



An Innovative
Partner in
Chemistry

The Innovator

From the President...



The New Year is a time of reflection and thanksgiving. We reflect on what went right and what went wrong in the prior year. We absolutely give thanks for our families, customers, and employees, but we are also thankful for another year and the opportunities it offers to correct the previous year's mistakes and acknowledge its successes. Like everyone else, we had some of both in 2012. During our strategic planning this past year we learned our customers enjoy working with our friendly, easy-going, positive people. As the President of the company, it is the kind of praise you like to hear.

We surveyed both customers and employees. Interestingly, they were in agreement about our strengths and weaknesses; a signal that we are not out of touch with CJB customers. We learned that we have improvements to make in the areas of consistent progress, mistake proofing, and preventive management. Our focus is on our culture and the engagement of all employees in constant improvement. We will be doing a lot of education this year. The areas we will cover include: Customer Interaction, Positive Attitudes, Operational Excellence, Leadership and Learning, Financial Responsibility, Communications, and Family. These are the cores that make up our culture. Many of them are ingrained in our daily functions. Others will require intentional, active education. What we create this year will carry us forward, improve how we operate and benefit all of our customers and employees. In 2013, we would like to learn that not only do we have the friendliest and easiest to work with employees with the greatest attitudes, but also that we are leaders in communication and operational excellence. Here's to the New Year! May it be a great one for us all!

Best Regards,

A handwritten signature in red ink, appearing to read "R. Clinton Beeland, Jr.", written over a white background.

R. Clinton Beeland, Jr.
President

*“CJB
Industries
is committed
to meet and
exceed customer
expectations through
dedication and
continual
improvement”*

Alan DeCarlo

*Production
Manager*

Alan DeCarlo,

our Logistics Coordinator at Cypress Street, brought a world of knowledge to CJB Industries April of 2011 after 13 years



as Production Manager for Structural Specialties, the local distributor for Trus Joist. Prior to that, he worked at Trus Joist/Weyerhaeuser for 18 years, where he began his career as a laborer and went on to hold positions in Invoicing/Commission Data, Engineering, Customer Service Manager and Production Scheduling. He holds an Associate Degree in Drafting and Design from Valdosta Technical College and has earned certification in Master Scheduling from Oliver Wright training, SAP Design and Implementation. Alan, a native Valdostan, is married to Cindy and spends a lot of time with Taylor, his granddaughter! He enjoys motorcycling, NASCAR and working with his hands in wood, metal and machinery.

What's New at CJB?

I'm sure you're all familiar with the UPS commercial that has re-worked a Dean Martin classic into a catchy definition of logistics. I've never heard anyone sing a tune about "lean" production, but maybe someone should. CJB has been hard at work expanding, training our employees, organizing and implementing more lean practices in the process.

At the risk of extreme over-simplification, lean manufacturing is about focus. Focus on our customers' needs. Focus on quality. Focus on inventory reduction. Focus on safety. Focus on employee morale. So far, all of this focus has paid off. In our recent customer survey, 94% of responders rated their satisfaction with CJB as "Excellent" or "Very Good". We are aware of those areas that need improvement and are diligently working toward more streamlined inventory management, improved communications both inside and outside the company, and our ongoing commitment to producing 100% quality products. Quality, inventory reporting and accuracy, flexibility, safety and improving operational efficiencies come into conversation with existing and prospective customers. Cost will always enter the discussion, now and forever. But the enhanced value proposition we provide is more important to our best customers.

At our Gil Harbin plant we have introduced production tracking boards in the packaging area to help focus employees on the expectations for quality, housekeeping and rate. We have added visual aids to ensure retained samples are always taken and saved according to customer and ISO requirements. The stretch-wrap area has been relocated to enhance product flow, and we have improved safety through reduction of fork lift traffic in the main work areas. Our Cypress Street facility has focused on the granule production areas and maintenance shop. Lean manufacturing has been used to create a system designed to prevent failures in the scale program and to redesign the powders blending area to bring a new blending system on line.

There's a lot going on! We don't have a snappy song or commercial, but CJB is constantly striving to improve in all areas. While lean manufacturing is taking a larger role in our production capabilities, our focus remains on customer satisfaction.



CJB Employees Retire

Two of CJB's long-standing employees have decided to take their retirements. **Frances Burkhalter** and **Ron Jamison** will be leaving the company in January, each after nearly 10 years of dedicated service.

Frances, our Office Manager /Bookkeeper will be trading in her payroll and accounting responsibilities to spend more time with her grandchildren and garden.

Ron, who works as Packaging Operator for our Cypress Street Plant, has been working ever since he joined the Navy at 17. He's not sure what retirement will hold for him, but is looking forward to finding out! We will miss them a lot and wish them the best of luck in this new chapter of their lives!



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Christmas Parade



The CJB float in Valdosta's Annual Christmas parade was a team effort! The 2012 theme was "Christmas Around the World." We had a blast!



(229) 293-0800

www.cjbindustries.com

ISO9001

ISO/TS 16949

ISO 14001

EPA Establishment

Brooke Glassner

*Inventory Control
and Logistics*



Brooke Glassner (nee

Downing) began working for CJB in July of 2004 in Inventory Control and Logistics. Beginning at our Cypress Street facility, Brooke moved to the Gil Harbin plant in 2009 as Production Planner. Prior to working for CJB, Brooke held positions at Energy Saving Products and First Federal Savings Bank of Florida. Brooke holds an Associates Degree in Business Management and Accounting. She was born, raised and still lives in Jasper, Florida (a community about 25 miles from Valdosta) with her five year-old son, Conner and new husband, Tim. Brooke enjoys photography, crafts, traveling and spending time with her family.



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