

## Working Towards a Waste-Free Production Process

The production of hardwood lumber creates by-products that many decades ago may have been considered waste. Since our inception, we've always endeavored to make the best use of these by-products. Our goal is 100% utilization at the dry kiln concentration yard level.

With inbound lumber, we recycle the blocking that comes with the loads of green lumber. We grind up waste products, such as edge trimmings from our Quantum system or cut-offs from our production lines, for use in wood-fired boilers to run our steam kilns as well as heat our buildings during the winter.

We sell truckloads of additional shavings we can't use on-site, which are further processed and packaged for



*Some of our waste material is useful as home heating fuel. Wood scraps are shredded and pelletized for easy delivery and use.*

animal bedding and wood pellets.

We recognize these precious hardwood resources take decades to grow, so we strive to make good use of every inch in all three of our production facilities.

## New Booth Debuts at Northern Indiana Tool Auction & Expo

Banks Hardwoods once again exhibited a booth at the *Northern Indiana Tool Auction & Expo*. The show was held at the *Michigan Expo Center* in Howe, Indiana on January 30th & 31st, 2015. We exhibited along side a host of local wood product related manufacturers and distributors. Shaun Minger, Jason Watrous and Scott Dickerson manned our new pop-up booth, featuring an updated aerial photograph, showing all the recent expansion.



## Cold Weather Impacts Production

The recent cold weather hitting the midwestern United States and other areas has significantly impacted our hardwood lumber production. In addition to the cold temperatures slowing the kiln turns, it has also caused delays with logging, sawmill operations and trucking.

As we "weather the weather" here at our Michigan and Wisconsin production facilities, it's important for our crews to dress appropriately. We annually issue Carhart bibs and coats to our employees at the start of each winter to assist them with their work clothing needs.

Our yard maintenance employees also work hard to keep our yards plowed and clear of snow to keep our forklifts and trucks running smooth. Our hats are off to all of our employees who work hard throughout the year, be in the humidity of summer or the cold of winter, to get the job done right!

# Kevin Growcock Reaches 25 Year Milestone

Kevin has always been the guy that would make you sweat just watching him work – always in a hurry, but never short cutting quality. With so many memories over the years, the stories are almost endless.

Years ago Kevin would take the new production “kids” on his famous walks through the warehouse to review production runs and warehouse management. At the end of each walk he would always say “if you need anything don’t be afraid to call.” And he meant it! He has always been willing to do whatever was needed to make us better.



Kevin is currently responsible for our shipments, warehouse space management, various projects and many other daily tasks. Kevin

recently spent time in the Newberry yard, sharing his knowledge of production and warehouse management. He is one of those veterans that will always have his thumb on our quality measures.

Outside of work, Kevin is a diehard



Kevin celebrating with various coworkers at his anniversary party.

Chicago Cubs and Da Bears fan (poor fella). Kevin has been married to his wonderful wife Jackie for over 14 years. They both enjoy being very involved in their church’s activities. Kevin, thank you for your on-going efforts in making our team better for the past 25 years!



## Edith Reiman



Edith Reiman, our Customer Service Manager, started with our company on January 10, 2000 as Traffic Manager in our White Pigeon office. She had previously worked in warehouse management,

shipping, receiving and purchasing at a liquid enzyme manufacturer.

About one year after she started work as Traffic Manager (a position she still technically holds today) for our company, Edith handled a problem with a large customer of ours and her efforts did not go unnoticed. Steve Banks was impressed with her initiative in resolving the problem and immediately made her Customer Service Manager!

A native of Elkhart, Indiana, Edith graduated from Elkhart Central High School. She and her husband, Rob, have four sons, Matthew, Chris, Jeremy and Jacob. In her spare time Edith enjoys playing the guitar, antique shopping, gardening

and traveling. We appreciate everything Edith does for our company. We’re happy she’s been on our team for the past fifteen years and look forward to many years to come!

## Dawn Neubert



Dawn’s home department has primarily been in the stacker where proper stick placement, speed and attention to detail are her hallmarks. She brings an exceptional attitude daily, making the department she is in a happy one.

Over the last fifteen years Dawn has maintained an almost perfect attendance record. She is also responsible for our tally blasting – making sure that our tallies are spot on with our footages going out the door. She has trained many new employees on the importance of the position and makes sure things are done right.

Dawn, we thank you for your extended efforts over the years and look forward to many more!



## Reducing Our Energy Footprint

Working closely with *Cascade Renewable Energy*, in 2014 Banks Hardwoods purchased a combined total of 111,600 kWh of Renewable Energy Credits (RECs), displacing over 173,591 pounds of carbon dioxide. The environmental benefits of this program are comparable to not driving more than 16 passenger cars for one year. This renewable energy also benefits the U.S. economy and advances energy security, independence and sustainability.

