

Weinbrenner.

A **textron** DIVISION

Merrill
Historical
Society

*Welcome to
Weinbrenner.*



**EMPLOYEE
HANDBOOK**



*Welcome to
Weinbrenner.*

We take this opportunity to say hello to you as you begin your work with us here at Weinbrenner and to present this booklet which will answer many of the questions you may have concerning your new job and employer.

You will find explained here the many advantages of being employed by the Weinbrenner Company as well as some of the rules and regulations which are in effect at this plant. In addition some general information regarding your company and its products is presented.

It is hoped your association here will be an enjoyable one and beneficial for both you and the company.

Your work is in the _____
room of the _____
factory.

Your immediate supervisor is foreman _____

Your plant superintendent is _____

Your union steward is _____

All of these people are here to be of help to you as well as instruct and give directions in the performance of your duties. Please feel free to call on them whenever you feel it necessary.

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Weinbrenner.

YOUR COMPANY

Like most successful modern day business the Weinbrenner Company had its beginning on a very small scale. From practically a one man operation at the turn of the century your company has grown and developed into one of the major producers of men's shoes in the country.

Originated in Milwaukee, the company still maintains its general offices there. The production facilities located in Merrill, Marshfield, and Antigo were moved from Milwaukee during the mid 1930's.

It has been the wish of the company at all times to draw employees from the local level and in order to do so a number of training programs have been developed from time to time.

Your employer has on its payroll approximately 1300 persons of which some 1200 are located in the factories. The remaining number make up the Milwaukee operation and a national sales force.

You will no doubt take pride, in the fact that an average days production for the company will outfit every person in a city of 10,000 with a pair of shoes.

Continued on next page

Weinbrenner.

Continued

Marketing this production is a sales team of some fifty salesmen located coast to coast. Shoes that you make are sold in every state in the union by some 12,000 retailers, for the most part under our trade names; **Bondshire**, men's dress shoes, **Thorogood**, work shoes, **Wood-N-Stream**, outdoor type shoes and boots, and **Thoro-Flex**, boys shoes.

In addition your company manufactures shoes for various shoe jobbers and chain stores, many times under their trade names.

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THE PART YOU PLAY

This organization can operate at the maximum efficiency only with the complete support of each and every employee on its staff. No matter what your individual job happens to be it is vital to the success of The Weinbrenner Company. For this reason, we want you to know about the company, its polycys and its products.



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YOUR FIRST CONTACT

Your first contact with the company will be with the employment department. All attempts are made to fit you into the job for which you might be best qualified. This is controlled by the work available and union seniority regulations, of course.

PAYDAY

Pay day at Weinbrenner is each Friday, and covers the preceeding week. All employees are paid by check.

Pay scales vary. Individual rates will be explained by your supervisor.



PAYROLL DEDUCTIONS

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There is a minimum of three deductions that will be made from your check and a possibility of three additional. Required deductions are automatic and will be Social Security, Federal Withholding Tax and State Withholding Tax.

In addition you may wish to sign for three beneficial programs: U. S. Savings Bonds, the Weinbrenner Profit Sharing Plan, and/or Group Insurance. These last three deductions are strictly voluntary, and are explained somewhat in detail below. In addition you will be given another booklet on the Group Insurance plan in effect and also the Profit Sharing Plan. These two booklets explain each of these programs in complete detail.

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YOUR INSURANCE

It is common knowledge that we are all happier persons, better and more productive workers when we are free from worry due to the possibility of loss of income arising out of accidents and sickness. Your company has taken steps to provide you with a complete program of coverage in this event.

The following is a short summary of protection you will receive.

1. Industrial Accidents. All employees are covered by The Wisconsin Workmen's Compensation Act, which assures free medical and hospital treatment and other benefits for accidents arising during the course of employment. This applies to accidents arising during the performance of your job only.
2. Other sickness or accidents. The company has made arrangements with a major insurance company for a group insurance plan which among other things pays surgical fees, hospital expenses, certain fees arising due to accidents, weekly disability income, and life insurance in the event of your death. Please consult the booklet given you for exact details of the plan. A waiting period of 90 days is necessary before eligible. The cost of this program is shared with you by the company.
3. Safety Program. A full time safety director is employed by the company

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Continued

OUR MANUFACTURING PLANTS



Marshfield, Wisconsin



Antigo, Wisconsin

9



Merrill, Wisconsin

Continued

for the sole purpose of improving features and working conditions in our plants. Safety committees within each plant meet regularly to discuss matters of safety and to make suggestions to the safety director.

PROFIT SHARING PLAN

10 Officially known as The Weinbrenner Employees' Savings and Retirement Plan, this is a program in which the company puts away in a special fund a portion of its profits each year expressly for you an individual. All employees are eligible for the plan after one year of employment. This is a voluntary program but it is required that you sign an affidavit stating your intention either to join or your desire not to join.

In the event of your participation in the Plan a percentage of your pay is withheld weekly by the company. It is the intention of the company to match this percentage at the end of the year with an addition to your account out of its profits. This money then is invested in stocks and bonds by one of the largest banks in the nation and is continually accumulating in your name.

Details of the program are made available to you with another booklet.

CREDIT UNION

The various factory branches operate their own credit unions under the jurisdiction of the employees. The Weinbrenner Company has no authority in the matter of credit unions. These organizations are controlled by the banking laws of the state of Wisconsin.

HOLIDAYS

The Weinbrenner Company sponsors a modern schedule of paid holidays and vacations for its full time, permanent employees. Certain minimums in employment time are required for eligibility for both holiday and vacation although they differ.

Vacation time increases as time of service with the company continues. These plans are explained in detail in the Contract between the Union and the Company. Copies are available in booklet form.

MERIT PROMOTIONS

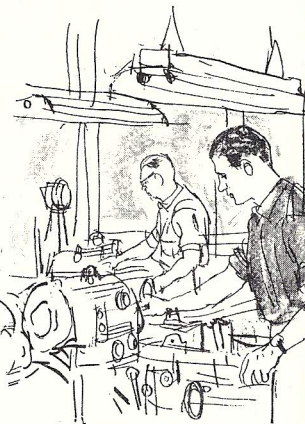
As mentioned earlier in this pamphlet your employer attempts at all times to hire and promote at the local level and from within the organization. Because of this management is continually on the alert for persons who at some future time may merit advancement.



QUALITY

Bear in mind at all times that the customer is boss. The quality of our workmanship is of the utmost importance when it comes to selling our shoes. Just as you will not purchase second rate merchandise neither will our customers.

An extremely competitive market requires us to ask you to give your complete best along these lines. Careful workmanship, avoidance of waste, both time and material, and pride in your work are absolutely necessary if we are going to be successful.



WORKING HOURS

Under normal circumstances the majority of departments in this plant work the hours ____ to _____. There are exceptions to this however. Check with your supervisor for your exact hours.

SAFETY

A major program of this company is its safety program. There is a constant stress for the improvement of working conditions and safety precautions. All employees can be of great help along these lines by using constant vigilance not only regarding your own personal safety but being aware of general conditions throughout the plant.

Feel free to report to your supervisor any condition which might impair total safety.



ACCIDENTS

In the event an accident does occur you are required to report it immediately to the person in charge of the first aid room. This is located in the area of the main office. All questions regarding your insurance coverage or claims may be directed to this office also.

UNION CONTRACT

All factories of The Weinbrenner Company are covered by contract with The Boot and Shoe Workers Union. You will be contacted by a representative of the union in the plant with particulars. Relations between the company and union have always been at a high level and it is expected they will continue to be so for many years to come.



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ABSENCE FROM WORK

You will be expected to notify your supervisor, shop chairman or superintendent immediately in the event of your being unable to report for work. Should you not report your reason for absence for a period of forty eight hours you may be eligible for discharge.

While it is understood that an absence on occasion is unavoidable it is also true that they are at all times costly. Not only is it expensive for the company to replace you for a short period of time, it is also a loss of wages for you.

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GENERAL INFORMATION

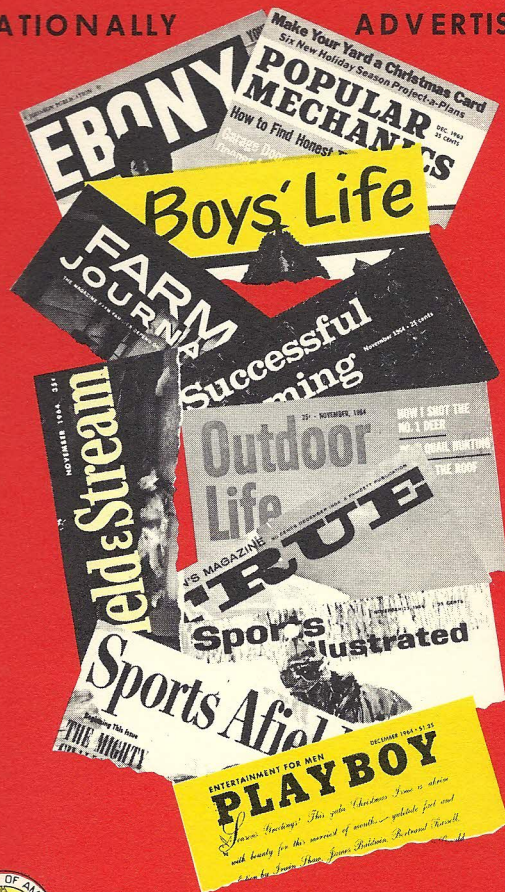
1. Parking is provided in an adjacent lot. There are no reserved areas.
2. Timekeeping. You will be required to keep certain records and forms regarding your daily work and hours. This will be explained to you in detail by your supervisor.
3. Materials. Under no circumstance should company property be taken from the premises. Offenders will be liable for immediate discharge.
4. Cleanliness. While your factory keeps a full staffed maintenance crew at all times it is necessary that each employee be constantly on the alert for possible improvement. Each operator will be responsible for the cleanliness of his machine and immediate area. Everything in this plant must be kept in good order at all times.

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This booklet has been given to you for information only and for the intent of answering questions you may have.

It should be understood that in cases of doubt official contracts will apply.

Weinbrenner
NATIONALLY ADVERTISED



MANUFACTURERS OF THE OFFICIAL
BOY SCOUT HIKE N' CAMP SHOE

Credit



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SHOE COMPANY

MERRILL, WISCONSIN

EMPLOYEE HANDBOOK

It is a pleasure to welcome you to Weinbrenner.

We take this opportunity to present this booklet to you which will answer many of the questions you may have concerning your new job and employer. While this booklet does not attempt to set forth everything there is to know about Weinbrenner, it is of real value in helping you become acquainted with some of your job benefits and Company policies.

Weinbrenner is an Equal Opportunity Employer. Our policies apply to all, regardless of age, race, color, religion, sex, handicap, national origin, or status as a veteran.

On behalf of all your new associates, we extend best wishes to you in your new career. We're happy to have you here and we're sure you'll enjoy your work.

You will be working in the _____ department

of the _____ factory.

Your immediate supervisor is _____.

Your plant superintendent/department head is _____.

Your clock number is _____.

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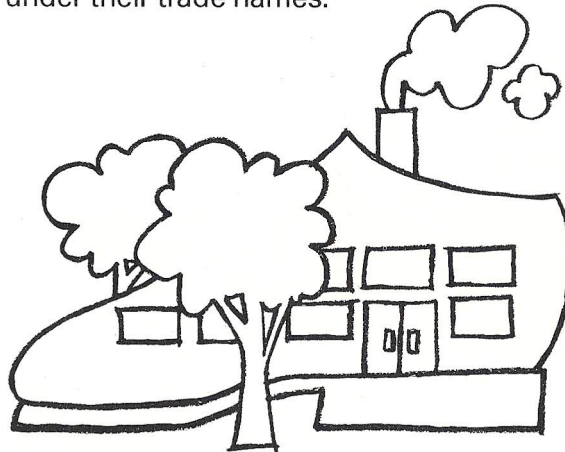
Your Company
Plant - Office Management
Attendance
Personnel Records
Working Hours
Time Cards and Daily Work Sheets
Wages
Pay Day
Payroll Deductions
Union Contract
Office Policies and Procedures
Your Extra Benefits
Suggestion Awards
Cleanliness
Lunch Rooms
First Aid
Safety
Procedure for Emergency Evacuation
 1. Fire, Bomb Threat, Etc.
 2. Tornado or Severe Storm
Conclusion

Like most successful modern day businesses, the Weinbrenner Shoe Company had its beginning on a very small scale. From practically a one man operation at the turn of the century, your Company has grown and developed into one of the major producers of work, safety, and outdoor footwear in the country.

The Company originated in Milwaukee in 1892. In 1935, the production facilities were relocated from Milwaukee to Merrill, Marshfield and Antigo. In 1969, the general and national sales offices were also moved to Merrill. At present, the Company employs approximately 850 persons at these facilities.

Weinbrenner has the distinct advantage of being a part of the world's largest shoe organization - The Bata Shoe Company. Bata headquarters are in Toronto, Canada, where the world wide operations are directed. Currently, Bata has 102 companies in 89 different countries located throughout the free world.

Shoes that you make are sold throughout the United States by some 4,000 retailers, for the most part under our trade names: THOROGOOD, work and safety shoes, and WOOD-N-STREAM, outdoor shoes. In addition, your Company manufactures shoes for various shoe jobbers and chain stores, many times under their trade names.



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A plant superintendent is in charge of each plant and is responsible for the total operations of that plant. The plant superintendent's counterpart in the office is the department manager who is responsible for the operation of that particular department. In an overall way, the plant superintendent and department manager are responsible for your work, safety, welfare, and working conditions. In addition, they are available at all times to discuss with you any problem you may have.

A foreperson is in charge of each plant department and is the one for whom you directly work. The foreperson's counterpart in the office is a supervisor or manager. They are responsible for your training, production, quantity and quality of work and are the persons to whom you should direct your questions and problems and from whom you should expect answers and guidance. Both are interested in you and all your problems and consider any opportunity to help you as an important part of their job.

The personnel and employment managers will help you settle any problem or complaint which you cannot resolve or do not wish to discuss with your foreperson or supervisor. They are concerned with matters affecting your morale, welfare, and will gladly serve as counselor on any of your problems.



While it is understood that an absence on occasion is unavoidable, it is also true that they are at all times costly. Not only is it expensive for the Company to replace you for a short period of time, it also means a loss of wages for you.

In case it is necessary for you to be absent from work, you are expected to notify your supervisor before 7:30 A.M. that day stating the reason for your absence and when you expect to return to work. If your reason for absence is reasonable, you will be excused and your record noted accordingly. If you know in advance when you expect to be absent, tell your supervisor so that he/she can plan the work accordingly.

In most instances, it is unfair to expect your co-workers to take responsibility for accepting or carrying the message for you.

Naturally excessive or unexcused absence or tardiness will seriously affect your continued employment.



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It is important that you keep the Company up-to-date at all times as to any changes in your address or telephone number or changes in your name, marital status, birth of children, etc. Also, notify your foreperson or supervisor of changes in your telephone number and address.

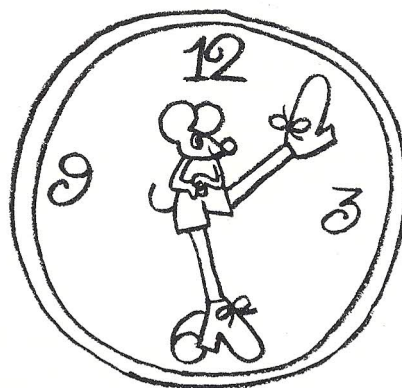


The regular working hours, unless you are told otherwise, are from 7 A.M. to 3:30 P.M., with one-half hour for lunch, from 12 to 12:30. In some plants it is necessary to have second (evening) or third (midnight) shifts. The working hours of these shifts and their lunch period will vary depending on which plant is involved. Check with your foreperson for the exact working hours and lunch period on second and third shifts.

All employees receive one 15-minute rest period during the first half of their shift and one 10-minute rest period during the second half of their shift.

A normal work week of 40 hours is made up of 5 days, 8 hours a day, Monday through Friday. Exceptions to this schedule are employees regularly needed for operating special equipment or maintenance work which cannot be done during the regular work week. On occasion you may be required to work overtime hours. If so, you will be notified in advance of the initial hours you are to work.

Work before starting time, during lunch period, or after quitting time, is prohibited, unless your time card or work sheet is initialed by your supervisor. This means all work, including handling piece rate coupons and your own machine maintenance and clean-up.



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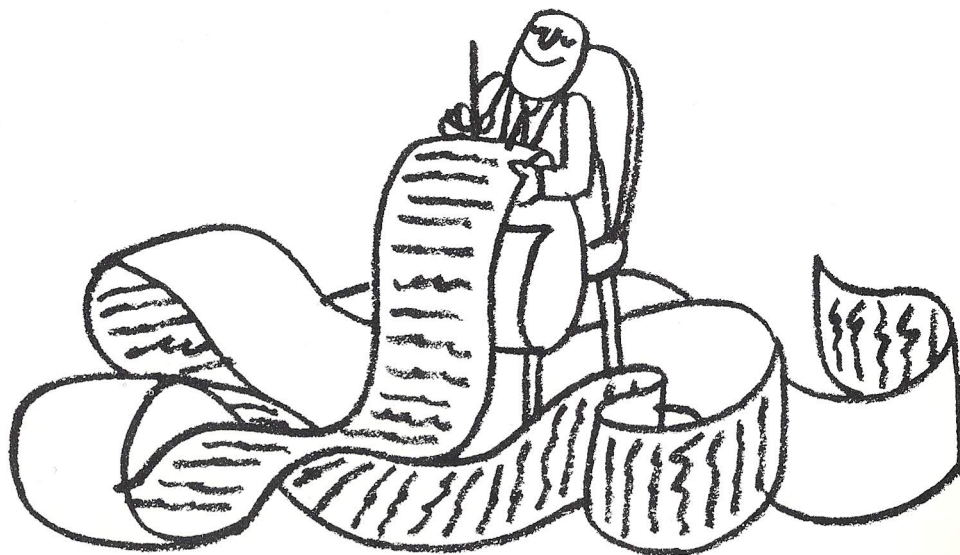
time cards
work sheets

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work sheets

The law requires that an official record be kept of the time you are at work. You are given an employee number that will appear on your time card. You will be shown how to fill out your time card and you will be asked to give your completed time card to your supervisor at the end of the week.

On all incentive jobs and all hourly jobs it is necessary that you record on a time card and on a daily work sheet the hours you worked. Time cards and daily time sheets must be prepared during the regular working hours and turned in daily before you leave the plant or office. In order for the payroll department to correctly calculate your earnings, time cards and daily work sheets must be written clearly and prepared correctly.



Your wages are determined by one of the two following methods:

Incentive: Most production jobs are paid for on a production incentive system which means that your earnings depend on your own ability to produce. This gives you the opportunity to increase your earnings through initiative and ability.

Hourly: Other production jobs and all office jobs do not lend themselves to an incentive system and, therefore, are classified as hourly rated or salaried jobs. These jobs are paid at an evaluated job rate.

You were informed when you were hired what your job title and classification would be, the wage rate for that job, and by what method you would be paid. This will again be explained to you in detail by your supervisor.



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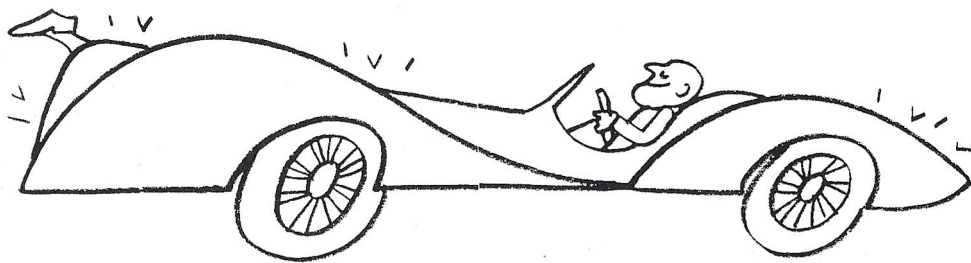
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Wages are paid regularly on Friday of each week for all work completed during the previous calendar week. This one week delay is necessary since it takes time to compute the wages and prepare the checks. Your foreperson or supervisor will personally deliver your check to you.



Deductions will be made from your pay check for Federal Income Tax, State Income Tax, and Social Security as required by law. In addition, after you have become a member of the Union, dues will also be deducted by the Company once a month and remitted to the Union. Deductions will also be made for Insurance and Pensions if you elect to participate in those plans and contributions are required. Shoe purchases are also automatically deducted from your check.

Your check stub will show the amount of all deductions.



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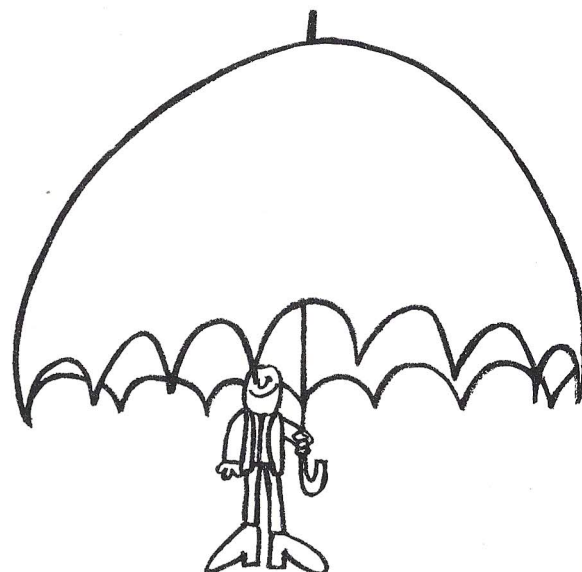
union contract

All plants of the Company are covered by contract with the Retail Clerks International Union - Footwear Division. All production employees are required to become members of the Union after 60 calendar days of employment.

Your wages, benefits and working conditions, including such things as vacations, holidays, rates of pay, overtime pay, seniority, union membership, grievance procedures and arbitration, leaves of absences, etc., are established and governed by this union contract.

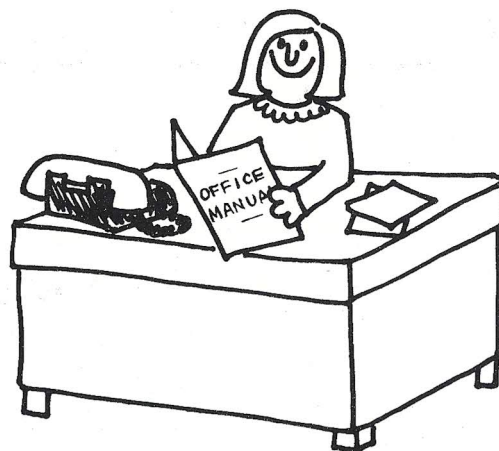
It is important that you review the union contract as soon as possible so that you will be completely familiar with the excellent benefits provided you and all other aspects of your job. A copy of the contract can be obtained from your union representative.

If at any time you have any questions concerning your job or if there is anything you do not understand, feel free to discuss the matter with your foreperson and/or Union representative.



All office and salaried employees are covered by policies and procedures somewhat similar to those contained in the union contract.

Your fringe benefits such as vacations, holidays, leaves of absences, insurance plans, etc., are presented in the handout titled "Office Policy Manual." It is important that you review this manual as soon as possible so that you will be completely familiar with the excellent benefits provided you and with other aspects of your job.



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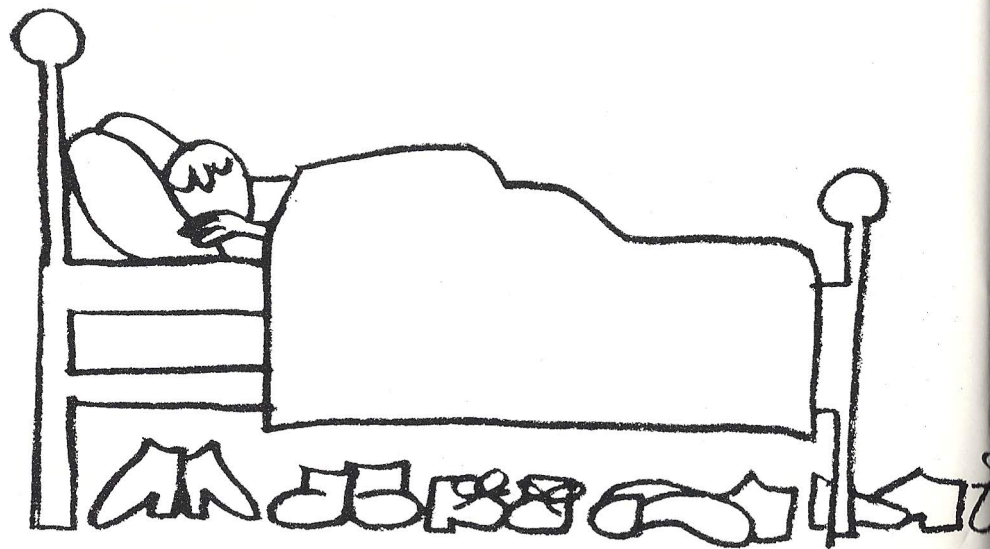
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In addition to the benefits contained in the Union contract or office policy manual, there are other benefits also provided to you as an employee of Weinbrenner.

INSURANCE: Your Company makes available Group Life, Disability, and Hospitalization Insurance Plans for regular, full-time employees who have completed the eligibility period. A substantial portion of the cost of these plans are paid for by the Company.



PENSION PLAN: Your Company makes available a Pension Plan for employees who wish to participate.

Complete details regarding the Pension and Insurance plans are contained in special booklets available to you at the Personnel Office. The plans will also be explained to you during your orientation session.

CREDIT UNION: At each plant is a credit union (Antigo employees serviced by the credit union at Merrill) which is operated by a board of directors who are elected by credit union members. The Weinbrenner Shoe Company has no authority in the matter of the credit union. These organizations are controlled by the banking laws of the State of Wisconsin. Details concerning membership and services offered by the credit union at your plant are available directly from the credit union office or representative.

PURCHASES: As a Weinbrenner employee, you can purchase certain Weinbrenner shoes for yourself or for your family at wholesale price plus a small service charge which covers handling and sales tax. Shoe orders can be placed at your factory credit union office in Merrill or through the plant receptionist at Marshfield and Antigo.

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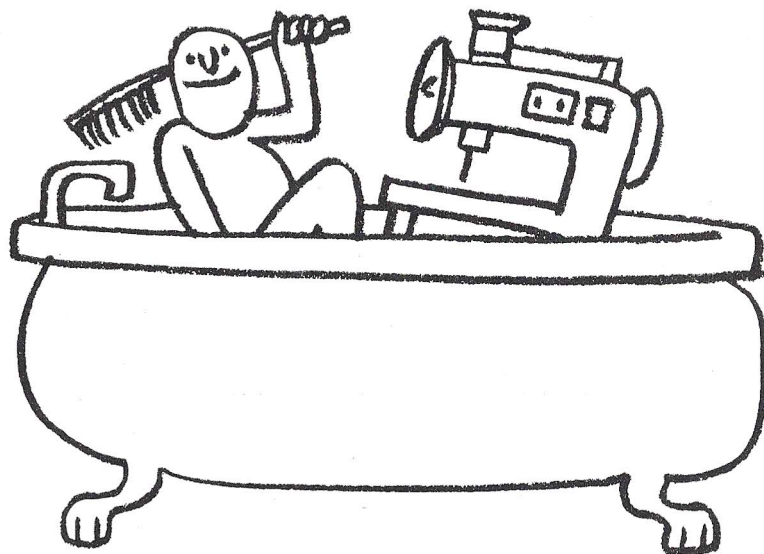
suggestion awards

Suggestion awards are made for suggestions that save time, money, raw materials, improve quality, or make jobs easier and safer. Eligible employees are encouraged to submit ideas with awards being made to those ideas which are implemented.

Suggestion boxes with supplies and suggestion forms are located in the lunch room of each plant and office. Most of you are familiar with conditions within your own work area and will, therefore, be in an excellent position to suggest improvements which will benefit both you and your Company. Whether you receive an award or not, the Company wants each employee to know that the suggestions are wanted. Keep trying and don't stop after you have won the first award. Suggestions will not be returned. Decisions of the Suggestion Committee are final.



While the Company has janitorial and maintenance crews, each employee will be responsible for the cleanliness of their immediate work area. In addition, machine operators are responsible for the cleanliness and lubrication of their machine. Everything in the plants and office must be kept in good order at all times.



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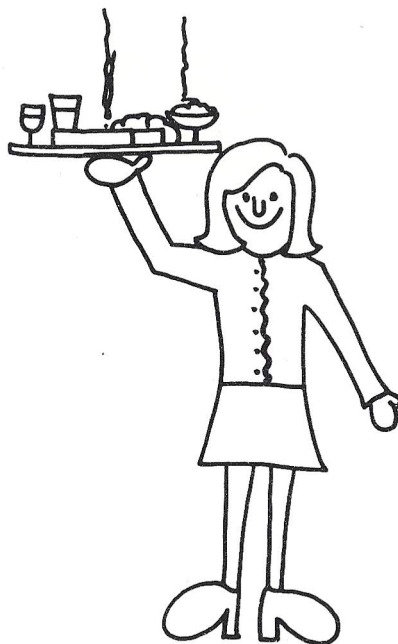
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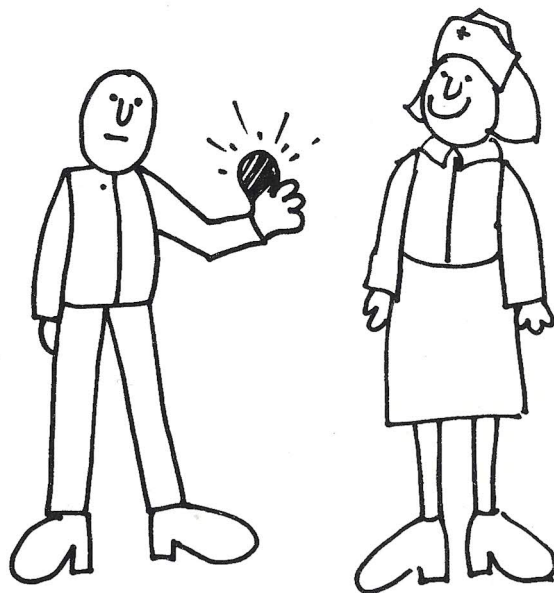
lunch rooms

lunch rooms

Lunch rooms are located in all the plants and in the office. Canteen machines containing snacks and beverages are available. These rooms should be used for breaks and during lunch periods. All food and beverages consumed by employees should be done in the lunch room. Also, smoking in your plant is permitted only in the lunch room.



Every effort is made by the Company to safeguard and help you maintain your health. For that reason we ask that all injuries occurring at work, no matter how slight, be immediately reported to both the first aid station in your plant and to your supervisor. Do not neglect reporting even minor scratches, cuts, or bruises because with proper treatment you could prevent something more serious from developing.



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A major concern of this Company is the welfare of our employees. The Company recognizes that having a safe, healthy workforce and a safety program are beneficial to both the employee and his family as well as our Company. Safety committees within each plant meet regularly to discuss matters of safety and to make suggestions to the safety director. All employees can be of great help by using constant vigilance regarding their own personal safety and by being aware of general conditions throughout the plant.

Remember, safety is part of your job, part of every job.

All employees are responsible for adherence to these plant safety rules:

1. All personnel issued protective equipment must wear this equipment (ear protection, eye protection, hard hats, etc.)



2. Report all injuries, no matter how slight, to your supervisor and the first aid station. Injuries must be reported immediately, not the next day or next week. A Request to Doctor form must be obtained from the First Aider before further medical treatment is obtained. At no time should you treat your own or another employee's injuries. If you see that another employee has been hurt, inform the supervisor.

3. Keep work areas clean, floor dry and clear of other hazards.

4. Safety-toe footwear is required wherever it is likely, by reason of the hazard, to cause injury or impairment to the foot. The following department employees must wear safety toes.

Maintenance

Warehousing

It is highly recommended that employees from the Lathing Department to and including last pulling in the Finishing Department wear safety toe footwear. Minimum footwear requirements for the above employees is work shoe type footwear with a hard box toe.

The wearing of tennis shoes and sandals is prohibited.

5. No smoking, except in lunch rooms.

6. Marked aisles and passageways are to be kept clear of all obstacles such as racks which would prohibit the exit of employees in the event of fire or other emergency.

7. Horseplay and running on company premises are prohibited.

8. Do not use any machine or power operated tool unless thoroughly familiar with all of its potential hazards, safety devices, and have been given permission to operate them by your supervisor. If something goes wrong with equipment or a machine which you are operating, turn it off immediately and notify your supervisor.

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9. Where machine guards have been supplied by the manufacturer or have been installed for the protection of the employee, they are to be used as instructed and must remain on the machine. Defective guards or unguarded equipment must be reported to your supervisor immediately.

10. Employees adjusting machines are to do so only when the machines are turned off and locked out.

11. Report all unsafe conditions and unsafe acts by fellow employees to Safety Committee member nearest your work area and your supervisor.

12. Employees engaged in loading and unloading trucks must chuck the wheels and secure dock plate while engaged in loading or unloading.

13. Piling of finished goods and raw materials must be done in accordance with directions from the supervisor.

14. Aisles between warehouse stock must be kept clear of hazards and in a clean condition.

15. When working with elevated stock, warehouse employees will use ladders provided. All empty pallets are to be stored in a horizontal position (laying down).

16. All fire extinguishers are to be mounted on the brackets provided, kept accessible and removed only when used to extinguish fires by the fire brigade members. Empty or partially used fire extinguishers are to be taken to the superintendent's office for refill.

17. Flammable liquids are to be stored and handled only in approved safety containers.

18. Hair. To avoid potential work injuries, it is necessary to lessen the probability of accidents brought about by loose and excessive length of hair. In view of this, the following rules are adopted:

A. Uncontained hair of excessive length is prohibited. Excessive length is hair that can obscure the eyesight or can be caught or snagged by moving machinery parts or other objects. Generally speaking, hair over the eyes, collar length, or longer than two inches at the side or top of the head is considered excessive.

B. Upon request, an employee will wear a cap or other suitable head gear to contain hair which in the supervisor's opinion is of excessive length. This head gear will be provided by the employee and it will be suitable for the working conditions.

C. If an employee feels that the supervisor's request is discriminating, the employee has the right to request a review by the safety committee.

D. Wearing of beards of excessive length is also prohibited with the above paragraphs applying. Excess length of beards is any length or general condition which exposes the employee to a potential accident.

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19. The wearing of loose clothing likely to become entangled in pullies, belts, gears, etc, is prohibited.

20. The consumption of food and beverages is permitted in lunch rooms only.

21. Being intoxicated, possessing or using alcoholic beverages on company premises are grounds for discharge.

22. Being under the influence of, or possessing or supplying drugs on company premises are grounds for discharge.

Remember: Your supervisor and safety committee member are there to help you. If you have a question about a particular rule ask them. And, please cooperate with them.

Safety is common sense. Federal law now demands that both employer and employee must comply with all safety regulations as set forth by OSHA. The strict observation of safety rules is one of the conditions of employment at Weinbrenner. Failure to follow safety rules will result in disciplinary action and/or dismissal.

PROCEDURE FOR EMERGENCY EVACUATION IN THE EVENT OF FIRE, BOMB THREAT, ETC.

1. Announcement over the public address system to immediately evacuate the building.

2. Follow the evacuation route outlined on your department bulletin board.

3. Fire brigade members will assist during evacuation by directing employees to evacuation routes and making a thorough search of their area to insure that all employees are out of the building.

4. Do not use elevators.

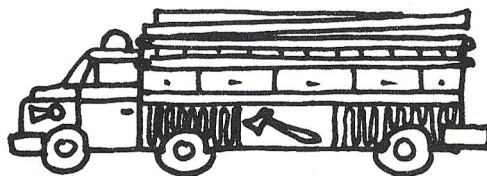
5. Do not run.

6. Remain calm and quiet at all times.

7. If your primary exit is blocked, use an alternate exit in or near your department.

8. Once outside, move away from the building and in the event of inclement weather, take shelter in parked automobiles.

9. Return to the building only after an "all clear" has been given by the Police Department, Fire Department, or plant superintendent.



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PROCEDURE TO BE FOLLOWED IN THE EVENT OF TORNADO OR SEVERE STORM.

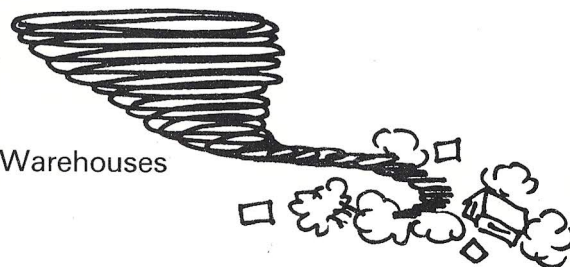
1. Announcement over the public address system of an approaching tornado and an order to take shelter.

2. Follow the evacuation route on your department bulletin board to sheltered or protected areas within the building.

3. Fire brigade members will direct employees to evacuation routes to protected or sheltered areas and insure that employees are off second and third floors.

4. Protected areas:

- A. Lower levels of the building
- B. Stairwells
- C. Lavatories
- D. Boiler Room
- E. Truck wells
- F. Retail and Raw Material Warehouses
- G. Outer office area
- H. Maintenance shop



5. Unprotected areas:

- A. Glassed in areas or areas with a lot of windows.
- B. Areas with large unsupported spans, without steel girders or solid construction.
- C. Upper levels, second and third floors, particularly south and west corners.

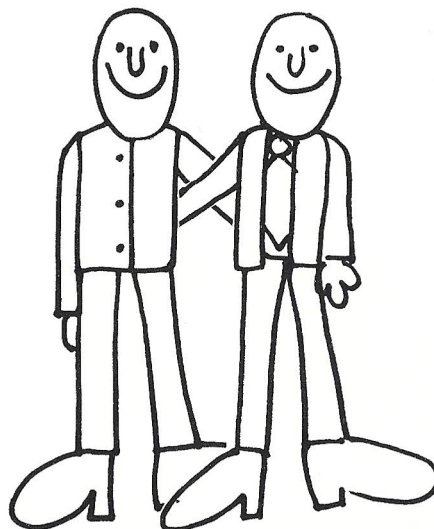
6. Remain in protected areas until an "all clear" has been announced by the Police Department, Fire Department, or plant superintendent.

Our Company can operate at the maximum efficiency only with the complete support of each and every employee on its staff. No matter what your individual job happens to be, it is vital to the success of Weinbrenner. You are the Company's most valuable asset.

Our interests are mutual; we can succeed together.

That we may be mutually happy in our relationship, it is important that we think in terms of teamwork and cooperation.

Such effort develops a harmonious relationship that makes our work and our everyday association a genuine pleasure and one that is fruitful to us all.



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MANUFACTURING FACILITIES AT ANTIGO



MANUFACTURING FACILITIES AT MARSHFIELD

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