

## Outstanding in His Field

I'd like to talk a little about Glenair "staff retention." Simply put, folks here tend to stick around a long time, and this quarter we will celebrate some truly significant anniversaries, including Ron Platz in our sales department—current tenure champ—with 50 years of service; Engineer Pat Oakes and Human Resources Director Orlando Bernal, both with 30 years; On the production team, Orlando Rivas, Jeronimo Rosales, Manuel Munoz and Shu Hsuan Hu are each reaching 30 years, while Joann Sprinkle, James Nguyen, and Javier Romero are hitting 25 years of service. These folks have all made significant contributions to Glenair's success, and I want to thank them publicly for their many years of loyalty and hard work: Well Done!

But I'd also like to single out one individual for special recognition. The production side of our business is largely invisible to our customers, yet it's key to our commitment to be "First with the Most." In a constellation of bright lights, David Glenn is truly a Super Star. Celebrating 35 years with Glenair this January, Dave manages factory production—a veritable solar system of activities that must be held in perfect balance to keep our universe from flying apart. The many planets and moons orbiting Dave include blanking, machining, die casting, plastic injection molding, in-process inspection, plating, assembly, stock picking, ID marking, packing, final inspection and shipping.

It would be challenging enough if all Dave had to do was just make sure each of these functions was accomplished for regular production orders—but he's also faced with dozens of "hot" or expedited jobs competing for resources and favorable position in the queue on a daily basis. It's the kind of pressure that forms diamonds. And that's our Dave—a "diamond" who never fails to be pleasant and positive while calmly managing a frenzy of production activity. Dave inspires his team to do their best because they *always* see him cheerfully working hard and consistently delivering the goods.

I was rummaging through Dave's personnel file for interesting historical artifacts, and I found a doozy. His first performance review on August 1, 1975, just seven months after he was hired as "Shipping and Receiving Clerk," noted his "high merit" for which he received a 4% raise (from \$2.75 to \$2.85 per hour!). Three-and-a-half decades later, Dave continues to earn the highest possible marks and we all take great pride in having him as our colleague.

It's become trite for business leaders to extol their employees as their "greatest asset," sometimes mere months before implementing massive layoffs to buoy the share price underlying their executive stock options. Despite the potential for cynicism, let me state it clearly: At Glenair we truly cherish every member of our team, especially the long-tenured folks who have made so many important contributions to Glenair's success. And there is no better exemplar than Dave Glenn. Congratulations, Dave, on 35 years of fun and accomplishment. Here's to many more!

*Chris Toomey*

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