

November 2013



MCWANE, INC

Did You Know...

November is Diabetes Awareness Month

Tis the Season...to take care of YOU!!!

With the holidays around the corner, it is important to be aware of your health as well as that of loved ones. According to the American Diabetes Association, nearly one-third of those with diabetes are unaware they even have this life-threatening disease.

The Centers for Disease Control and Prevention (CDC) defines diabetes as the condition in which the body does not properly process food for use as energy. When you have diabetes, your body either

doesn't make enough insulin or can't use its own insulin as well as it should. This causes sugars to build up in your blood. This is why many people refer to diabetes as "sugar."

Diabetes can cause serious health complications including heart disease, blindness, kidney failure, and lower-extremity amputations. Diabetes is the seventh leading cause of death in the United States. People with type 1 diabetes, common among children and young adults, have pancreases

that don't produce the insulin hormone which regulates glucose in the blood. They must take daily insulin shots to stay alive. People with type 2 diabetes don't make enough insulin or their bodies don't properly use the insulin produced. This mainly affects older adults and those with a family history of the disease. Early diagnosis of this condition can help people lead a more normal, healthy life and reduce other health problems caused by disease.

McWane, Inc.
1143 Vanderbilt Road
Birmingham, AL 35234

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Give Stress a Rest

School is in full swing and now the holiday season is here which makes the fall/winter season a very busy and demanding time of year. Life's everyday stressors seem to be magnified due to the added chaos!

It is important to be aware of our health. Here are tips to remember during the demanding times:

Stay active. Don't allow the cooling (or cold) temperatures to stop you from being active! Think of options such as parking farther away while shopping, taking the

stairs when possible, and keeping your family active by participating in fun activities like hiking or biking.

Beware of constant snacking. Prepare healthy snacks in advance. Look for seasonal fruits and vegetables, multigrain snacks and low sugar alternatives. It is important NOT to skip out on holiday goodies, just enjoy in small portions and balance with healthy alternatives.

Drink water. During the fall and winter months, the air is drier and less humid, so drinking plenty of water is especially important.

Get your ZZZs. Sleep not only helps the body repair itself, it energizes you for your next adventure.



Get organized. High amounts of stress are linked to many health complications. To-do lists or calendars help keep stress under control; just beware not to OVER schedule yourself!

Prevention Reminder

Studies have found that people who smoke are more likely to get diabetes and it can increase the risk of complications for those who already have the disease.

The American Cancer Society marks the *Great American Smokeout* on the third Thursday of November each year by encouraging smokers to use the date to make a plan to quit, or to plan in advance and quit smoking that day.

Mark November 21 on your calendar and participate in the **Great American Smokeout**.



Recipe Corner

Fruity Nutty Chicken Salad



Serving size: 8 servings

- 3 cups diced boneless, roasted chicken breast
- 1/2 cup pecan pieces, toasted
- 1/2 cup finely diced celery
- 1/8 teaspoon ground black pepper
- 1/3 cup chopped green onions

- (the white and green parts)
- 1/2 teaspoon curry powder
- 1 firm apple, sliced and diced
- 5 tablespoons light mayonnaise
- 1/3 cup dried cranberries or cherries
- 1/2 tablespoon fat-free sour cream

Add chicken, celery, green onion, apple, dried cranberries or cherries, grapes and pecans to large serving bowl and toss.

Combine pepper, curry powder, mayonnaise and sour cream in a small bowl and whisk together until smooth.

Spoon over chicken mixture and mix well.

You may serve this salad immediately, or cover, chill in the refrigerator, and serve the next day.

EHS Strategic Plan Initiative Summary

In August 2012, McWane began a strategic review and planning process to examine McWane's EHS programs. McWane has built an outstanding EHS system, and incorporated a commitment to excellence in environmental, health and safety performance. The system was founded upon a strong compliance focus directed by EHS professionals. The primary purpose for the review is to support ongoing efforts to promote internal ownership of the EHS program and systems at the facility level.

A Steering Committee, including a cross-section of operations and corporate leadership, was formed to guide the process. (Current Steering Committee members are Tony Orlowski, Jim Proctor, Jeet Radia, Dale Schmelzle, Greg Simmons, Kevin Stouse, Larry Whitehead and Barb Wisniewski).

The first step was to collect stakeholder feedback about the current status of McWane's EHS programs, systems, and related culture. The Steering Committee identified 32 leaders across the company to participate. They were interviewed by Clarus Consulting Group between August and October 2012.

The feedback from the interviews clearly highlighted the many improvements achieved to-date and our justifiable pride in these accomplishments. A collective vision emerged as well throughout this process. The vision outlines an EHS system that both emphasizes a team-based and collaborative approach, and encourages a culture deeply invested in local ownership of EHS performance down to the plant floor.

The interviews revealed a number of opportunities to improve, streamline and increase collaborative involvement and ownership for safety and environmental performance by:

1. Sustaining Progress through Collaboration
2. Building a Consultative, Flexible Team-Based Approach to EHS
3. Building Buy in and Engagement among all Employees
4. Increasing Internal Communication and Transparency
5. Reducing Unnecessary Administrative Burden and Focusing on Training

The Steering Committee met three times between November 2012 and June 2013 to develop an EHS Strategic Plan. A summary of the main elements of the EHS Strategic Plan is attached. We will be forming Integrated Project Teams (IPTs) to review specific EHS program components and provide thoughtful recommendations to the Steering Committee. An IPT will be a working group that brings together interested employees, including divisional and corporate EHS and operations. Initial areas for consideration for these IPTs are as follows:

- ⇒ Audits
- ⇒ Training Programs
- ⇒ Performance Measures
- ⇒ EHS Management System
- ⇒ EHS Electronic System
- ⇒ EHS Culture
- ⇒ Global Expansion and Acquisitions

At their June 2013 meeting, the Steering Committee established a timeline for the IPTs to begin work in deliberate phases so the work is both manageable and sustainable. We are excited to announce that work is already underway for launching IPTs for the following two areas:

- Audits
- Training

We will also identify and implement selected pilot projects on a voluntary basis at divisions that test innovative approaches to improve our EHS performance. One such pilot project already underway is the Safe-Start behavior-based safety program being piloted at Valve and Hydrant Group facilities.

You will be seeing more communications on a regular basis in order to provide a progress report on activities and additional opportunities for employee involvement in the EHS Strategic Plan.

This is an exciting process and provides the opportunity for all of us together to build on our success to date and move to the next level in EHS leadership. To be successful, the engagement of personnel from all levels of the organization is necessary. In advance, the Steering Committee wants to thank you for your support and involvement in this important initiative.

MCWANE EHS PROGRAM STRATEGIC PLAN 2013-2015

<i>VISION:</i> To operate in an employee engagement culture where everyone does the right thing because it is the right thing to do.							
<i>MISSION:</i> To build on a strong compliance-based EHS culture to a values-based EHS culture by increasing engagement and ownership from all layers of the organization while continuously improving the collaborative partnership of EHS and Operations as a key to the organization's success.							
<i>EHS CORE VALUES</i>							
Protecting our people and the environment always takes precedence over production and profits	Each employee takes responsibility and ownership for EHS	People want to work at McWane	Community Leader	Transparency	Compliance, Protection, and Continuous Improvement		
<i>STRATEGIC PRIORITIES</i>							
EHS Management System					EHS Culture	Acquisitions & Global Expansion	Pilot Programs
Audits	Training Programs	Performance Measures	Electronic Systems	Other Components			
PHASE I	PHASE I	Future PHASE	Future PHASE	Future PHASE	Future PHASE	Ongoing	Ongoing
<i>STRATEGIC GOALS</i>							
Evaluate current auditing methods and emphasize processes to achieve broader EHS goals with solution and learning focus.	Create a more targeted and flexible approach to training.	Define and identify a set of metrics that will consistently measure the effectiveness of the EHS program.	Streamline electronic programs to increase efficiency in processes.	Institute a rolling review of systems and structures to enhance operational efficiency and support implementation of the Strategic Plan.	Create a universal culture of outstanding performance – which includes employee involvement and is sustainable, proactive and measurable.	Establish a framework for setting EHS standards for International Operations and Acquisitions.	Pilot alternative approaches for EHS to meet or exceed corporate standards.