

L&M RADIATOR PRESENTS

RETIREMENT FUNNIES

My wife and I have started aggressively planning for our retirement, and by that I mean we're playing the lottery 3-5 times per week.

"I always likened retirement to falling off a cliff, and then you have to kind of brush yourself off." – Steve Young

"Retirement at 65 is ridiculous. When I was 65 I still had pimples." – George Burns

"The trouble with retirement is that you never get a day off." – Abe Lemons

The best time to start thinking about your retirement is before the boss does.

How many retirees does it take to change a light bulb? Only one, but it might take all day.

Work hard and save your money and when you retire you will be able to buy things only the young can enjoy.

L&M WORD SEARCH

Below is a list of synonyms for Excellence. See if you can find them all in the word search box!

E Z H W F E D F P F O S W G Z
Q T D D N S B E K M E R I T A
Y D R V F N B R Q Y E U Q T D
V P J A D I S T I N C T I O N
I R T P N A P E F A I J C N V
U E G L E S Y Y M E O R L D I
H E R C F R C K A I D Q A F R
Z M E Y M W F E P O N X S A T
I I A G X O M E N N K E S W U
W N T Y F K S E C D F R N X E
O E N A R E T E I T E G X C B
R N E Q U Y E J C W I N V G E
T C S J G R H A Q Y W O C F W
H E S J W M R I M B W Z N E J
V S U P E R B N E S S J W B O

HINT: Words may be hidden in all directions ↑ ↓ → ← ↘

ARETE	GREATNESS	SUPERBNESS
CLASS	MERIT	TRANSCENDENCE
DISTINCTION	PERFECTION	VIRTURE
EMINENCE	PREEMINENCE	WORTH

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encores



MILES AND MILES OF EXCELLENCE

It seems like all too often we are writing an Encores about one of our long term, valued employees who has decided to retire. We are fortunate to have so many employees that have been with us for 30 or 40 years or more, and it sure smarts when they leave. We do a good job of succession planning, and we have many fine employees stepping into new roles, but you can never replace the institutional knowledge that our retiring team members have accumulated.




TIM CASS

Tim has been an Application Engineer with L&M for over 40 years and has spent much of his career on the road visiting customers and solving their cooling problems, all over the world. Recently, Tim announced he was planning to retire at the end of the summer, and he thought it would be interesting to compile some of his travel facts.

While visiting customers and running cooling tests, Tim traveled 2,735 days, 1,779 of those days were overseas. That's seven and a half years on the road, with nearly five years overseas. Pretty impressive!

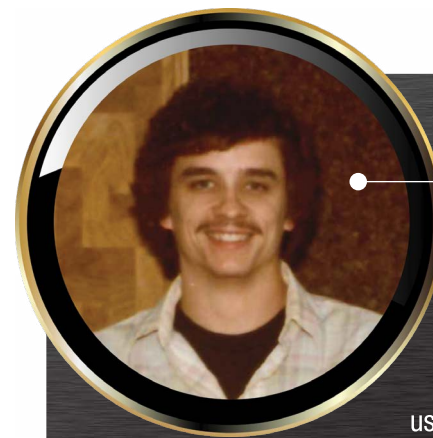
Over a year each of Tim's travel time has been in Sweden and Germany, at 490 and 419 days respectively. Rounding out the big hitters are South Africa at 275 days and Finland with 238 days. Stateside, Tim has spent almost a full year, 334 days, in Peoria, Illinois.

So, what did all this travel cost? Tim's travel expenses came to \$979,312!

While we are certain that the sales Tim made paid for the travel expenses 100 times over, we haven't been able to document that number. Of course, the lasting relationships he created with our customers are even more important.

When Tim shared all this information, we decided we couldn't pass up the opportunity to let Tim round out his career with the challenge of putting his travel expenses over the \$1 million mark, so we offered him (and he accepted) the role of OEM Sales Manager for a to-be-determined interim period.

We are thrilled Tim accepted and we are happy to announce his new role. Most of our OEM and major customers know Tim well, so the transition will be an easy one. Please join us in welcoming our new OEM Sales Manager!



LARRY MAKI

Larry started with L&M over 42 years ago in our drafting department eventually taking over as Design/Drafting Supervisor for the past 17 years. When Larry started, we were using drafting tables, a scale, triangles, mechanical pencils, erasing seals and electric erasers. Larry has seen a lot of changes in his time at L&M from the introduction of computers to the first 2D design software, IGI to our current 3D system, Solidworks.

While Larry is hanging up his supervisors hat in August, he has agreed to keep his drafting pencil handy and will be helping us out part time. Congratulations, Larry!



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