tombigbee River, in Calvert, Alabama in north Mobile County, about 40 miles north of Mobile. The site in Alabama was eventually chosen. Groundbreaking on the Calvert facilities was held in November 2007. The carbon steel and stainless steel companies are independent and operate under different management teams. Co-locating both facilities on the same site enabled the company to optimize the investment in infrastructure and in some shared processing.



ThyssenKrupp building in downtown Düsseldorf

The carbon steel company, ThyssenKrupp Steel USA (http://www.thyssenkruppsteelusa.com/), which represented seventy percent of the overall project investment and hiring, consists of a state-of-the-art hot strip mill, cold rolling mill, and four hot dip galvanizing lines. The hot strip mill began operations in July 2010, the cold roll mill in September 2010, and the first of the hot dip galvanizing lines in March 2011. The company projects to be fully operational in late 2011 and employ approximately 1,800 people at that time. ThyssenKrupp Stainless USA projects to employ approximately 900 people when fully operational in late 2012. At full production, ThyssenKrupp Steel USA will have the capacity to produce 4 million metric tons of carbon steel for NAFTA customers in the automotive, construction, appliance, pipe and tube, and service center industries. In July 2011, the carbon steel project was awarded "Best Greenfield Technology" by American Metal Market, considered to be the longest continuously published newspaper in the metals industry.[12]

ThyssenKrupp Stainless USA has built a cold roll mill and is in the process of building a meltshop. The company projects it will employ approximately 900 people when fully operational in late 2012. In January 2009, ThyssenKrupp announced that in response to the weakened North American stainless steel market and the deteriorating global economy, the production startup date for the cold rolling line for ThyssenKrupp Stainless USA would be delayed at least one year while its meltshop would be further delayed until the last quarter of 2011. On December 10, 2010 ThyssenKrupp announced approval for start of construction for the meltshop with an expected completion date of December 2012.[13]

Stainless Steel-*Buddy Bear* in Berlin, manufactured by Shanghai KruppStainless

Additionally, the Alabama State Port Authority invested over $100 million to build a state-of-the-art transloading slab terminal on the southern tip of Pinto Island in Mobile Bay to service the inbound raw material slabs for the upriver carbon steel facility. Raw material slabs shipped to the Alabama facility from ThyssenKrupp CSA (http://www.thyssenkrupp-steel-europe.com/csa/en//) are transloaded from panamax ships at the terminal onto shallow draft barges for transport upriver to the facility. The terminal is equipped with three wide-span gantry cranes with state-of-the-art magnetic lifting gear designed by ThyssenKrupp and utilizes RFID technology to read identifiers on each slab and provide up-to-date inventory records that provide each slab's location and weight. The same magnetic technology is also used at ThyssenKrupp's Calvert facility. The terminal was necessary to Alabama's award of the project since the Tombigbee River depth and lack of turning basins prohibit deep draft ship navigation to the site in Calvert.[14]

The world steel industry peaked in 2007. just as the company spent $12 billion to build the two most modern mills in the world, in Alabama and Brazil. The worldwide great recession starting in 2008, however, with its heavy cutbacks in construction, sharply lowered demand and prices fell 40%. ThyssenKrupp lost $11 billion on its two new plants, which sold steel below the cost of production. Finally in 2013, it offered the plants for sale at under $4 billion.[15]

On December 1st, 2013, ThyssenKrupp sold their Calvert facility to ArcelorMittal and Nippon Steel for $1.55 billion.[16]

Sale of Tailored Blanks

In September 2012 ThyssenKrupp agreed to sell the automotive components manufacturer Tailored Blanks to the China-based Wuhan Iron and Steel for an undisclosed price.[17] At the time of the agreement Tailored Blanks had annual sales of around 700 million euros and a global market share of about 40 percent in automotive laser-welded blanks.[17]

Working at Waupaca Foundry

For some, it's a family tradition

BY ROBERT CLOUD
EDITOR

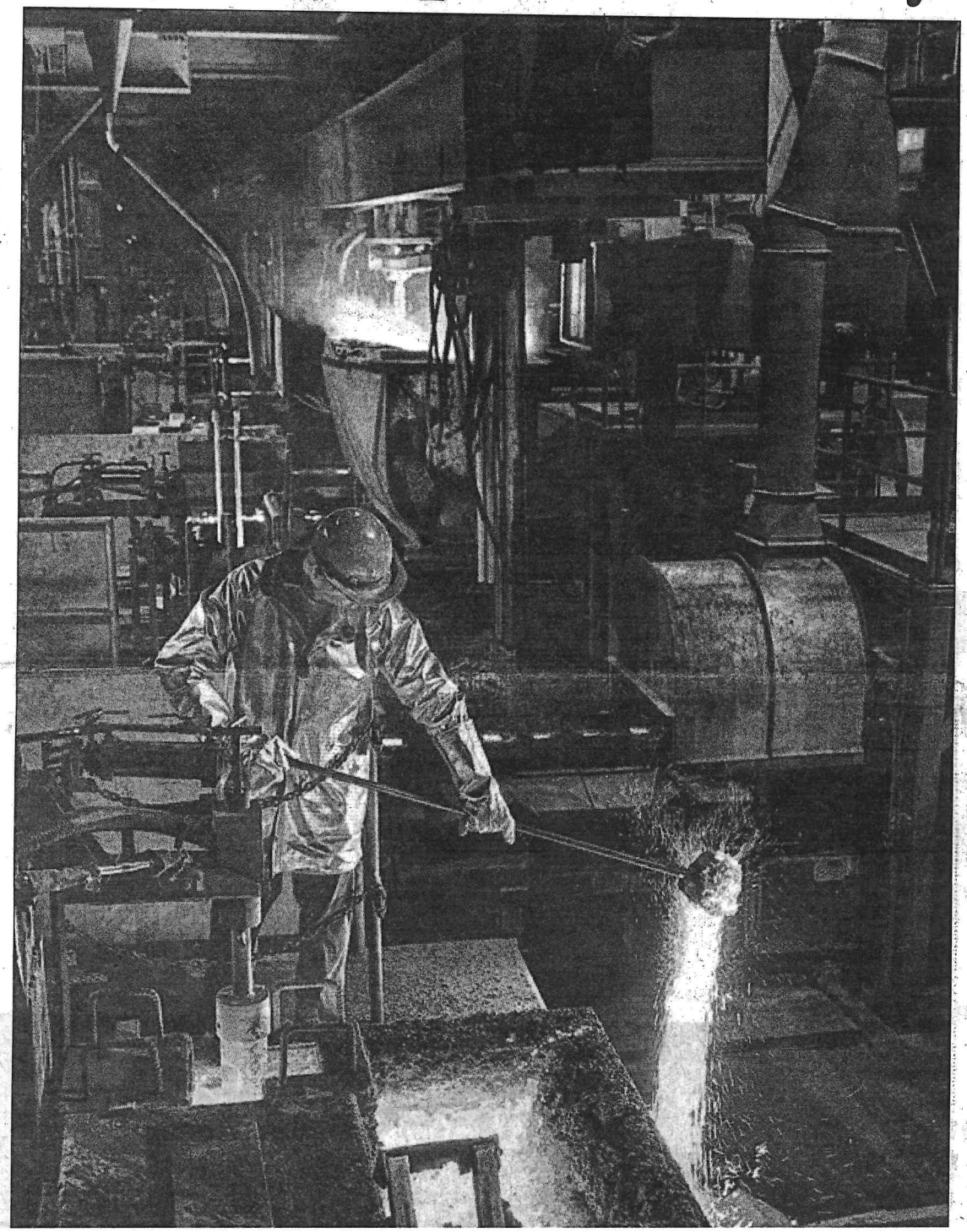
WAUPACA – When employees speak about Waupaca Foundry, they often describe their co-workers as family.

"It's pretty much the people," said Doug Draeger when asked what he most likes about working at the foundry. "The foundry's grown so much that it's hard to say family, but it's a family atmosphere."

For a number of Waupaca foundry employees the term family is more than a metaphor. They have parents and children, brothers and sisters working with them. Multiple generations with decades of combined experience are among the more than 1,600 people who work at Plant 1 and Plant 2/3 in Waupaca.

The Waupaca County Post interviewed three of those families. They discussed their jobs, their challenges and their role as part of one of the largest producers of iron castings in the world.

This is the first in a two-part series on family traditions at the Waupaca foundry.



Bigger than France

Waupaca Foundry employs about 3,900 people at its plants located in Waupaca and Marinette, Tell City, Indiana, and Etowah,

Council continues capital discussion

City reviews borrowing options

BY ANGIE LANDSVERK
STAFF WRITER

WAUPACA – The Waupaca Common Council is closer to making a decision about how to fund capital projects.

That decision could be made as soon as its next meeting on Tuesday, Aug. 5,.

"You don't have to vote that night on it, but it would be helpful," Mayor Brian Smith told the council during its July 15 Committee of the Whole meeting.

This month, four financing options were presented to the council for discussion.

All the options are State Trust Fund loans, and the borrowing options would include capital projects for 2014 and 2015.

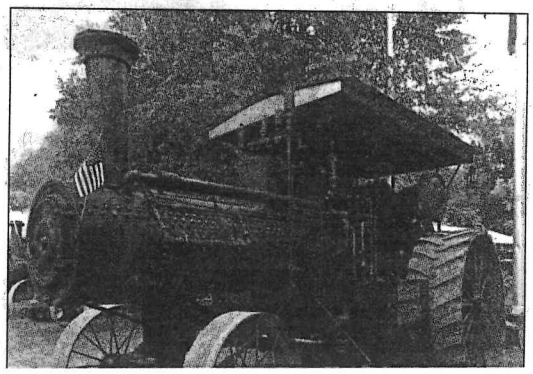
Earlier this year, the city presented its draft five-year capital improvement plan.

"Since January, we made some slight changes, but it's very similar to what was preented then," said City Administrator Henry Veleker.

The funding scenarios presented this month include:

- Option 1: long-term borrowing of $275,000 and short-term borrowing of $35,000. The 2015 budget impact would be $68,072, and the tax impact on a $100,000 home would be $16.30 per year.
- Option 2: long-term borrowing of $275,000 and short-term borrowing of $155,000. This option would have a 2015 budget impact of $188,072. The tax impact on a $100,000 home would be $45.10 per year.
- Option 3: long-term borrowing of $755,000 and short-term borrowing of

Capital Discussion
CONTINUES ON PAGE 2



WAUPACA FOUNDRY

FROM PAGE 1

annually. That is roughly half of Japan's total iron production and about 360,000 more tons than the entire nation of France produces.

If it were a country, Waupaca Foundry would rank as the eighth largest in the world in terms of iron production, according to Joey Leonard, vice president of human resources.

In Waupaca, Plant 1 has 586 employees. The 277,555 square-foot plant has a melting capacity of 80 tons per hour and a casting capacity of 250,000 tons per year.

Plant 2/3 has 891 employees, not including management and support staff. The 665,850 square-foot facility has a melting capacity of 120 tons per hour and a casting capacity of 470,000 tons per year.

Making castings

On a wall in Plant 2/3 are spec sheets and photos of dozens of vehicles, ranging from sports cars to heavy-duty trucks. All these vehicles have parts manufactured by Waupaca Foundry.

Foundry parts on any given vehicle may include the brake rotor, brake drum, brake caliper, differential cover and case, crank shaft, steering housing, bearing cap and flywheel.

About 80 percent of Waupaca Foundry's production is for cars and trucks. The rest is divided among agricultural equipment and industrial and construction projects.

These parts are made by pouring molten iron into molds with cores made of sand. The production process begins in the core room and ends in the mill room.

A foreman in the Plant 2/3 mill room, Bart Moericke has been with the foundry for 36 years. He uses a football team to explain the foundry's production process.

"The core room is the center, the VMM (vertical molding machine) is the quarterback and the mill room is the wide receiver," Moericke said. "Whatever they throw at us, we catch it."

Moericke's two sons, Brian and Bret, also work at the foundry.

"I bounce all over the place," said Brian, who has been at the foundry for 13 years. He has worked in the mill room, the molding department and the core room. "I like that there's a lot of opportunity to meet a lot of different people."

Bret, who has been at the foundry for 10 years, is currently a service person in the Plant 3 core room.

"I'm out there to help people keep their machines running," Bret said. "If there's a breakdown, I fix it."

Bret also changes the core patterns and occasionally runs a machine if an operator is on vacation or calls in sick.

"We all play a role in helping each other," Bret said.

A core is a molded sand insert that is used to create the interior surface of a casting.

Sand is used primarily because metal melts at 2,800 degrees Farenheit, while silica sand does not melt until 3,000 degrees. Clay is used to bind the sand and a cereal or wood flour is used to fill the spaces between the grains of sand.

Inside a core machine, compressed air blows sand into the shaped cavities of a core box. A resin is added to the sand and a vaporized catalyst is forced through the core with heated air. The catalyst makes the sand solid.

A robotic arm pulls the cores out of the core machine, runs it past a high-speed camera where the cores are inspected, then through a dethinner that removes rough edges and into a wash solution that will improve the casting's finish.

The cores are then loaded onto a conveyer and to the vertical molding lines.

In the molding machines, silica sand, clay and water are poured into a chamber and squeezed by a high-pressure ram into the casting's shape. Cores are then placed into the mold's cavities between the front and back half of the mold.

The core and mold are then moved by conveyor belt to the zone where the molten metal is poured into the mold to produce the casting.

The casting continues along a conveyor, cooling from about 2,800 degrees to 1,600 degrees until it reaches the point where the sand is shaken out. The part then makes its way to the mill room where eight automated machines grind the castings.

Bart Moericke, on right, and his two sons, Brian and Bret, have nearly six decades of combined experience at Waupaca Foundry. Robert Cloud Photo

From recession to recovery

As mill room foreman, Bart Moericke is responsible for all seven lines out of Plant 3. He supervises two team leaders and 31 employees in the mill room and one team leader and eight people in shake-out during the second shift.

Plant 3 focuses on high-volume production for the automotive industry.

"When the economy is strong, we work a 12-days-on and two-days-off schedule," Moericke said, noting that North American auto sales are up over last year.

Overtime is voluntary, but many foundry employees choose it.

"We have one guy who works 62 hours per week every week since the beginning of the year," Bart said. "He's probably one of the richest guys around."

When the Great Recession hit in late 2007, the Waupaca Foundry began laying off workers for one of the few times in its history. The number of employees dropped to about 2,800 in 2008.

During that time, Bret was among those who were laid off. Brian saw his work schedule drop to two to three days a week.

"It was the slowest I've ever seen it," Brian said.

After the recession, Waupaca Foundry bounced back.

From fiscal 2009, which began in October 2008 for the foundry, to fiscal 2014, Waupaca Foundry revenue has grown 120 percent. In the same period, hiring rose 44 percent to meet growing customer demand.

"While our growth is significant, what's more impressive is the contribution of our employees who consistently drive value to our customers every day," said Leonard. "We're fortunate to have employees who have not only a strong work ethic, but a real passion for making the highest quality iron castings in the industry."

Of the 1,679 total employees in Waupaca, Leonard said 60 percent have been with the company for 10 years or more. The median number of years with the company for Waupaca employees is 14.

Among his responsibilities, Bart has mentored hundreds of new employees, some of whom have moved into management.

"I keep a notebook with all of the people I trained," He said, adding that one of his former students was Larry Somers, who is now the logistics manager for Waupaca Foundry. He oversees all the material moving into and out of the foundry, keeping track of 330 trucks per day.

"I remember the days when Larry was a kid bagging my groceries," Bart said. "He would see me in the aisle and ask, 'Is the foundry hiring?'"

CAPITAL DISCUSSION

FROM PAGE 1

$135,000. The 2015 budget impact would be $202,808, and the tax impact on a $100,000 home would be $48.60 per year.

- Option 4: long-term borrowing of $1.05 million and short-term borrowing of $100,000. This option would have a 2015 budget impact of $229,752. The tax impact on a $100,000 home would be $55.10 per year.

Veleker said the long-term borrowing would be structured as either 10- or 15-year items as $75,000 for a new roof for the Augie Austin Gym and $118,000 for a new floor in the gym, $200,000 for city hall and library renovation, $200,000 in each of the two years for street rehabilitation, $2 million for construction of a public works facility and $150,000 to replace the Public Works Department's 1995 loader.

The capital requests total $969,250 for 2014 and $2.85 million for 2015.

"Looking at this list, I don't see anything extravagant," said Ald. Paul Mayou.

The only item he questioned was $75,000 for a new roof for the Augie Austin Gym and need to be done soon."

He said the council should choose either Option 3 or 4 to fund capital and "start knocking things off."

Ald. Deb Fenske said she thinks the city needs to go with Option 4.

During that meeting, Veleker also presented information about the city's mill rate over the last 15 years.

The city's 1999 mill rate was $11.33 per $1,000 of assessed valuation. Its 2014 mill rate was $9.89 per $1,000 of assessed valuation, he said.

"It's hard to argue the council has not put together six kept the city's tax rate level.

In discussing capital, the mayor noted that the city still has to put together its 2015 budget and must look at the tax consequences of any borrowing.

"You have to be careful when you layer in debt that you don't stay even and don't go up," Smith said. "You want to make sure you go down in debt payments."

If the council makes a decision next week about how to fund capital, that does not mean the city would right away do capital projects, he said.

Training for the future

Part 2 in series on Waupaca Foundry

BY ROBERT CLOUD
EDITOR

WAUPACA – For many of those who work at Waupaca Foundry, the opportunity for advancement motivates them to excel.

They pass on their sense of opportunity to their children, who also come to work at the Foundry.

Doug Draeger is a project engineer who has been at the foundry for 30 years.

"When I started here, my first four years were in production," Draeger said. "I went to school nights, but I learned more on the job."

He has an associate's degree in mechanical design, about half of which was covered by the foundry.

Tim Botting has been at Waupaca Foundry for 21 years.

"I was hired in the core room, then there was an opening for a truck driver," Botting said.

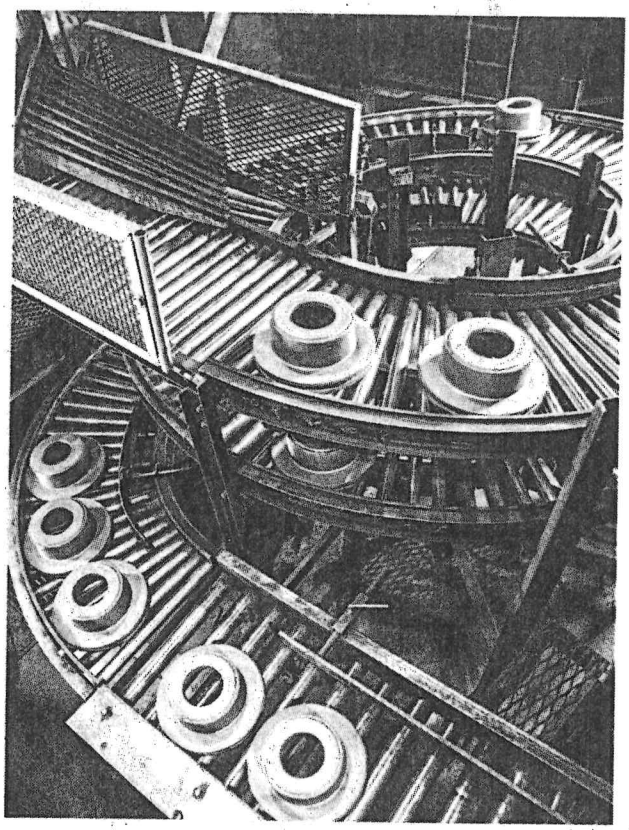
Since 1996, Botting has worked in the warehouse.

"Anybody has a chance to be a team leader. Anybody has a chance to be a supervisor," Botting said. "If you just want to come in and punch a clock, you might not last here. But if you want to work hard, you have an opportunity to grow."

Foundry training

Waupaca Foundry has a history of training its employees. Many of those in management started in production and, through education, moved into leadership positions.

The company offers advancement through specific career paths for individual employees.



Doug Draeger was involved in the engineering project that designed and built a cooling spiral for transfering high volumes of brake disc rotors and drums from shakeout to grinding. Submitted Photo

Because the foundry relies on skilled expertise throughout the process of creating castings, it offers technical training.

The foundry offers management training for employees who want to move into supervisory or management positions.

The foundry will also reimburse employees who take approved courses at technical colleges or four-year universities.

A summer intern program gives college students an opportunity to learn about how the foundry works.

"I started as a summer student in 2010 working in the stockroom," said Deandre Draeger, whose father is a project engineer.

Deandre spent two sum-

Waupaca Foundry
CONTINUES ON PAGE 2

Waupaca County Post, August 7, 2014

WAUPACA FOUNDRY

FROM PAGE 1

mers doing inventory and moving materials from the warehouse to where they were needed in the plant.

"She was actually a very good forklift driver," Botting said.

"It was fun to come to work here," Deandre said.

After graduating from the University of Wisconsin-Milwaukee with a bachelor's degree in human resources and marketing, Deandre was hired full time in October 2012 as a human resources assistant.

"I mostly deal with the paperwork side of things," she said, adding that she also helps plan for the company's annual summer picnic, the anniversary parties for long-term employees and the Christmas party.

Her professional education continues.

"I just started my master's program in HR management," Deandre said, noting that she is taking online courses through Denver University.

"We promote very heavily from within," according to Joey Leonard, Waupaca Foundry's vice president of human resources. "There are plenty of high school graduates who come here and decide they want to improve themselves. We offer 100 percent tuition reimbursement. Waupaca Foundry recognizes talent even if they haven't been formally educated."

The training and educational opportunities are part of the foundry's larger commitment to continuous improvement.

Continuous improvement

At every level of production and management, Waupaca Foundry has implemented steps to ensure continuous improvement.

Waupaca Foundry maintains a Quality Management System and is certified to ISO 9001 and ISO/TS 16949 standards at all six plants.

The equipment is constantly checked, the castings are all inspected and the sand and metal are tightly monitored for quality.

The foundry has programs in place, such as Kaizen, Six Sigma and Lean Production Systems that help monitor and improve production efficiency and workplace safety.

As project engineer, Doug Draeger has been among the foundry's employees who contribute to continuous improvement.

"I've designed machines to shake out the castings faster," Draeger said, noting that he helped with the design and the installation of the equipment.

"The rotors come in on a thick belt and are going in a circular motion all the time so they get clean faster," Draeger said. "We've had these machines in operation for at least a decade before anyone else did."

Draeger described how one design he worked on started as a drawing on a bar napkin.

He is also responsible for ensuring that the equipment is safe to operate.

"People bring up safety issues. Hopefully, you can fix them right away or you develop a plan to fix them," Draeger said.

Shown (from left) are Tim and Dan Botting and Deandre and Doug Draeger, two families who work at Waupaca Foundry. Robert Cloud Photo

Teamwork, leadership, individual responsibility

Dan Botting has been at the foundry for almost 15 years. He is currently the molding supervisor for third shift at Plant 3.

He describes his job as "making sure we make the best quality parts we can as fast as we can."

He started as a vertical molding machine operator in October 1999, joined the Marines in 2003, served for four years, then returned to the foundry. In January 2009, he was recalled to the Marines for one year.

"When I came back to the molding department at the beginning of 2010, I came back as a team leader rather than an operator," Dan said.

"The foundry embraced the leadership skills he showed in the Marines and used it here," Tim Botting added.

Dan noted that he works with nearly every department every day.

"I work with the melt department, the core room and the mill room, Dan said. "I work with management on better ways to make molds, better ideas for safety."

Tim said one of the things he most appreciates about working at the foundry is that he is not micro-managed by his immediate supervisor.

He also appreciates that working at the foundry is like being part of a team.

"When I first started here as a helper in the core room, a guy came up to me, tapped me on the back and said, 'Hi. I'm Gary Thoe.' I've never had a CEO come up to me before," Tim said.

"Gary Thoe would walk through the plant and shake a lot of hands. He was really down to earth," Doug recalled.

The former president and CEO of Waupaca Foundry, Thoe started working there in September 1955, a few months after graduating from Iola High School.

In a September 2004 interview with the Waupaca County Post, Thoe recalled that his first job was hauling castings in a wagon from the foundry to the finishing shop. He said he was chosen for the job, in part, because he grew up on a farm and could operate the tractor that towed the wagon.

Thoe later worked as a grinder and finisher, then he worked in molding after he turned 18. By the time he was 20, Thoe was a supervisor. He was promoted to Plant 1 manager in 1965, then manager of manufacturing, overseeing all the foundry's plants, in 1974. He became president and chief executive officer in 1988.

"This isn't a one-man show by any means," Thoe said when he retired in 2004. "I just happened to be selected to leadership."

Waupaca Foundry's philosophy of teamwork and individual responsibility has continued.

The foundry's current CEO, Gary Gigante, started as a metallurgist at the Marinette plant. He was promoted to plant manager in Marinette in 1986, then later to vice-president of manufacturing. Gigante became the foundry's CEO in 2007.

Thoe, who attended a 14-week management course at Harvard Business School in 1979 as part of his preparation to become head of the foundry, said in 2004, "It's a lot easier to teach a good foundry man and give him an education than it is to hire a MBA and put him into the foundry."

Waupaca Foundry Hosts Business Symposium. Businesses To Learn How To Recruit, Hire Veterans

8/4/2014

Marinette, Wis., August 4, 2014—Waupaca Foundry, the largest producer of ductile iron, compacted graphite iron and gray iron castings in the world, will host a free business symposium aimed at hiring and retaining veterans on Tuesday, August 5, 2014 at its ***Marinette plant***. The event, entitled Hiring Veterans: "Recruit, Reshape and Retain" Business Symposium is held in conjunction with the ***Wisconsin Department of Veterans Affairs*** and will be the only seminar of its kind held in northeast Wisconsin.

Businesses attending the symposium will learn how to network with veterans' organizations, how to recruit veterans and how to create programs within their businesses to develop veterans in the workplace.
One such business is Waupaca Foundry's Marinette plant, which produces ductile iron castings and employs 756 individuals, 14% of whom are veterans. Human Resources Manager Phil Eatherton was on active duty with the United States Navy for four years before transitioning to the private workforce.

"When I see 'veteran' on someone's job application, I want to talk to them," Eatherton said. "I know first hand the discipline and the attention to detail required of basic training and military service. If service men and women can complete that journey successfully, I know they have something to offer," he said.

According to Waupaca Foundry's Vice President of Human Resources, Joey Leonard, it's more than taking orders. "Our customers rely on us to find innovative solutions to their problems," he said, "today's workforce is challenged to think creatively and work safely to meet customer's needs and returning veterans have a great opportunity to apply their skills." Waupaca Foundry estimates that veterans represent at least 11% of its workforce across all six plants.

Tim Botting has worked at Waupaca Foundry for 21 years, his son Dan also works at one of the three plants making gray iron castings located in Waupaca, Wisconsin. Dan volunteered for two tours of active duty in the Marines and each time came back to his job and accepted progressively responsible positions.

Symposium organizers say they want to prepare Wisconsin employers to be in a position to hire returning service men and women as well as developing programs that integrate them into the workforce. "Dan showed leadership skills in the Marines and I'm very happy they're vet friendly here," Tim says of his son. "They embraced the leadership skills he learned in the military and were able to put those skills to work here." Dan Botting is currently the 3rd shift molding supervisor at Plant 2/3 in Waupaca.

Waupaca Foundry Plant 4 located at 805 Ogden Street, Marinette, Wisconsin will host the symposium from 1:00 p.m. to 4:00 p.m., Tuesday, August 5. There is no cost to attend, but registration must be completed online.

Waupaca Foundry Enters Into Sale Agreement. Hitachi Metals, Ltd. To Purchase Ductile & Gray Iron Castings Supplier.

8/19/2014

Waupaca, Wis., August 19, 2014—Waupaca Foundry, Inc., the world's largest producer of ductile iron and gray iron castings, today announced that *Hitachi Metals, Ltd.* has signed an agreement to acquire the company from its current owner, *KPS Capital Partners, LP* (KPS), a New York-based private-equity firm.

Since purchasing Waupaca Foundry in June 2012, KPS has supported continued operational improvement and capital investment into the company. As a direct result of KPS' support, production capacity has expanded at all six foundries, business has steadily increased, and more than 200 new jobs have been added since 2012.

Gary Gigante, President and CEO of Waupaca Foundry, said, "This investment by Hitachi Metals in Waupaca Foundry's world-class facilities and capabilities is a validation of what we have accomplished over the past two years and signals a strong commitment to manufacturing and the foundry industry in the United States. Partnering with Hitachi Metals will bring Waupaca Foundry significant global strength that will help us drive continued expansion. We share Hitachi's vision for the future of our business in the United States and its many growth opportunities in global markets. Our new partnership with Hitachi Metals will present great opportunities for our employees, customers, and suppliers, and we anticipate a seamless transition.

"Two years ago, KPS recognized the significant potential of our business. Together we transformed Waupaca Foundry into a world-class manufacturing company, grounded in a culture of continuous improvement. KPS has continually emphasized growth in our business and for our people, and I'm very appreciative of their leadership and contributions as we move forward to this next stage," Mr. Gigante concluded.

Waupaca Foundry employs approximately 3,900 people and has foundry operations in three states producing gray and ductile iron castings using state-of-the-art technology. The foundry serves customers in the automotive, commercial truck, agriculture, construction, and other industrial markets.

Hitachi Metals was founded in 1910 as the Tobata Foundry and has a strong tradition in iron casting production, metal technology, and machining services. The corporation operates foundries the United States, Japan, Korea and India, and is headquartered in Japan.

The closing of the sale is expected in the fourth quarter of 2014.

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Media Room

Waupaca Foundry Helps Restore Rescues Used On 9/11. Ductile Iron Torque Plates Preserve Decommissioned Vehicles.

9/8/2014

Waupaca, Wis., September 8, 2014—Waupaca Foundry, Inc., the world's largest producer of ductile iron and gray iron castings, is part of 9/11 history. Employees at Plant 4 in Marinette, Wis., manufactured a specialty order of torque plates, which will be used to restore and preserve two rescue vehicles used in emergency response at World Trade Center on September 11, 2001.

Former Fire Department of New York (FDNY) Rescue 5 and Rescue 4 tour the country with the Remembrance Rescue Project. The nonprofit organization uses the rescues as mobile memorials and historical artifacts to educate and honor the events of 9/11 and all fallen firefighters killed in the line of duty each year. The Project coordinates with host fire departments to facilitate 9/11 educational programming, memorials and remembrance events that involve the two rescue vehicles. Rescue 4 will begin a tour of the eastern United States. Rescue 5 is currently touring the West Coast.

Waupaca Foundry manufactured the braking component for its customer, Meritor, Inc., a global supplier of drivetrain, mobility, braking and aftermarket products for commercial vehicle and industrial markets. Meritor is one of the Remembrance Rescue Project's Preservation Partners, providing replacement parts for both vehicles as well as a financial contribution, to keep the vehicles on the road for many years to come.

Waupaca Foundry plant leaders say the order was unusual because a small volume of replacement parts were cast. "We haven't produced this part for a few years, but we kept the pattern in case of service order requests like this," said Dan Korpi, Waupaca Foundry plant manager.
"It's important to remember those who lost their lives and those who saved lives on 9/11," Korpi said. "It's an honor to say we have castings on these rescue vehicles and have a part in this project."

The parts are on their way to the Meritor Aftermarket Distribution Center in Florence, Ky. and will be used to repair the rescue vehicles for future use. The rescues are two of FDNY's first responder vehicles on the scene at the World Trade Center after the 9/11 attacks.

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MILWAUKEE · WISCONSIN
JOURNAL SENTINEL

Waupaca Foundry sold to Hitachi Metals for $1.3 billion

By *Rick Romell of the Journal Sentinel*

Aug. 19, 2014

A global Japanese conglomerate seeking to bolster its iron casting business is buying Waupaca Foundry Inc. for $1.3 billion in cash.

Hitachi Metals Ltd. has agreed to purchase Waupaca, which operates four foundries in Wisconsin as well as two others, from KPS Capital Partners LP.

KPS bought Waupaca Foundry just two years ago. The New York private equity firm said it expanded production, increased employment by 400, and boosted profits by 40%.

Waupaca Foundry employs about 3,900 workers, including 1,600 at three foundries in Waupaca and about 700 at one in Marinette. The company also has foundries in Indiana and Tennessee.

Specializing in components for cars and other transportation equipment, Waupaca Foundry describes itself as the world's largest supplier of iron castings. Each day, the firm melts more than 9,500 tons of gray and ductile iron and ships more than 5,500 tons of finished castings.

The foundry's roots date to 1871 in Waupaca, but it has been decades since the business was Wisconsin-owned. It was purchased by the Michigan-based Budd Co. in 1968, and 10 years later became part of Germany's Thyssen group when Thyssen acquired Budd.

Thyssen ran Waupaca Foundry for more than 30 years, selling to KPS in 2012 for an undisclosed amount.

According to Hitachi, Waupaca Foundry earned $60 million on sales of $1.74 billion during the fiscal year that ended in September 2013. Profit was up 28% from the previous year's $47 million, while sales were essentially flat.

Hitachi Metals earned about $380 million in its most recent fiscal year on revenue of about $7.86 billion.

The company makes a variety of metal products, magnets and information-technology equipment. It operates several other factories in the United States, most of them automotive-industry suppliers.

Speaking in Tokyo, Hitachi Metals Chairman Kazuyuki Konishi told reporters that Waupaca Foundry "will make a big contribution to our company as a cash cow and our business base." He said Hitachi remains focused on expanding through acquisitions.

The company already operates three foundries in Asia and North America that produce iron castings for Japanese and European automakers. Waupaca Foundry's operations, however, have eight times the production capacity of the Hitachi plants.

Waupaca Foundry did not return a call seeking comment.

In a statement, CEO Gary Gigante said, "Working in partnership with KPS, we invested significantly in our operations and people, which included an expansion of our production capacity and launching numerous continuous improvement initiatives across all six of our foundries. We are thrilled to join Hitachi Metals, which has the resources, foundry experience, access to capital and global reach that will enable Waupaca to achieve an even higher level of success."

Paper mill ownership

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DOW	6-MO T-BILLS	30-YR T-BONDS	CRUDE OIL	EURO	GOLD
16,919.59 ▲ +80.85	.05% ■ ...	3.21% ▲ +.01	$94.48 ▼ -1.93	$1.3319 ▼ -.0041	$1,295.10 ▼ -2.60

WAUPACA FOUNDRY ANNOUNCES SALE

Sale to Japanese firm likely to go through by end of the year

By Sharon Hanuszczak-Froberg
Post-Crescent Media

KPS Capital Partners announced Tuesday it will sell Waupaca Foundry Inc., the world's largest producer of ductile iron and gray iron castings, to Japanese metals producer Hitachi Metals Ltd. for $1.3 billion.

The closing of the sale is expected in the fourth quarter of 2014, the New York-based private-equity firm said in a news release.

KPS purchased Waupaca Foundry in June 2012, expanding production capacity at its six foundries — three in Waupaca, and one each in Marinette, Tell City, Ind., and Etowah, Tenn. — and adding more than 200 new jobs.

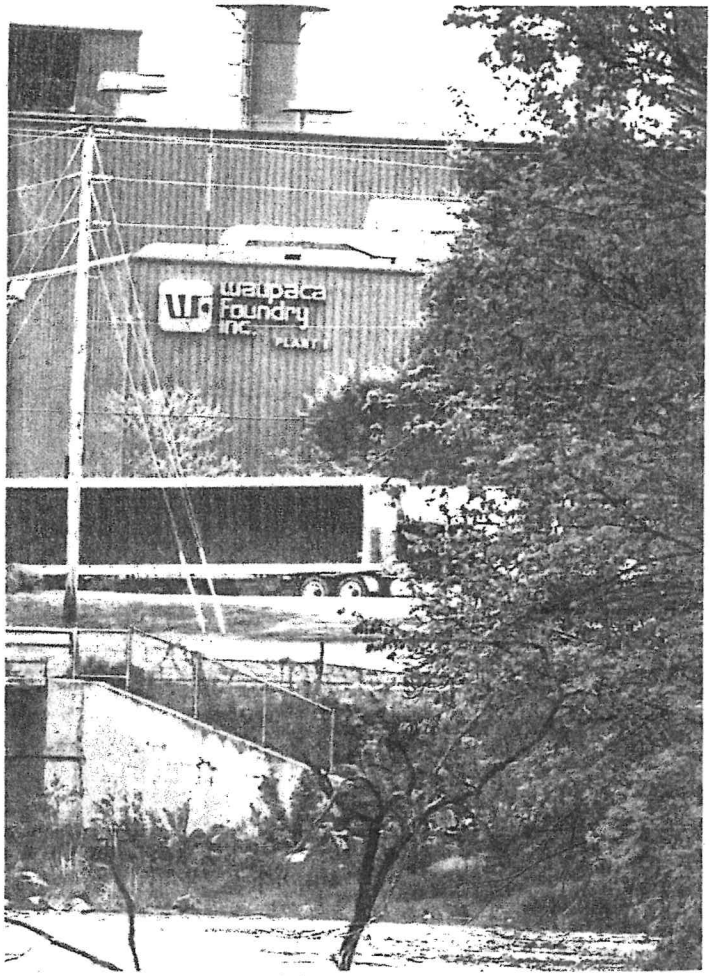
"This investment by Hitachi Metals in Waupaca Foundry's world-class facilities and capabilities is a validation of what we have accomplished over the past two years and signals a strong commitment to manufacturing and the foundry industry in the United States," Gary Gigante, president and CEO of Waupaca Foundry, said in a statement. "Partnering with Hitachi Metals will bring Waupaca Foundry significant global strength that will help us drive continued expansion. We share Hitachi's vision for the future of our business in the United States and its many growth opportunities in global markets."

Waupaca Foundry employs about 3,900 people and serves customers in the automotive, commercial truck, agriculture, construction and other industrial markets. James Newsome, director of marketing, said there are no changes in staffing levels expected as a result of the sale.

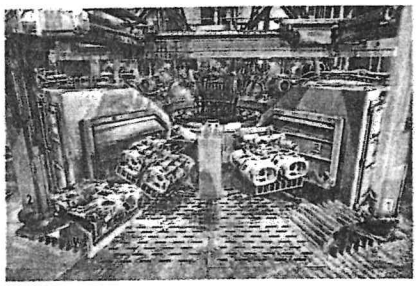
Hitachi Metals was founded in 1910 as the Tobata Foundry and has a strong tradition in iron casting production, metal technology, and machining services. It operates foundries the United States, Japan, Korea and India.

"Our new partnership with Hitachi Metals will present great opportunities for our employees, customers, and suppliers, and we anticipate a seamless transition," Gigante said.

— Sharon Hanuszczak-Froberg: 920-993-1000, ext. 304, or sharonhf@postcrescent.com;



Waupaca Foundry Inc., the world's largest producer of ductile iron and gray iron castings, has been sold to Japanese metals producer Hitachi Metals Ltd.
POST-CRESCENT MEDIA



A commercial vehicle transmission case is cleaned and finished in the Plant 2 millroom at Waupaca Foundry in Waupaca. The company serves customers in the automotive, commercial truck, agriculture, construction and other industrial markets.
SUBMITTED

ABOUT WAUPACA FOUNDRY INC.

Waupaca Foundry Inc., the largest iron foundry company in the world, produces ductile iron and gray iron castings. The company is North America's leading supplier of iron castings to the automotive, commercial vehicle, agriculture, construction and industrial markets. Headquartered in Waupaca, the iron metal caster operates six manufacturing facilities, located in Waupaca (three sites); Marinette; Tell City, Ind.; and Etowah, Tenn. Waupaca Foundry

Warm Reception For Heat Recovery Project

Every year the Waupaca Foundry plants across the U.S. melt more than 2.2 million tons of scrap metal. As you can imagine, this intensive energy process gives off an abundance of heat. Thanks to a heat recovery loop added to the cupola melting system at Plant 1, heat doesn't go to waste.

Since December 2008, Plant 1 located in Waupaca, Wisconsin, has used the heat from its cupola iron-melting process to provide approximately 70 percent of the plant's space heating requirements for a typical winter, as well as heat for 100 percent of the plant's hot water needs.

Historically, foundries dispelled "waste heat" into the atmosphere to lower melt system temperatures prior to air pollution control equipment. Today, Plant 1 uses its waste heat to increase the temperature of a water/glycol solution flowing through an installed network of coils within the facility air makeup units.

The project benefits are economical and environmental, offering annual heating savings and an annual reduction of 4,600 metric tons of carbon dioxide. After two years, the project has paid for itself and earned Waupaca Foundry the 2009 Wisconsin Governor's Award for Excellence in Environmental Performance.

In December of 2008, Waupaca Foundry Plant 1 added a closed-loop heat-recovery system that, within two years, has already paid for itself in energy savings.

- Provides nearly all the building heat for winter months and year-round hot water.
- Helps to offset annual heating costs.
- Annual reduction of 4,600 metric tons of carbon dioxide.
- Received the 2009 Wisconsin Governor's Award for Excellence in Environmental Performance.

waupaca

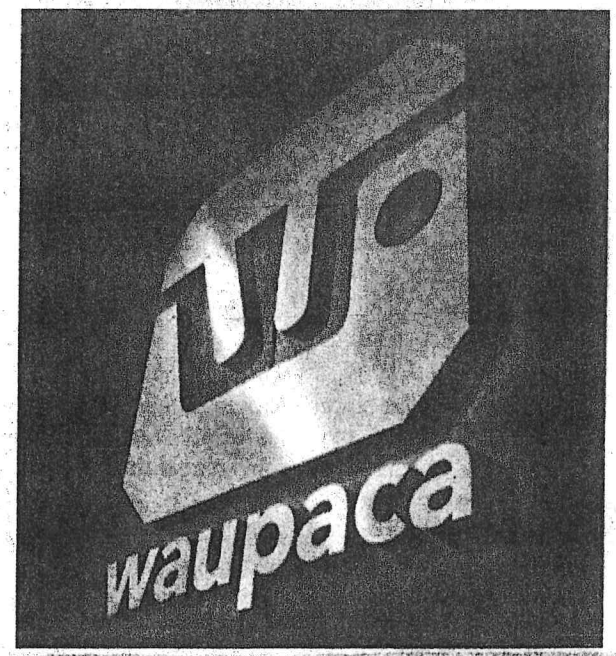
Waupaca Foundry is leading the industry in environmental innovations and sustainable practices.

Connect with our team at **green@waupacafoundry.com**

Waupaca County Post, August 21, 2014

Waupaca Foundry to be sold to Hitachi Metals

KPS enters agreement with Japanese company



WAUPACA – Waupaca Foundry announced Tuesday, Aug. 19, that Hitachi Metals Ltd. has signed an agreement to acquire the company from its current owner, KPS Capital Partners, a New York-based private-equity firm.

According to a press release from KPS, Hitachi Metals is buying the world's largest producer of ductile and gray iron castings for $1.3 billion in cash.

Since purchasing Waupaca Foundry in June 2012, KPS has supported continued operational improvement and capital investment into the company, according to a foundry press release.

As a direct result of KPS' support, production capacity has expanded at all six foundries, business has steadily increased, and more than 200 new jobs have been added since 2012.

"This investment by Hitachi Metals in Waupaca Foundry's world-class facilities and capabilities is a validation of what we have accomplished over

Waupaca Foundry
CONTINUES ON PAGE 2

WAUPACA FOUNDRY
FROM PAGE 1

the past two years and signals a strong commitment to manufacturing and the foundry industry in the United States," said Gary Gigante, president and CEO of Waupaca Foundry.

Gigante said partnering with Hitachi Metals will help the foundry continue its expansion by providing growth opportunities into global markets.

"Two years ago, KPS recognized the significant potential of our business," Gigante said. "Together we transformed Waupaca Foundry into a world-class manufacturing company, grounded in a culture of continuous improvement. KPS has continually emphasized growth in our business and for our people, and I'm very appreciative of their leadership and contributions as we move forward to this next stage."

Waupaca Foundry employs approximately 3,900 people and has plants in three states producing gray and ductile iron castings using state-of-the-art technology. The foundry serves customers in the automotive, commercial truck, agriculture, construction and other industrial markets.

Hitachi Metals was founded in 1910 as the Tobata Foundry and has a tradition in iron casting production, metal technology and machining services. The corporation operates foundries in the United States, Japan, Korea and India, and is headquartered in Japan.

The closing of the sale is expected in the fourth quarter of 2014.

Company Facts

Waupaca Foundry, Inc. is headquartered in Waupaca, Wisconsin and operates six iron casting foundries in Wisconsin, Indiana and Tennessee.

Waupaca Foundry began operations in 1955 when Clifford Schwenn purchased Pearson Foundry Machine Shop in Waupaca, Wisconsin. During this period the foundry employed 13 and poured 2-3 tons daily.

In 2012, KPS Capital Partners purchased ThyssenKrupp Waupaca and renamed the Foundry to its namesake, Waupaca Foundry, Inc.

Markets served include light vehicle, commercial vehicle, agriculture, construction, hydraulics, material handling, and other industrial segments.

Size

Number of employees: 3,800+
Number of facilities: 6
Square footage: More than 2,000,000 sq. ft. / 186,000 m2

Capacity

Melting capacity of over 9,500 tons daily (the Eiffel Tower is 7,300 tons)
33 vertical green sand molding machines
Casting size ranges between 2 lbs to 350 lbs or 1kg to 160 kg

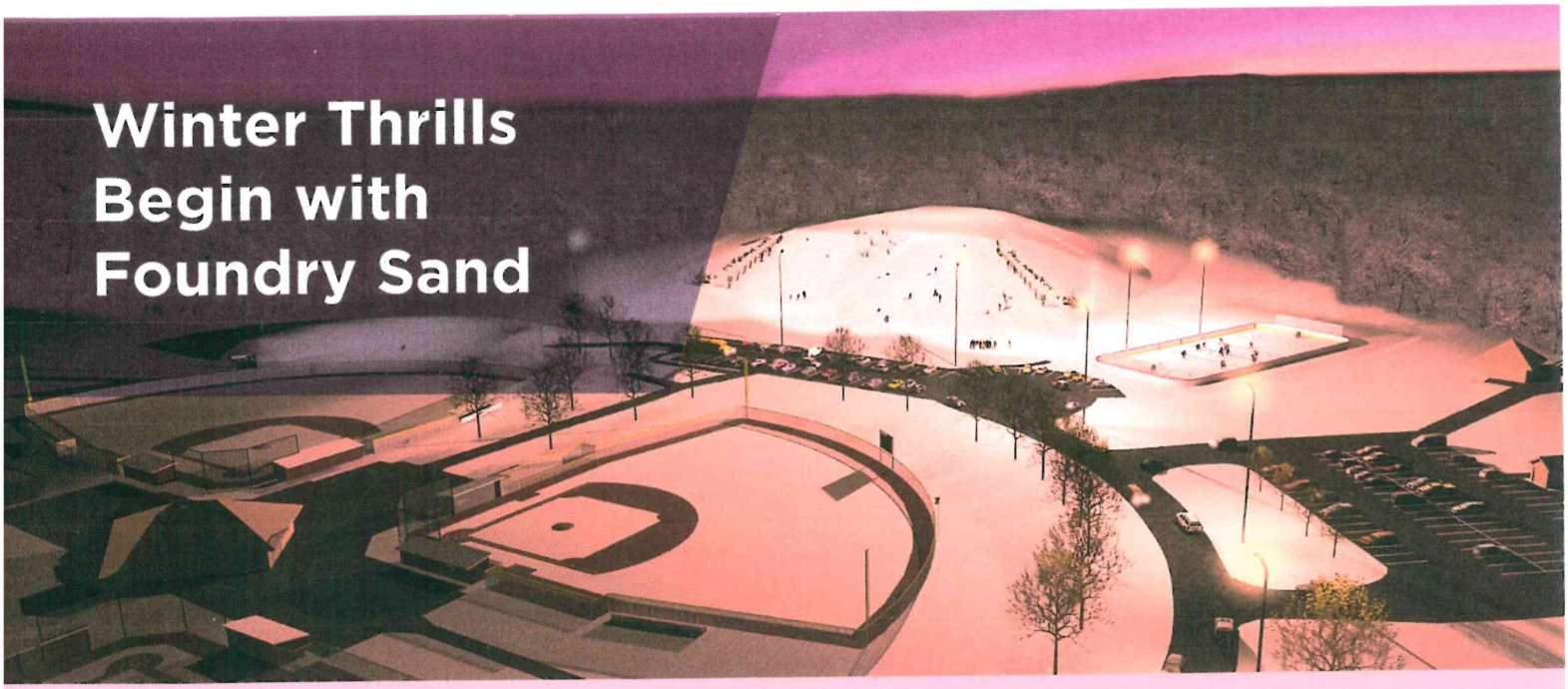
Materials

Uses various grades of gray iron, ductile iron, austempered ductile iron and compacted graphite iron as the raw materials in the manufacturing process

Green Initiatives

Awarded 2009 Governor's Award for Environmental Excellence by The State of Wisconsin for a heat recovery project reducing the amount of natural gas required by 600,000 DKT (the equivalent of gas emissions from 791 passenger cars).
Charter member of the Better Plants program, a new U.S. Department of Energy program. Signed a voluntary pledge that Waupaca Foundry will reduce its industrial energy intensity by 25 percent over the next decade, beginning 2010.
Over 40%, or 403,543 tons, of metal is re-melted/re-used annually.
Annually, 111,000 or 75% of the Foundry's sand by-product is reused for road and general construction, agricultural use, and geotechnical fill.

Winter Thrills Begin with Foundry Sand



At Waupaca Foundry, we believe it's imperative to continue finding smarter ways to use our natural resources—recycling, repurposing, and reusing materials everywhere we can. We create new products out of recycled steel scrap and iron, and we reuse many raw materials in manufacturing our castings. Now, in the City of Waupaca, we're helping adventurous kids and thrill-seekers of all ages enjoy the benefits of our reused foundry sand—in the form of a 42-foot-high sledding hill!

With the generally flat topography of Waupaca, Wisconsin, it's not easy to find a good place for sledding in the winter. But that won't be the case for long. Thanks to the involvement of Waupaca Foundry, several construction partners, and the City of Waupaca, residents will soon have access to the Swan Park Recreation Facility. This project will give families the opportunity to enjoy a new, 42-foot-high sledding hill and ice-skating rink in the winter, added hiking trails, basketball courts, and an amphitheatre in the summer.

The initiative kicked off in February 2012, when Waupaca Foundry's three Waupaca-area foundries agreed to donate approximately 200,000 cubic yards of foundry by-products to facilitate the facility's construction. Our foundry sand and slag will be used as an unconfined geotechnical fill, in lieu of natively mined construction materials. Not only does the fill come at no cost to the city, it also provides a reduction in landfill and mining dependence.

Waupaca community members can expect the basketball courts to be completed first, with the entire project slated to wrap up in May 2014. Parking areas and recreational lighting are also part of the Swan Park plan.

Waupaca Foundry sand is donated and reused to give families in the City of Waupaca, WI, their fill of fun.

- Swan Park Recreational Facility (pictured above) is constructed using more than 200,000 cubic yards of foundry by-products.
- Our foundries reuse 70 percent (more than 400,000 tons) of foundry sand material for construction, agricultural, and geotechnical fill each year.

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Waupaca Foundry is leading the industry in environmental innovations and sustainable practices.

Connect with our team at **green@waupacafoundry.com**

Media Room

Wapaca Foundry Aquired By Hitachi Metals. Alignment Positions Foundry For Global Growth

11/10/2014

Waupaca, Wis., November 10, 2014— Waupaca Foundry, Inc. announced today the completion of its acquisition by Hitachi Metals. Waupaca Foundry, Inc. is the world's largest producer of ductile iron and gray iron castings. Hitachi Metals is a world leader in material development and materials technology and has expanded to become a high-functional material provider serving a wide array of industries since its beginnings in 1910.

Waupaca Foundry will join Hitachi Metals' High-Grade Functional Components Company. The post-merger integration will create a global leader in the automotive, commercial vehicle, off highway and other industrial sectors.. The combined company will be well positioned to capitalize on favorable megatrends in the industry by bringing together complementary product offerings, outstanding development capabilities, and leading technology that serve high-growth areas.

Kazuyuki Konishi, Chairman and CEO of Hitachi Metals, Ltd. said, "Hitachi Metals and Waupaca Foundry, Inc. (WFI) made a new start today. I expect that Hitachi Metals and Waupaca's role will be ever larger in the global environment. Waupaca will be the foundation of the growth of Hitachi Metals group. "

Eiji Nakano, President, High-Grade Functional Components Company of Hitachi Metals, Ltd. said, "With Waupaca becoming a member of Hitachi Metals Group, it is possible to become the world's largest iron casting supplier. It is essential that Waupaca and Hitachi Metals unite, generate synergies and mutually strengthen both parties' business foundation. "

Gary Gigante, President and CEO of Waupaca Foundry, Inc. said, "Combining Hitachi Metals' materials technology and Waupaca Foundry's operational excellence will create synergies that will strategically impact and benefit our customers. I'm looking forward to the integration of the Hitachi Metals and Waupaca teams because together we will become "Global No.1."

Waupaca Foundry is headquartered in Waupaca, Wisconsin and operates four plants in Wisconsin and one plant in each Tennessee and Indiana. Waupaca Foundry employs approximately 3,900 people and will continue to operate under its current name. It will remain headquartered in Waupaca, Wisconsin.

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About Hitachi Metals, Ltd. Hitachi Metals, Ltd., (TSE: 5486), headquartered in Tokyo, Japan, with approximately 27,000 employees worldwide and consolidated revenue totaled over 808 billion yen ($8.1 billion) in fiscal 2013 (ended March 31, 2014), is one of the major members of the Hitachi Group of companies. The company manufactures and markets a diverse portfolio of high-grade casting components, high-grade metal products and materials, Magnetic materials and applications. To learn more, visit www.hitachi-metals.co.jp/e/.

About Waupaca Foundry, Inc. Waupaca Foundry, Inc., the largest iron foundry company in the world, produces ductile iron and gray iron castings using state-of-the-art technology. Waupaca is North America's leading supplier of iron castings to the automotive, commercial vehicle, agriculture, construction, and industrial markets. Headquartered in Waupaca, Wisconsin, the iron metal caster operates six manufacturing facilities, located in Waupaca, Wisconsin (3 individual sites), Marinette, Wisconsin, Tell City, Indiana, and Etowah, Tennessee. Waupaca employs approximately 3,900 people. For more information, visit www.waupacafoundry.com.

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Waupaca Foundry joins Hitachi Metals

A formal business ceremony marked the sale of Waupaca Foundry to Hitachi Metals on Nov. 10. Waupaca Foundry will join Hitachi Metals' High-Grade Functional Components Company. The post-merger integration will create a global leader in the automotive, commercial vehicle, off highway and other industrial sectors. The foundry will continue to operate under the name Waupaca Foundry and will remain headquartered in Waupaca. Shown are Michael Nikolai, vice president of operations; Ashish Dutta, vice president of international business development; Eiji Nakano, president of Hitachi Metals High-Grade Functional Components Company and executive chairman of Waupaca Foundry; Gary Gigante, president, CEO and COO of Waupaca Foundry; Kris Pfaehler, vice president sales and marketing; John Wiesbrock, vice president of supply chain management; Michael Pawielski, CFO and vice president of finance of Waupaca Foundry; and Joey Leonard, vice president of human resources of Waupaca Foundry. Image Studios

Waupaca County Post, November 20, 2014

Waupaca NEWS

Waupaca Foundry joins Hitachi Metals

A formal business ceremony marked the sale of Waupaca Foundry to Hitachi Metals on Nov. 10. Waupaca Foundry will join Hitachi Metals' High-Grade Functional Components Company. The post-merger integration will create a global leader in the automotive, commercial vehicle, off highway and other industrial sectors. The foundry will continue to operate under the name Waupaca Foundry and will remain headquartered in Waupaca. Shown are Michael Nikolai, vice president of operations; Ashish Dutta, vice president of international business development; Eiji Nakano, president of Hitachi Metals High-Grade Functional Components Company and executive chairman of Waupaca Foundry; Gary Gigante, president, CEO and COO of Waupaca Foundry; Kris Pfaehler, vice president sales and marketing; John Wiesbrock, vice president of supply chain management; Michael Pawielski, CFO and vice president of finance of Waupaca Foundry; and Joey Leonard, vice president of human resources of Waupaca Foundry. Image Studios

Press Releases

Waupaca Foundry Names CFO, Vice President of Finance. Rob Johnson Succeeds Michael Pawielski.

December 31, 2014

Waupaca, Wis., December 31, 2014—Waupaca Foundry, the largest producer of gray iron, ductile iron and compacted graphite iron castings in the world, named Roland (Rob) Johnson, chief financial officer and vice president of finance for the company. Johnson succeeds Michael Pawielski who retired on December 31, 2014.

"Rob has a deep background in Waupaca's controlling, accounting, and finance functions. His wealth of experience and deep understanding of our business make him a great fit to lead our finance team," said president and CEO, Gary Gigante.

A Waupaca native, Johnson has been employed at Waupaca Foundry since 2002 most recently serving as the director of accounting for the Foundry. He also held positons as a plant controller and a financial analyst. Prior to joining Waupaca Foundry, Johnson was employed with Grant Thornton and is a veteran of the United States Air Force. He is a 1999 graduate of the University of Oklahoma State where he earned a B.B.A. in Accounting. In his new position, he will oversee all financial operations of Waupaca Foundry.

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Waupaca County Post January 22, 2015

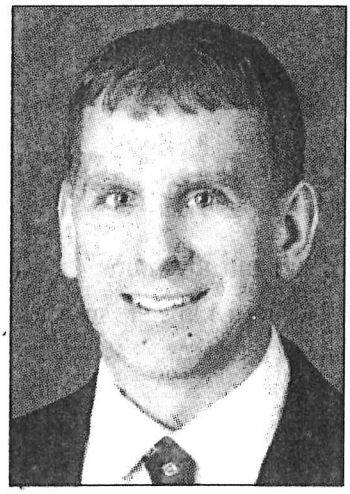
Waupaca Foundry names CFO

WAUPACA – Waupaca Foundry named Roland (Rob) Johnson as its new chief financial officer and vice president of finance for the company.

Johnson succeeds Michael Pawielski who retired on Dec. 31, 2014.

"Rob has a deep background in Waupaca's controlling, accounting and finance functions. His wealth of experience and deep understanding of our business make him a great fit to lead our finance team," said President and CEO Gary Gigante.

A Waupaca native, Johnson has been employed at Waupaca Foundry since 2002, most recently serving as the director of accounting for the foundry. He also held positions as a plant controller and a financial analyst.



Johnson

Prior to joining Waupaca Foundry, Johnson was employed with Grant Thornton and is a veteran of the United States Air Force.

He is a 1999 graduate of the University of Oklahoma State where he earned a bachelor's degree in accounting.

In his new position, he will oversee all financial operations of Waupaca Foundry

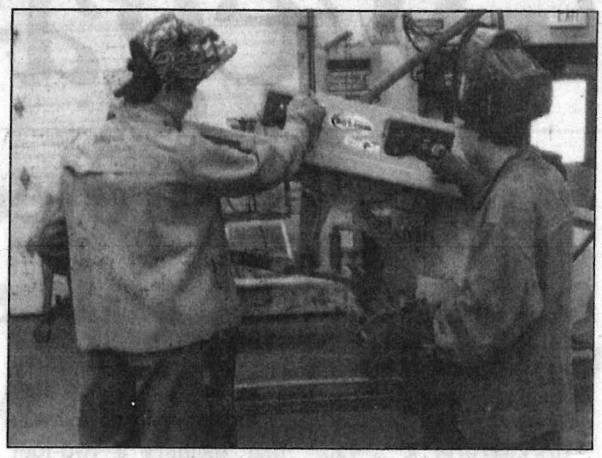
Waupaca Foundry is the largest producer of gray iron, ductile iron and compacted graphite iron castings in the world.

Headquartered in Waupaca, the iron metal caster operates six manufacturing facilities, located in Waupaca, Marinette, Tell City, Indiana and Etowah, Tennessee. Waupaca employs approximately 3,800 people.

Waupaca County Post, March 26, 2015

Foundry donates saw to tech class

New equipment provides greater accuracy



Mitchell Rotta (left) and Patrick Caroll use the Baileigh saw to construct projects in the metal fabrication and machine tools technology class at Waupaca High School. Submitted Photo

WAUPACA – Waupaca Foundry donated a Baileigh cut-off saw to Waupaca High School.

The machine will be used in welding and metal fabrication classes, according to Terry Stults, the technology education instructor. Stultz said students will use the saw to complete assigned coursework. They will gain experience in the use of industrial-grade machines, achieve greater accuracy in their work and have a high product output.

When working on their assignments, tech ed students use blueprints to cut the required parts for the production process they are working on. They learn to perform the correct set up and safety procedures, just as they would in an industrial setting.

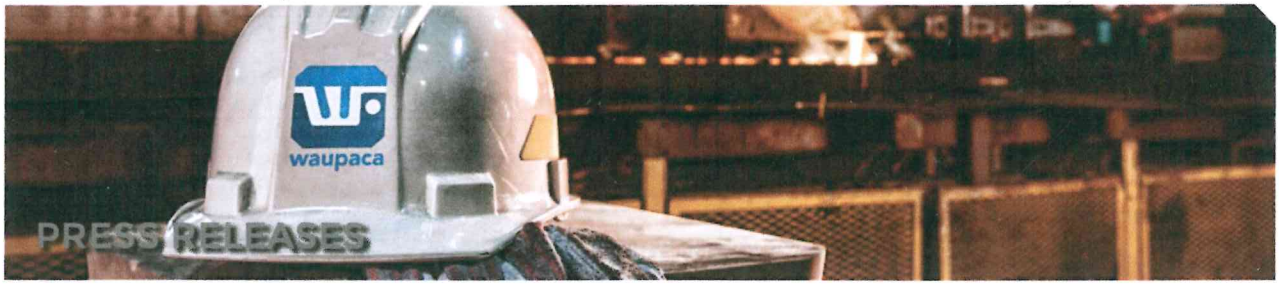
Using a forge donated previously by the foundry, four students built 6-foot long by 1-inch square steel pry bars that they needed to move the new cut-off saw into its correct position.

Prior to this donation, students used a saw with far less accuracy than the Baileigh saw. This caused a bottleneck in the production cycle.

The old saw can still be used, but only for rough dimension cuts.

Stultz said the new saw will enhance the students' educational learning curve, precision and productivity.

During the last year and a half, students have welded and produced racks for welding cylinders, a TIG welding table, band saw stands, machine stands, two cross country ski trail groomers for the school district, animal feeding stands for the ag-science department, battery stands for the custodians and a new barbecue grill that students can use following a job well done.



Press Releases

Waupaca Foundry Earns "Green" Designation

April 9, 2015

Foundry Wins National Engineering Awards; Admitted to Wisconsin Green Tier Program.

Waupaca Foundry Inc., a Hitachi Metals company, is admitted to the state's prestigious Green Tier program. The program recognizes businesses that voluntarily meet environmental regulatory standards and proven environmental sustainability. Green Tier cites more than 80 Wisconsin companies that are working with the program as environmental leaders in the state. The program is administered by the Department of Natural Resources (DNR).

The foundry also earned the American Council of Engineering Companies (ACEC) **Engineering Excellence Award** in the State of Wisconsin as well as a **National ACEC Engineering Excellence Recognition Award** for its project which promotes the re-use of foundry by-products to enhance the sustainability of WFI's landfill.

Foundries have long been recognized among the original recyclers because unwanted scrap iron is re-used in the process for producing iron castings. In recent years, Waupaca Foundry has been implementing a plan to achieve sustainable growth by the year 2020. Those goals include:

- Reducing energy use by 25%,
- Promote state-of-the-art pollution control technologies,
- Reduce spent foundry sand by 30% to reuse/recycle sand used in the metalcasting process,
- Reduce water use by 80%.

According to Waupaca Foundry President and CEO Gary Gigante, sustainability is central to ductile iron and gray iron casting operations. "Being environmentally responsible is not only the right thing to do, it's the best thing to do for our employees and our customers," Gigante said. "Pollution control and recycling ensures a healthy environment for our team members and creating a sustainable manufacturing process controls cost for our customers," he said.

The company employs a corporate environmental manager and environmental staff at each of its six foundries. These teams are charged with measuring and monitoring the foundry's impact on the environment in order to meet regulatory requirements.

"We have exceeded minimum regulatory requirements for years," said Bryant Esch, environmental coordinator. "Our environmental controls are considered the best available in the industry and in many cases we have installed elective pollution control technologies years before they were required," he said.

For each year it was enrolled, Waupaca Foundry has received a commendation from the U.S. Department of Energy's Better Buildings, Better Plants Program; the most recent in 2013. In this program, companies voluntarily make energy efficiency a business goal, establish energy management plans and commit to reduce the energy intensity of manufacturing operations by 25% over 10 years.

Specific sustainability initiatives include:

- Approximately 70 percent of foundry sand byproducts that can no longer be used in metalcasting is cleaned and reused in local projects including road and general construction, agriculture and geotechnical fill. The firm has been recycling foundry sand and related materials for more than two decades.
- Closed-loop cooling water systems have reduced plant water cooling demands by 80 percent or more. In some cases, non-contact cooling water discharges are reduced to near zero with daily water use drastically reduced.
- The company began retrofitting plants with sophisticated air pollution controls beginning in 1999. Both air emission controls and leak detection technology have surpassed regulatory requirements and created new industry benchmarks in pollution control.

In order to earn a Green Tier designation, companies must be ISO 14001 certified, must pro-actively maintain environmental standards, must agree to submit an annual environmental report, and be audited by the DNR. Waupaca Foundry officially received the designation on March 2, 2015.

The engineering awards were earned based on a program designed to reuse spent foundry sand byproducts of the metalcasting process. Waupaca Foundry recycles 800,000 tons of sand used annually, but eventually it can no longer be re-used. Rather than sending these byproducts to a landfill, Waupaca Foundry has repurposed the materials to create a clean, non-toxic product that can be used in a variety of applications and industries.

During a three-year study conducted by the Wisconsin Department of Natural Resources (DNR) and Waupaca Foundry, this material was tested as a replacement for clay soils used to construct low permeability barriers in landfills. As a result, select foundry sand byproducts were approved as a suitable alternative barrier layer in landfill liner construction on May 5, 2014. Waupaca Foundry will reduce landfill construction costs, extend the life of their landfill, reduce the landfill's environmental impact and improve the sustainability of its operations.

More than 70% of the sand byproducts generated from Waupaca Foundry processes are now being incorporated into a multitude of beneficial reuse projects in lieu of landfill disposal. Examples of such uses include geotechnical fill, road construction, mine reclamations, agricultural projects, cement manufacturing, concrete products, commercial blasting media and asphalt.

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April 16, 2015 Waupaca County Post

Waupaca Foundry earns 'green' designations

WAUPACA – Waupaca Foundry was recently accepted into Wisconsin's Green Tier program.

Administered by the Department of Natural Resources, the Green Tier program recognizes businesses that meet environmental regulatory standards and work toward sustainability.

The foundry also earned the American Council of Engineering Companies (ACEC) Engineering Excellence Award at both the state and national levels.

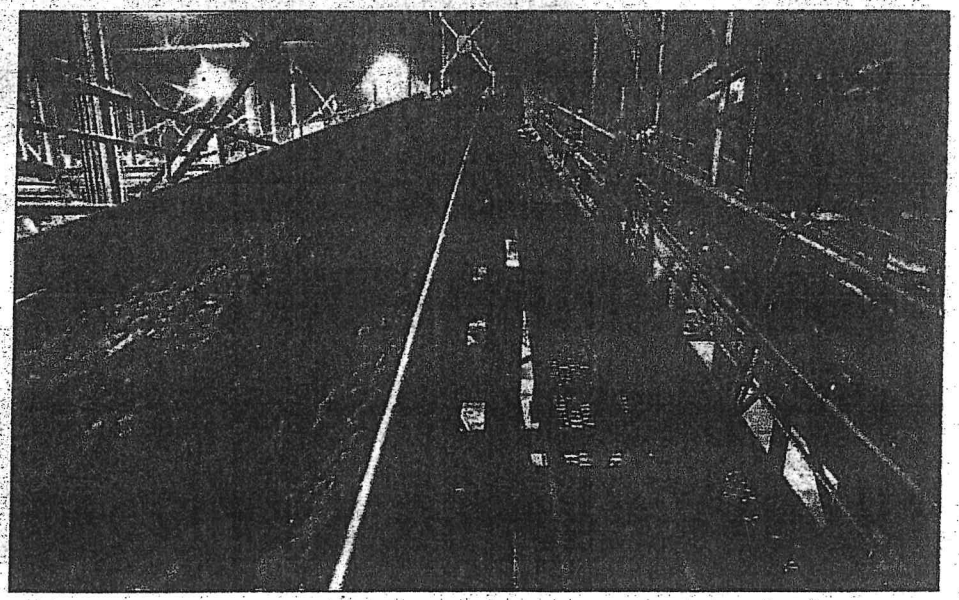
The foundry's program to re-use the sand it would normally send to its landfill are among the reasons cited for the ACEC awards.

Foundries have long been recognized among the original recyclers because unwanted scrap iron is re-used in the process for producing iron castings.

In recent years, Waupaca Foundry has been implementing a plan to achieve sustainable growth by the year 2020.

Those goals include reducing energy use by 25 percent, installing state-of-the-art pollution control technologies, reducing spent foundry sand by 30 percent and reducing water use by 80 percent.

According to Waupaca Foundry President and CEO Gary Gigante, sustainability is central to ductile iron and gray iron casting operations.



Waupaca Foundry recycles over 400,000 tons of sand per year.
Submitted Photo

"Being environmentally responsible is not only the right thing to do, it's the best thing to do for our employees and our customers," Gigante said. "Pollution control and recycling ensures a healthy environment for our team members and creating a sustainable manufacturing process controls cost for our customers."

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Closed-loop cooling water systems have reduced plant water cooling demands by 80 percent or more when all are on-line. In some cases, non-contact cooling water discharges are reduced to near zero and daily water use is drastically reduced.

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Examples of such uses include geotechnical fill, road construction, mine reclamations, agricultural projects, cement manufacturing, concrete products, commercial blasting media and asphalt.

Owned by Hitachi Metals, Waupaca Foundry is the largest iron casting foundry in the world.

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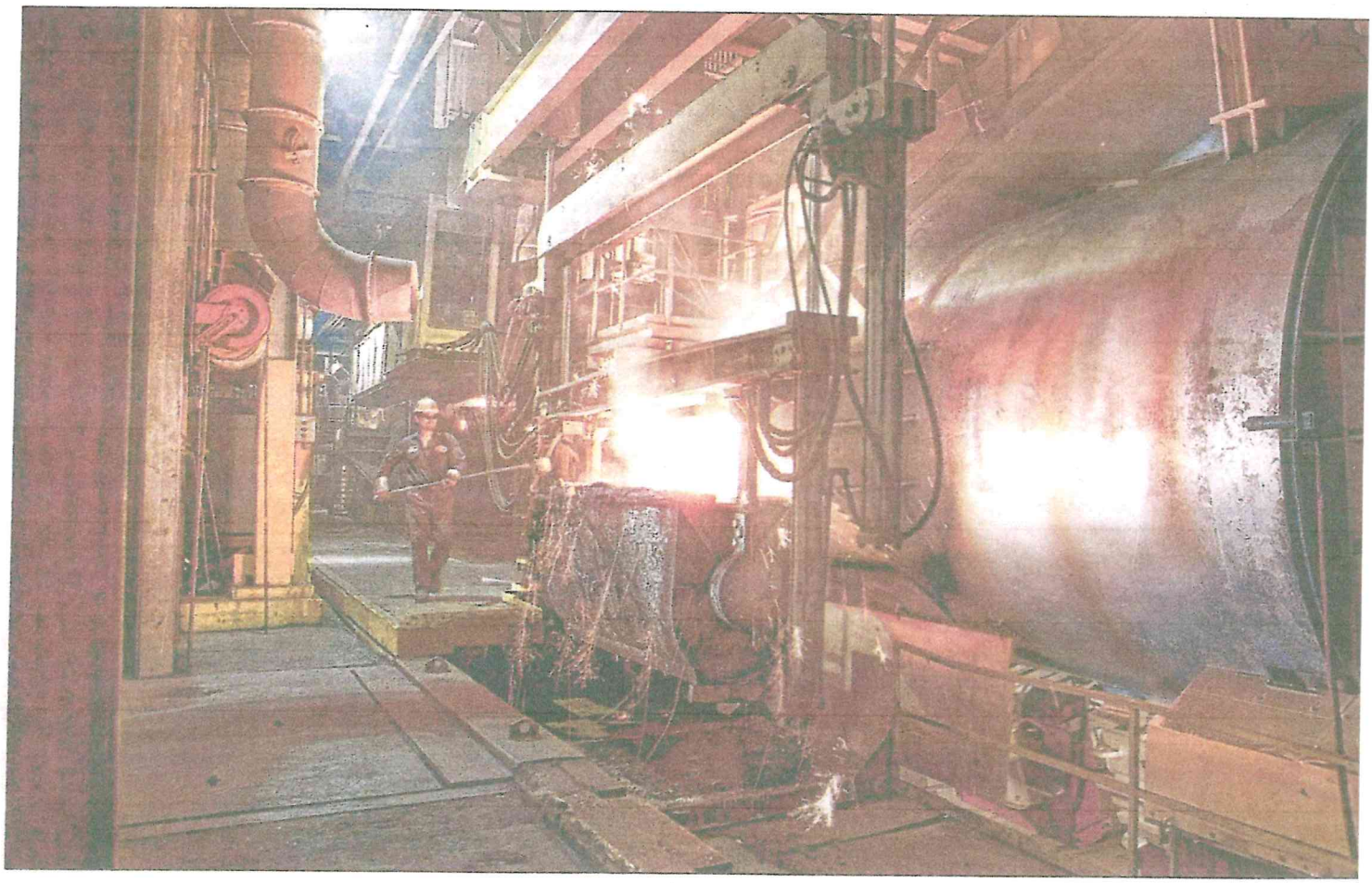


A Waupaca Foundry worker watches as a hot metal carrier is filled with molten iron. The foundry wants to become the first that can claim it's no longer sending waste to a landfill.

Foundry forging new path on cutting waste

By THOMAS CONTENT
tcontent@journalsentinel.com

The adage "Waste not, want not" is part of everyday business for more and more Wisconsin companies.

At Waupaca Foundry, the company has focused for years on cutting energy use, reusing byproducts of the foundry process and sending less to the landfill.

The iron foundry with operations in three states is accelerating its sustainability initiatives and has joined a growing number of companies that have been accepted into the Green Tier program administered by the state Department of Natural Resources.

Waupaca company among growing number in DNR's Green Tier program

Green Tier companies are recognized for environmental performance and a commitment to go beyond just compliance with environmental standards, said Laurel Sukup, DNR chief of sustainability and business support.

"What we're really looking for is continuous improvement over time," she said.

To qualify, companies must demonstrate that they are using environmental management systems to track emissions, waste and how they're progressing to hit waste- and energy-saving targets.

Companies accepted into the program are given a single point of contact at the DNR and can connect with each other to share ways to become more energy efficient and cut waste.

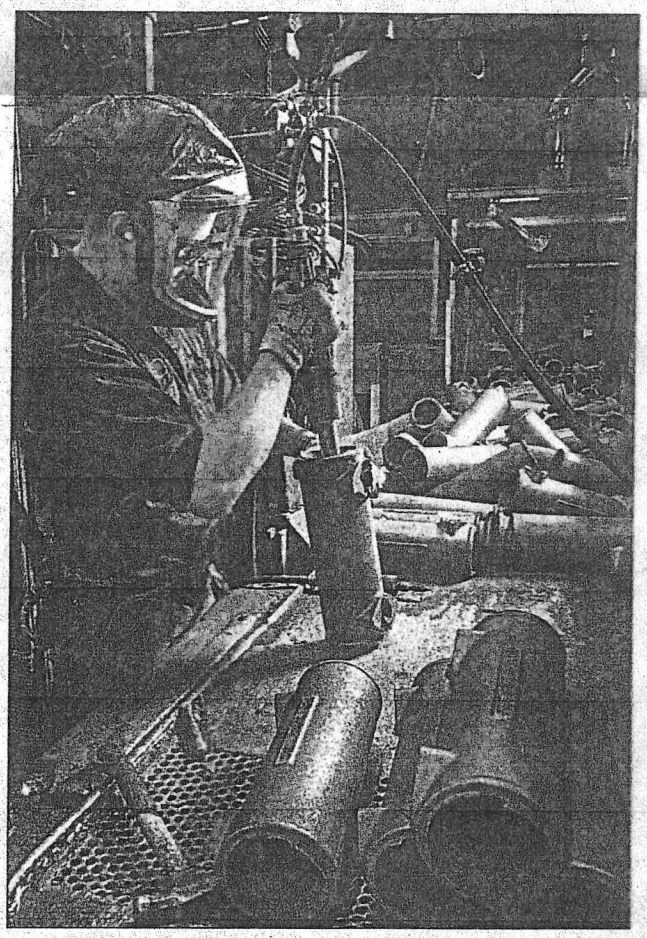
Program is growing

Another company that DNR accepted into Green Tier this year is Muskego manufacturer InPro Corp., which has been focused on sustainability for years and in recent years hired its own full-time sustainability manager.

InPro is a prime example of "the role leadership plays in advancing some of these ideas," Sukup said.

The Green Tier program started in 2005 with four com-

Please see **FOUNDRY, 3D**



SARA TIMM

A finishing room operator at Waupaca Foundry cleans and removes excess metal from a casting that will be assembled on a diesel engine.

From page 1

FOUNDRY

Company steps up green effort

panies and has grown to include 107.

"Everybody can always be looking in the mirror and trying to think about how can they do better — what's next for them," said Sukup. "We all know this is a journey and we just need to keep looking toward the future. The Green Tier program is a way for the department to support businesses who want to do more than what is asked of them — and help them stay on that trajectory."

Waupaca Foundry wants to become the first foundry that can claim it's no longer sending its waste to the landfill, said Gary Gigante, chief executive.

"We've achieved 80% and 90%, why can't we be at 100?" he said.

At a meeting with General Motors Co., the automaker's executives said they were pleased that so many of their suppliers achieved "zero landfill" status.

"The only companies that we don't have yet at 'zero landfill' are our foundries," Gigante heard the GM presenter say. "And so when I left that meeting, I came back and said 'Why can't we get to zero?' "

Eliminating waste

Reusing waste materials is one way the company is drawing closer to that goal.

The blackish foundry sand and slag byproducts left over from the foundry process aren't harmful, and Waupaca has found uses for them in road projects or for farms expanding their barns.

The company's gotten more creative about finding new uses of its waste: In November, the material was used to help create a 42-foot high sledding hill at Swan Park in Waupaca.

In its latest project, which recently received an engineering award, Waupaca and the engineering firm TRC worked to see if it could be used to cover its on-site landfill.

After years of side-by-side, on-site tests comparing the foundry waste with clay — the typical substance used to line landfills because it holds water so well — the Waupaca byproduct performed well, said Bryant Esch, Waupaca chief sustainability officer.

"It ended up that the foundry material performed as well or better than native clay," said Esch. "It worked fantastic."

The DNR reviewed the tests and is permitting Waupaca to use the waste material for both landfill covers and liners.

Through the re-use of the sand and slag byproduct, 80,000 cubic yards of waste material for the liner barrier layer and 112,000 cubic yards for the final cover barrier layer won't be heading to the landfill.

The new landfill barrier using the system will be built next year.

Waupaca has been operating since November as a subsidiary of Hitachi, which bought the business last fall for $1.3 billion.

Waupaca hasn't been slowed by the transition to ownership by Hitachi, said Gigante.

With 3,900 employees in three states, Waupaca manufacturers gray, ductile and compacted graphite iron castings sold to vehicle, agriculture, construction and other markets.

"The marketplace is good," Gigante said. The auto industry makes up about 60% of Waupaca's business, and production of cars and trucks continues to expand, creating more demand.

Waupaca supplies all of the global automakers with plants in North America, and last year found its products were used on 19 out of 20 car and truck production platforms in assembly plants.

The rest of the business isn't doing as well, but the strong car industry has offset challenges in the farm-equipment sector, which accounts for 10% to 12% of its business.

"That's quite weak because of the commodity prices," Gigante said.

What hasn't changed under Hitachi is Waupaca's focus on eliminating waste.

The company hired its first full-time energy manager last year, Gigante said, and is part of a group of Wisconsin companies working with a national program to reduce the energy intensity of their factories by 25% by 2020.

Of about 30 companies across the country that signed on to cut their energy intensity by 25%, nine were from Wisconsin — and three were foundries.

"It tells you that foundries are thinking about how important it is" to cut energy waste, Gigante said.

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WaupacaNow -Oct 1, 2015

WAUPACA FOUNDRY MOVING FORWARD

Expansion projects at both facilities

By Robert Cloud

Waupaca Foundry is investing $27 million to expand its three plants in Waupaca.

When all phases of the project are completed, the foundry will have added a total of 64,500 square feet to its local facilities.

Plant 1

At Plant 1, the first phase of the project was built in July. The foundry added 11,500 square feet of storage space for the sand cores used in the iron casting process.

The new storage facility has energy-efficient LED lighting. It also will also warm the building by recovering heat from the compressors that circulate air throughout the building.

"What we expect to do is not run the burners," said Dale Hardel, the head engineer at Plant 1. "The compressors will be heating this space."

The second phase of the Plant 1 expansion project includes building a new 25,000-square-foot core production facility.

Construction crews are currently breaking ground for the addition, which is scheduled for completion in March 2016.

"We have the blessing and the culrse of being on granite," according to Brian Tesch, Plant 1 manager. Any time we want to go subsurface, we have to use dynamite. But once it's done, we have a very stable foundation with no vibration."

Currently, Plant 1 has six warm-box cells, each with its own oven. After the project is completed, all six cells will have new warm-box machines with a common oven, which will be more energy efficient.

Two of the foundry's warm-box core-making cells are robotic. Plans are to add a third robotic cell to automate repetitive tasks.

Tesch said the project's goal is to make the buildings and the production process more efficient.

"The new production cell is designed to make the process ergonomically safer and more efficient," Tesch said.

Hardel said the engineers worked with focus groups that included core-room operators, maintenance staff, electrical technicians and suppliers to redesign the work cells.

"We mocked up a work cell," Hardel said. "We did time studies, made sure through-put would mimic what a machine would do, made adjustments to better suit the workers."

Hardel said the mock-ups and focus groups allowed the engineers to consider every aspect of production, from the lighting and ventilation to the placement of tools and the height of the equipment.

"When we mocked it up and had employees do those tasks, we found better ways of doing it," Hardel said.

The six new warm-box machines will also be on a closed-loop cooling water system that will save an estimated 50,000 gallons of water per day or approximately 15 million gallons annually.

"With the closed-loop system, we will be recycling water," Hardel said. "The foundry will be using no city water on that process during normal operating conditions."

The closed-loop cooling system for the first two warm box machines is slated for completion in March 2016 with the remaining four to follow.

Joey Leonard, vice president of human resources, said Plant 1 is one of the oldest foundry facilities in the country.

"Plant 1 is a classic example of a company that hasn't forgotten its roots," Leonard said. "It's over half a century old, but you wouldn't know it because the company has continued investing in it. The investments have been a win-win for the company, the employees and the community."

Plant 2/3

The first phase of the foundry's 28,000-square-foot expansion plans at Plant 2/3 was completed in April 2015.

A core production facility was built with three new double-wide warm-box core-making cells.

The project included new robotic work cells, an automated sand conditioning system, a state-of-the-art material distribution and additive system and a new core-drying oven and conveyor system.

The second phase is slated for completion in March 2016. It will include one new and two relocated double-wide warm-box core-making cells. Two robotic cells will be relocated and one new robotic cell will be added to the production lines.

Todd Pagel, the Plant 2/3 manager, also stressed that the project will make the production process more efficient and the work space more operator friendly.

"Our capacity is exactly the same," Pagel said, regarding the project. "The project was about workplace organization, workplace flow, reducing waste and improving quality."

As with Plant 1, the design process began with focus groups and mocked-up work cells. Operators performed routine tasks in the mock cells and their work was videotaped.

"We looked for ergonomic impact, scored it and made changes to lower the score," Pagel said.

He also noted that the new equipment is more energy efficient.

"The new ovens use less BTUs and the fans are lower horsepower, so they use less energy," Pagel said.

Plant 2/3 now has a separate room for storing, mixing and distributing the sand and chemicals used to make the cores for the casting process.

Pagel said the old core-materials storage room had been exposed to forklift traffic and potential spills.

Waupaca Foundry moving forward

"Environmental engineers said to build a protected room," according to Paul Thiel, the engineering manager at Plant 2/3. "If this room catches fire, everything closes down and the rest of the facility would be saved."

"Handling is waste, so getting rid of handling is getting rid of waste," Pagel added.

Another safety feature of the storage room is that it is designed to contain spills. There are grates in the floor that lead to high-capacity tanks below the room.

When asked how he measures workflow efficiency, Pagel explained how the foundry's iron castings must meet high tolerances.

"We have all sorts of dimensional requirements that we have to meet on our castings," Pagel said. "Core flatness is an issue."
Pagel noted how the size of different grain of sand can vary, how sand grains are subject to changes in the temperature, and slight variations in the mixture of sand and chemicals can affect the the stability of the core.

Castings are made by pouring molten iron that is at least 2,600 degrees Fahrenheit into molds with sand-based cores.

To meet the tight tolerances allowed in a part, such as a brake drum or a crankshaft, the core can have no more than a 0.5 millimeter (20/1,000th of an inch) variation in the plane across a casting.

"That's equal to the thickness of three sheets of paper," Pagel said.

By making the flow of materials and the operator's work more efficient, the foundry is able to improve the quality of its products.

"Our customers are always trying to improve what they do, so we have to always improve what we do," Pagel said.

WAUPACA FOUNDRY, HITACHI METALS AUTOMOTIVE COMPONENTS COMPLETE MERGER

April 1, 2016

Waupaca Foundry, Inc. announces that the merger with Hitachi Metals Automotive Components USA, LLC is finalized as of April 1, 2016. Under the terms of the merger, Waupaca Foundry will assume the assets and liabilities of Hitachi Metals Automotive Components. The merger solidifies Waupaca Foundry's vision to increase revenue and profitability while maintaining diversity across markets and sectors.

Waupaca Foundry produces gray iron, ductile iron, and austempered ductile iron castings. The company is North America's leading supplier of casting components to the automotive, commercial vehicle, agriculture, construction, and industrial markets. The iron castings supplier employs more than 3,900 people at six manufacturing facilities, including three in Waupaca, Wisconsin and one each in Marinette, Wisconsin, Tell City, Indiana, and Etowah, Tennessee.

Hitachi Metals Automotive Components produces cast, machined and assembled ductile iron suspension and exhaust components for global automotive OEMs and employs 485 people across all locations. As a condition of the merger, the Hitachi Metals Automotive Components companies will do business as Waupaca Foundry. Its machine and assembly plants and foundry will operate as: Waupaca Foundry Effingham (Illinois); Waupaca Foundry Wellsboro (Pennsylvania); and Waupaca Foundry Lawrenceville (Pennsylvania).

The Lawrenceville ductile iron foundry and Effingham machining and assembly operations will continue to produce and market Hitachi Metals' brand portfolio of high grade metals including HNM™ series

high-strength ductile and HERCUNITE™ series of heat-resistant cast components. Combined with computer aided engineering and design expertise (CAE and CAD), Waupaca Foundry provides full-service solutions to our Tier 1 and OEM customers who continually need lighter weight and higher performance solutions to reduce CO2 emissions and increase fuel efficiency.

According to corporate leaders, these strategic changes will position Waupaca Foundry for continued growth and leadership in the metalcasting industry. Mike Nikolai, President and COO says, "Aligning our operations will provide customers the most cost-effective production while guaranteeing continued high-quality cast, machined and assembled components. This merger leverages the best of both organizations to deliver continued excellence for customers."

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WAUPACA FOUNDRY ANNOUNCES KEY STRATEGIC INITIATIVES FOR GLOBAL GROWTH FOLLOWING MERGER

April 4, 2016

We have completed the merger with Hitachi Metals Automotive Components USA, LLC as of April 1, 2016. Under the terms of the merger, Waupaca Foundry will assume the assets and liabilities of Hitachi Metals Automotive Components. The merger solidifies our vision to increase revenue and profitability while maintaining diversity across markets and sectors.

Mike Nikolai, President and COO said, "Aligning our operations will provide customers the most cost-effective production while guaranteeing continued high-quality cast, machined and assembled components. This merger leverages the best of both organizations to deliver continued excellence for customers."

Concurrent with the merger finalization, we are also sharing our three-year business plan, which contains initiatives designed to accelerate global growth. The strategic initiatives are:

Produce 100% ductile iron castings at Waupaca Foundry, Etowah.

The Etowah, Tennessee foundry will exclusively produce ductile iron castings. Customer demand for ductile iron is growing–parts we can produce efficiently at Lawrenceville, PA, Marinette, WI, Tell City, IN and Etowah, TN.

Provide a machining solution or other value added services for strategic products.

Waupaca Foundry is developing partnerships to locate machining and assembly operations directly near our foundries to meet the needs of customers requesting Tier 1 responsibilities from us.

Install a horizontal molding line.

Waupaca Foundry has built a reputation on creating high quality, vertically-parted iron castings, but opportunities exist to grow with existing and new customers who want to simplify their supply chain. Plans are underway to locate a horizontal molding line at our Tell City foundry.

Locate a foundry in Mexico.

We are in the planning stages and intend to establish a footprint in Mexico to meet increasing demand. All options are open from new construction to acquisition of an existing foundry.

Together we are poised to supply the highest quality iron castings in the world and these changes present exciting opportunities for our customers, suppliers, and employees. If you have additional questions, please contact me or your Director of Sales, Jamie Bolton, Dean Hepp or Mike Behring.

Kris Pfeahler

Waupaca Foundry completes merger

WAUPACA – The merger of Waupaca Foundry Inc. with Hitachi Metals Automotive Components USA was finalized Friday, April 1.

Under the terms of the merger, Waupaca Foundry will assume the assets and liabilities of Hitachi Metals Automotive Components.

The merger is part of a larger reorganization within Hitachi Metals Foundry America designed to position the integrated organization for growth and meet customer demand.

"Waupaca Foundry has not typicaly sold directly to auto manufacturers or OEMs, while Hitachi has some more experience selling directly to manufacturers," according to Joey Leonard, vice president of human resources.

Leonard said the merger will open opportunities to sell directly to OEMs with which Waupaca Foundry has not had a direct connection.

"For example, our newest facility Waupaca Foundry Lawrenceville, Pennsylvania, has Honda as one of their largest customers. We have not sold directly to Honda in the past," Leonard said.

The merger brings together two companies that have production capabilities that complement each other.

Waupaca Foundry focuses on metal castings, while HMAC machines and finishes cast metal products.

"This reorganization further unites Hitachi Metals' product design engineering expertise and materials development with Waupaca Foundry's manufacturing excellence," said HMFA President and CEO Eddie Nakano. "The merger will unite an experienced leadership team that is focused on delivering the most innovative products and technology to a growing base of global customers."

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Combined with computer aided engineering and design expertise (CAE and CAD), Waupaca Foundry provides full-service solutions to Tier 1 and OEM customers who continually need lighter weight and higher performance solutions to reduce CO2 emissions and increase fuel efficiency.

According to corporate leaders, these strategic changes will position Waupaca Foundry for continued growth and leadership in the metalcasting industry.

"Aligning our operations will provide customers the most cost-effective production while guaranteeing continued high-quality cast, machined and assembled components. This merger leverages the best of both organizations to deliver continued excellence for customers," said Mike Nikolai, HMAC president and COO.

The upgrade is part of Waupaca Foundry's corporate goal to reduce energy costs and achieve sustainable growth by the year 2020. Those goals include:

- Reducing energy use by 25%,
- Promote state-of-the-art pollution control technologies,
- Reduce spent foundry sand by 30% to reuse/recycle sand used in the metalcasting process,
- Reduce water use by 80%.

According to Waupaca Foundry CEO Gary Gigante, sustainability is central to ductile iron and gray iron casting operations. "Being environmentally responsible is not only the right thing to do, it's the best thing to do for our employees and our customers," Gigante said. "Pollution control and recycling ensures a healthy environment for our team members and creating a sustainable manufacturing process controls cost for our customers," he said.

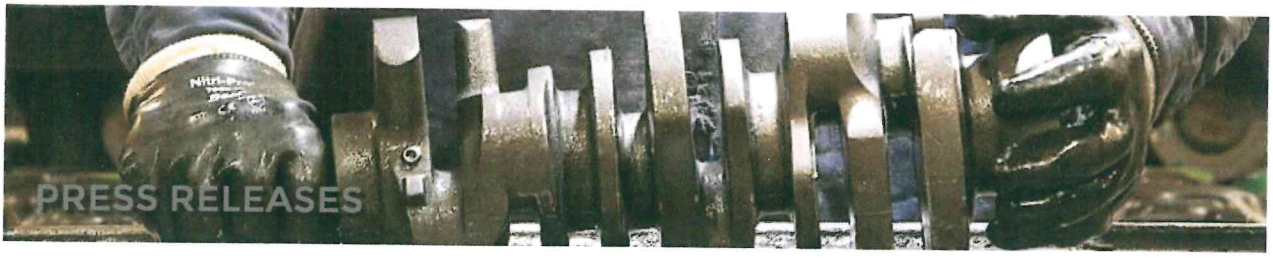
Tennessee Valley Authority offers custom incentives through the EnergyRight® Solutions for Business program designed to help businesses overcome financial or internal barriers to installing energy-efficient equipment upgrades. "We are excited to partner with Waupaca Foundry to help them lower their energy costs, reduce their carbon footprint and better compete in the global marketplace," said Cindy Herron, Vice President of EnergyRight and Renewable Solutions. "EnergyRight Solutions is an important TVA and Etowah Utilities program that allows businesses to save money and become better environmental stewards, while continuing to thrive and keep jobs in the Valley.

"Etowah Utilities is very happy that Waupaca Foundry has been able to take advantage of the incentives offered through the EnergyRight® Solutions for Business program. The iron casting plant is an important member of the Etowah community and we are glad to be able to improve their operations through this project," said Ronnie Camp, electric superintendent.

Waupaca Foundry has a similar lighting upgrade in progress at its Marinette, Wis. foundry, which is scheduled for completion in September 2015. One of three plants located in Waupaca, Wis. received energy reimbursements earlier this year from Wisconsin's Focus on Energy for a heat recovery system. The foundry is currently investigating lighting upgrades at all other facilities, but has already completed a wide variety of other sustainability projects over the past few years, including:

- Waste heat recovery from each cupola melt furnaces at all three Waupaca, Wis. foundries. These heat recovery systems supply the majority of the winter space heating and hot water requirements without using additional fuel.
- Approximately 70 percent of foundry sand byproducts that can no longer be used in metalcasting is cleaned and reused in local projects including road and general construction, agriculture and geotechnical fill. The firm has been recycling foundry sand and related materials for more than two decades.
- Closed-loop cooling water systems have reduced plant water cooling demands by 80 percent or more when all are on-line. In some cases, non-contact cooling water discharges are reduced to near zero and daily water use is drastically reduced.
- The company began retrofitting plants with sophisticated air pollution controls beginning in 1999. Both air emission controls and leak detection technology have surpassed regulatory requirements and created new industry benchmarks in pollution control.

For more information on sustainability efforts underway throughout Waupaca Foundry, please visit the website at www.waupacafoundry.com/en/our-company/citizenship/sustainability.



WAUPACA EARNS ENERGY INCENTIVES

LED Lighting Upgrades Enhance Safety, Save Energy

August 14, 2015

Waupaca Foundry Inc., a Hitachi Metals Group company, announces it received a $399,830 incentive from Etowah Utilities for an energy conservation program managed by Tennessee Valley Authority (TVA) called EnergyRight® Solutions for Business. In June 2015, the Waupaca Foundry plant in Etowah, Tennessee replaced 75% of lighting fixtures in office and plant locations with energy-saving LED fixtures making it the largest lighting upgrade for the foundry. The Etowah plant is located at 134 Waupaca Drive and employs 560 workers.

Acording to Michael Hoecker, energy manager for Waupaca Foundry, the upgrade was made to save energy and improve worker safety. "The biggest improvement comes from higher quality lighting and more uniform light levels on the plant floor," Hoecker said. "Increased light levels and lower shadows reduce worker eye strain and improve the quality inspection process, while enhancing safety for the entire work force. It also provides increased visibility for our fork truck drivers." Roy Johnson, Etowah electrical technician, adds that maintenance savings will be improved over time due to the much longer lifespan of LED lights.

Waupaca Foundry leaders estimate the lighting upgrade will save approximately 60% of lighting costs at the Etowah plant over a typical year. Replacing conventional lights with LED lights will save the gray and ductile iron foundry about 5,088,000 kilowatt hours which is equivalent to the annual electricity use of 339 average Tennessee homes. From an overall environmental perspective, Hoecker says this amount is a reduction of 2,933 tons per year of CO_2 emissions which equates to 885 acres of trees planted per year.

For employees, the lighting contributes to pride in their workplace and in their product. "The brighter lighting easily allows us to spot problem areas that may have been overlooked previously," said Troy Moses, shift molding foreman.

WAUPACA FOUNDRY CELEBRATES 60 YEARS

Excellence in Gray Iron and Ductile Iron Castings Earns Company Innovation Award.

October 1, 2015

Waupaca Foundry, a Hitachi Metals Group company, is celebrating its 60th year in business. When iron casting began on the banks of the Waupaca River in 1955, company leaders could not predict their business would become the world's largest gray and ductile iron producer. Today, Waupaca Foundry employs 3,900 employees at six plants in Wisconsin, Indiana and Tennessee. The firm produces gray iron, ductile iron, and austempered ductile iron castings for global markets in the automotive, commercial vehicle, off highway and industrial sectors.

Throughout its 60-year history, Waupaca Foundry has maintained a reputation of innovation and producing top-quality iron castings. A few years after the foundry started business, it had a capacity of melting 30 tons of iron daily. Today, it has an iron melting capacity of more than 9,500 tons daily across six plants in the United States. As a comparison, the U.S. Capitol Dome in Washington, D.C., is made of 4,100 tons of cast iron.

On October 2, national Manufacturing Day, Waupaca Foundry will celebrate six decades of manufacturing excellence with an open house, tours and hands-on foundry simulations at its plant in Waupaca, Wisconsin. The event will be held at its headquarters located at 1955 Brunner Drive.

"Our success and culture of continuous improvement is backed by our dedicated team of employees.," said Mike Nikolai, president & chief operating officer. "Celebrating 60 years in business is a tribute to that legacy of foundry knowledge and innovative thinking that is passed on from one generation to the next; consistently making the highest quality castings for our customers.

"The celebration will include the following events:

- Guided foundry tours.
- A hands-on simulation of the casting process in which attendees will get the chance to participate–melt metal, pour it into molds, and clean and finish small castings. This

WAUPACA FOUNDRY EARNS PATRIOT AWARD

August 14, 2015

Waupaca Foundry Inc., a Hitachi Metals Group company, received the Patriot Award in recognition of extraordinary support of employees serving in the Wisconsin National Guard. Supervisor Darrell Bartel was nominated for being highly supportive and respectful of his team member, Thomas Walecki while he was on active duty. Both men work at the gray iron foundry located at 406 N. Division St., Waupaca.

"It's an honor to receive this recognition, but this isn't about me," said Waupaca Foundry Core Room Foreman Darrell Bartel. "This is about the service men and women who make extraordinary sacrifices. I'm proud to give back and support our veterans however I can. And, I couldn't do this alone; it takes our entire team working together for a common goal, as well as the advocacy of Waupaca Foundry."

Walecki serves on E Company 132nd Brigade Support Battalion and served in the Iraq War from April 2009 through February 2010. Walecki has been working at Waupaca Foundry since 2014 and has been a member of the National Guard since October 2006. Nationwide, approximately 11% of the Foundry's 3,900 workers are veterans of the armed services.

The Patriot Award is supported by the Employer Support of the Guard and Reserve (ESGR), an office of the Department of Defense. The ESGR's mission is to encourage employment of members of the National Guard and Reserve who bring leadership to the civilian workforce.

"We are proud to employ veterans and team members who serve in the Army National Guard and Reserves," said Joey Leonard, executive vice president of human resources. "The commitment they exhibit in times of civil emergency and natural disaster, as well as in defense of our country directly translates to leadership on the job."

"Foundry jobs have changed dramatically in 60 years," said Joey Leonard, executive vice president of human resources. "Today, we offer career opportunities in robotics, engineering, metallurgy, information technology, administration and so many other fields needed to support production of iron castings."

Waupaca Foundry will be honored at the Northeast Wisconsin Manufacturing Alliance's "Excellence in Manufacturing" awards on October 21, 2015 where foundry leaders will be presented with the Innovation Award for the Foundry in a Box program. The program has been presented to K-12 students in Northeast and Central Wisconsin and is designed to offer students a hands-on understanding of manufacturing and career possibilities in a foundry setting.

Other significant achievements in the history of Waupaca Foundry are:

- Waupaca Foundry has been recognized by industry associations, state and federal governments for a record of sustainability and environmental excellence.
- In 2015, Waupaca Foundry received the American Council of Engineering Companies (ACEC) "Best of State" Engineering Excellence Award in the State of Wisconsin as well as a National ACEC Engineering Excellence Recognition Award for a project which promotes the re-use of foundry by-products to enhance the sustainability of the company's Waupaca area landfill.
- The company was recognized by Inc. Magazine in 2013 with Hire Power award given to private businesses that have generated the most jobs in the past 18 months.
- Waupaca Foundry is consistently recognized for casting innovation by trade associates and has been named "Supplier of the Year" by key customers—most recently named 2014 Supplier of The Year by Linamar Corp.

WAUPACA FOUNDRY NAMES CEO, GARY GIGANTE ANNOUNCES RETIREMENT

April 27, 2016

Waupaca Foundry, a Hitachi Metals company, announces that its COO and President, Mike Nikolai will be appointed to Chief Executive Officer effective July 1, 2016. Longtime CEO Gary Gigante, announces his retirement effective the end of the company's first quarter 2016. Also announcing his retirement, Executive Vice President of Sales and Marketing, Kris Pfaehler who will be succeeded by Executive Vice President John Wiesbrock.

Gigante started at Waupaca Foundry in 1981 as a metallurgist. He held positions as plant manager, vice president of manufacturing, President/COO and accepted the position of CEO in 2007. He also serves on the board of directors for Hitachi Metals Foundry America. He holds a Bachelor of Science degree in metallurgical engineering from the University of Wisconsin – Madison and is a life-long Badgers fan.

During his leadership, he introduced ductile iron production to the company with its Marinette, Wisconsin foundry, led the company through two ownership changes, and flexed production and staffing to meet the challenges of the Great Recession. In the industry, he serves on the board of the American Foundry Society through 2017, he was on the board of directors for the Foundry Educational Foundation, and was a member of the board of directors for the Ductile Iron Society. In his home state of Wisconsin, he was elected to and serves consecutive terms on the board of the Wisconsin Manufacturers and Commerce Association.

"Our company was founded by entrepreneurs who fostered a culture of innovation," said Gigante. "I have had the pleasure of working with the best and most inventive foundry people in the business and I learned from all of them." Gigante said the company is in good hands as parent, Hitachi Metals' core business is in metalcasting, has a culture that matches Waupaca Foundry, and is committed to growing the foundry globally. "Our bench strength is extremely strong," he said. "All of our leaders have hands-on experience serving our customers and our employees."

Stepping into the CEO role is Mike Nikolai who started at Waupaca Foundry in 1993 as a metallurgist at the company's gray iron foundries in Waupaca, Wis. He held progressively responsible positions as production manager, assistant plant manager in Tell City, Ind., plant manager in Etowah, Tenn., and vice president of operations. He was appointed president and COO on April 1, 2015. He is a graduate of the University of Wisconsin–Madison and holds a masters degree in metallurgical engineering as well as an M.B.A. from the University of Louisville.

"I am humbled to follow in the steps of my predecessors," Nikloai said, "but I am excited by the opportunities ahead following the merger with HMAC and our plans to increase revenue and profitability. Together, we will be able to offer our customers unprecedented access to metals technology and casting innovation."

Pfaehler began his career at Waupaca Foundry in 2007 after holding executive sales and business development positions in the automotive industry. Wiesbrock joined Waupaca Foundry in 2002 and has held positions in sales, operations, and supply chain management. He has more than 30 years of experience in manufacturing, fourteen of those with Waupaca Foundry. Wiesbrock will assume responsibility for sales and marketing in addition to supply chain management.

WAUPACA FOUNDRY EARNS QUALITY, SUPPLIER AWARDS

May 31, 2016

Hitachi Metals America, LLC accepted Honda Motor Company's 2015 Excellence in Quality Award for products made at its Waupaca Foundry plants. The award acknowledges suppliers who meet Honda's philosophy of consistently exceeding expectations and is given annually to suppliers who reach the top of their commodity classification as measured by Honda's quality and warranty performance index.

Honda selects suppliers who meet standards in project complexity and excellence in quality, delivery, development, customer service & budget management. Waupaca Foundry was one of 37 suppliers honored by Honda. Its plants in Lawrenceville and Wellsboro, Pennsylvania, and Effingham, Illinois provide cast, machined and assembled ductile iron suspension parts to Honda. The award was presented at the Honda Supplier Conference on April 29, 2016.

"As our responsibilities continue to increase in the North American region, there is a greater requirement for teamwork and collaboration than ever before," said Tom Lake, vice president for North American Purchasing at Honda North America, Inc. (HNA).

Jacobs Vehicle Systems selected Waupaca Foundry as the 2015 Supplier of the Year. Jacobs Vehicle Systems is located in Bloomfield, Conn. and manufactures engine components for Class 8 commercial vehicles. Waupaca Foundry plants in Waupaca and Marinette, Wisconsin, and Tell City, Indiana were cited for achieving high standards in product delivery, quality, engineering collaboration and pricing. The foundry produces ductile iron and gray iron engine braking components for Jacobs Vehicle Systems and has been its castings supplier for 35 years.

"Our team members are the true winners of these awards," said Mike Nikolai, COO and president of Waupaca Foundry. "We are dedicated to continuous improvement, consistent product quality, and delivering outstanding customer service and we are honored our customers choose to recognize the commitment."

Jacobs Vehicle Systems reviews 122 suppliers for its awards and looks for suppliers who deliver dependability, responsiveness, overall quality and a fair price. "Waupaca's consistent performance helps Jacobs Vehicle Systems achieve 100% customer satisfaction all day every day," said Nick Vaselacopoulos, commodity manager for Jacobs Vehicle Systems.

WAUPACA FOUNDRY NAMED BUSINESS OF THE YEAR

PERRY COUNTY CHAMBER OF COMMERCE RECOGNIZES IRON FOUNDRY'S COMMITMENT TO COMMUNITY

June 23, 2016

Tell City, Ind.–Waupaca Foundry, a Hitachi Metals group company, has been awarded 2016 Large Business of The Year by Perry County Chamber of Commerce. Operating in Tell City, Indiana, the gray and ductile iron foundry was recognized for its business practices and contributions to the community. Over 155 business professionals and community leaders gathered on June 21, 2016 at The Schergens Center to recognize award nominees and recipients.

At its 15th annual awards banquet, Perry County Chamber of Commerce announced the large, small, entrepreneur and non-profit businesses of the year. Accomplishments and the impact Perry County businesses have made on the community were recognized. The Chamber cited Waupaca Foundry's commitment to the community, including its financial and in-kind support to public and technical schools, as well as countless local charities, events and fundraisers benefiting the enrichment of Perry County residents and businesses alike.

To be eligible for an award, businesses must have a strong presence in the County, possess sound business strategies and practices, and show leadership and community contributions among others. Criteria for the Large Business of the Year include:

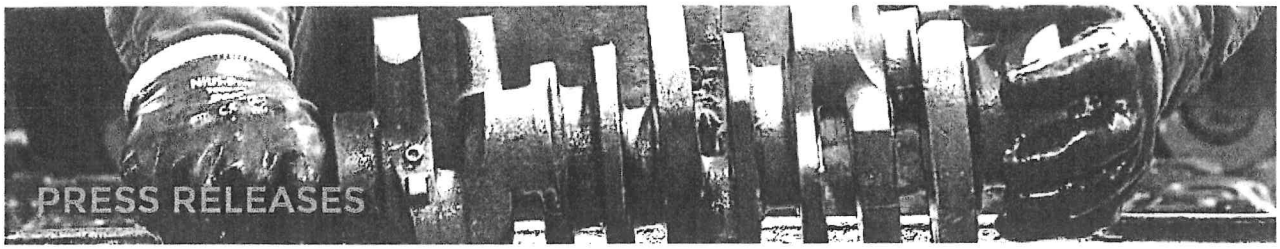
- Demonstrate positive social and/or economic impact on the region;
- Exemplify civic community leadership role;
- 25+ employees.

"Waupaca Foundry has changed Perry County for the better in many ways in over the past 20 years, said Mary Roberson, superintendent for Perry Central Community School. "As a community we are fortunate for their generosity, but equally important is Waupaca's attitude of common sense solutions

and ways to solve local challenges. It is particularly fitting that Waupaca Foundry is honored during this, their 20th anniversary year.

Accepting the award for Waupaca Foundry, Plant Manager Bruce Tesch said, "It's an honor to be named Large Business of the Year from the Perry County Chamber. Waupaca Foundry drives to be the industry leader in iron castings. But, it's our passion to give back to our community and this award is testament to that. Each and every time an opportunity presents itself, we respond with, 'Yes, how can we help.' Our achievements depend on this community working together."

Waupaca Foundry, headquartered in Waupaca, Wis., has operated in Tell City, Indiana since 1997. To meet customer growth and demand, construction of the Tell City ductile and gray iron foundry began in the fall of 1995. Today, Waupaca Foundry employs 4,400 in the U.S. The Tell City foundry operation employs 960 full-time workers, more than twice than what was projected when operations began in 1996. Today, the average annual payroll exceeds $65 million in Perry County and surrounding communities.



WAUPACA FOUNDRY RECEIVES BOSCH NORTH AMERICAN SUPPLIER AWARD

July 20, 2016

Tell City, Ind.–Waupaca Foundry, a Hitachi Metals Group company, has received the Bosch North American Supplier Award at its North America Supplier meeting in Mexico City. Waupaca Foundry's Plant 1 in Waupaca, Wis. supplies gray iron castings used in mobile hydraulic assemblies manufactured at Bosch's Fountain Inn, South Carolina plant. The foundry was honored for achieving high levels of quality, pricing, reliability, technology and continuous improvement.

The Bosch group is a leading global supplier of technology and services. It employs about 375,000 associates and generated sales of 70.6 billion euros worldwide (as of December 31, 2015). Eleven of 2,708 suppliers to Bosch were awarded that have performed predominantly well in manufacturing and supplying products or services over the past two years. The theme of the 2016 award ceremony was The Power of Partnership, Connected Intelligence.

"The Bosch Supplier Award goes to outstanding suppliers who play a key role in the Bosch Group's success and further growth of Bosch in North America" said Rene Schlegel, president of Robert Bosch Mexico. Suppliers that are competitive, with a 'zero-defect mindset' and develop best-in-class processes are considered top suppliers by Bosch.

The strong cooperation between the Bosch Group and its suppliers is a key element to drive innovation and growth, for that reason Bosch is constantly providing resources to develop the processes and operations of its suppliers in Mexico.

"Our team is very focused on supporting Bosch's North American goals and our commitment to working collaboratively with them has contributed to a successful relationship," said John Wiesbrock,

executive vice president of sales and marketing for Waupaca Foundry.

This is the first time Waupaca Foundry has won the Bosch North America Supplier Award.

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PERRY COUNTY HELIPAD OPENS AT WAUPACA FOUNDRY

Gray & Ductile Iron Supplier Provides Landing Site For Emergency Services

September 15, 2015

Residents of Perry County will have a new helipad for use by emergency services when Waupaca Foundry, a Hitachi Metals Group company, unveils the site September 15, 2015. The helipad is located at the south side of the foundry's property and is part of a larger parking lot addition.

The pad is 1600 square feet and is equipped to land an Air Evac helicopter day or night with 24/7 lighting and a lit wind sock. Currently there is only one other helipad, which is located at Perry County Memorial Hospital. The new, #24 helipad will provide access for the west side of the county. Waupaca Foundry owns the helipad and assumed all construction costs, but it will be used by Perry County emergency services to rapidly transport critically ill and injured residents to nearby hospitals.

According to Plant Manager Bruce Tesch, 60 foundry employees are members of the gray and ductile iron foundry's emergency response team as well as emergency response teams in nearby communities. "For years emergency flights throughout the region have used our property when there was public need due to an accident or illness, so we felt constructing a certified helipad was in the best interest of the community," Tesch said. The helipad location was inspected by the Federal Aviation Administration (FAA) and representatives will return for a final inspection later this year.

To support air ambulance service to Perry County residents, it took Waupaca Foundry's own emergency responders almost 15 minutes to prepare the former site for landing. "With the permanent lights and dedicated concrete base, the new helipad cuts our preparation time in half for a landing," said emergency response team leader Joseph (J.J.) Sanders.

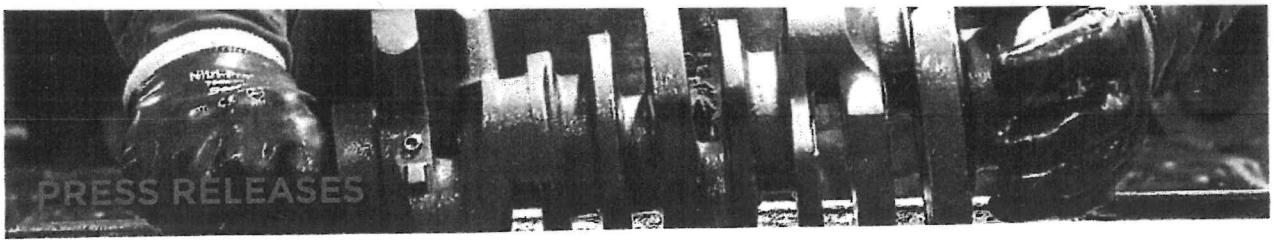
The helipad will provide a safe landing site for air ambulances that administer life-saving care. "Often, a patient can be transported in less than half the time it would take if driven by ground ambulance," said Stephanie Rutter, senior program director for Air Evac Lifeteam. "Our ability to get state-of-the-art

medical equipment to an injured person in that first hour after injury is crucial and having a helipad on this side of the community will be a huge advantage." Air Evac Lifeteam operates in 15 sites in Kentucky and three in Indiana.

The helipad was part of a larger project to expand the Waupaca Foundry parking lot which required more than 115,000 tons of reclaimed foundry sand. The foundry's casting process uses large volumes of sand and more than 800,000 tons of sand is re-used each year. The majority of the sand that can no longer be used in the casting process does not end up in a landfill—more than 70% is recycled annually. This reclaimed sand finds new life in applications in construction, agricultural use, and geotechnical fill.

"We were able to use our own reclaimed foundry sand as geotechnical fill to provide a level and stable site for the helipad and expanded parking lot," said Brian Greulich, Waupaca Foundry's environmental engineer. "We are not only enriching our community, but we are also keeping material out of a landfill and sustaining our natural resources," he said. Beneficial Reuse Management assisted Waupaca Foundry in designing and building the helipad and parking lot expansion.

The helipad will be unveiled with a ceremonial helicopter landing at 9 a.m. on Wednesday, September 15 at Waupaca Foundry's Tell City location, 9856 State Highway 66, Tell City, Indiana.



WAUPACA FOUNDRY ANNOUNCES REORGANIZATION

February 9, 2016

Merger with HMAC Positions Foundy Group for Growth

Waupaca Foundry, Inc. announces it will merge with Hitachi Metals Automotive Components USA, LLC (HMAC). The merger is part of a larger reorganization within Hitachi Metals Foundry America designed to position the integrated organization for growth and meet customer demand. Waupaca Foundry will assume the assets and liabilities of HMAC; both companies are currently subsidiaries of Hitachi Metals Foundry America (HMFA). After the merger, HMAC will become a division of Waupaca Foundry, but will continue to operate under the HMAC name. Subject to customary conditions, the merger is expected to be complete on April 1, 2016.

Waupaca Foundry produces gray iron, ductile iron, and austempered ductile iron castings. The company is North America's leading supplier of casting components to the automotive, commercial vehicle, agriculture, construction, and industrial markets. The iron castings supplier employs more than 3,900 people at six manufacturing facilities, including three in Waupaca, Wisconsin and one each in Marinette, Wisconsin, Tell City, Indiana, and Etowah, Tennessee.

HMAC produces cast, machined and assembled ductile iron suspension and exhaust components for global automotive OEMs. It currently operates machine and assembly plants in Effingham, Illinois, and Wellsboro, Pennsylvania, as well as a ductile iron foundry in Lawrenceville, Pennsylvania. The company employs 485 people across all locations.

The merger is a strategic consolidation that will enhance operations and prepare for sustained growth by providing products and services that address durable goods manufacturers' evolving needs.

"This reorganization further unites Hitachi Metals' product design engineering expertise and materials development with Waupaca Foundry's manufacturing excellence," said HMFA President and CEO, Eddie Nakano. "The merger will unite an experienced leadership team that is focused on delivering the most innovative products and technology to a growing base of global customers."

"The merger with HMAC allows us to further integrate castings and value added services for our customers in diverse markets," said Gary Gigante, CEO of Waupaca Foundry. "We are committed to being the world's leading casting solutions provider and this is a critical step in achieving that goal."

According to HMAC CEO Mike Nikolai, the merger is a response to increased customer demand. "Centralizing machine and assembly operations allows us to be more flexible in meeting the evolving demands of our customers," Nikolai said. "We've already increased overall operational capacity and are positioning our organizations for long-term, sustainable growth."

WAUPACA FOUNDRY SAND REUSED AS FILL FOR NEW ECO PARK & EASTGATE ESTATES

Dedication Planned for Saturday, Sept. 10

September 8, 2016

Waupaca, Wis., August 8, 2016-- The City of Waupaca will dedicate a new Eco Park on Saturday, September 10 from 10:30-1:30. The park is the result of collaborative efforts from a wide range of community partners and is a joint project between the City of Waupaca and CAP Services.

The Eco Park offers the region a unique experience in environmental sustainability education and recreation. It features an education center, a natural playground and a children's discovery center. The park will also be a resource for district schools as an outdoor classroom for science and environmental study.

Community volunteers and Fresh Start crews, who also build homes in the Eastgate Estates subdivision, built most of the park's amenities including its open-air shelter, environmental education center, amphitheater, and natural children's playground. The park is located near the Eastgate Estates subdivision which features homes built for low to moderate income families in the region. This initiative is spearheaded by CAP Services.

"We look forward to sharing this new and unique resource with the Waupaca community and beyond," said Clif Morton, CAP's Fresh Start Program coordinator. "Not only is it a great neighborhood park, it's a chance for people to learn about environmental sustainability issues first hand."

Waupaca Foundry donated an estimated 30,000 cubic yards of spent foundry sand fill for development of both the Eco Park and Eastgate Estates subdivision. The foundry also donated an interactive display in the education center that shows visitors how recycled metal and raw materials become iron castings. Visitors will be able to drop metal into a mini-cupola, watch as it comes out as molten metal and enter a molding machine producing a finished object.

"We have been recycling metal and spent foundry sand for decades," said Joey Leonard, executive vice president for Waupaca Foundry. "The Eastgate Estates and Eco Park, Swan Park, Highway 10, and many more projects all benefited from thousands of tons of foundry sand, keeping it out of landfills and improving the community. Our company is committed to building strong communities where we operate through community projects like this."

No public funds were used to create the Eco Park and CAP Services secured funding and in-kind donations totaling more than $200,000. Other community partners contributing to the project include Faulks Brothers Construction, Torborgs Lumber, CellCom, North Wind Renewable Energy, Beneficial Reuse Management, the Community Foundation of the Fox Valley Region, and the Waupaca Area Community Foundation.

<u>The dedication events are as follows:</u>

- 10:30 AM – Environmental science activities for kids of all ages
- 10:30 AM – Tours of the park lead by Fresh Start participants
- 11:00 AM – Concessions
- 12:00 PM – PARK DEDICATION CEREMONY by Project Partners with a special dedication of the Natural Amphitheater to Connie Abert
- 12:30 PM – 1:30 PM – Tours, Environmental Education Activities, concessions & drawings for

Regulators cite Waupaca Foundry

Safety violations alleged

BY ROBERT CLOUD
EDITOR

WAUPACA – Waupaca Foundry faces nearly $57,000 in fines for alleged safety violations.

The Occupational Safety and Health Administration says the foundry exposed workers to unsafe levels of carbon monoxide, crystalline silica and noise.

The company also failed to implement a formaldehyde training program and engineering controls to reduce exposure to hazards, OSHA says.

"Waupaca's willingness to continually allow occupational noise that exceeds safety standards puts its workers at risk of permanent hearing loss and undermines their quality of life," said Robert Bonack, OSHA's area director in Appleton. "Our inspectors also found workers exposed to unsafe levels of carbon monoxide and silica dust, a known respiratory hazard that can cause cancer and other health complications. Like all employers, Waupaca Foundry is responsible for implementing health and safety programs to protect its employees from exposure to these and other hazards."

OSHA cited the foundry for two serious violations and two repeated violations.

According to the citation, investigators found that a machine operator was exposed to 1.2 times the permitted levels of carbon monoxide at Plant 3 in Waupaca.

Air samplings in March and April indicated core room machine operators in Plant 3 were exposed to formaldehyde, but had not participated in training.

OSHA also found employees in the shakeout

Foundry
CONTINUES ON PAGE 2

FOUNDRY
FROM PAGE 1

area of Plant 3 were exposed to noise levels as high as 110.7 adjusted decibel levels.

In the Plant 2 casting processing area, OSHA reported an employee was exposed to a level of airborne crystalline silica that was nearly 1.9 times the permitted level.

According to OSHA, silica dust is hazardous when small particles are inhaled because they can penetrate deep into the lungs and cause silicosis and lung cancer, as well as kidney disease.

OSHA previously cited the foundry for silica violations in January 2002.

Waupaca Foundry released a statement indicating it will meet with OSHA representatives on Aug. 19 to discuss alleged safety violations.

"Waupaca Foundry has invested millions of dollars to continuously improve our workplace. Investments in air quality, engineering controls and state-of-the-art manufacturing equipment have been made to keep our employees safe," the foundry stated.

The foundry noted its employees are protected with personal equipment, including hearing protection, air-supplied and cooled hoods, protective footwear, safety glasses, hard hats and flame-resistant clothing.

"OSHA believes that companies should utilize engineering controls to minimize or eliminate silica and other airborne substances below strict OSHA standards, as opposed to using personal protective equipment to protect employees from these. We agree, and have continuously worked with OSHA toward that goal." Waupaca Foundry stated in a comment posted Aug. 5 on the Facebook page of the Waupaca County Post.

"Most employees that were tested by OSHA were below limits and in cases where OSHA found higher levels, employees were protected by equipment, so that any hazard was eliminated. We will continue to work with OSHA, as we have for many years, to find engineering solutions above and beyond innovations planned and in place. Meanwhile, we will protect our employees with state of the art protective equipment," according to Waupaca Foundry.

Waupaca County Post

HIDES 4 HEROES SUPPORTS VETERANS

WAUPACA FOUNDRY AND EMPLOYEE TEAM UP TO SUPPORT VETS

Waupaca, Wis., November 11, 2016– A love of hunting and a commitment to support veterans has prompted a Waupaca man to donate deer hides to the Wounded Warriors in Action Foundation. Since 2012, Dave Hintz has donated $14,000 through his Hides 4 Heroes project thanks to a partnership with Waupaca Foundry and regional hunters. In 2015, Hintz collected 780 deer hides from harvests throughout Wisconsin and this year, he hopes to break records.

During the Wisconsin bow and gun deer seasons, Hintz sets up hide collection locations throughout the Northeastern, Central and Northern Wisconsin regions. He volunteers his time to collect and cure the hides, and then sells them to a broker. The funds raised are donated to Camp Hackett near Phillips, Wisconsin where veterans participate in outdoor sporting activities designed to help heal mental and physical wounds from active duty.

Hintz was inspired to support veterans when he met Matt Tennessen while hunting in northern Wisconsin. Tennessen was wounded in 2009 from an IED blast while serving in Afghanistan and his stories of recovery impressed Hintz who decided to get involved.
"I wanted to give back," Hintz said. "When Matt told me his story and how the Wounded Warriors in Action Foundation helped veterans, I knew this was something I could do. Most guys throw their hides away, and I knew they could be useful." A life-long hunter, Hintz had a side business of butchering deer during the hunting season and knew there was a market for cured hides. Last year, many of the hides he collected ended up in Italy and were used to make boots and purses.

Hintz contacted his employer, Waupaca Foundry, to help with the project. The gray and ductile iron foundry donates collection boxes and nearly 2,000 pounds of salt Hintz uses to cure the hides each season. Hintz has worked at Waupaca Foundry for 27 years and said the company's support is gratifying.
Waupaca Foundry has a history of supporting veterans' causes and in 2015 was awarded the Patriot Award for employer support of the National Guard or Reserve. Additionally, the foundry employs many veterans and active duty guards men and women; nationwide, approximately 11% of the Foundry's 4,400 workers are veterans of the armed services.

"We find that skills learned in military service translate directly to the work environment," said Joey Leonard, executive vice president of human resources. "Veterans put direct experience in leadership, responsibility, teamwork and many other attributes to work for us daily and we are honored to support causes that support veterans."

Hintz will be collecting deer hides through January 13, 2017 and hides may be dropped off at these participating locations:

Some Recent History of the Waupaca Foundry

Drawn from the Waupaca History Society's history of the Waupaca Foundry by Jerry Chappell

On October 1, 2015, Waupaca Foundry celebrated its 60th year in business. When iron casting began on the banks of the Waupaca River in 1955, company leaders could not predict their business would become the world's largest gray and ductile iron producer.

Throughout its 60-year history, the Waupaca Foundry has maintained a reputation of innovative and producing top-quality iron castings. A few years after the foundry started business, it had a capacity of melting 30 tons of iron daily. Today it has an iron melting capacity of more than 9,500 tons daily across six plants in the United States. As a comparison, the U.S. Capital Dome in Washington D. C. is made of 4,100 tons of cast iron.

On February 9, 2016, Waupaca Foundry announced its intention to merge with Hitachi Metals Automotive Components USA, LLC (HMAC). Throughout 2015 and 2016, Waupaca Foundry earned awards for "innovative ductile casting," "energy incentives," "employee patriots," "excellence in product quality," and "best large business."

The merger with Hitachi Motors Components USA LLC was completed as of April 1, 2016. Under the terms of the merger, Waupaca Foundry assumed the assets and liabilities of Hitachi Motors Automobile Components. The merger solidified Waupaca Foundry's vision to increase revenue and profitability while maintaining diversity across markets and sectors.

Waupaca Foundry joins Hitachi Metals

A formal business ceremony marked the sale of Waupaca Foundry to Hitachi Metals on Nov. 10. Waupaca Foundry will join Hitachi Metals' High-Grade Functional Components Company. The post-merger integration will create a global leader in the automotive, commercial vehicle, off highway and other industrial sectors. The foundry will continue to operate under the name Waupaca Foundry and will remain headquartered in Waupaca. Shown are Michael Nikolai, vice president of operations; Ashish Dutta, vice president of international business development; Eiji Nakano, president of Hitachi Metals High-Grade Functional Components Company and executive chairman of Waupaca Foundry; Gary Gigante, president, CEO and COO of Waupaca Foundry; Kris Pfaehler, vice president sales and marketing; John Wiesbrock, vice president of supply chain management; Michael Pawielski, CFO and vice president of finance of Waupaca Foundry; and Joey Leonard, vice president of human resources of Waupaca Foundry. Image Studios

Waupaca County Post, November 20, 2014

On April 27, 2016, Waupaca Foundry, now a Hitachi Motors Company, announced that its COO and President, Mike Nikolai be appointed to Chief Executive Officer effective July 1, 2016. Longtime CEO Gary Gigante announced his retirement effective at the end of the Foundry's first quarter. Earlier relative to the merger, Gigante said "Combining Hiitachi Metals materials technology and Waupaca Foundry's operational excellence will create synergies that will strategically impact and benefic our customers. I'm

looking forward to the merger because together we will become Global No 1." Also announcing his retirement was Executive Vice President of Sales and Marketing Kris Pfaehler, who will be succeeded by President John Wiesbrock.

Of the merger, President Nikolai said, "Aligning our operations will provide customers the most cost effective production while guaranteeing continued high quality cast, machined and assembled components."

In July of 2016, Waupaca Foundry received the Bosch North American Supplier Award at its North American Supplier meeting in Mexico City. Waupaca Foundry's Plant 1 supplies gray iron castings used in mobile hydraulic assemblies manufactured at the Bosch Fountain Inn plant in South Carolina. The foundry was honored for achieving high levels of quality, pricing reliability, technology and continuous improvement.

Quite recently Waupaca Foundry supplied reused sand for both the Eco Park and Eastgate Estates projects in Waupaca.

Waupaca Foundry, Inc., is the largest iron foundry company in the world. It produces Gray iron castings, ductile iron castings, HMN tm series high strength ductile iron, and austempered ductile iron castings using-state-of-the-art processes and technology. The manufacturer also specializes in procession machining and assembly for the OEM automobile industry. Waupaca Foundry is North America's leading supplier of iron castings to the automobile, commercial vehicle, agriculture, construction, and industrial markets. Headquartered in Waupaca, the iron castings supplier operates seven iron foundries: Waupaca, Wisconsin; Marinette, Wisconsin; Tell City, Indiana; Etowah, Tennessee; and Lawrenceville, Pennsylvania. The company operates two machining and assembly plants in Effingham, Illinois and Wellsboro, Pennsylvania. Waupaca employs approximately 4,400 people.

Hitachi Metals of America LLC us headquartered in Purchase, New York and is a wholly-owned subsidiary of Hitachi Metals Ltd. Hitachi Metals has approximately 7,400 employees as of April 1, 2016. Since its inception in 1965, the company manufactures and markets a broad range of products. It has 12 manufacturing subsidiaries and five sales offices in the U.S. serving automotive, industrial, telecommunications and information technology, semiconductor, consumer products and energy segments.

Hitachi Metals, Ltd. is headquartered in Tokyo, Japan with consolidated revenue totaling 1,018 billion yen ($8.5 billion) in fiscal 2015 (ended March 31, 2016). The company manufactures and markets a diverse portfolio of high-grade metal products and materials, magnetic materials and applications, high-grade functional components and equipment, wires, cables and related materials.