

# Connections



February 2012

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## StelCrete and Bowmanville receive new systems

It was a busy fall for Salit's Information Technology (IT) team. Two of Salit's divisions, StelCrete and Bowmanville Service Centre, received new software. Software is the instructions for computers, and installing business software is complex requiring great teamwork from everyone, including IT, Production, Staff, Finance, and others. The biggest challenges are to ensure that all elements of the business are covered, and that changes are made to make the best of the business software.

StelCrete has been working hard over the years to build its business. This led to everyone having to manage many customers and products. The team did a great job, however the complexity made it necessary to install a system that could handle purchasing, sales, production, and shipments. In the summer, several software products were considered to understand what was required, and how to implement the system. The system chosen is the same system that Salit uses in its rebar division. While the businesses are different, the software was able to support StelCrete's activities. With a lot of hard work, the system went live on November 1. There were the expected bumps along the way, but now the StelCrete team is well on its way to improving its customer service.

Bowmanville Service Centre (SC) also received a new computer system in the fall. This was different from StelCrete's since Bowmanville SC already had a system. The company that makes the software informed Salit that they would not be supporting their old product and that we would need to move to their new product, called Eniteo. The Eniteo product is new and has many functions to make running the Service Centre easier. In the spring of 2011 the team at Bowmanville studied the new software and decided that it has features that would help Salit. The implementation team started in the summer by reviewing the procedures and forms that would be required. In November, there were many tests completed, and the system went into use at the beginning of December. More features are being implemented as staff become familiar with its capabilities. Great work by all who worked together to introduce the system!

## It's RRSP Season—contribute to your plan

After peaking in 2000, the median registered retirement savings plan contributions since the 2008 recession have hovered at around \$2,680, according to Statistics-Canada. (<http://www.ctv.ca/CTVNews/TopStories/20111222/rrsp-contribution-levels-expectations-111222/#ixzz113u1ySYF>)

People can take money from their tax-free savings accounts or even borrow

short-term to secure a tax refund. That money could be used to make a balloon mortgage payment, repay the bridge RRSP loan, contribute to a TFSA or be put towards the 2012 RRSP limits.

The Great West Life Assurance company works with Salit employees to facilitate their contribution. You

can make a lump sum deposit to a group retirement plan. Forms are available from HR.

Registered Retirement Savings Plans are one of Canada's best tax breaks. Most Canadian banks and financial planning sites have general RRSP information.

The deadline for your 2011 RRSP contributions is Feb. 29.

### Special points of interest:

- STELCRETE AND BOWMANVILLE RECEIVE NEW SYSTEMS
- IT'S RRSP SEASON
- PRESIDENT STEVE COHEN
- MESSAGE FROM THE DIRECTOR OF HUMAN RESOURCES
- 2011 A YEAR OF GIVING
- HALF IRON DISTANCE TRIATHLON AND DUATHLON
- STELCRETE CONTINUES TO ADD TALENT
- FEATURE PROJECT—ICE CONDOMINIUMS AT YORK CENTRE
- SALIT WELCOMES ITS NEW HIRES
- 2011 SERVICE AWARDS
- 2011 SENIOR HIRES
- SALIT ROOTS
- SAFETY TIPS FOR WINTER
- SALIT'S COMMITMENT TO QUALITY—WHAT IS AN SOP
- WELLNESS CORNER



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### President Steve Cohen says...



Steve Cohen

Belated Happy New Year, everyone. May 2012 bring us health, happiness and *some* prosperity.

At the beginning of every year, most of us make resolutions to improve our lives. Yet, as February approaches many of these aspirations have dwindled or vanished. Inevitably, we say “maybe next year” only to repeat the process.

Running a business is much the same as making per-

sonal resolutions. We have an obligation to improve our business continuously. We cannot slide back. Each year we identify areas of the business that need attention. The only way that Salit continues to prosper is for us to have the resolve and intention to see that the goals we set each year are carried out.

During 2012, you will inevitably see our goals and plans materialize in our

operations. It is with your cooperation and commitment to making Salit a better place that these results do happen.

I encourage you to not give up on your personal goals and any you may have for the workplace. Our success is dependent on our collective resolve to improve. We are a team to be proud of, and a team of many committed individuals.

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### Message from the Director of Human Resources



Robin Dietsch

Happy New Year from the Human Resources Department! As the clock strikes midnight on New Year's eve, it gives us an opportunity to reflect on what happened at home and abroad. Some of us will take time to reflect on our own lives— personal and at work.

Let's look at 2011. Stephen Harper's conservative government was defeated on a non-confidence vote. Canadian Singer Mary-Lu Zahalan-Kennedy became the first person to graduate with a Masters degree in the Beatles. Sirhan Sirhan, the assassin of US politician Robert F. Kennedy in 1968 was denied parole. The wreckage of Air France flight 447 which crashed in June 2009, killing 228 people was found in the Atlantic. U2's 360 tour became the highest grossing music tour, following a show in Rio de Janeiro, Brazil. Osama bin Laden was killed.

Perhaps your personal reflec-

tions will resolve to spend more time with family and friends, to become healthier and shed extra pounds, or quit smoking. It is important that we commit to our goals and strive to achieve personal and business satisfaction. The HR team has reviewed where we were and where we would like to be in 2012. I am pleased to share some of our goals.

We are committed to educating the entire workforce on wellness and healthy lifestyles at work and at home. We hope that the information we share will be useful to you and your family members.

We wish to enhance the level of talent amongst our employees. What leads a company to success is the strength of the people that come to work each day, healthy and with the tools and skills to do their jobs. We will seek talent to ensure the workforce is ready and able to take on the challenges of 2012 and beyond.

Payroll/HR system that will incorporate a time and attendance system. We are ready and prepared to automate our processes, which will allow the HR team to reserve resources for other initiatives that will help drive the business.

Health and safety is at the forefront of our goals, and we will continue to build upon what we have to get to the next level. The safety of our employees is paramount, and it will not be taken for granted or ignored.

If you haven't paused to reflect on 2011 and make some decisions on where you would like 2012 to take you, I encourage you to do that today. Setting goals for the year, writing them down and doing whatever is possible to achieve them will be self-fulfilling and rewarding. It is never too late to make change and achieve what you thought might be impossible.

Robin Dietsch

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### 2011 was a year for giving

A BIG Thank you goes out to our Social Committee for all of their hard work in 2011. As a result of their efforts, and your donations (\$580 total plus \$500 in grocery vouchers), we were able to support two families with small children in need of a nice Christmas. We showered the little ones with gifts and provided beautiful food baskets to the families.

We also received many articles of clothing for the "Out Of The Cold Program"

and we will continue to accept donations of warm clothing (hats, mitts, scarves, coats etc.), as there are always people in need. Thank you to all who donated!

All of our long weekend lunches were well attended and donations were always given!

Our Special Events in 2011 also went swimmingly! The children had a blast at the kids Christmas Party, which was held at the Americana,

and our Summer Picnic was just as much fun! We are looking for new ideas every year for our two main events. If you have a suggestion, please drop by or email our Human Resources Department!

Year 2012 brings new hopes and challenges for those in need. We hope that everyone keeps giving and showing others what a community partner Salit Steel really is!



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### Half Iron Distance Triathlon and Duathlon

Multisport Canada is bringing the Half-Iron Distance Triathlon and Duathlon competition to Welland this year, June 23 to 24, along with shorter distance events.

This is a chance to show off your athletic ability to your friends and anyone else who think you might be crazy.

It is not a fund raising event. There are set fees for the event of your choice. It is a race. The course is flat and fast and

the organizers know what they are doing. Relay teams can also enter with one person running each part of the course. Details on the course routes and fees can be found at the link at the end.

As an endurance athlete, Phyllis Garfield has offered her marathon training experience to help with the running portion, overall strength training, and dietary considerations.

Come out and share the

moment. The training starts now. We are not there to beat each other; we are there to be with each other.

Peter Pellizzari, Dave Winckler and Fred Nettle are planning to participate.

If you are a swimmer, cyclist or runner, this event is for you. Anyone of any fitness level is welcome. For details, check out <http://www.msctriathlon.com/ms/events/showevent.cfm?showEventID=137>



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### StelCrete continues to add talent to our family

Nancy Kovacs is the latest addition to the StelCrete team in our Welland Facility. Nancy joined our team in October and comes to StelCrete with over 10 years of sales and customer service experience. Armed with a degree in Anthropology from Western University, Nancy brings an enhanced understanding of human interaction and how business is affected by it. She joined us to provide customer service and support our sales team. We extend a warm welcome to Nancy!



Nancy Kovacs

## Connections



### FEATURE PROJECT Ice Condominiums at York Centre

Ice Condominiums at York Centre, by Lanterra Developments and Cadillac Fairview are Scandinavian inspired 55 and 65-storey towers on York Street at Bremner Boulevard in Downtown Toronto. The towers are a short walk from the Air Canada Centre, Union Station and the TTC, the lakeshore, Roger's Centre, and the entertainment and financial districts.

York Centre will consist of a 31 storey 800,000 sq. ft office tower along with the two ICE residential towers and a 1 acre landscaped public space surrounded with retail outlets.

Units will range in size from 400 sq. ft. bachelors to 1100 sq. ft 3 bedrooms.

Ice Condominiums consists of 4 underground parking levels. With the two towers, it is one of the largest condos in the downtown core.

Salit supplied 8,000 Tonnes of rebar, including pre-assemblies for all vertical components (column and core wall cages).

The project started in January 2011 with a completion target of December 2013.



### Salit welcomes its new hires

Salit Steel welcomes all of our new hires.

#### **StelCrete, Fort Erie**

Eric Halkes  
Production Worker  
(Hourly—Passed Probation)

#### **Bowmanville**

Tanner Johnston  
Production Worker  
(Hourly—Passed Probation)

Daniel Frigault  
Production Worker  
(Hourly—Passed Probation)

#### **Acier & Tube Salit Inc.**

Gheorghe Velcelean  
Production Worker  
(Hourly—Passed Probation)

#### **Salit Steel, Niagara Falls**

Alan Reid  
Trucking Supervisor  
Salary

# Connections

## 2011 Service Awards announced

The men and women who have dedicated many years of service to the company are the heart and soul of Salit Steel. Our Service Awards are an acknowledgement of how deeply the personal commitment of the recipients are appreciated.

### 25 Years

**Bob Anderson,**  
SRI

**Brannon Lee Porter,**  
SRI

**Dale Anderson,**  
SRI

**Denis Simoneau,**  
SRI

**Pat Jamieson,**  
SRI

**Paul Haynes,**  
Rebar-Selling

**Rejean Boudreau,**  
SRI

**Richard Summers,**  
SRI

**William Levesque,**  
SRI

**Bryan Niemi,**  
Driver

**Clovis Todd,**  
Driver

**Alex McInnes,**  
Driver

**Betty Aird,**  
SC-Selling

**James Morningstar,**  
SC-Plant

**James Shavalier,**  
SC-Plant

**Thomas Gullion,**  
Driver

**Michael Turner,**  
Admin./Purchasing

**Paul Lemay,**  
SRI

### 20 Years

**Tim Eagles,**  
SRI

### 15 Years

**Sara Clifford,**  
Burlington

**Keith Baugaard,**  
Director

**Paul Smith,**  
Driver

**Mario Nava,**  
Inside Sales

**Rock Antonio,**  
Inter. Detailer

**Darren Laliberte,**  
Leadhand

**Marcy Stone,**  
Office

**Barry Dean,**  
Office

**Dan Shugan,**  
Office

**Robert Marsden,**  
Outside Sales

**Chrissy Maci,**  
Production Coordinator

**Mark Roach,**  
Purchasing Mgr.

**Liz Young,**  
Sr. Detailer

**Alain Albert,**  
SRI

**Brian Godin,**  
SRI

**Francois Lemay,**  
SRI

**Gavin Miller,**  
SRI

**Richard John Verheyen,**  
SRI

**Wilfred Soulsby,**  
SRI

**Dave Beswetherick,**  
Supervisor

**Ron Burns,**  
Supervisor

### 10 Years

**Alan Dover,**  
Director

**Allan Robbins,**  
SRI

**Andrew Kennedy,**  
SRI

**Ben Condino,**  
Inside Sales

**Brett Mercer,**  
SRI

**Fausto Figueiredo,**  
SRI

**George Penfold,**  
SRI

**Joseph Vignanello,**  
Driver

**JP Bernard,**  
SRI

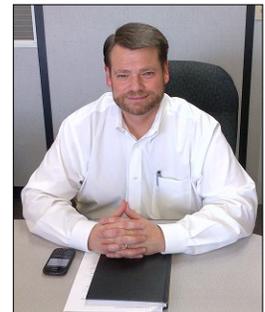
**Robin Dietsch,**  
Director

**Vincent Kennedy,**  
SRI

## 2011 Senior Hires

### **Tim Hardman** General Manager, Service Centre

Tim Hardman began work in October, 2011. He reports directly to Steve Cohen. Prior to joining Salit Tim held the position of President & COO for a leading aluminum foam manufacturer as well as other senior level positions in the metals industry. As a member of the senior management team, Tim oversees all aspects of the Service Centre. A warm welcome to Tim with best wishes for a successful career with Salit Steel.



### **Mike Marcello** Director of Operations

Mike Marcello began work in July, 2011. He reports directly to Steve Cohen. Prior to joining Salit Mike was the Corporate Manufacturing Manager for Fisher and Ludlow, a division of Harris Steel. Mike holds a Bachelor of Engineering and Management – Mechanical Engineering and an MBA from Niagara University. As a member of the senior management team, Mike is responsible for overseeing operations company wide. We wish Mike all the best for a successful career with Salit Steel.



## Connections

### Salit Steel has roots that span two centuries.



Myer Salit 1880—1958

Myer Salit, founder of the company was born in Brest, Litovski, Poland in 1880. At the age of 23, he left Europe for North America, arriving at the Port of New York in September 1904. He immigrated to St. Catharines Ontario, where his brother-in-law Harry Rubin was a scrap metal dealer.

In 1905, seeing the success of Mr. Rubin, he opened his own scrap business in the neighbouring town of Niagara Falls. From the most humble of beginnings, working with only a single horse and cart, and hard work, self-education and determination, he built a prosperous business. Mr. Salit was universally respected and held in high regard by all who dealt with him. He was an active member of the community as well as a promi-

nent philanthropist. His legacy of honesty and integrity were the foundation upon which the business was built and continues to operate.

After World War II Mr. Salit's son-in-law Irvin Feldman joined the company followed by his grandson Larry Cohen in 1955. In the early 1950s, the company diversified and began distributing new and used steel products to local industry. This marked the beginning of the Steel Service Center.

In 1958 Mr. Salit passed. The company continued to grow under the leadership of Feldman and Cohen, and in the mid 1960s the company became a reinforcing steel (rebar) fabricator known as Salit Steel.

In 1981, Larry Cohen's son Steven Cohen joined the company. During the 1980s the industrial base in Niagara Falls continued to decline and despite strong historical ties, the family decided to sell the scrap division. Upon closing the scrap operation Mr. Feldman retired. Throughout the 80s and 90s the company continued to expand, diversify and reinvest, improving facilities and opening new operations to better serve its customers. Today the company continues to flourish as one of the major steel suppliers in North America.



### Safety tips for Winter 2012 are for everyone...

Although we have had a slow start to the winter season, here are a few simple safety tips to remember.

- Ensure that all walkways and emergency exits are clear of snow, ice, and debris.
- Wear sturdy footwear, with a good grip.
- Slow down and walk slowly.
- Allow yourself extra time to get from A to B, so you don't find yourself having to make a last minute dash.

- Keep an eye on what is underfoot. Some places will remain icy for longer periods than others (e.g. places that do not get the sun).
- You must not make conditions worse (e.g. creating a sheer icy surface by pouring boiling water over the pavement), and then walking away. This is not an option.
- You must do a good job in keeping your environment safe, and keep on top of the job (reacting to changing conditions). You'll

- probably have to tackle an area more than once.
- Ensure that you are dressed for weather conditions.

Remember—In addition to slips and trips on pavements, and in public places, many people fall on their own footpaths and driveways. Take care in these places too.

Dave Winckler, CHSO Health & Safety Administrator



# Connections

## Salit Steel's commitment to quality—What is an SOP?



### What is a Standard Operating Procedure (SOP)?

Standard operating procedures are the company's BEST practices. It is what the organization as a team has determined to be the best possible way to do a particular operation in our business. SOPs are what you believe to be the most efficient, most effective way to do that operation. SOPs help a business have predictable end results, something that can be repeated. SOPs enable you to work SMARTER, not HARDER.

### Are SOPs necessary? What are the benefits?

The details in an SOP standardize the process and provide step-by-step how-to instructions that enable anyone within our operation to perform their assigned task in a consistent manner. The SOP document serves as an instructional resource that allows employees to act without asking for directions, reassurance, or guidance in many circumstances. The step-by-step written procedure outlines employee expectations for tasks they perform. Communicating procedures that anyone in the operation can follow with consistent results will ensure

our operation continually provides high quality products and services. SOPs can have a positive affect in all areas of our business.

### Purpose of the SOP

The SOP serves as a framework for organizational policies and provides direction and structure. It tells what, how, when, why, and who. It provides a foundation for employee training, job description, corrective action and performance review.

### How is an SOP different from our Safe Work Practice?

Our Safe Work Practices (SWP) focus on how to perform tasks within each operation with minimum risk to your health and safety. The SOPs serve as a tool to document and outline the steps to perform a task or operation consistently and effectively. The SOP is designed to work in conjunction with the company's Safe Work Practices and will reference SWP practices where appropriate.

### Developing SOPs for the Salit Operation

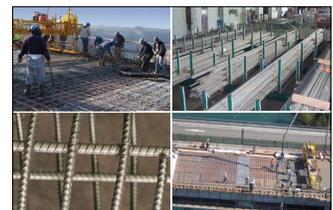
We have been accessing areas within the operations and administration groups where we believe the SOPs will be effective and appro-

priate. The SOPs are put together by Salit operators, leads and administration personnel who directly perform the work or task, with assistance from Supervisors/Managers in the associated area. The Quality Manager puts the SOP in a format that is consistent throughout the Salit Group of Companies. Once the SOP has been created, reviewed and approved, it becomes a tool used for training new and existing employees. The SOP is an ever changing document. As new processes and procedures change, the SOP will change accordingly.

### What have we done at Salit?

Throughout 2011, we have generated SOPs within our Niagara Falls Service Center, NF Administration, Welland Rebar, Welland Service Center, Welland, and Fort Erie Assembly divisions. We will continue to implement SOPs throughout the organization as required. Salit employees are encouraged to discuss with their immediate supervisor the need for an SOP in their respective area or job function. The SOPs approved and in place can be reviewed on the Salit Intranet. These SOPs are being utilized as a training tool for new and existing employees.

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A legacy of excellence for over 100 years

# WELLNESS CORNER

## Workplace Wellness

### Feature Item: Quinoa!

Quinoa, relatively unknown, is the most nutritious of all grains. It is pronounced (Keen-wah). Unlike other grains, it is a great anti aging food and offers many health benefits. Two important minerals in quinoa are manganese and copper. These work together as an antioxidant and help the body fight free radicals, which can cause the body to develop cancer and other diseases. For those who are on a gluten free diet, quinoa contains no gluten! It is a complete protein, which means it contains all the essential amino acids your body needs, just like meat, eggs and dairy. It is a food for vegetarians!



Quinoa is an excellent food source, if you are on a diet. By including it you are gaining all the nutrients, vitamins and minerals your body needs to keep you healthy, and help you lose weight. The great thing about quinoa is that it helps you feel "full." The carbohydrates in quinoa release slowly into your body, so you won't get that rush of energy after eating certain other foods. You will have less cravings for sugary foods. It is very good in helping reduce hunger while you are on a diet.

By including it into your diet, you will gain other advantages. It can help people with migraines. Because quinoa is high in magnesium, it may help to limit the amount of headaches. Magnesium is a mineral which is very beneficial for relaxing blood vessels. Vitamin B2 is another source found in quinoa, and this helps cells to have proper energy production reduce migraines. The health benefits of quinoa may also help those with Type 2 diabetes, heart disease and gallstones.

Quinoa can be found in most health food stores, and supermarkets are stocking it more often. It comes as a grain, pasta, flour, cereal and flakes. You can mix with porridge oats, barley flakes, spelt flakes, and more.

### Recipe

2 cups water—1 cup quinoa (Makes 3 cups)

Place quinoa and water in a 1-1/2 quart saucepan and bring to a boil. Reduce to a simmer, cover and cook until all the water is absorbed (about 15 minutes). You will know that the quinoa is done when all the grains have turned from white to transparent, and the spiral-like germ has separated. For additional flavor, substitute chicken broth or vegetable stock for the water.

**Hot Breakfast Cereal** Bring 2 cups water to a boil, add 1 cup quinoa, reduce heat, simmer 5 minutes. Add 1/2 cup thinly sliced apples, 1/3 cup raisins, 1/2 tsp cinnamon and simmer until water is absorbed. Serve with milk or cream and sweeten to taste with honey or brown sugar.

### Quinoa Pilaf

1/2 cup carrot (diced), 6 cups quinoa (cooked with basic recipe), 1/2 cup green onion (diced), 1/4 cup olive oil, 1/4 cup celery (diced), 2 cloves garlic (crushed), 1/4 cup green pepper (diced), 1 cup almonds (sliced) 1/4 cup sweet red pepper (diced), 1/4 tsp oregano, salt to taste. Sauté chopped vegetables in olive oil until clear, yet crisp: stir in oregano. Add sautéed vegetables to cooked, hot quinoa, mixing well. Add salt to taste. Dry-roast almonds in heavy skillet until lightly golden. Add almonds and mix. Serves 6-8. Quinoa pilaf served as a side dish with fish or chicken is delicious. Vary the pilaf using your favorite vegetables, or by cooking the quinoa in chicken, fish or vegetable stock instead of water.

### Quinoa Stir Fry (for hungry family of 4) Created by: Pam Ruggles

2 cups quinoa cooked in 4 cups water, 2-3 stalks broccoli, chopped, 1 cup snow peas, 3 spring onions (chopped) 3 garlic cloves (chopped), 1 Tablespoon grated ginger, 2-3 Tablespoons sesame oil, 20-24 steamed shrimp. Stir fry veggies in 2-3 Tablespoons of sesame oil until tender. Add 1 Tablespoon maple syrup after the veggies are done. Add 20-24 steamed shrimp and stir in, if desired. Add soy sauce to taste.