

## THE WORD

Recently I was blessed to give my daughter's hand, my baby Mollie, in marriage to a wonderful man. I felt true joy walking Mollie down the aisle along with my wife Cindi. As we approached Eric, her future husband, I was thinking "We trust you with our daughter, a most precious human being. We expect, in your union, that you will love her, take great care of her and allow her to grow into all that she is destined to be."

As leaders, when someone "walks down the aisle" into our organization, we are called to be stewards of that life. Being stewards of life is the essence behind our People First<sup>®</sup> leadership training at Essex. In many ways, this program is an extension of how my dad, Harold, and my Uncle Sidney originally began Essex, as a company that truly cared about and appreciated everyone who worked here.

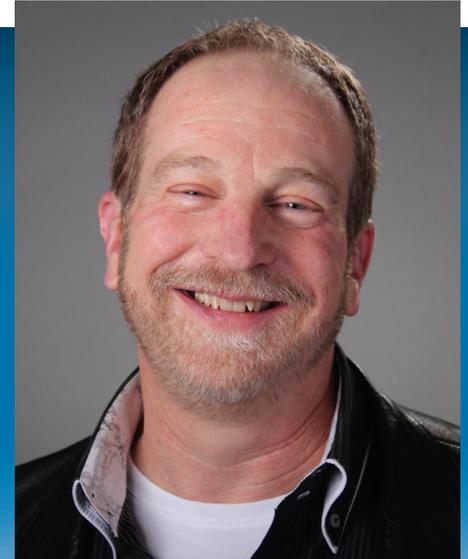
Their philosophy was to create good jobs for hardworking individuals with common values that allowed employees (who we now refer to as Purpose Partners<sup>®</sup>) to grow and develop into leaders, both professionally and personally.

As precious as Mollie and each of my other children are to me, so are the people at Essex. Every one of them is special. Every one of them deserves the opportunity to realize their full potential. So I have asked myself, do we, at Essex, have an environment where people want to work? Do we provide them with the opportunity

to learn new things, develop their talents and grow within the company? Do we enjoy working here? Would we want our children to work here?

Surveys indicate that 88% of the national workforce feels that their companies do not care about them. We want to ensure that is not the situation here. As part of the People First program, we conducted a cultural assessment within Essex. Areas were identified for improvement and we are working in cross-functional teams to develop recommendations for change. We are creating practical solutions and action plans that will enhance the cultural health of the company. Our goal is to identify and remove any barriers or drivers that negatively affect the involvement, productivity and retention of our Purpose Partners. And we firmly believe that our customers will see added benefit from more engaged, passionate Essex personnel.

The People First training helped us reaffirm the values that have long been the foundation of our company. It reminded us of the important leadership role each of us has in both our professional and personal lives. It gave us the tools to be better stewards of life and to show those around us that they are truly valued. To be respected, to feel appreciated, to have the opportunity to reach their full potential—that is what I want for my family, my friends and for everyone at Essex.



A stylized, handwritten signature in blue ink, consisting of several loops and a long horizontal stroke at the end.

*Chief Executive Officer*

# LEADERSHIP DEVELOPMENT



Monday, April 21 was a day of celebration for Essex, as the first one hundred employees completed the People First® Leadership Development program.

Keith Guller, Essex CEO and Jack Lannom, CEO of Lannom Worldwide addressed the group and presented everyone with a certificate to mark their achievement. Dan Phillips, People First Master Coach, was also in attendance to congratulate his students.

As part of the training, Essex defined the Core Values of the organization along with formal Vision and Mission statements, which have been presented and posted at all facilities.

Four additional training sessions have been scheduled for July and August, so that all employees will be able to complete the program.

Lannom Worldwide has over thirty years of experience as a leadership and organizational development consulting firm, serving world-class companies such as AT&T, UPS, Caterpillar, Citibank, Kimberley Clark Professional and the Ritz-Carlton.

People First® and Purpose Partners® are registered trademarks of Lannom Inc.

## VISION

To be the world leader in our markets for engineered products that enhance and protect lives.

## MISSION

Focus on our purpose partners® and customers by living our values through building relationships that positively impact our business.

## VALUES

Essex continually works to have a...

Communication  
Unity  
Learning  
Trust  
Understanding  
Respect  
Excitement

of integrity.



# INTERNATIONAL PARTNERSHIP



Essex has partnered with VRV S.p.A. to develop an Escort system for use in conjunction with VRV's home LOX base units. The Escort is a lightweight, portable system which delivers up to 6 liters per minute of liquid medical grade oxygen and provides eight hours of oxygen therapy.

Three models are being designed to meet the stringent specifications required by European regulatory agencies for this type of medical device. Through our affiliation with VRV, Escorts will be distributed throughout Europe and the Middle East.

Established in 1956, VRV S.p.A. is an international company with headquarters in Italy. VRV manufactures cryogenic and gas liquefaction equipment for a broad range of industries including Healthcare, Cryobiology, Food Processing and LNG. In the Medical sector, VRV provides LOX delivery systems to hospitals, cryogenic cylinders for use within hospitals and LOX base units for home health care patients on respiratory therapy.

# NEW FIRE-SAFE VALVE VIDEO

Essex has produced a new video highlighting its Fire-safe Valve Assemblies. Designed to stop the flow of flammable or hazardous media during a fire or emergency situation, these products are common in petrochemical, chemical and bio-fuel facilities, as well as in many other manufacturing processes.

The video features the Essex ball and butterfly valve styles and also explains the operation of thermal and electro-thermal links.



To view this video <http://bit.ly/SafetyValves> or visit [www.essexindustries.com](http://www.essexindustries.com)



# NOTEWORTHY

## LEARNING FOR LIFE



Keith Guller, CEO of Essex Industries, was awarded the Learning for Life Leadership Award by the Greater Saint Louis Area Council of the Boy Scouts of America at their annual recognition event held April 24 at the Scottish Rite Cathedral.

The Council presents the annual Learning for Life Leadership Award, to those who have given exceptional leadership in Exploring or Learning for Life programs.

Learning for Life programs focus on character education and are designed to help youth develop social and life skills that help them achieve their full potential.

## SOLIDWORKS PROFESSIONALS

The Certified SolidWorks Professional (CSWP) is an individual who has passed an advanced examination proving they are capable of designing parametric parts and moveable assemblies in SolidWorks. It is the industry standard for evaluating SolidWorks proficiency.

Essex collaborated with the SolidWorks certification team to provide a customized training and evaluation program for Essex Industries. Through this program, all SolidWorks users are able to test their abilities and show that they are certified for the CSWP as well as for any advanced certification exams.

There are 237 CSWPs registered in Missouri. Of these, the following 17 are currently engineers at Essex:

*Joe Behlmann, Greg Blount, Ryan Burgard, Sone Chan, Charles Culp, Bill Dean, Nicholas Eplin, Mark Goodwin, Brian Joachimsthaler, Cory Kaufman, Lori Kennedy, Jose Martin, Dustin Mathenia, Ryan Pace, Brad Schaefer, Gary Schreckenber and Blake Winkelmann.*



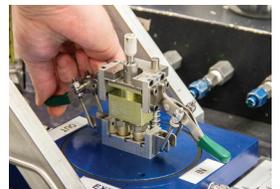
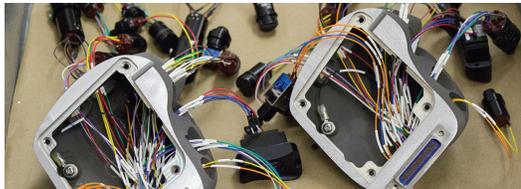
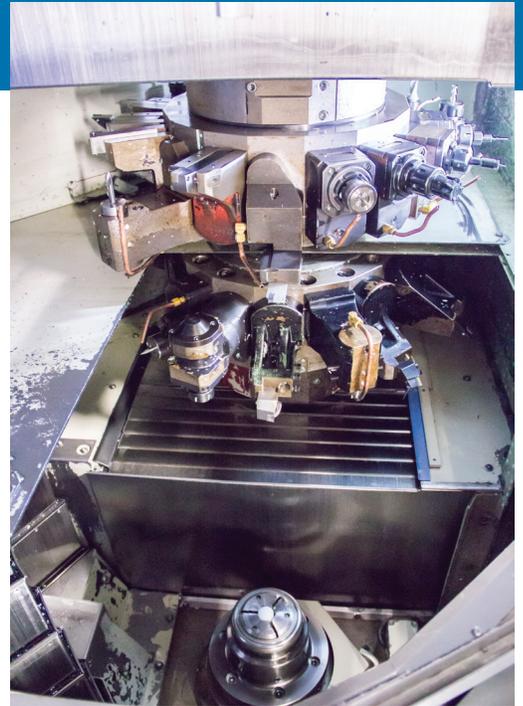
# FACILITY SPOTLIGHT

Essex has four St. Louis facilities that provide innovative design, creative engineering and quality manufacturing for the Aerospace and Defense, First Response, Safety and Medical markets.

In our Sunnen facility, we manufacture a wide range of custom engineered platform controls for fixed-wing, rotary-wing and military ground vehicle applications. We also produce thousands of MIL-SPEC, ANSI and NAS aircraft components including hydraulic pulsation dampeners, flame arrestors, anti-gravity valves and valves for hydraulic, pneumatic and fuel applications.

## 6 Sunnen Drive

56,000 ft<sup>2</sup> Facility  
103 Employees  
ISO-9001/AS9100 Certified



Our Carr Lane Court and Chivvis facilities were featured in previous editions of the *Excerpts*.

# UPCOMING TRADE SHOWS

July 14-20	<b>Farnborough International Air Show</b>	Farnborough, UK	Booth #2A-1
July 9-11	<b>WARRIOR East Expo (ADS)</b>	Virginia Beach, VA	Booth #TBD
August 6-8	<b>FIME</b>	Miami, FL	Booth #2562
August 18-21	<b>MHSRS</b>	Fort Lauderdale, FL	Booth #TBD
August 23-25	<b>NGAUS</b>	Chicago, IL	Booth #TBD
September 6-10	<b>European Respiratory Society</b>	Munich, Germany	VRV's Booth
September 8-12	<b>F-16 TCG/WWR</b>	Ogden, UT	Booth #TBD
September 9-11	<b>Medical Fair Asia</b>	Singapore	Booth #4P31
September 10	<b>Fort Detrick Vendor Day</b>	Frederick, MD	N/A

Booth numbers not listed will be posted on our website, [essexindustries.com](http://essexindustries.com), when available.

## NEW ROLES



### EVAN WALDMAN

*Senior Vice President of Business Development*

Evan Waldman has been promoted to Senior Vice President of Business Development for Essex Industries.

In his new role, Evan will lead the cross-functional teams of Sales, Engineering and Marketing to support the company's growth strategies and plans.

Evan joined Essex in 2004 as a Sales and Marketing Associate. He has served as Operations Manager for the Manufacturing Division, Director of Commercial Sales and most recently as Director of Strategy. Evan has a B.A. degree from Indiana University and an M.B.A. from Washington University.

## ACCOUNTING

### CHRISTINE WALTER

*Director of Accounting / Information Systems*

### GINA CLOSSEN

*Manager of Accounting (ERP) Systems & Reporting*

## NEW TEAM MEMBERS



### PHILIP ZEISER

*Director of New Product Design & Development*

Philip Zeiser has joined Essex Industries as Director of New Product Design & Development. In his role, Phil will direct engineering design efforts of components, products and

systems for all markets, both commercial and military, served by the company worldwide.

Prior to joining Essex, Phil was the Senior Manager of Engineering—Business Development for DRS Technologies, Inc. He previously held positions at Cummins, Inc., Ford Motor Company, GE Aviation and Sundstrand Corporation.

Phil has an M.S. degree in Product Design and Development from Northwestern University's McCormick School of Engineering and a B.S. degree in Mechanical Engineering from the University of Dayton.

## SALES

### KEVIN RAHL

*Business Segment Manager*



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