



WHAT'S NEW AT BICERA VALVE?

There's always something new at Bicera Valve. Here's the latest scoop!



Recently, we were lucky enough to be visited by 8th grade students who are putting together a video for "What's so cool about manufacturing?" It's a video contest put on by Northern Tier Regional Planning & Development Commission to promote manufacturing to young people. Our president, Mark Powers, sat down with five students from the region and talked with them about the various employment opportunities that Penn-Troy provides and the skills required for those positions. The group then took a tour of the plant and recorded videos that the students will edit and craft into a presentation that will compete against those from other groups in the region. We're looking forward to seeing the completed video soon, and we hope we will be able to share a link to their work in a later issue or an email.



New Sign

In our continued efforts to remodel our building, we have installed a new lighted sign on the front, and we are beyond happy with the results. It was a pleasure working with a local fabricator to achieve the recreation of our logo. We still have a few more signs and other changes planned for the spring. I look forward to sharing future progress.

Annual Christmas Dinner

Every year Penn-Troy holds a Christmas dinner for all of our employees and their families. The night begins with the ritual of employees being greeted by Penn-Troy's ownership and picking out an ornament for their Christmas tree at home. Then, each employee receives several tickets to enter in a silent auction of

gift cards and other goods. When everyone is settled, dinner is served, followed by dessert. The night is topped off by a visit from Santa Claus, who hands out gifts for the children and takes pictures with the families. It's a fantastic tradition that everyone is thankful to have the opportunity to take part in.

▶ Employee Recognition Corner

Rick Bellows

Material Handling and Receiving



How long have you worked at Penn-Troy?

About five years

What is your position, and what are your common daily duties?

Material handling and receiving

What do you like most about your job?

Doing different things every day

What are your hobbies?

Riding my Polaris RZR and camping

Do you have a vacation ritual or location?

We like to go to the beach.

What is your favorite movie?

N/A

Any bucket list item(s) you care to share?

A trip to Alaska

Do you have any hidden talents?

No

Family?

Married to my wife, Marie, for 32 years. We have three children, two girls and a boy.

How do you unwind outside of work?

I like to go hiking in the mountains or sit around a campfire with a cold drink.



▶ Product Spotlight

Pneumatic Shutdown Device

The Bicara Pneumatic Shutdown Device mounts directly on the cover of your Bicara Legacy valves and, in the event of an explosion, can activate a pressure sensor that can initiate a shutdown sequence. Contact us at sales@penntroy.com for more details.

▶ A Message from the President

Welcome back once again to the *BICERA Beacon Journal* quarterly newsletter. With it being winter, and business slowing down this time of year, I've had time to present at a few career days at the local high schools in our area. I'm always honored when asked to present, but later find myself struggling to boil down what it is I would want to tell a young person interested in business or manufacturing. My initial thought is just to tell them my personal story, and then I think, no, I should tell them about things like business strategy, or how economics works (things I'm not actually an expert on). Finally, I always come back to the thing I truly believe the most about business: It's that the most important skills you need to be successful in business are the things your parents taught you.



Things like:

- Be trustworthy (never lie)
- Do what you say you are going to do
- Build authentic relationships
- Don't be greedy
- Etc...

This list could go on and on, but you get the idea. My sincere hope is that when you interact with our people at Penn-Troy, you will see that we value principles like this, and many more like them. I also think you'll find we're pretty good with product knowledge, too!

Thank you again for your business, and I wish all the best for you and your business in the upcoming quarter.

Sincerely,

Mark Powers

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A reminder that SMM2020 is around the corner



Mission control



Preparing for Sigma testing



Analyzing the data

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