

BIC

MAGAZINE

BUSINESS & INDUSTRY CONNECTION

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FABENCO: THE SAFETY GATE COMPANY

FabEnCo—the world's leading manufacturer of Self-Closing Safety Gates—dramatically increased its production output to successfully manufacture 15,000 safety gates in record time as the sole-provider to its new customer.

OILIND SAFETY: ENGINEERING THE RIGHT SOLUTIONS FOR YOUR AIR SUPPLY NEEDS

The AIR BOSS™ high-volume breathing air compressor provides hours of safe, reliable breathing air for up to 100 workers at a time.

FEATURES

ILTA, President David Doane advocate for bulk liquid terminal industry

LyondellBasell Refinery Manager Todd Monette drives site to 'EveryDay Excellence'

Obama likely to lift drilling ban, new regulations may keep rigs idle

Oil spill update: Investigative panel continues to search for answers

OSHA receives increase in budget, still reducing VPP

2010 election: Get informed, get involved, vote

New climate bills abandon cap and trade

Magellan, POET ethanol pipeline seeks government support



PLUS... Solutions for Climate Control—NOW!

How FabEnCo remains the leading manufacturer of Self-Closing Safety Gates

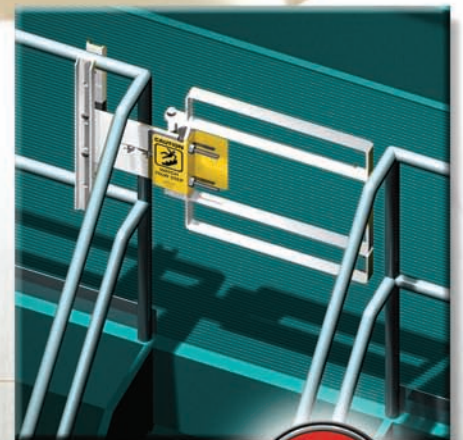
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Protecting Your Products...Important.

**Protecting Your People...
More Important.**

*Aluminum and Stainless Steel
Self-Closing Safety Gates are available
for clean environments*



FABENCo, Inc.
"The Safety Gate Company"



FabEnCo delivers during the 'battle of the business bulge'



"I do truly enjoy traveling this great country 'preaching the gospel of gates' for fall protection at platform and ladderway openings," said David LaCook, president and CEO of FabEnCo Inc. — "The Safety Gate Company" that is currently celebrating 45 years of manufacturing quality, fabricated metal products for value-oriented customers.

"In fact," LaCook continued, "I do that so much that the closest thing I have to a

hobby is my lifelong study of American military history, especially the War Between the States and World War II."

And, like many business people, LaCook believes that as a manager of a business, the CEO is much like a general in the Army, with the responsibility to effectively lead and inspire the company's employees on the "battlefield of business."

"Fortunately," he said, "if there are any casualties, they're only lost dollars rather than lost lives.

"During World War II, one of our greatest generals was George S. Patton," noted LaCook.

Patton was known as "Ol' Blood and Guts" to his battle-hardened, loyal soldiers and is the subject of one of LaCook's favorite movies, "Patton," starring George C. Scott in the title role.

"I like to think my fellow employee-owners at FabEnCo would follow me into 'business battle' when it's time to attack, even if it means making some personal sacrifices to achieve our objective," said LaCook.

This year, LaCook, along with Executive Vice President Don Henderson and Administrative Operations Manager Scott Friedman were presented with the opportunity to find out just how committed the FabEnCo "troops" are. And the situation reminded LaCook of that part of the movie, "Patton," that depicted the Battle of the Bulge that began during December 1944.

A potential major customer found itself in a desperate situation. It had committed to installing an estimated 10,000 safety gates

ASAP to satisfy an internal safety audit.

LaCook relates that situation to the movie.

"Our customer was like the 101st Airborne Division at Bastogne, completely surrounded. Only in this case, the enemy was fall hazards instead of Germans," he said.

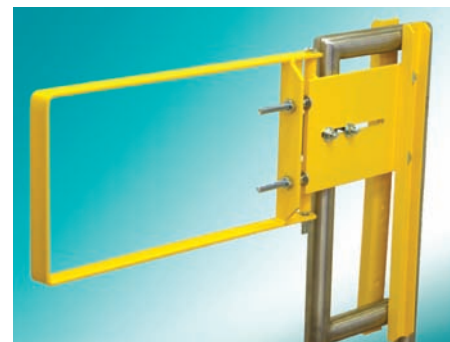
Like Gen. Bedell Smith in "Patton," who recognized the gravity of the situation and called an emergency meeting of

the field generals to determine what could be done to relieve the 101st, the project manager for the customer contacted various safety gate manufacturers to determine which companies could reliably meet the customer's delivery schedule to earn a portion of the business.

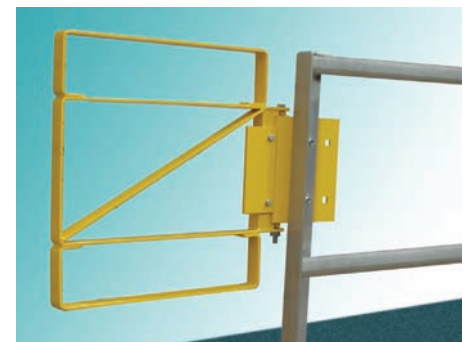
In the movie, Gen. Patton stunned all in attendance by outlining his plan to move aggressively in a short period of time. To overcome the skepticism of all, he



David "General Patton" LaCook and his "Safety Gate" troops swing into action to meet and exceed the customer's expectations.



FabEnCo's A Gate.



FabEnCo's Z Gate.



FabEnCo's R Gate.



FabEnCo's XL Gate.

(Continued on next page)

explained his staff had been planning for the situation and were already moving to implement the plan of attack.

"The other gate manufacturers wouldn't quote prices for orders of more than 2,000 units and were vague on delivery dates," claimed Friedman. "I stunned the project manager by quoting the full order, confidently declaring we could deliver 2,000

FabEnCo safety gates are available in carbon steel, aluminum and stainless steel and offered in a variety of finishes.

units per week in two weeks, and 2,000 more each week thereafter until the project was complete."

And, as in the case of the stunned Gen. Smith, the skepticism of the project manager was alleviated as Friedman explained, "We were already receiving the additional material required and had begun working overtime to manufacture the parts, even though we hadn't received the 'direct orders' to do so."

Convinced that only FabEnCo could meet its schedule, the customer issued a sole-source order in a matter of days.

Back on the silver screen, once ordered to proceed with the attack, Gen. Patton faced daunting challenges. The

"Third Army" had to break off its rapid advance eastward across France, wheel 90 degrees and deploy along a battlefront to attack north into Luxembourg toward Bastogne, all in the dead of winter during December 1944.

At FabEnCo, in December 2009, this huge order would require the employee-owners not only to continue meeting the safety gate needs of their current customer base but to also dramatically increase production at all levels during a time of year when normally closed for an extended period of time over the Christmas and New Year's holidays. Would they accept the challenge?

In the movie, a scene occurs when Gen. Patton receives a report his troops are not able to hold their line in the battle. Furious, Patton declares all forces were to only move forward and let any soldier who failed to do his duty "not return alive."

"Fortunately, threats of supreme sacrifice were not necessary," joked Henderson. "I informed our 'troops' we'd have to forego our usual holiday schedule and everybody would need to put in a great deal of overtime in order to meet our aggressive

shipping schedule."

At first, a few were reluctant to step up. But once they fully understood the situation, the response by all was similar to that of long-time employee-owner, Jose Guereca.

"Since FabEnCo has given so much to me and my family, it



was time for me to give back," he said.

Henderson proudly explained, "Once underway, we had volunteers offering to work the two Saturdays following Christmas Day and New Year's Day if necessary to stay on schedule."

And so it went over the next several months. American-made raw materials arrived on schedule to FabEnCo's manufacturing facility in Houston, where American labor put in the long hours necessary, while maintaining the excellent safety record the company had earned through its participation in the VPP Challenge Program.

Production Manager Arturo Alvarez proudly declared, "We fulfilled our regular safety gate order shipping policy for all of our regular customers, while meeting every scheduled ship date for our new customer that actually grew from a 10,000 to a 15,000 unit order."

And that brings us to the opportunity for LaCook to portray his mentor general from a CEO perspective. LaCook sets the scene:

"At that moment in our nation's military history, as his 'Third Army' presses relentlessly forward to

break through and relieve the surrounded 101st and remnants of the other units holding out against long odds at Bastogne, General Patton is on high ground observing his beloved soldiers. He remarks in his famous colorful style to a subordinate, "This is where it all pays off. The training, the discipline, the pride in their unit. To disengage from the enemy on one front, wheel 90 degrees and immediately go into full attack without rest, hot chow, proper winter clothing. Damn, I'm proud of these men!"

And, at this moment in the business history of FabEnCo, LaCook knows the feeling.

"This is where it all pays off," he began. "Our culture of 'compassionate capitalism' provides benefits like the Employee Stock Ownership Plan (ESOP) that grants ownership to each employee toward a secure retirement and our Healthcare Crisis Aversion Plan that provides excellent healthcare benefits without premium cost to each employee and his family. We also have flexible work hours, personal and job growth opportunities, and a great holiday vacation schedule ... except when called upon to successfully fulfill the needs of a customer during the 'Battle of the Business Bulge.'"

Standing on the second floor of FabEnCo's manufacturing facility and scanning across the floor filled with his troops advancing orders from companies throughout North America, David "General Patton" LaCook declares, "Damn, I'm proud of our people!" ●

Custom gates from FabEnCo

As one of the world's leading manufacturers of industrial self-closing safety gates, FabEnCo offers a full range of safety gates that fit openings from 16 inches to 39.5 inches wide. To protect openings up to 6 feet wide, customers can also mount FabEnCo safety gates on both the left and right rail in a one-way "saloon door" configuration. In addition, FabEnCo safety gates are available in carbon steel, aluminum and stainless steel and offered in a variety of finishes, including galvanized and safety yellow powder-coat.

But sometimes, FabEnCo's customers have unusual openings that require gates with special modifications and that has presented the FabEnCo team the opportunity to develop a number of custom gates over the past 45 years. So if your facility has unique needs at unprotected openings on ladders, platforms and stairs, as well as on catwalks, mezzanines and machine guarding, contact FabEnCo today for your customized solution.

For more information, visit www.safetygate.com/bd or call (800) 962-6111.



Safety Gates from A to Z



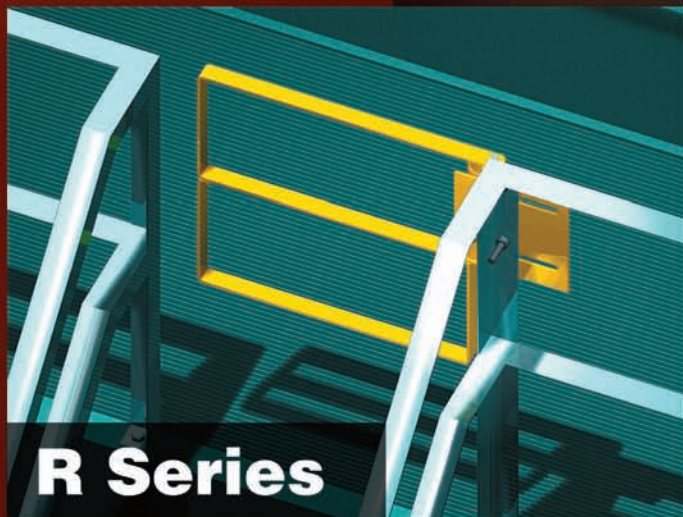
A Series

The Original
Self-Closing Gate



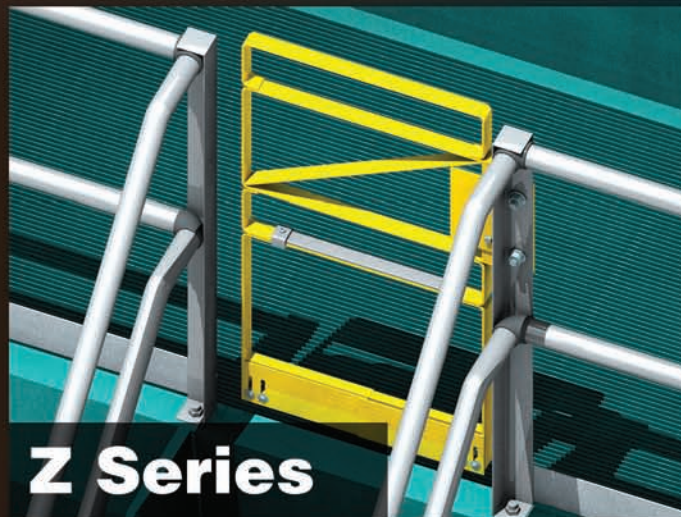
XL Series

The Extended Coverage
Self-Closing Gate



R Series

The Metal Gate Alternative
to Plastic Gates



Z Series

The Gate for
New Construction

FabEnCo is the world's largest manufacturer of adjustable swinging gates for fall protection as required by OSHA at openings for ladders, platforms and stairs, as well as catwalks and mezzanines. **Call us today for your Safety Gate Solution.**



FABENCO, Inc.
"The Safety Gate Company"

www.safetygate.com/bd
Toll Free: 1-800-962-6111

Please visit us at National Safety Council Annual Congress & Expo, booth no. 3926