

CINCINNATI®

BRACING NEWS

Q1 | SPRING 2018

YOUR COMPANY & PEOPLE CONNECTION

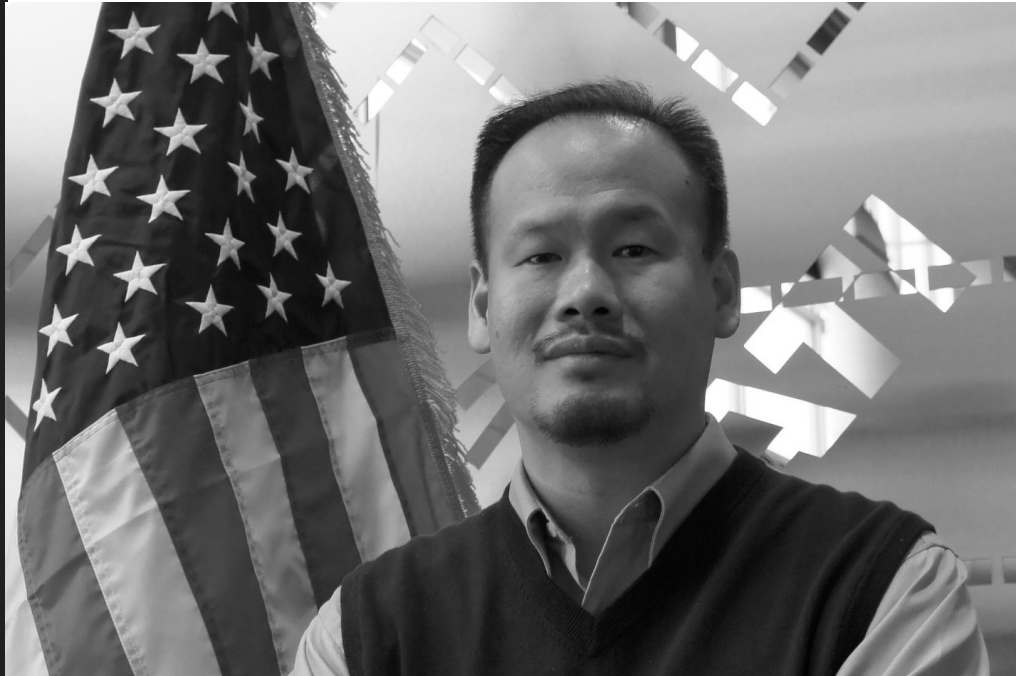


FIRST ACQUISITION SINCE THE 70S

READ STORY PG. 2

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CEO CHAT

By Carey Chen, President, CEO, Chairman of the Board

Last November, Cincinnati Incorporated (“CI”) acquired New Valence Robotics Corporation (“NVBOTS”) located in Boston, Massachusetts.

This acquisition is the first acquisition for CI since the 1970s, a coil manufacturer. The NVBOTS acquisition represents a tremendous opportunity for CI, and is a major milestone in our evolving Additive Manufacturing strategy.

As many of you know, CI’s focus in Additive Manufacturing began with BAAM (Big Area Additive Manufacturing) in 2014. At Fabtech 2016 held in Las Vegas, NV, CI released SAAM (Small Area Additive Manufacturing) with the support of NVBOTS, our commercial partner at that time. At the trade show, SAAM was lauded by Industrial Equipment News as a “Top Ten New Fabricating Technology”. NVBOTS private labeled their NVPro printer for CI, “SAAM Powered by NVBOTS”, in exchange for distribution and marketing capabilities, a win-win for both parties at the time.

The strengths of CI and NVBOTS are quite complementary. CI has one of the world’s largest industrial offerings, whereas NVBOTS has an offering with a much smaller footprint. CI’s installed base is stronger within manufacturing industries, whereas NVBOTS installed based is stronger within educational markets. Furthermore, NVBOTS has developed patented intellectual property and cloud based software which can be applied to BAAM and other future products (i.e. MAAM or Medium Area Additive Manufacturing). They also have experience in printing a wide array of materials including plastics, composites, ceramics, and metals – all capabilities that can be leveraged by CI.

By combining the strengths of our companies, we can deliver a broad, efficient, and highly competitive offering for our customers. Our complementary assets give us increased talent and speed to compete in the continually growing opportunity of Additive Manufacturing. The estimated annual economic impact of 3D printing is expected to be around \$550 billion by the year 2025. We are



OUR MISSION

To continuously improve upon our proud heritage by delivering high quality and innovative machine tool solutions to our Customers, providing for the well-being of our Employees, and enhancing value for our Stakeholders

OUR CORE VALUES

- Continuous Respect for People
- Uncompromising Integrity
- Focus on our Customers
- Community Leadership
- Technology & Innovation
- Environmental Stewardship
- Personal Growth
- Relentless Attention to Quality
- Teamwork & Collaboration
- Continuous Improvement

OUR VISION

By working together, we aspire to become the preferred supplier in the machine tool industry, emerge as an innovative leader delivering game-changing products, services and technologies, and be recognized as a great place to work



fortunate that two of the original founders of NVBOTS will continue to be employed by CI. All of the employees of NVBOTS will continue to work in Boston, MA for the foreseeable future.

I am excited about today's announcement and about the collective talent and energy we will bring to the industry. A great opportunity is in front of us to develop even better Additive Manufacturing technologies and solutions for our customers. Through the acquisition of NVBOTS, we can take our business to new levels of growth and success. Please join me in welcoming the employees of NVBOTS to the CI family!

Respectfully yours,

Carey Chen

President, CEO, Chairman of the Board

INNOVATION & TECHNOLOGY AWARD FINALIST

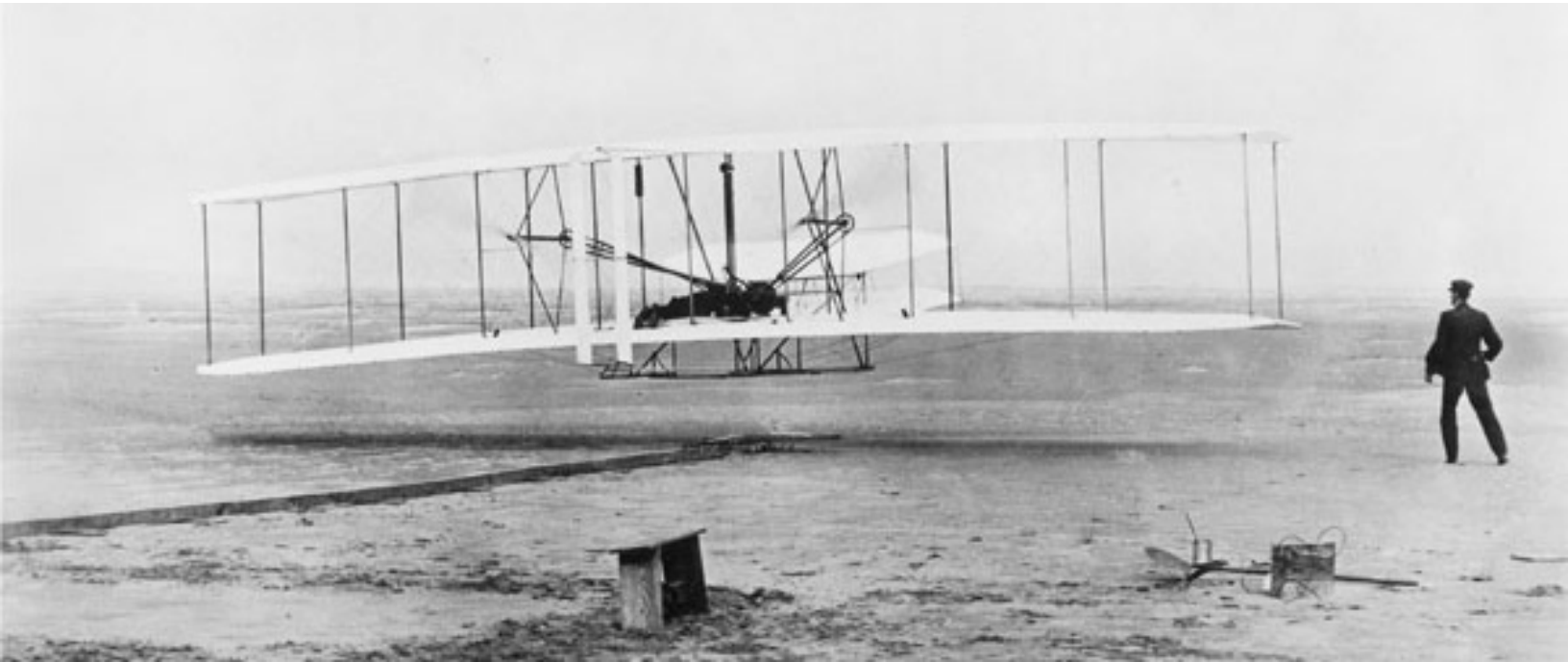
On March 8th, the Cincinnati Business Courier announced the finalists for its eighth annual Innovation & Technology Awards. CI is a finalist for the Advanced Engineering Innovations category.

Winners will be announced at an awards ceremony on April 19 at the Monastery Event Center, 1055 St. Paul Place, Mount Adams, Cincinnati, OH.



CI INNOVATION

By Randy Adams, VP of Engineering



In 2018, CI is going to revitalize its innovation practices with a focus on methods for creating game changing features with an emphasis on speed to market.

Many people think that innovation is driven by engineering or scientific minded people. But history shows that many of the inventions that changed the world were accomplished by people who were not educated in technology or a field of science, but they had ideas that were focused on solving a problem. A very close to home example of this is the two brothers from Dayton, Ohio by the names of Wilbur and Orville Wright. Neither of the two had more than high school education and their occupations were newspaper publisher and bicycle manufacturer. Yet through self-taught innovation, they were the first to accomplish guided flight in a powered, heavier than air "airplane" at Kitty Hawk, North Carolina.

What is innovation? According to the dictionary, innovation is a new idea, a new device, or making a process better. Paul Hobcraft, a leading innovation consultant, says "Innovation is the fundamental way a company brings constant value to their customer's business and consequently their shareholders and stakeholders."

Companies that remain on top foster and develop a culture of innovation that goes beyond the drawing board by empowering all of its employees to contribute in new and innovative ways. It makes the customer want to come to you for solutions because you are the only company that has what they need. Innovation drives growth and long term financial rewards for a company. Innovation is a process and methods put into place so that synergies are encouraged rather than discouraged.

Innovation is not limited to customer needs. It can also be used internally to improve the workflow process, reduce costs and revolutionize the way things are built, while improving quality and reducing warranty expenses.

CI has empowered the management team to make CI more innovative. Over the next several months, the innovation leaders will be developing a CI innovation process, which will be spread throughout the organization. Time will be devoted to foster innovation, with no idea being ignored or put aside if it meets the standards for CI Innovation. We will be developing metrics to track how well the innovation process is going and making it better with each new event.

Photo Caption: "Original Wright Brothers 1903 Aeroplan ("Kitty Hawk") in first flight, December 17, 1903, at Kitty Hawk, NC. Orville Wright at controls. Wilbur Wright at right (First flight was 12 seconds)" By Orville Wright and John T. Daniels, December 17, 1903. National Archives and Records Administration, Records of the War Department General and Special Staffs (165-WW-713-6) [VENDOR # 16]

QUOTE

"Beautiful things happen when you distance yourself from negativity."
ED SHEERAN, SINGER-SONGWRITER

NATIONAL SALES MEETING

A National Sales meeting was held in Harrison on January 23rd & 24th, including a state of the Company update, numerous department and business area presentations, product updates and a plant tour.



NATIONAL FIELD SERVICE MEETINGS

National Field Service meetings were held in Harrison in two groups, the 1st group on March 12th thru 14th, & the 2nd group March 19th thru 21st. These meetings included a state of the Company address, safety training, new product introductions, product updates and product training.



Six Science-Backed Ways To Become Happier & Healthier

Trim your social media habit.



Constant exposure to social media has been linked to poorer physical and mental health and increased anxiety.

Buy time.



People felt happier when they bought themselves free time (by hiring out things like mowing the lawn, gardening, doing laundry, cleaning the house) than when they purchased a new item.

Let go of grudges.



Forgiving yourself and others can protect against stress and the toll it takes on your mental and physical health.

Visit your local tiny green space.



Getting outside is a reliable way to relieve stress and feel better, including your back yard or neighborhood park.

Keep your friends as close as family.



Supportive friendships become more important to health and happiness than family as people age. Unlike family, we can choose our friends.

Deploy random acts of kindness.



Random acts of kindness can boost your emotional well-being, even if your good deed goes unrecognized. "Humans are wired to give." Harry Reis, Psychology Professor

Excerpts from New Ways To Become Happier-And Healthier, Time Magazine, October 2, 2017

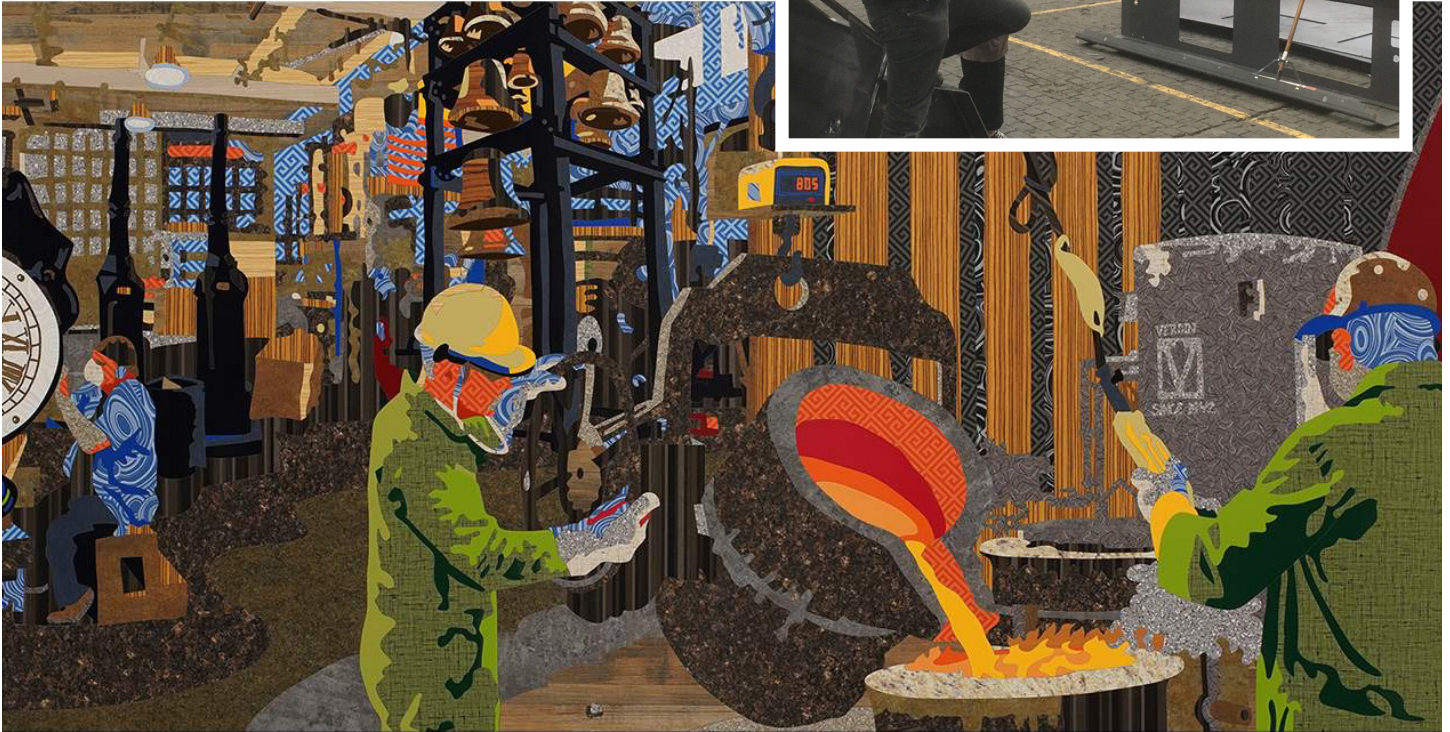
QUOTE

"This is a country built on second chances."

ADMIRAL JAMES STAVRIDIS, FORMER 16TH SUPREME ALLIED COMMANDER AT NATO

CI INDUSTRIAL MURAL

Representatives from the University of Cincinnati were at CI on February 16th to take photos of employees building machines as part of an industrial artwork project to create a mosaic to be displayed at the Cincinnati Art Museum like the example you see below.



Made in Cincinnati, Curtis Goldstein and Matt Lynch

BEAR & FRIENDS

We save dogs' lives in an effort to improve human lives.

In 2010, Dr. Michelle and Drew Schneider (CI Product Applications Manager), the co-founders of Bear & Friends, rescued their first dog, Bear (hence, the name 'Bear' & Friends), from the local Humane Society. Bear was immediately put through a series of trainings until he could easily understand commands and act like a well-behaved part of the family. Unknown at that time, his humble beginning was the start of Bear & Friends...

In 2011, Bear made his first appearance at an after-school program as a welcomed addition to the curriculum on compassion and empathy. After being present for only a few minutes, the children fell in love with him. During his first visit, Bear was the center of

attention for doing tricks (shaking paws and giving high 5's), being fed special treats (any kind of treat is special to Bear), and being a playmate and confidante to the children (Bear is a great listener, but not much good at talking back). Following the initial visit, children anticipated Bear's visits, they waited (oftentimes, impatiently) to take their turn walking him around the play yard or classroom, and they showered him with loads and loads of hugs. Children who were typically-developing were even more attentive and happy in his presence; those who were socially awkward came out



QUOTE

"Tomorrow is promised to no one. Prioritize today accordingly."
GINA GREENLEE, AUTHOR

of their shell to talk to and walk him; and, those who struggled with negative behaviors calmed down immensely. Witnessing the positive impact that Bear had on the children was the single element that moved Drew and Dr. Michelle to push forward in their rescue efforts.

After a few years of taking Bear to visit after-school and pre-kindergarten programs, the decision was made to rescue more dogs and continue visits in various venues. Since 2013, many more dogs/puppies and cats/kittens were rescued (and even two fish that were left behind in an apartment) and began the process to become therapy animals or human companions. The organization was formed in 2013 under another name, but in 2015 the organization changed its name to Bear & Friends and officially became a 501(c)3 non-profit charity for the protection and welfare of animals. Because of what these wonderful animals have done for their human counterparts, Bear & Friends took that description a step further to include the welfare of humans as well!

In 2016, Bear & Friends evolved from working strictly with therapy animals, to being an animal adoption agency, and eventually to becoming a sanctuary for those that were unable to become CGCs or adopted. Bear & Friends has reached across county and state lines throughout the Tri-State area (Indiana, Ohio & Kentucky) to accept animals from shelters, from the pound, from veterinarians who were housing abandoned animals, from the street (animals aimlessly wandering), and from members of the community who could no longer feed and/or afford their pet. As the animals were accepted into Bear & Friends' shelter and displayed a look of gratitude (and relief) on their little faces, it was obvious that the work of Bear & Friends would change forever. Bear & Friends has evolved into an organization of collaboration with other agencies, a resource for families and individuals, and a home for animals that need it.

Why use dogs to help humans?

Bear & Friends rescues dogs (and cats, and fish) that face uncertain futures in shelters, overcrowded animal control centers, and on the streets to help them find their true purpose in life. The rescued animals are fully vaccinated, spayed or neutered,

groomed, micro-chipped (dogs only), DNA tested (dogs only), photographed, and put through training toward becoming Canine Good Citizen therapy animals, if possible. Sadly, not all animals are candidates for CGC, as their health, age, or demeanor could prevent them from meeting CGC standards. But wait....not all hope is lost! For animals that do not meet CGC standards, they still have potential to be adopted out with some learned manners, or they will have a "forever" home at Bear & Friends with love and cuddles every day. Conversely, for those animals that do achieve CGC status, they are scheduled to visit schools, early learning programs, veterans, nursing homes, and colleges and universities to help a vast array of humans to overcome an immeasurable number of circumstances.



Dogs have an innate ability to help children develop social and emotional skills, to influence children's creativity in writing and art, to motivate children to read, to support individuals with physical, mental, or medical issues, and to help alleviate fears and anxiety disorders. Research also shows that the potential for dogs to improve human lives extends into colleges and universities as therapeutic companions, into libraries as children's reading companions, and into courtrooms as companions for child and adolescent victims of crime. Dogs are considered man's best friend for a reason, thus the non-threatening, non-judgmental, loyal nature of a dog is yet another key to a happier and healthier life for so many. **Dogs are heroes in their own right....let's celebrate that!**

Further information is available on the Bear & Friends website at: www.bearandfriends.net

QUOTE

"There are no traffic jams on the extra mile."
ZIG ZIGLAR, AUTHOR

CI FIRST AID TEAM

Did you know that CI has a First Aid team at the Harrison facility?

The team is comprised of 19 members who work throughout the Shop and Office. The First Aid team goes through 8 hours of annual training during the month of February.

All team members are trained in CPR, (cardiopulmonary resuscitation), basic first aid and AED (automatic external defibrillator). In addition to this, 4 team members have EMT (Emergency Medical Technician) training, with 1 having advanced certification, and being a Paramedic.

With all of this training, we are in good hands with the First Aid team to take care of onsite medical care, or until outside emergency medical professionals arrive if needed.

The First Aid Team members are:

Paramedic/Emergency Medical Technician:

- Chad Ely, Service Schedule Coordinator, Lasers

Emergency Medical Technician-Advanced:

- Steve Callahan, Electrical Assembly Crew Leader, Laser Assembly

Emergency Medical Technician:

- Wade Chatham, Welder, Fabrication
- Brent Daniels, Machining Center Operator, Tool Room

CPR/First Aid/AED:

- Andrew Baer, Machine Builder, Laser Assembly
- Dustin Bauer, Assembly Supervisor
- Dayna Boatright, Product Safety Admin
- Linus Fancher, Inspector, Quality Control
- Jon Greene, Technical Specialist, Lasers
- Lisa Kramer, Human Resources Manager
- Trevor Lonneman, Sheet Metal Technician, Fabrication
- Austin Murray, Machine Shipper, Shipping and Receiving
- Yvonne Raines, Stock Room Attendant
- Mike Rauch, Maintenance Service Technician Crew Leader
- Chris Robinson, Inspector, Quality Control
- Julie Rork, Material Coordinator, Shipping and Receiving

- Keith Roth, Safety & Security Supervisor
- Ryan Roth, Machine Builder, Press Brakes
- Jamie Schantz, Maintenance Electrician

If you are interested in joining the First Aid team, please contact Keith Roth, Safety & Security Supervisor, at keith.roth@e-ci.com, or (513) 367-7354, or just stop him when you see him.

EMPLOYEE 401(K) RETIREMENT PLAN

Employees are highly encouraged to participate in the Cincinnati Incorporated 401(k) plan as a great way of saving money for your retirement!

Cincinnati Incorporated will match 100% of the first 3% in eligible compensation deferred and 50% of the next 3% in eligible compensation deferred, vested immediately.

Employees can contribute 1% to 50% of eligible pretax pay up to IRS limit (\$18,500 for 2018) plus catch up provision if over 50 years old (\$6,500 for 2018).

To enroll or if you have questions, go to Fidelity NetBenefits at www.401k.com or call Fidelity at 1-800-835-5097.

INTERACTIVE HEALTH GOALS

Congratulations To Employees And Spouses Who Met Their Interactive Health Personal Health Goals!

Congratulations to employees and spouses who met their 2016 Interactive Health personal health goals in their 2017 Interactive Health Screenings!

If you or your spouse met your 2016 Interactive Health goal, you will now be receiving an additional \$30/month off your monthly health care premium for a total savings of \$60/month, retroactive to January 1, 2018.

If you and your spouse met your 2016 Interactive Health goal, you will now be receiving an additional \$60/month off your monthly health care premium for a total savings of \$120/month, retroactive to January 1, 2018.

Keep up the good work and stay healthy!

QUOTE

"Failure is a bruise, not a tattoo."
JON SINCLAIR, WRITER



DEPUTY TO RUN ACROSS MICHIGAN FOR FALLEN OFFICERS



Reserve deputy from Kent County Sheriff's Office to run 160 miles to raise money and awareness for law enforcement.

Matt Garbarino, Director of Marketing Communications at Cincinnati Incorporated and volunteer deputy, is taking his passion for endurance running and applying it to a cause honoring the men and women killed in the line of duty in law enforcement. The event called RAM or Run Across Michigan, will be a solo run, originating at the Fallen Heroes Memorial located on the campus of the Oakland County Sheriff's Office in Pontiac, MI. The run will span 160 miles westward and end at the Protector Monument on the campus of the Ottawa County Sheriff's Office in West Olive, MI. The run will take place over 4 days, 40 miles each day.

To further raise awareness, each day during the run, Matt will be running with a thin blue line flag and will be led by a Kent County Sheriff cruiser. Additional law enforcement agencies are likely to join the caravan as the run crosses the state. Fundraising efforts will be dedicated to MI-COPS, Michigan Concerns Of Police Survivors, a charity that provides resources to assist the surviving families of law enforcement officers killed in the line of duty.

"The idea for this run originated from running in local races carrying a thin blue line flag and the volume of interactions and interest from spectators and fellow runners", said Matt Garbarino.

"I wanted to expand awareness at a statewide level while fundraising at the same time.

There have been over 580 line of duty deaths in the state of Michigan since records have been kept. The names of these men and women are engraved on the wall of the Fallen Heroes Memorial which was erected in 2005.

"Because the men and women who serve in law enforcement put their lives at risk everyday, we make concerted efforts to support charities such as MI-COPS any way we can" said Michelle LaJoy-Young, Undersheriff at Kent County. "When Matt approached us about the concept of RAM, we were eager to support this cause and provide a cruiser every day he runs".

The event will start on the morning of June 4 with a ceremony at the Fallen Heroes Memorial. The solo run will lead out with both Kent County and Oakland County cruisers and a support vehicle.

To learn more, go to: www.trafficsquad.com/mirun

News coverage of Matt Garbarino's Run Across Michigan can be found at the following link:

<http://www.trafficsquad.com/michigan-run-videos>

QUOTE

"I have one client. It's the law."
NEIL GORSUCH, SUPREME COURT JUSTICE

RUN, HIDE, FIGHT – ACTIVE SHOOTER PROTOCOL

Adopted from the St. Mary's College of Maryland Office of Public Safety

In light of tragic active shooter incidents occurring in the United States, we thought it appropriate to share the following Run, Hide, Fight active shooter protocol.

An Active Shooter is an individual actively engaged in killing or attempting to kill people in a confined and populated area; in most cases, active shooters use firearms(s) and there is no pattern or method to their selection of victims.

Active shooter situations are unpredictable and evolve quickly. Typically, the immediate deployment of law enforcement is required to stop the shooting and mitigate harm to victims.

Because active shooter situations are often over within 10 to 15 minutes, before law enforcement arrives on the scene, individuals must be prepared both mentally and physically to deal with an active shooter situation.

If you hear shots fired or if you witness an armed person shooting or threatening people (active shooter):

Immediately choose the best way to protect your life. Very quickly, make your best determination of what is occurring and which of the options below will provide the greatest degree of security for you employing the “RUN, HIDE, or FIGHT” protocol.

RUN: Evacuate If Possible

- If there is considerable distance between you and the gunfire/armed person, quickly move away from the sound of the gunfire/armed person. If the gunfire/armed person is in your building and it is safe to do so, run out of the building and move far away until you are in a secure place to hide.
- Leave your belongings behind.
- Keep your hands visible to law enforcement.
- Take others with you, but do not stay behind because others will not go.
- Call 911 when it is safe to do so. Do not assume that someone else has reported the incident. The information that you are able to provide law enforcement may be critical, e.g. number of shooters, physical description and identification, number and type(s) of weapons, and location of the shooter.

HIDE: Hide silently in as safe a place as possible

- If the shooter is in close proximity and you cannot evacuate safely, hide in an area out of the armed person's view.
- Choose a hiding place with thicker walls and fewer windows, if possible.
- Lock doors and barricade with furniture, if possible.
- Turn off lights
- Silence phones and turn off other electronics.
- Close windows, shades and blinds, and avoid being seen from outside the room, if possible.
- If you are outdoors and cannot RUN safely, find a place to hide that will provide protection from gunfire such as a brick wall, large trees or buildings.

FIGHT: Take action to disrupt or incapacitate the shooter

- As a last resort, fight. If you cannot evacuate or hide safely and only when your life is in imminent danger, take action.
- Attempt to incapacitate or disrupt the actions of the shooter.
- Act with physical aggression toward the shooter.
- Use items in your area such as fire extinguishers or chairs.
- Throw items at the shooter if possible.
- Call 911 when it is safe to do so.

Immediately after an incident:

- Wait for local Law Enforcement officers to assist you out of the building, if inside.
- When law enforcement arrives, you must display empty hands with open palms.

Note:

- Understand that gunfire may sound artificial. Assume that any popping sound is gunfire.
- If there are two or more persons in the same place when a violent incident begins, you should spread out in the room to avoid offering the aggressor an easy target.
- Be mindful that violent attacks can involve any type of weapon, not just a gun. Knives, blunt objects, physical force or explosives can be just as deadly as a gun. The suggested actions provided here are applicable in any violent encounter.
- Plan ahead: Visualize possible escape routes, including

QUOTE

“Love is the selfless promotion of the growth of others.”
TIM SANDERS, AUTHOR

physically accessible routes for students and staff with disabilities and others with limited mobility.

The RUN. HIDE. FIGHT.® Surviving an Active Shooter Video, a public service of the City of Houston, has received over 6,700,000 views on YouTube: <https://youtu.be/5VcSwejU2D0>

SHOOTING AT STONEMAN DOUGLAS HIGH SCHOOL



My name is AJ Perez and I am the General Manager of the newly acquired NVBOTS business unit based in Boston.

I am originally from Florida; a small town called Parkland is where I call home. Up until February 13, 2018, no one I met in my entire life had ever heard of Parkland, Florida. On February 14, 2018 that all changed.

A lunatic entered my old high school with an AR-15 opening fire in the back of campus near where my history and science classes were held. Students, teachers, coaches, and the community in Parkland are victims of this senseless tragedy. I didn't know whether to be angry or sad. I still don't know. But what I do know is that I cannot sit idly by and do nothing. This is the purpose of this letter today, to call my CI family to help support my community back home in Florida.

There is no political agenda to this message. The message is simple – please help my community in Parkland by donating to one of these victim funds and sharing these within your network. All funds and proceeds from these 2 campaigns are going directly

to the victims, their families, and the community to help repair the damage that was done that day.

- <https://www.gofundme.com/stoneman-douglas-victim-fund>
- <https://www.gofundme.com/stonemandouglasvictimsfund>

Thank you for your thoughts, prayers, and donations.

God bless,

AJ Perez,

General Manager NVBOTS Business Unit
Marjory Stoneman Douglas, Class of 2009

DISTRACTED DRIVING

What Is Distracted Driving?

Distracted driving is any activity that diverts attention from driving, including talking or texting on your phone, eating and drinking, talking to people in your vehicle, fiddling with the stereo, entertainment or navigation system—anything that takes your attention away from the task of safe driving.

Texting is the most alarming distraction. Sending or reading a text takes your eyes off the road for 5 seconds. At 55 mph, that's like driving the length of an entire football field with your eyes closed.

You cannot drive safely unless the task of driving has your full attention. Any non-driving activity you engage in is a potential distraction and increases your risk of crashing.

Consequences. In 2015 alone, 3,477 people were killed, and 391,000 were injured in motor vehicle crashes involving distracted drivers.

Teens were the largest age group reported as distracted at the time of fatal crashes.

The Law. Many States now have laws against texting, talking on a cell phone, and other distractions while driving.

Take The Pledge. The fight to end distracted driving starts with you. Make the commitment to drive phone-free today.

- Protect lives by never texting or talking on the phone while driving.
- Be a good passenger and speak out if the driver in my car is distracted.
- Encourage my friends and family to drive phone-free.

Article source and further information available at the following website: www.nhtsa.gov/risky-driving/distracted-driving

QUOTE

"Nothing is more responsible for the good old days than a bad memory."
FRANKLIN PIERCE, 14TH PRESIDENT OF THE UNITED STATES

GEAR UP AND GET GOING!

On February 20, employees in Harrison enjoyed a Q1 Lunch and Learn presentation by Stacey DeJulius, owner of the Fleet Feet stores in Oakley and Blue Ash, Ohio.



Fleet Feet is known for their selection and knowledge of running and walking shoes, along with other sports related clothing. They organize regular running groups, some for event training and some just for fun.

As a runner and sports enthusiast herself, Stacey brought an informative and energetic presentation “Gear Up and Get Going, Top 10 Tips”. Here are her top 5 of 10 tips:

- Get fitted for the right workout shoe, and consider insoles if needed. The wrong fit or size can cause pain in your ankles, knees and/or your back and can create future problems.
- Cotton is rotten! Cotton stays wet, stretches, and is the #1 reason for chaffing, blisters and hotspots on your feet. This is true for clothing also. Try wool or a synthetic material such as polyester.
- Stretching – Dynamic vs. Static. Research has shown that before a workout, you should do *dynamic* stretching - smaller and slower active movements similar to what you would do in your workout, simply to bring blood flow to the muscles you will be using. (For example, walk some before you begin running.) After a workout, you can do *static* stretching of the muscles that you used during the workout, which are now

warmed up and ready for a stretch. It is too easy to cause damage when doing static stretching before a workout, before your muscles are warmed up.

- Cross Train and Rest. Do something other than your normal workout (cross train) 1 to 2 days a week. Too much of the same thing can lead to injury. Also, you should rest at least 1 day a week. Rest gives your body a chance to rebuild and get stronger.
- Hydration! You already know this but it is so important - drink at least ½ of your body weight in ounces of water every day. If you weigh 150 lbs., you need to drink at least 75 oz. of water daily. Water flushes toxins from vital organs and carries nutrients to cells. If you work out or sweat heavily, don't forget to add electrolytes!

Stacey's final message was to find exercise that you enjoy, and is **FUN**. Check out the Fleet Feet website at www.fleetfeetcincy.com.

The Flying Pig mascot and Meggie from the Flying Pig Marathon also visited to remind us to register for the races. This is the 20th anniversary of the marathon, and they are planning events for each of the 20 days leading up to marathon weekend. That publicity-seeking Pig also hammed for some pictures with employees!

The deadline to sign up for the marathon with Cincinnati Incorporated is April 1st.

METABOLIC SYNDROME

Metabolic syndrome is a group of health problems that make it more likely you will have a heart attack or stroke or develop diabetes.

If you have metabolic syndrome, you have at least three of the following:

- You have too much fat around your waist.
- You have borderline or high blood pressure.
- You have borderline or high blood sugar.
- You have high triglycerides, a type of fat in your blood.
- You have low "good" HDL cholesterol.

What causes it?

A combination of your family history (your genes) and an unhealthy lifestyle can cause metabolic syndrome.

Eating too much, gaining weight, and not exercising are the main causes, especially if you tend to gain weight around your waist.

QUOTE

“Three things in human life are important. The first is to be kind. The second is to be kind. And the third is to be kind.”
HENRY JAMES, AUTHOR

What are the symptoms?

Metabolic syndrome will not make you feel sick. But if you get diabetes or have a heart attack or stroke, you will have symptoms from those problems.

What increases your risk?

You are more likely to have metabolic syndrome if:

- You are older. As you age, your chances rise.
- You are overweight or obese, especially if you carry a lot of weight around your waist and upper body.
- Your family members have or had type 2 diabetes and are or were overweight.
- You have other conditions. For instance, metabolic syndrome is more likely if you have high blood pressure or other problems.
- You are black or Hispanic.

How is it diagnosed?

Your doctor will check your blood pressure, measure your waist, and do fasting blood tests.

If you have metabolic syndrome, your results may include:

MEASUREMENT	RESULT
Waist size	Men: Greater than 40 inches Women: Greater than 35 inches
Triglycerides	150 or higher
HDL cholesterol	Men: Less than 40 Women: Less than 50
Blood pressure	130/85 or higher
Fasting blood sugar	100 or higher

How is it treated?

Get more exercise. Being more active is one of the best ways to treat metabolic syndrome. Being active helps for many reasons:

- It can help you lose weight.
- It lowers blood pressure, triglycerides, and blood sugar.
- It raises HDL, the "good" cholesterol.

Aim for at least 2½ hours of moderate exercise a week. One way to do this is to briskly walk 30 minutes a day, at least 5 days a week. It's fine to be active in blocks of 10 minutes or more throughout your day and week.

Moderate exercise is safe for most people, but it's always a good idea to talk to your doctor before starting an exercise program.

Change how you eat. Your doctor may tell you to eat less salt and try the DASH diet to lower your blood pressure. The DASH diet is low in fat but rich in low-fat dairy foods, fruits, and vegetables.

To get started:

- Choose low-fat or nonfat cheese, yogurt, and cottage cheese.
- Drink skim (nonfat) or 1% milk.
- Eat lots of fruits and vegetables.
- Eat more whole grains like brown rice and whole wheat bread.
- Choose lean meats, chicken without skin, or fish.
- Eat beans, lentils, and nuts.
- Limit sodium (salt) to less than 2,300 milligrams (mg)—less than 1 teaspoon—a day.

Take medicines if needed. Lifestyle changes, such as exercise, losing weight, and eating healthier, are usually tried first for metabolic syndrome. Your doctor may prescribe medicines for your cholesterol, blood sugar, or blood pressure, if needed.

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NEW DENTAL INCENTIVE EFFECTIVE IN 2018

Aetna Dental Care Reward To Encourage Regular Dental Visits

When DPPO members see a dentist for preventive care during the year Aetna will increase their annual benefit maximum for the next plan year!

Maximum of three increases (\$2,250)

Annual Dental Benefit Maximum

(increase does not apply to orthodontia)

	1st Increase	2nd Increase	3rd Increase
2017	2018	2019	2020
\$1,500	\$1,750	\$2,000	\$2,250

If in any year a member does not have a preventive visit, the annual maximum is reduced to original plan level.

QUOTE

"Success is not final; failure is not fatal. It's the courage to continue that counts."

WINSTON CHURCHILL, FORMER BRITISH PRIME MINISTER

EMPLOYEE PROFILE

Patrick Mulloy



Patrick's favorite photo, from left, Patrick and his daughters Ava and Ashley

Patrick grew up in New Hartford, New York.

He has two older sisters and an older brother. Patrick has a mechanical engineering degree from Clarkson University. He and his wife, Leeza, have been married 18 years and have two daughters, Ashley and Ava. They live in Mooresville, North Carolina. Patrick joined CI as a regional sales engineer in February, 2003.

- **First job:** Shoveling baseballs at his dad's batting range, "Casey at the Bat"
- **First vehicle:** 1972 Chrysler Newport. It had a white top, rust brown middle and the bottom of it was spray painted black." It was, and still is the ugliest car I have ever seen. I didn't care, it got me where I wanted to go."
- **Favorite vehicle:** 1990 forest green Ford Mustang ("7up Edition"). "I bought it off my aunt the week after I graduated from college and I still have it."
- **Favorite meal:** Chicken Vindaloo
- **Favorite movie:** The Usual Suspects
- **Favorite vacation:** St. Maarten
- **Hobbies/Interests:** Lawn care & attending lots (and lots and lots) of soccer games
- **Most like to meet:** Elon Musk
- **Most proud of:** "My two beautiful girls"
- **Something people don't know about him:** "As a kid my dream was to be the first NHL player/astronaut, win the

Stanley Cup and bring it into outer space on the Space Shuttle."

"I believe making machine tools in the USA is extremely important. I am very proud of the products and services we provide at CI. Thanks for producing such quality products. It makes my job a lot easier."

FLYING PIG

Cincinnati Incorporated invites you to register for the 20th anniversary Flying Pig Marathon! Walk or run with your family, or race your co-workers.

Register through CI's website at www.e-ci.com/wellness no later than **April 1** (<https://landing.e-ci.com/2018-flying-pig-sign-up>). Please sign the waivers provided on the confirmation page and drop them off in Human Resources.



If you live outside of the Cincinnati area, the Company will reimburse your entry fees for a local

marathon of your choice. You, your spouse, and your children are eligible (as long as you also participate). After you complete your event, just provide HR with the marathon details and your proof of payment, and we will process reimbursement to you.

QUOTE

"When you lead you don't make a lot of friends sometimes. It's a very lonely place at night when you lead, but it's worth it."
BILLY JEAN KING, TENNIS PLAYER

Cincinnati Incorporated will pay for Flying Pig registration for you, your spouse and your children. Choose from these Pig events:

May 5, 2018, Saturday

- 5K (3.1 mi.)
- 10K (6.2 mi.)

May 6, 2018, Sunday

- Half Marathon
- Full Marathon (registration is filled, see HR for an entry code)
- Relay (4 person team)

Additional Events Sat. and Sun.

- 3-Way (5K, 10K and Half Marathon)
- 4-Way (5K, 10K and Full Marathon)
- 3-Way Challenge with extra cheese (5K, 10K, Half Marathon and Little Kings Mile)
- 4-Way Challenge with extra cheese (5K, 10K, Full Marathon and Little Kings Mile)

Find more event details at www.flyingpigmarathon.com. Oink.

CONGRATULATIONS

- **Ryan Bacon**, Manufacturing Engineering Technician, and family on the birth on his son Eli on 1/12/18
- **Joe Wetzel**, Electrical Assembler, and family on the birth of his son Sawyer on 1/27/18
- **Justin Atkins**, Operations Manager, and family on the birth of his daughter Adalyn on 2/7/18
- **Dustin Brewster**, Machine Builder, and family on the birth of his twin daughters Madeline and Mallory on 3/20/18

Please let Human Resources know about births of children or grandchildren of employees, or employee graduations for future editions of Braking News.

WANT TO CONTRIBUTE TO BRAKING NEWS?

If you have a story you would like seen in the next issue of Braking News, submit it to Tom Cornillie (tom.cornillie@e-ci.com)



CINCINNATI IDEAS

Do you have any input, feedback or suggestions regarding our company?

The CI Ideas link can be found on the CI Intranet and Paycor home pages.

CI AMBASSADOR

Have you ever encountered CI visitors lost in the hallway trying to navigate the confusing and daunting Harrison maze, usually here for training?

You are encouraged to be a great ambassador by giving them a warm CI welcome and helping them find their way.

WHISTLEBLOWER

Cincinnati Incorporated has a reporting hotline for employees to anonymously report any of the following incidents:

- Ethical Violations
- Unsafe Working Conditions
- Quality of Service
- Theft
- Discrimination
- Alcohol and Substance Abuse
- Fraud
- Conflict of Interest
- Theft and Embezzlement
- Violation of the Law
- Wrongful Discharge
- Internal Controls
- Vandalism and Sabotage
- Improper Conduct
- Conduct Violations
- Threats
- Bribery and Kickbacks
- Misuse of Company Property
- Violation of Company Policy
- Falsification of Contract, Reports or Records

Regular business issues and matters not requiring anonymity should be directed to the **employee’s supervisor or the HR department.**

ANONYMOUS REPORTING HOTLINE

All calls are confidential and the identity of the caller will remain anonymous.

- Call: (844) 703-0008
- Visit: www.lighthouse-services.com/e-ci

This service is provided by Lighthouse Services, Inc. www.lighthouse-services.com

QUOTE

“Resistance makes you stronger.”
MADONNA, SINGER-SONGWRITER

NEW HIRES

Please give a warm CI welcome to the following new employees!

Employee	Start Date	Position	Department
Colleen Mire	12/11/2017	Accounts Payable Specialist	Accounting
Rosa Molleran	1/2/2018	Purchasing Administrator	Purchasing
Spencer Wynn	1/2/2018	Co-Op Industrial Engineering	Operations
Lisa Griffin	1/8/2018	Senior Sales Executive	NV Bots Sales
Trevor Lonneman	1/8/2018	Sheet Metal Technician	Fabrication
Eric Schneider	1/8/2018	Co-Op Engineering	Mechanical Engineering
Jeff Adams	1/15/2018	Customer Support Technician	NV Bots Administration
Tony Mcarthur	1/22/2018	Field Service Representative	Laser Central
Justin Owen	1/29/2018	Parts Specialist	Parts
Julie Rork	1/29/2018	Material Coordinator	Replacement Parts
Robert Hart	2/5/2018	Machining Center Operator	Machining
Jennifer Kailholz-Rueter	2/26/2018	Office Operator	Parts
Brian Smets	2/26/2018	Field Service Representative	Powdered Metal
T.J. Furman	3/5/2018	Field Service Representative	Laser West
Eric Varner	3/5/2018	Field Service Representative	Flat Rolled West
Eric Blasiman	3/12/2018	Regional Sales Engineer	Sales Ohio
Nick Thielmann	3/12/2018	Regional Sales Engineer	Sales Milwaukee
Alan Schurkamp	3/19/2018	Field Service Representative	Flat Rolled Midwest

ON THE MOVE

Congratulations to the following employees on the move!

Employee	Effective Date	New Position	Previous Position
Austin Murray	12/4/2017	Machine Shipper	Material Coordinator
Nick Steele	12/4/2017	Machine Shipper	Material Coordinator
Richard Dubs	12/16/2017	Painter	Sub-Assembler-Bench
Bob Jonas	12/18/2017	Machining Center Operator	Screw Machine Operator
Nathan Kincade	1/1/2018	Applications Specialist	Field Service Representative
Eric Woodrum	1/1/2018	Paint Crew Leader	Paint Spray Finisher
Chris Eldridge	1/5/2018	Lab Technician	Supervisor Assembly
Pat Alford	1/15/2018	N/C Lathe Operator Crew Leader	N/C Lathe Operator
Chuck Arnold	1/15/2018	Small N/C Universal Lathe Operator Crew Leader	Small N/C Universal Lathe Operator
Kelly Bernhardt	1/15/2018	Sales Coordinator	Office Operator
Ryan Brueggen	2/1/2018	Senior Accountant	General Accountant
Brian Knapp	2/12/2018	Press Brake Assembly Supervisor	Maintenance Service Electrician Crew Leader
Lisa Knapp	2/12/2018	Supply Chain Analyst	Press Brake Assembly Supervisor
Ron Weldishofer	2/12/2018	Master Electrical Assembler	Electrical Assembler
Tanner Stout	2/28/2018	Machining Center Group Operator	Preparatory Assembler
Jeremy Mullikin	3/1/2018	Senior Supply Chain Coordinator	Manufacturing Engineering Technician
Andrew Roberts	3/6/2018	Surface Grinder	Paint Spray Finisher

RETIRES

Congratulations and best wishes to the following retirees!

Employee	Position	Hire Date	Retire Date	Years of Service
Dan Deaton	Die Maker Crew Leader	4/22/2013	12/31/2017	4 years
Elaine Myers	Accounts Payable Specialist	6/12/1989	12/31/2017	28 years
Tom Robison	Maintenance Service Technician	3/28/1972	12/31/2017	45 years
Janelle Seibert	Material Coordinator	9/18/1989	2/28/2018	28 years