

Safety walkthroughs can drive improvements

We are going to restart safety walk-thru events with supervisors and hourly associates.

Our safety focus must improve. We are seeing far too many safety violations on the factory floor.

Good house-keeping is the #1 practice that can help avoid future accidents and we need to improve in this area.

There are people with safety glasses on top of their head and that is a bad habit we need to break. If your glasses are not

comfortable or do not fit, see Mona. Eye sight is too precious to gamble on.

In other cases, maintenance might need to get involved to move electrical drops or upgrade equipment.

Help us to be proactive in staying safe!



Upcoming Volleyball Leagues

Get ready for another season of fun in the sand at Captain Bills! The next league plays starting March 30th and continues to May 23rd.

Sign ups are at 9am on **Saturday March 8th**—but get there early to get the time you want. 4 person teams are \$400 and 6 person are \$450.

If you have a roster with 75% or more active players that are HMF employees, see Maria for sponsorship. You can find more league info. at www.captnbills.com

New safety signs set the tone for safe work

Can you remember the safety signs posted on the door you entered when coming into the plant today?

The signs we have are inconsistent in both message and appearance. We want to improve on these signs. With your support, the new signs will set the tone for safety each time you enter the plant.

There are 4 main messages in our new signage:

- The plant is a *dangerous* place! Be aware.
- Hearing and eye *protection* is required.
- *Beware* of moving forklift vehicles.
- Employees *only* on the shop floor

Two of the seven new signs will be by doors that are sometimes used by au-

thorized vendors. They will read “authorized persons only.” We want all visitors to report to the front office. If you catch anyone unauthorized in the plant, point this out to them.

Take notice of the new signs and *please* help us to uniformly enforce these rules.



Economic challenge

The President just signed the *Economic Stimulus Act of 2008*.

Just look at the gas pump, grocery prices, and the housing market and you know why. These problems sure could slow the economy down.

Despite the slowdown, we can grow even if the economy slows. To grow, we need to keep existing customers satisfied with our quality and delivery. We also need to show new customers our high level of quality and service.

“Time is money”

Our customers know that mistakes and delays cost them money. That is true especially in a slow and uncertain economy. A slow economy only makes our quality and service more important.

While we cannot control the direction of the economy, we do control our quality and service levels. They are our best antidote against a sluggish economy.

Emily Express answers your employment questions!

Dear Emily;

Last Thursday I clocked out at 12:00pm for lunch and I clocked in at 12:18pm. On my paycheck this week it said I took 30 minutes for lunch even though I only clocked out for 18. What's going on?

*Signed,
Timely*

Dear Timely;

At HMF Express, we have daily meal periods of 30 minutes Monday through Thursday and 1 hour on Friday. All hourly employees are allotted the same time period and are expected to use this time.

You may choose to stay on premise or leave the facility. If you do leave for any reason, you are required to clock in and out. This is very important because in case of an emergency, we should know at all times who is or is not in the building, ensuring everyone's safety.

February Birthdays

1- Gary Swann	1
2- Charles Bullock	7
3- Ulysses McAllister	9
4- Rufus Pickett	9
5- Harold Hayes	12
6- James Jones	15
7- David Perez	17
8- John Morris	18
9- Roger Benton	22