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A NOTE FROM STEVE ROGERS

President
Anchor Plastics, Inc.



As always, I would like to take the time to thank all of our customers, suppliers, employees and friends of Anchor Plastics, Inc. Without all of you, none of our successes would be possible. Thank you!

DID YOU KNOW?

Valentine's Day isn't all about roses, candy, and expensive dinners; it has a historical background too! It's actually a church sanctioned holiday, as Pope Gelasius deemed February 14 St. Valentine's Day near 498 A.D.

Shrouded in mystery, the exact origins of the celebration of St. Valentine are somewhat vague. While the holiday's history is well documented through the years, the saint (or saints) it's named after is up in the air. It's still unclear exactly who the celebrated saint of love really was, as the Catholic Church acknowledges 3 separate saints named Valentine or Valentinus. All of them were martyrs.

The oldest known Valentine's poem in existence today was written by Charles, Duke of Orleans during his imprisonment in the Tower of London, following the Battle of Agincourt. The poem was written to his wife.

The holiday continued to gain tremendous popularity through the 17th and 18th centuries, but saw tremendous popularity in more recent times, with faster communication. It wasn't until the 1840s that Valentine's Day cards began to be produced.

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ANCHOR WEIGHS IN ON “BEST

Recently, Anchor Plastics was nominated as a Minneapolis/St. Paul Business Journal Fast 50 honoree, coming in at number 34 on the list. In addition to being awarded a spot on the yearly lineup of up-and-coming businesses, Steve Rogers was also approached to shed some light on the inner workings of Anchor for their monthly "best practices" section.

This month in particular was about how to make your employees feel like "owners" of your company, something that Rogers is very familiar with.

The best employees are the ones who feel like they own the company. Those are the employees who understand the big picture, who need little managing, and who can confidently make many decisions themselves. They also are the ones who come up with great ideas that can make the company better and more profitable.

Rogers makes his employees feel like "owners" instead of "renters" by giving a large range of control and empowerment

to them. The employees understand that things will go wrong, but if they fix it or contain the situation and come up with a solution before the problem becomes too big things go a lot smoother.

Employees are entrusted within Anchor due in part to completing the Mold Tech training programs. This is a rigorous training program where there is roughly a 50% fall out rate. "Once employees pass their 3/3 setups, they have a sense of accomplishment that carries with them," says Rogers. "Once they have passed it, they earned their stripes and are now one of the team. It really is an honor, as it is a tough course, and other employees know this person is up to the Anchor standard."

Rogers also shares all the financials with the employees every month so they know if the company made money or lost money. "It really makes people feel good that they know where we are and that they helped in making Anchor successful."

High employee morale is also

BIRTHDAYS AND ANNIVERSARIES

Birthdays

- | | |
|-----------|-------------------|
| Jan. 6th | Danny Innes |
| Feb. 19th | Danielle Sullivan |

Anniversaries

- | | |
|-----------|---------------------------|
| Jan. 24th | Nathan Beaudry
2 Years |
| Feb. 10th | Kathy Coan
10 Years |
| Mar. 2nd | Chad Martens
4 Years |

Happy Valentine's Day from Anchor Plastics!



PRACTICES”

very important to Rogers. He allows the employees to select three social activities per year, paid for by Anchor, which they can do as a team. In 2012 a suite box was rented at the Target Center for the Aerosmith concert, a movie theater was rented to watch a Vikings game, and the plant was shut down for one day so the employees and their families could go to the Minnesota State Fair.

When asked what characteristics you see in employees who act like “owners”, Rogers pointed out three traits in particular:

- The first trait is extremely high capability. We ship out more than 10 million different plastic pieces a year, which is quite large for a company of only 15 employees. Our delivery rate is 99.6 % on time and our rejection rate is 3PPM's, which is outstanding in the industry.

- The second trait is very low patience. All of my employees have little to no patience for poor quality or service from suppliers or each other. I don't have disciplinary problems like tardiness or absenteeism. My employees won't stand for it. They take care of any of the problems before they get big enough for me to be involved.

- The last trait is independence. None of them like to be micromanaged. Without direct supervisors or managers telling them what to do, they have to rely on each other and work together. I bring in a project and it gets taken care of. Sometimes it doesn't always go as smooth as it should, but they always stay and put in the extra effort to get it done. We haven't lost a project yet and we do some very intricate molding with tolerance to +/- .001".

These traits are what make Anchor employees great. Being a company owner can be very daunting with the wrong group of employees, but by finding a group of individuals with these similar qualities limits Rogers' day-to-day managerial duties and allows him to focus on sales and other business opportunities.

“We are only a small fish in a big pond of molders out there,” says Rogers, “But with great employees, I can compete not only locally or nationally, but worldwide. I know my team can handle anything I can throw at them. Our sales growth has proven it.”

YEAR-END HOLIDAY CELEBRATIONS

On Sunday December 9th, employees and their guests met up to watch the football game between the Vikings and Bears at the Cinema Grill on the big screen. With plenty of food, drinks and laughter, the crew had a great time. To bring it all together, everyone chipped in to get the President/CEO a holiday gift.



To further celebrate the season, Santa made a visit to Anchor Plastics on December 19th to deliver gifts to the young children of Anchor employees! Pizza and soda were served, followed by the singing of Christmas carols. Santa, the kids, and even the parents joined in.

All of the children took a turn on Santa's lap to hear how they had been naughty and nice that year. Santa handed out all the gifts and the kids could not have been more excited to enjoy an evening with Santa!



Flip upside down to find answers to the crossword puzzle on the back page!

A15) Gothic Theatre A15) Wild A16) Metromaine A16) Lady's Slipper A17) St Paul A14) Minneapolis
A15) Bob Dylan A16) Prince A16) Twins A17) Timberwolves A17) Judy Garland A17) Red Pine A17) Vikings
A17) Loon A17) Rockerstar A17) New

EMPLOYEE SPOTLIGHT

Anchor Plastics is happy to highlight **Andrew Jacobson** in the Employee Spotlight.

Andrew was born at Riverside Hospital in Minneapolis on the day a tornado forced his family to take refuge in the hallways at the nurses bequest. He spent the first 13 years of his life living nearby in Crystal before moving to Maple Grove a little further away.

Before coming to Anchor he was an employee of Sam's Club for 5 years, ending as the Membership Team Lead in charge of interior and exterior membership sales. His hobbies include biking,

snowboarding, skateboarding, rollerblading, and anything that gets him out discovering the nooks and crannies of the Twin Cities he so loves.

He is slowly trying to learn the guitar since, “most good things come slow!” His favorite trip he ever took was to Jackson Hole and he plans to hopefully make it back there this coming winter shut down.

Andrew is currently a Mold Technician at Anchor Plastics, starting on his 5th month in February.





INJECTION SECTION CROSSWORD PUZZLE

How much do YOU know about Minnesota?

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<http://www.anchor-plastics.com>

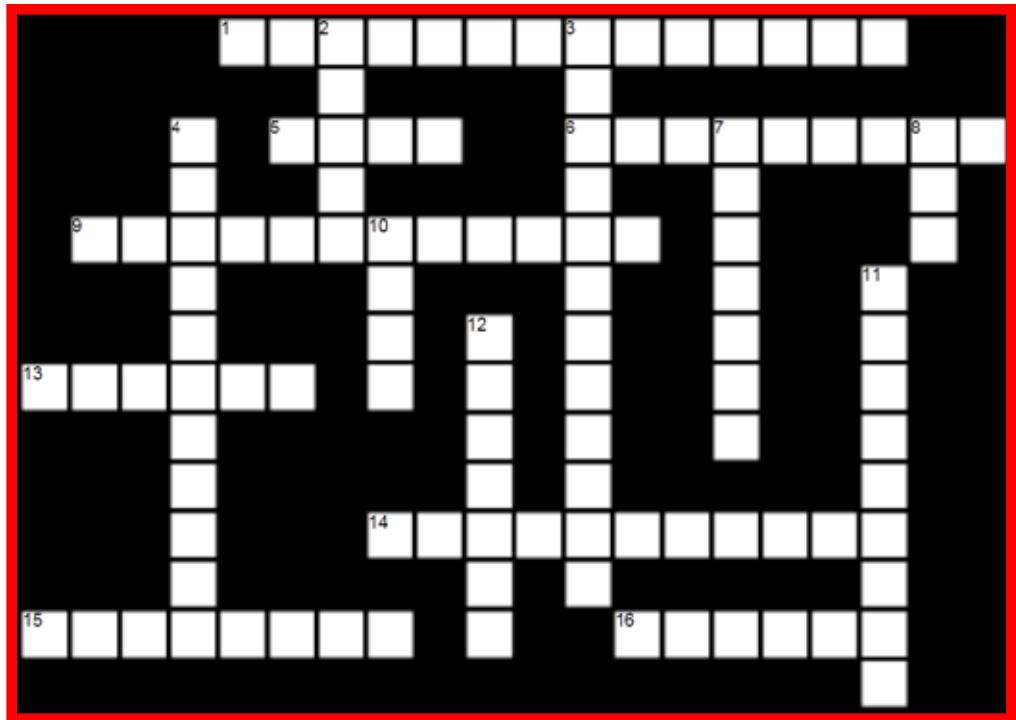
Answers to puzzle on page 3!

ACROSS

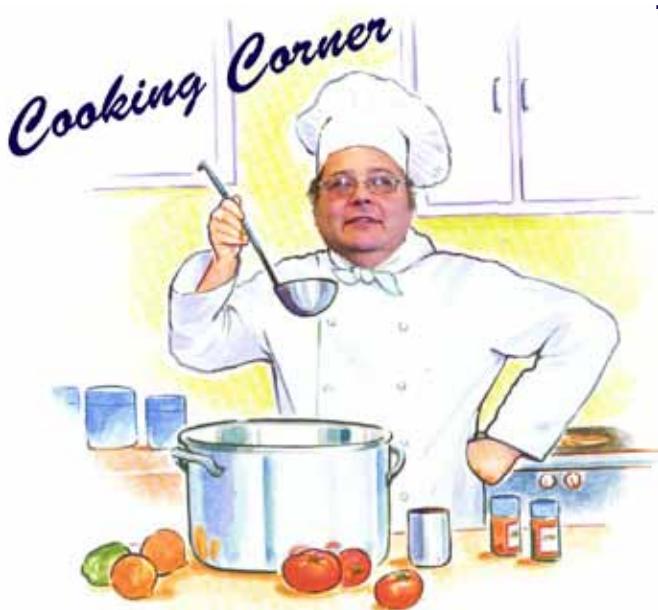
- 1) Largest regional playhouse in the country
- 5) Hockey team
- 6) Only facility in the country to host a Super Bowl, a World Series and a NCAA Final Four Basketball Championship
- 9) State flower
- 13) Capital
- 14) Largest city
- 15) Singer-songwriter born in Duluth (1941)
- 16) Singer-songwriter born in Minneapolis (1958)

DOWN

- 2) Baseball team
- 3) Basketball team
- 4) Actress/singer born in Grand Rapids (1922)
- 7) State tree
- 8) Month admitted to statehood (1858)
- 10) State bird
- 11) Home of the Mayo Clinic
- 12) Football team



... with featured chef: Tim Sundell



Recipe For:

Elvis S'mores

Ingredients:

- * Graham Crackers
- * Reese's Peanut Butter Cups
- * Ripe Bananas
- * Marshmallows

Directions:

1. Place one peanut butter cup on a graham cracker.
2. Place one slice of banana on top.
3. Roast marshmallow and put on top of the banana.
4. Place second graham cracker on top and squeeze together.