

November 25, 2023

Executive Message

November, of course, is the month we celebrate Thanksgiving—what a great thing to celebrate, gratitude!

Certainly, life and work have moments when it is hard to recognize the good stuff. How easy it can sometimes be to focus on the negative—what is not working, what is not going well or what we don't seem to have. For most of us, problems and predicaments are much easier to spot than opportunities and standing-ovations.

November, however, gives us a chance to intentionally stop that negative tendency and really focus on the many things for which we should be and could be more thankful.

There is actually much research that points to intentional gratitude as source for much better form of living—including physical stamina, mental health and emotional joy.

Professors and specialists from UC Berkley advocate a **Gratitude Journal** that works as follows:

Take fifteen minutes to ponder and write down or type up to five things for which you feel grateful. You can use a notebook, your phone's notes application, a word processor, or whatever works best for you. ***The physical record is important***—don't just do this exercise in your head. The things you list can be relatively small in importance ("The tasty sandwich I had for lunch today") or relatively large ("My sister gave birth to a healthy baby boy"). The goal of the exercise is to remember a good event, experience, person, or thing in your life—then enjoy the good emotions that come with it.

As you write, here are some important tips:

- **Be as specific as possible.** Being as clear as possible is key to fostering gratitude. "I'm grateful that my coworkers brought me soup when I was sick on Tuesday" will be more effective than "I'm grateful for my coworkers."
- **Go for depth over breadth.** Going into detail about a particular person or thing for which you're grateful carries more benefits than a surface-level list of many things.
- **Get personal.** Focusing on people to whom you are grateful has more of an impact than focusing on things for which you are grateful.
- **Try subtraction, not just addition.** Consider what your life would be like without certain people or things, rather than just tallying up all the good stuff. Be grateful for the negative outcomes you avoided, escaped, prevented, or turned into something positive—try not to take that good fortune for granted.
- **See good things as "gifts."** Thinking of the good things in your life as gifts helps you avoid taking them for granted. Try to enjoy and savor the gifts you've received.

- **Savor surprises.** Try to record events that were unexpected or surprising, as these tend to bring up stronger feelings of gratitude.
- **Aim for variety.** Writing about some of the same people and things is OK, but focus on different details each time you write about them.
- **Write regularly.** Whether you write daily or every other day, commit to a regular time to journal. Do your best to honor that commitment.

I have seen this work in my own personal life and highly advocate trying to be intentional about seeking out and finding moments of gratitude.

Here are five for me regarding AMF:

1. I am grateful when people find solutions to tough problems even when it would be easier to give-up or run the problem uphill. I see this all the time and my heart sincerely feels appreciation when I see it in action.
2. I am grateful to have so many personalities and people to rub shoulders with every day. I genuinely feel friendship and admiration for all the great people working at AMF.
3. I am grateful, of course, and it must be said, for all the many continuous improvements suggested and implemented. It is making work better for all of us!
4. I am grateful for teamwork among so many of us—I see it all the time. Sometimes getting along takes patience, emotional strength and the willingness to set personal interests aside. It ain't always easy to do that. I am grateful to see it happening so often.
5. I am grateful Melissa lets me share an office with her—I am grateful that she doesn't yell at me much and lets me bring tuna fish sandwiches in the room for lunch.

I gotta say, that does feel good. Give it a try!

Rich Marker

A JAR OF

Gratitude



Employee Spotlight

Jaun G

- 1. What is your favorite hobby?** Hiking, Skiing, Karaoke w 'da Fam!
- 2. What's the first concert you ever attended?** Ice Cube, my mom worked at the hotel he stayed and figured out a way for me to meet him as well.
- 3. What's the next place on your travel bucket list?** Japan
- 4. Are you currently binge-watching any shows?** Better Call Saul
- 5. If you had to eat one meal every day for the rest of your life, what would it be?** Definitely my Grandmas Posole!
- 6. What's one item you can't live without?** My wallet
- 7. Where is your favorite place to be?** At my Grandma's house
- 8. Where is the best place you've traveled to and why?** Mexico, the food never disappoints!
- 9. Weirdest job?** Marriott Hotel—too many weird things you don't wanna know about.
- 10. Fun Fact about you?** I like photography.
- 11. Favorite movie line?** "The world Chico...and everything in it!" -Scarface
- 12. What chore do you absolutely hate doing?** Dishes
- 13. What would be your UFC fight song as you walk onto the mat?** Superhero by Metro Boomin



Quality Message

Lessons from the History of Welding a transformational process.

The art of welding, with its humble beginnings in the Bronze Age, is a testament to humanity's relentless pursuit of advancement. It is a chronicle that not only tells of the joining of metals but of the unyielding human spirit that continually seeks to perfect and improve. As we trace arc welding's history, we see a reflection of our own drive for innovation—a drive that is at the heart of All Metals Fabrication's philosophy.

In the embers of the Bronze Age, welding was as rudimentary as it was innovative, with gold boxes showcasing the first steps in metal fusion. The Middle Ages furthered this craft as blacksmiths honed the art of forge welding, embodying the era's dedication to craftsmanship and laying the foundation for modern techniques.



The 19th century brought about a revolution in welding with the advent of arc welding, thanks to Sir Humphry Davy's discovery of the electric arc. This pivotal moment marked the beginning of welding's transformation from a craft to a science. The construction of iron bridges and ships during the Industrial Revolution showcased the newfound scale and strength that welding could achieve.

However, it was the practice of continuous improvement coupled with dire need, during the two World Wars, that dramatically accelerated welding's evolution. The urgency of war necessitated the streamlining of production and the development of new methods, which not only met the demands of the times but also set new benchmarks for efficiency and quality.

Today, welding technology has progressed exponentially, with techniques like Tungsten Inert Gas (TIG) and Metal Inert Gas (MIG) welding offering precision and versatility previously unimaginable. This evolution is not incidental; it is the result of a continuous improvement mindset—a commitment to iterative development, constant learning, and the elimination of waste.

At All Metals Fabrication, we embody this spirit of perpetual advancement. We recognize that to deliver products of the highest caliber, we must continually refine our processes. This means embracing new technologies, investing in training, and implementing lean manufacturing principles to ensure enhanced throughput and impeccable quality. By doing so, we not only honor the legacy of those who forged the path of metalwork but also forge a new path toward the future of the industry.



Continuous improvement is not just a practice but a culture that permeates every aspect of our operations. It is how we guarantee less waste, better throughput, and superior quality in every project we undertake. Just as the history of welding is marked by constant evolution, so too is our company's journey – one that is forged with every innovative solution we develop and every quality product we deliver.