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What's New At YMI ?

- Young Manufacturing celebrates 60 years of being established.
- Sandra Korsmoe talks about hearing safety.
- Young Manufacturing adopts new logo.
- Jon Heffernan talks about Quality Assurance.

Visit Our Website at

www.youngmfg.com

YOUNG MANUFACTURING CELEBRATES 60 YEARS OF ESTABLISHMENT

Making Response to Customers a Top Priority Since 1947

From modest beginnings as a small machine and repair shop, Young Manufacturing has seen many changes over the years. But they have not forgotten how that journey began. This excursion started sixty years ago with the inevitable ups and downs many businesses experience. Through the test of time, the business flourishes today.

After returning from World War II in January 1946, Richard E. (Dick) Young came home to Grand Forks, ND to resume a normal life and find steady work. In smaller Grand Forks there weren't any large factory jobs like he had experienced in Minneapolis before entering the war. Instead, Dick found employment at a small local welding and repair shop. Only a short while later, the owners decided to dissolve their partnership and let it be known they wanted to sell the business and equipment.

In 1947 "Young Brothers Machine Works" was established. Dick, along with his brothers Roland and Frank, purchased the equipment for \$7000 and set up shop in a rented building.

Just as the business was getting started, it was



Dick Young Sr. left with his brother Roland right. (2004)

nearly lost due to an interruption of the Korean War in June of 1950. Roland and Dick had both joined the National Guard and were notified to report for active duty. Frank, a skilled machinist, went to work for Minnkota Power Cooperative where he stayed until he retired. The equipment was moved into storage for the duration of the war.

Upon return from their duty in Korea, Dick and Roland took temporary employment until they were able to build a 32 x 60 foot Quonset in 1954. But after one year this endeavor ended due to a lack of funds.

A local businessman and entrepreneur, Andy Freeman, who was also the General Manager of Minnkota Power Cooperative, asked Dick and Roland to join him and some other

businessmen to form a new business to manufacture specialty items. The group formed ARCO, (which many believed was an acronym for Andy's Research Company) and was housed in the Young Brothers building.

After eleven years with this organization Dick and Roland decided to leave the ARCO venture and go out on their own again. The brothers were able to take a few pieces of equipment with them when they left. (ARCO was sold some years later to an organization that moved the remaining machinery and product line to Racine, Wisconsin to provide work in an impoverished area of the city.)

In 1966 they purchased a horse training Quonset on a rutted dirt road outside city limits.

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Dave remembers as a young boy spending time at his dad's shop and began working there on odd jobs when he was twelve.



Dick Sr. and Dave Young with new sign out front of the building.

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This is where the business is located today, only now the company is housed in a new steel building, on a paved street (now called 42nd street North) and is once again within city limits due to city expansion.

After acquiring this new facility, the two brothers started to rebuild their business for the third time. In 1968 Dick and Roland made a trip to Arctic Enterprises in Thief River Falls,

MN, hoping to find some tool and die work. They were asked to research a better way of producing the steel track cleats then used on Arctic Cat snowmobiles. A contract was awarded them to build dies for cleat production, and was probably the break they needed to propel their company into the business that it is today. In 1973 Roland started his own business (TELPRO, INC.) to manufacture and sell a sheet-rock lifting device he designed for use in the construction indus-

try, which he called the "PANELLIFT".

Dave Young, Dick Sr.'s youngest son, is President of the company today. Dave remembers as a young boy spending time at his dad's shop and began working there on odd jobs when he was twelve. Young Mfg., Inc. has expanded over the years from primarily tool and die and metal stamping to a complete metal fabrication facility that includes Laser Cutting, CNC Press Brakes and CNC Machining. The company employs fifty people and continues to have a strong customer base in the area.

Since the early years, the business has seen many changes and many positive results, including other family members who once worked at Young Mfg., Inc. and have left to start their own successful businesses. This year marks the sixtieth year since it all started in 1947.



Sandra Korsmoe Safety Coordinator at YMI

HEARING TESTS AN ANNUAL EVENT AT YMI

The hearing conservation program at YMI is an important part of the overall safety attitude. The purpose is obvious: the conservation of YMI employees' hearing while they work in an environment that could damage their ability to hear if they don't follow some basic rules. One is to wear hearing protection while in mandated areas of the shop. Another is to make informed decisions on when and what kind of hearing protection to use when doing noise-producing work in other parts of the building and at home. All employees start with a base line hearing test. This benchmark is important so that they have something to measure against if there is a discrepancy in any employee's hearing. All employees and visitors are required to wear hearing protection when they are in the shop.

Sandra Korsmoe, Safety Coordinator, works with Altru Health Systems to set up the hearing test on an annual basis. She has also coordinated the efforts to make sure that all employees review the Personal Pro-

TECTIVE Equipment presentation that has been designed specifically for YMI. Sandra wears many hats at YMI, but a very important one to all of us is the safety program. Dave Young explains, "It's a way of life here at Young Manufacturing, and something we all take very seriously. Sandra has been a true leader and good example for safety at YMI which is appreciated by all its employees."



Jill Weisenberger from Altru health system talks with Dewy Lawdermilt, YMI about his hearing test.

FROM THE DESK OF DAVE YOUNG

36 years. That's a long time to be working at one place! I was 12 years old when I brought home my first paycheck. That \$12.50 sure seemed like a lot of money, and I only had to work for 25 hours to get it! (I still have the pay stub.) My full time employment began in 1976, even though my part-time jobs (sweeping, stacking parts, etc.) started 5 years earlier

When Dad was growing up, his father held to the idea that every boy needs to learn a trade. Grandpa made sure that my father was working (*real work!*) from a very early age to accomplish that objective. Finding a job can be easy when Dad owns the company, but he never forced me to work for him. He said I could work at the shop if I wanted, but assured me I was free to pursue any career I would like.

Throughout high school my goal was to get away from the noise, grease and smells of the shop. It wasn't bad work, but my heart was set on an outdoor career far away from Grand Forks. Dur-

ing my senior year of high school I met a wonderful gal from Wisconsin. After graduation I needed cash to make some trips to see her, and I needed a boss who was willing to give me some occasional time off. Dad said I could continue to work for him as long as I wanted, and he was lenient with my time off. I married Beth in 1978 and settled in Grand Forks. I put my other plans on the shelf and got on with life.

I found the work to be enjoyable, and I was fairly good at it. (Dad says it's the German blood in me). Dad was a patient teacher. He took the time to make sure I understood how to use the equipment, but more important, how to make it run efficiently. He taught me hand skills like how to use a file and sharpen a drill bit. He taught me *why* we do certain things, not just *how*. More importantly, he taught me about the importance of developing good customer relations.

When I began my career, our company was a series

of old buildings and pole barns linked together to form an L-shaped facility. Floors were uneven. We heated mostly with wood, using old pallets and scrounged wood for fuel. Computers and FAX machines could be seen in Popular Science magazine, but not our shop.

Things sure have changed over the years. Computerized equipment has taken over much of the handwork we did in the past. Our facility has expanded and is more modern in design. The heat from our lasers and a few gas furnaces has replaced wood heating, and turn-around time for parts has gone from weeks to days (and sometimes hours).

The one thing that has not changed is a desire to please our customers. Without **you** we would not be where we are today. Thank you for your trust in us. I hope you enjoy this first issue of our company newsletter.



Dave Young, President YMI

The one thing that has not changed is a desire to please our customers. Without you we would not be where we are today.

YOUNG MANUFACTURING ADOPTS NEW LOGO



Young Manufacturing Inc. has adopted a new logo for its corporate identity. Young Manufacturing was established in 1947 as "Young Brothers Machine Works". Over the years, YMI has seen many changes to the name and logo. When the first web site went online in 1999, youngmfg.com was adopted as the domain name. At that time, a new logo was designed with the YMI Young Mfg.,

Inc. woven into the design.

Over time all things change and a need for an upgrade to the logo was suggested. Dave Young, President of Young Manufacturing decided it was time for a new look to its logo and identity. So with the help of Chuck Crummy, YMI, and his son Matt who is a graphic design student at Drake University in Des Moines, Iowa, a new logo was born. Matt and Chuck developed the current design that is now being used. The new logo is designed to be used in black and white or color. YMI will now use this new logo on all of its corporate communication materials that identify the organization.

Retired Logos

YOUNG BROS. MACHINE WORK
MACHINIST - WELDERS - TOOLMAKERS
RE-BORING DIE-MAKING
ACETYLENE & ELECTRIC WELDING

YOUNG
MANUFACTURING INC.





“It’s our mission at YMI to help develop and maintain a finished part and process that eliminates a non-conforming product from making its way out the door and into the customer’s hands.”

John Heffernan, Quality Assurance Manager

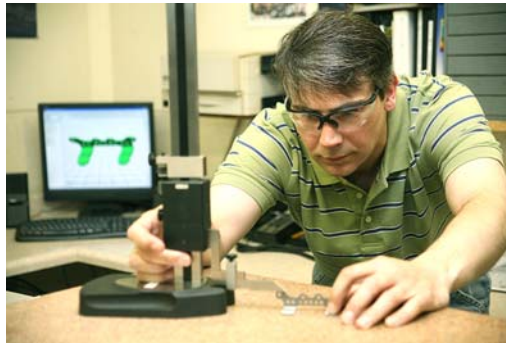
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*Making Response to Customers
a Top Priority Since 1947*

QUALITY ASSURANCE IS IMPORTANT AT YMI



Jon Heffernan Quality Assurance Manager at YMI.

Jon Heffernan began employment at Young Manufacturing, Inc. in 1997 as a tool-maker and press operator. He accepted a position in the Quality Assurance Department in 1999 and has been the Quality Assurance Manager since 2003.

As the Quality Assurance Manager, Jon explains: “It’s our mission at YMI to help develop and maintain a finished part and process that eliminates a non-conforming product from making its way out the door and into the customer’s hands. We work as a team to accomplish this through communication, preparation and continuous improvement.” Almost all quality improvements come via simplification of design, manufacturing layout, processes, and/or procedures.

The Quality Assurance Department works hand-in-hand with the Process Development Department, to run every new part through a multi-step process. This process establishes how the part is produced. From developing the final geometry needed to produce a part that meets or exceeds specifications to developing a “production ready”

process that produces a finished part as safely and efficiently as possible, YMI constantly reviews the existing processes accessing whether or not a new technology or a new idea will improve that process. Input from all employees, including the press operators, is strongly encouraged.

Young Manufacturing Inc has made an important decision to create customized training focusing on the specific tasks and equipment used. Training materials include video clips and step-by-step procedures, workbooks, and tests which help employees, both new and veteran, master key tasks used on a daily basis.

A pre-test is given to create a benchmark on how much an employee knows before training begins. A post test is then given after training, to learn what areas still need attention. At that time, further training is provided until a passing score is achieved. The benefit of this personalized training is a win/win environment. Employee have a better understanding of daily tasks and Young Manufacturing Inc., along with the customers’ benefit from the final outcome of the product produced.

Using industry standards as a template, YMI has a quality assurance program to meet or exceed our customer’s requirements. All inspection reports, PPAP’s (Production Part Approval Process), and any other documentation or certifications are kept electronically and are available on request. If you have any question regarding the Quality Assurance Department or any other questions please contact us.



Young Manufacturing Inc.
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