

## THE WORD

"The single biggest way to impact an organization is to focus on leadership development. There is almost no limit to the potential of an organization that recruits good people, raises them up as leaders and continually develops them," John Maxwell said. My father, Harold Guller, and my uncle, Sidney Guller, truly exemplified that philosophy as they established Essex Industries. Genuine entrepreneurs, they were very hands-on in those early years and lead the company by example. Harold and Sidney were role models for the principles, values and work ethic for the organization. They had a strong commitment and loyalty to their employees and encouraged them to express their individual entrepreneurship. They established a culture that made Essex the company it is today.

I am privileged to lead Essex as the second generation of our family. I was given an excellent academic education and have 40 years of experience in the company. But by far, I have learned the most about leadership from my father and uncle. They taught me the values which determine how people in a company should interact with each other and with the outside world.

I quickly realized that a company is only as effective as its leadership and the people that surround them. Harold and Sidney built many strong relationships outside of the organization. These people, as their friends and astute businessmen, have advised and provided services to us through the years and we have benefitted from their association. I grew up observing first-hand the value of developing these trust-based, long-term relationships.

All the same, it takes a team of talented individuals to make a company successful. The people in our organization are our most valuable asset and our greatest competitive advantage. Our leadership beliefs should set people free to be themselves and encourage them to tap into their potential to its fullest. If we want our team members to value our customers and listen to them, we must first value and listen to our team members. I regularly walk through our facilities and talk with Essex employees, seeking their opinions. If we want the company to grow and prosper, we must grow the individuals in our organization first. We must lead with a philosophy of human economics and a culture

where everyone realizes their full potential to grow mentally, physically, spiritually, socially, financially and emotionally.

In this effort, we are coordinating a strategic leadership program and will soon announce its implementation. Within this program, we will establish our sense of identity, beginning with well-defined and clearly communicated organizational values. Values provide stability and confidence among a team. To operate at maximum efficiency, it is vitally important that every individual in the organization is connected by a sense of purpose and a common set of values.

The company is also connected through a common strategy or vision. One of the responsibilities of leadership is to spread the vision throughout the organization. That vision should be integral to everything that every member of our company does so that when new challenges or opportunities arise, an individual will inherently know how to react.

Leaders help their organizations to think systemically and to integrate human routines with business systems. This integration can help effectively balance workload demands and existing resources to maximize the effectiveness of the operation. Integration can also serve to provide a unified knowledge base that joins together multiple factions into one cohesive unit.

It is clear to me that as we change and progress as a company, our leadership skills need to grow and change, as well. In these fast-moving times, effective leadership is more important than ever to insure our continual growth in competitive markets.

Today leadership goes beyond top management and key executives. Everyone in the organization should embrace leadership qualities and use them when interacting with others inside or outside the company. We recognize the value of external resources and methods that will enhance our leadership skills across the organization. We are receptive to others assisting with our education to become better leaders and to help every one of us within the Essex family learn methods or a common language that we can use to enhance our communication and collaboration.



People are made powerful leaders through knowledge. Our goal is to become a strong organization of leaders, leaders that share a common vision and set of values. Leaders that are all advancing in the same direction, working together. Leaders that will ensure the continued success of Essex Industries.

Chief Executive Officer

# LEAN 6σ MANUFACTURING

On July 25th, Essex recognized 25 employees who successfully completed their Lean Six Sigma training. Five employees achieved their black belt; twelve employees earned green belts and eight employees received yellow belts.

Essex was able to develop a customized program that focused on the specific needs of our organization.

The principles and methods learned by the Lean Six Sigma participants will provide continuous improvement and innovation to increase production rates, improve quality, reduce process variability, eliminate waste and ultimately result in increased value to our customers.

The first two black belt projects were identified in August and are currently in the define phase. These will focus on inbound/outbound material flow and first pass yield of a key product line. Project work is being led by Chuck Steele, a Master Black Belt and the Lean Six Sigma Champion for Essex.



## YELLOW BELT

Front Row: Kathy Woods, Darrel Radake, Omer Ali. Back Row: Steve Schulte, John Herminghaus, Josh Eberhardt, Josh Blocker. Not Pictured: Tom Gruzeski.



## GREEN BELT

Front Row: Jeff Seutzer, Ryan Burgard, Sam Dew, Fatima Suljic. Back Row: Taneka King, Blake Winkelmann, Dave Llewellyn, Roger Salmons, Bob Miller, Karson Owens. Not Pictured: Joe Behlmann, Scott Perkins.



## BLACK BELT

Mathew Manual, Ken Seise, Dennis Schooler, Lanny Diedrich. Not Pictured: Russ Zavadil

## APICS CPIM CERTIFICATION

In June, five Essex employees were honored by management for earning their Association for Operations Management, Certified in Production and Inventory Management (APICS CPIM) designation.

To receive their certification, Renee Ayers, Lanny Diedrich, John Eberhardt, Raymond Kurczynski and Teresa Oliver successfully completed the 18 month course and passed five exams covering: Basics of Supply Chain Management; Master Planning of Resources; Detailed Scheduling and Planning; Execution and Control of Operations; and Strategic Management of Resources.

Participants are already translating what they learned into

improvements for the company. Renee Ayers indicated "We have been working on reducing our queue times here at Chivvis and I am now cutting work orders closer to the needed due dates for more efficiency."

"This was a tremendous commitment on the part of our employees", said Terry Etter, Chief Operating Officer at Essex. "It has raised the professionalism of the company considerably in regards to our supply chain and resource planning systems."





# ESSEX SELECTED AS SUPPLIER FOR BELL 525 RELENTLESS PROGRAM



Essex is pleased to announce their selection as a supplier for the Bell Helicopter 525 Relentless Program.

The new Bell 525 is due for first flight in 2014. This aircraft is designed for markets that require larger helicopters with more range and a larger cargo/baggage hold.

This award provides Essex with a long-term contract for the design, development and manufacture of the pilot and copilot Cyclic and Collective Grip Assemblies

as well as the complete Control Post Assemblies.

According to Robert Geisz, Vice President of Sales and Business Development, "Our selection as supplier for the Bell 525 Relentless program is further confirmation that the expertise Essex has in the fixed-wing market can be applied to rotary-wing applications, as well."



## NOTEWORTHY

### ESSEX REACHES NEW HEIGHTS

Chuck Bauman, Vice President of Human Resources, achieved a personal goal on Saturday, August 10, when he climbed to the top of Mt. Whitney.

This granite peak of the Sierra Nevada range in southern California is the highest summit in the contiguous United States with an elevation of 14,505 feet.

Chuck and his friends took the most popular route to the summit, the Mt. Whitney Trail located on the west side of the mountain. Starting at the Whitney Portal Trailhead (8,365 feet), the team hiked about 22 miles round trip, while dealing with an elevation gain of over 6,100 feet.

A lottery, beginning each February 15th, assigns advance reservations for the quota period on the Mt. Whitney Trail, since only 100 people are allowed on the mountain daily between May and November. Chuck entered the lottery for three years before finally winning spots in 2013.

Although Chuck has done 31 previous climbs of 14,000 feet, he admitted that this particular one was the hardest thing he has ever done physically or mentally. But overall the experience was so rewarding, beautiful and awe-inspiring that he is seriously considering a return trip next year.



### WELL-DESERVED APPOINTMENT

Bob Sever, Director of Sales Engineering, has been selected as Vice Chair for the CGA (Compressed Gas Association) Medical Equipment Committee. His term will officially begin at the annual meeting in March 2014 and run until 2016. At the end of that time he will advance to committee Chair for the following two years.

Bob has represented Essex Industries at CGA for over ten years. The Medical Equipment Committee works to promote safe practices and encourage compliance with regulations related to medical devices which utilize or deliver some form of medical gas.



## NEW TEAM MEMBERS

### > ENGINEERING

**MATT DILALLA**, *Product Design & Development Engineer*

**ANDREW KRUSEMARK**, *Technology Development Engineer*

**RYAN PACE**, *Sustaining Engineer*

# FACILITY SPOTLIGHT

Essex has four St. Louis facilities that provide innovative design, creative engineering and quality manufacturing for the Aerospace and Defense, First Response, Safety and Medical markets. In our Carr Lane Court facility, we manufacture emergency breathing equipment, including the PBE, SCU and VRU+; medical devices such as regulators and conservers; and our line of fire-safe valve assemblies and actuators.

## 4150 CARR LANE COURT

63,500 ft<sup>2</sup> Facility

109 Employees

ISO-9001/AS9100 Certified

ISO 13485 Certified (Medical)



Check future editions of the *Excerpts* for highlights of our other facilities.





# TRADE SHOWS

VISIT ESSEX AT THESE UPCOMING SHOWS:

October 2-4	Security & Safety Trade Expo 2013	Tokyo, Japan	Booth #TBD
October 6-10	Int'l Academy of Aviation & Space Medicine (ICASM)	Jerusalem, Israel	Booth #14 15
October 14-16	Int'l Conference on Safety & Security Engineering (SAFE)	Reno, NV	Booth #200 201
October 21-23	Air Med Transfer Conference	Virginia Beach, VA	Booth # TBD
October 22-24	National Business Aviation Association (NBAA)	Las Vegas, NV	Booth # N4930
October 24-25	Expo Proveedores del Hospital	Nuevo Leon, Mexico	Booth #504
October 31-Nov 3	Airlift/Tanker Association (A/TA) Annual Convention	Orlando, FL	Booth #TBD
December 9-13	American Geophysical Union Fall Meeting	San Francisco, CA	Booth #326
December 14-15	2013 SOMA Scientific Assembly	Tampa, FL	Booth #511

## THE INTERNATIONAL PARIS AIR SHOW



The 50th International Paris Air Show was held June 17-23 in LaBourget, France. Essex displayed in the U.S. Pavilion and was well represented by Robert Geisz, VP of Sales and Business Development; Rick Nickerson, Director of Sales; and Steve Wyatt, Senior Business Segment Manager.

The team welcomed a steady flow of visitors to the booth including Missouri Governor Jay Nixon and several international dignitaries.

Booth highlights included the BMOS (Backpack Medical Oxygen System) and the MMOS (Mounted Medical Oxygen System) as well as Platform Controls for a wide range of fixed wing and rotary wing aircraft.

The Paris Air Show is the largest event in the world dedicated to the aerospace industry. In 2013, 2215 exhibitors from over 44 countries welcomed 315,000 visitors during the seven day event. In 2014, the Air Show will be held in Farnborough, England, July 14-20, and then return to Paris in 2015.





## EXCERPTS

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## 65<sup>YEARS</sup> OF EXCELLENCE



The annual company picnic has become a tradition of family fun where hard-working Essex employees get together to enjoy good food, music and carnival games. Friendly rivalries emerge on the field as teams compete for the right to host the traveling softball trophy.

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