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**Power Drive Space Fills Up with
 Transmission Remanufacturing**



As of press time, seven remanufacturing PODS and over 60 Associates now call Power Drive home.

JASPER's first transmission from the new 220,000 square foot Drivetrain Remanufacturing facility (called Power Drive within the company) was built September 8th, 2014. That's when six Associates built a front-wheel drive GM 4T65E from their newly moved remanufacturing work area, or POD.

Since that first day, the Transmission Division's transfer from one building to another has been a steady, "moving" experience. As of press time, approximately 60 Associates have made the 1/2-mile move southwest to Power Drive from JASPER's Wernsing Road facility. This includes seven transmission remanufacturing PODS, machining operations from Indiana Tool & Die and Case Prep to support the PODS, a shipping area and a parts department.

"The move has gone very well up to this point," says John Schroeder, JASPER Vice President of Drivetrain Remanufacturing. "In many ways, the commitment by Associates to embrace this move, and their willingness to accept change, has been a benefit to its success. As Owners, they've learned to appreciate and value the new environment, and understand how important their role is in making the move a success."

Schroeder said preparations are underway for changes to the Converter Department. "We have purchased equipment to essentially set up two converter remanufacturing areas. While we move, one department will retain capacity here at Wernsing Road, while the second department will remanufacture converters on-site for use at Power Drive."

A total of 14 PODS are planned for the Power Drive Facility. Higher volume transmissions will be remanufactured in what is called a Mega-POD, which combines two, or more, PODS into one larger entity for shorter cycle times and greater efficiency. Schroeder said developing the Mega-POD for use at Power Drive has been a great undertaking. "We're taking all the concepts that have worked for us, plus many new 'Lean' concepts we have learned, and blending them together in this Mega-POD."

"The biggest challenge has been understanding the work that takes place at each of the stations, and then how to construct the stations to support the work," he said. "To do that, we have to study each step of the work and establish a more intuitive environment for the Associate to be successful. Rather than building multiple Mega-PODs at the outset, we want

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Lewis County Fleet Services

This month's Customer Profile takes us to Chehalis, Washington. Situated between Portland, Oregon, and Olympia, Washington, it is the home of Lewis County Fleet Services, a full service auto and truck facility, specializing in fleet repair.

Owner, Bill Franz, had 18 years of automotive experience with Chrysler and Ford as a Master Technician. A friend of Bill's opened a business in 1990 selling trailers and asked Bill to take care of his trucks. Their fleet grew from 2 to 22 trucks. During that time, word spread of Bill's quality repairs and, in response, he opened his own business in 1999.

The business started with Bill and his wife, Debbie, with two service bays located at 863 Koontz Road in Chehalis. Fast-Forward to today... Lewis County Fleet Services is still on Koontz Road, but now has eight employees working in six service bays and 4,000 square feet of space. Additional equipment at their disposal includes an alignment rack, high-tech driveability diagnostics with OEM scan tools and brake machining tools. "Basically everything except the exhaust," said Bill.

"Our job is to provide a family-friendly and comfortable environment," he added. "We use displays and parts to educate our customers to help increase their vehicle knowledge and build trust."

Five of the eight employees are ASE-Certified technicians in various criteria, including Manager, Diagnosis, Transmission, Brakes and two Master Technicians. Lewis County Fleet Services requires technicians to further



Lewis County Fleet Services owner Bill Franz opened his business in 1999.

their automotive education, and reimburses the cost of courses with a passing grade.

Since 2005, Lewis County Fleet Services has been an installer of JASPER remanufactured products, including gas and diesel engines, diesel fuel components, transmissions, transfer cases and differentials. "We will only use JASPER for our remanufactured products," said Bill, "because of the consistent quality, warranty and reputation in the industry."

"Our customers are our closet friends," he added. "It is imperative to build a trusting relationship with our customers, so we can help solve the issues with their vehicles which, in turn, affect their lives."

As for the future, Bill's daughter, Kristi, will take over the business when Bill retires, "which will not be for a long time," he quickly added. But for now, Lewis County Fleet Services will continue to provide excellent customer service that exceeds customer expectations.



Lewis County Fleet Services in Chehalis, Washington, has been a JASPER installer since 2005.

Canada Post Utilizes JASPER in LLV Project

Jasper Engines & Transmissions played a major role in the recent refurbishment of several hundred Grumman Long Life Vehicles (LLV) used for Canada Post.

Canada Post recently refurbished 876 LLVs at their Mississauga, Ontario, facility. Each LLV received a JASPER remanufactured GM 2.2L four-cylinder engine. They also received new brake lines and additional LLV components supplied by Jasper Innovative Solutions.

“The LLV Refurbishment Project began in 2012 with an end goal of extending the useful life of our existing purpose-built, right-hand drive, LLV fleet,” said Steve Clark, Canada Post National Fleet Director. “The refurbished LLV’s, destined for mail and parcel delivery service in rural operations across Canada, needed to be reliable and sound for continued postal service use. The project represented a considerable investment of time, expertise and ingenuity, both internally and also from our valued external partners.”

“As the project draws to a close, and the last LLV has crossed the assembly line, I am pleased to say that we have met our goals,” added Clark. “This success would not have been possible without strong partnerships, extreme dedication, and an unparalleled commitment to produce a quality product.”

“JASPER was honored to be a part of this program Steve put together,” said Joe McDonald, JASPER Regional Vice President. “We truly believe at Jasper Engines and



Canada Post National Fleet Director, Steve Clark (at left), and JASPER Regional Vice President, Joe McDonald, pose in front of the 876th LLV refurbished with a JASPER 2.2L GM engine and components from Jasper Innovative Solutions.

Transmissions that giving new life to fleet vehicles is an economical and green strategy that benefits all parties.”

“The partnership that has come out of this endeavor between JASPER and Canada Post will undoubtedly create future opportunities to work together on other projects,” said McDonald.

Jasper Eco-Tech Shines Brightly at Power Drive

One of the first things to be changed at JASPER’s Drivetrain Remanufacturing facility (known as Power Drive) was the removal of all the existing light fixtures. Transmission Associates working at Power Drive remanufacture their products under the daylight glow of high-efficiency LED light systems courtesy of Jasper Eco-Tech.

“We’ve chosen to replace all the lighting in the production areas, the break areas, the office areas, the parking lot and other exterior fixtures with these LED light systems,” said John Schroeder, JASPER Vice President of Drivetrain Remanufacturing. “There are significant incentives and rebates for switching to high-efficiency LED lighting, and the operating cost of these light fixtures is about half of what it would be to power standard T5 or T8 fluorescent lights, and they last a lot longer.”

“It’s amazing lighting,” added Schroeder. “Production Associates have been impressed by it. The brightness of the LED lights has reduced the need to install task lighting in specific work areas, which means Power Drive uses less lighting than our other remanufacturing areas because the available lighting is more effective.”



Several Jasper Eco-Tech LED lighting systems illuminate the production areas of the Power Drive remanufacturing facility.

JASPER Calendar Winners for 2015

Thank you! Our customers come through each year for the annual Jasper Engines & Transmissions calendar, and this year was no exception! We had lots of great entries for the 2015 edition.

Entries received this year were judged on adherence to the category, equipment appearance and the quality of the photograph or image.

Entrants whose work appears in the calendar receive a \$100 gift certificate, which can be used to purchase JASPER remanufactured products or wearable items, 24 complimentary calendars and a special JASPER Gift Package.

Congratulations to all our winners!

Bob Ransom
Cohasset, Minnesota
1941 Ford Convertible

Delmar & Bill Stammer
Lake Lynn, Pennsylvania
1949 Chevy COE

Arnold & Bertha Morgison
Lawrence, Kansas
1960 Ford Falcon Ranchero

John & Janet Plavcan
Erie, Pennsylvania
1966 Ford Mustang Coupe

Andy Brannon
Sheldon, Missouri
1977 Pontiac Trans Am

William Campbell
Williamville, New York
1959 Ford Galaxie 500

Bo Oliver
Richardson, Texas
1951 Mercury Monterey

Scott Rigsby
Fayetteville, Georgia
1948 Chevy 3100 Thriftmaster

Danny & Ken Watkins
Brentwood, Tennessee
1969 Chevy L89 Corvette

Dan Dotson
Birmingham, Alabama
1973 Ford Bronco

Alan Spradlin
Trussville, Alabama
1974 Pontiac GTO

Ray Hennessy
Ventura, California
1941 Ford Pickup

George Olsen
Tonawanda, New York
1948 Ford Convertible



1974 Pontiac GTO owned by Alan Spradlin of Trussville, Alabama.



1960 Ford Falcon Ranchero owned by Arnold & Bertha Morgison of Lawrence, Kansas.



1969 Chevy L89 Corvette owned by Danny & Ken Watkins of Brentwood, Tennessee.



1973 Ford Bronco owned by Dan Dotson of Birmingham, Alabama.



(above) 1948 Chevy 3100 Thriftmaster owned by Scott Rigsby of Fayetteville, Georgia.

Morgenthaler Gears Up for Busy 2015 Schedule

Bassmaster Elites

February 20th-22nd	Bassmaster Classic, Greenville, SC; Lake Hartwell
March 19th-22nd	Elite 1, Orange, TX; Sabine River
April 9th-12th	Elite 2, Guntersville, AL; Lake Guntersville
April 30th-May 3rd	Elite 3, Sacramento, CA; Sacramento River
May 7th-10th	Elite 4, Lake Havasu City, AZ; Lake Havasu
June 3rd-7th	Elite 5, BASSfest, Paris Landing, TN; Kentucky Lake
July 30th-August 2nd	Elite 6, Waddington, NY; Saint Lawrence River
August 13th-16th	Elite 7, Cecil County, MD; Chesapeake Bay
August 27th-30th	Elite 8, Detroit MI; Lake St. Clair

AOY Championship TBD

Toyota Texas Bass Classic

May 23rd-25th Quitman, TX; Lake Fork

Bassmaster Southern Opens

January 15th-17th	Kissimmee, FL; Lake Toho
April 16th-18th	Prattville, AL; Alabama River
October 22nd-24th	Bainbridge, GA; Lake Seminole

Bassmaster Central Opens

March 12th-14th	Ridgeland, MS; Ross Barnett Reservoir
September 10th-12th	Wagoner, OK; Fort Gibson
October 1st-3rd	Branson, MO; Table Rock Lake

2014 is in the books for JASPER-sponsored angler Chad Morgenthaler. The Coulterville, Illinois, native described the previous year as “a decent season”, though he said it was nice to show some potential his first year back with the Bassmaster Elites series. “This group of 108 anglers are extremely talented, and continuously push you to give 110%,” he said.

The highlight of Chad’s 2014 season started at the Classic



Chad Morgenthaler described his 2014 season back with the Bassmaster Elites as “decent” . He showed some of his potential with a 2nd place finish in Toledo Bend, Texas.

in Guntersville, Alabama. “I was able to take that momentum and capitalize on it for several months,” said Morgenthaler. “This eventually led to my best tour event finish - a 2nd place at Toledo Bend, Texas.”

JASPER has been Morgenthaler’s primary tour sponsor since 2006. He describes the sponsorship as the rock of his career. “They (JASPER) have provided the stability for me in a very volatile sport,” he said. “They have also shown me how to maximize marketing and promotions from their NASCAR experiences.”

Morgenthaler added. “JASPER has shown me what hard work and dedication can do for your career, and allowed me to feel as if I am part of a giant family.”

With 17 events on Morgenthaler’s 2015 schedule, he chose to sum up next year in one word: INSANE. “2015 will take me from the East Coast to the West Coast and from New York to Texas,” he said. “To have a successful season, it will take some diligent planning and an extreme amount of focus. I plan on approaching the year one event at a time, while maximizing the off days for recuperation and listening to my wife Debbie when she advises that it’s time to focus on family time.”

“I would like to thank JASPER for the opportunity to spend time with their Preferred Installers and Outside Sales Representatives through the VIP fishing program,” said Morgenthaler. “The program has allowed me to meet some outstanding people and develop some great personal relationships throughout the years. I’m very excited that the Elite Series will visit new waters next year, allowing the program to expand into additional territories.”

JASPER Endowment Group Extends Grants to Area Charities



(above left) Habitat for Humanity of Crawford County director, Reggie Timberlake, accepts the \$1,000 grant from JETT on November 25th. (above right) The next day, JETT presented a \$9,083 check to Deana Hubler and Nicole Hurrle of Court Appointed Special Advocates.

Members of JETT (Jasper Endows Today and Tomorrow), met November 6, for their second annual Granting Party. Charity organizations from Dubois and Crawford Counties were represented at the evening event. Each charity took a few minutes to educate the JETT members on their focus, who they serve and, if they receive this year's grant, how they would use the money. After the presentations, the members of JETT weighed out the merits and possible outreach of the organizations and then took an anonymous vote. In the end, two grants were awarded.

Habitat for Humanity of Crawford County that was awarded a \$1,000 grant to be used toward a 2015 home project. Members of JETT also volunteered a work team, for a day, in support of the project.

Habitat for Humanity of Crawford County was officially presented with the \$1,000 check on November 25 at the Jasper Engines and Transmissions Crawford County facility. Reggie Timberlake, Habitat Director, accepted the check presented by several members of JETT.

Habitat for Humanity of Crawford County is a locally run affiliate of

Habitat for Humanity International, a nonprofit, ecumenical Christian housing organization. Habitat for Humanity works in partnership with people in need to build and renovate decent, affordable housing. The houses then are sold to those in need at no profit and with no interest charged. Volunteers provide most of the labor, and individual and corporate donors provide money and materials to build Habitat houses. Partner families themselves invest hundreds of hours of labor - "sweat equity" - into building their homes and the homes of others. Their mortgage payments go into a revolving Fund for Humanity that is used to build more houses.

Court Appointed Special Advocates (CASA) was officially presented with the \$9,083 check on November 26 at the Jasper Engines and Transmissions corporate office in Jasper. Deana Hubler, Director of CASA and Nicole Hurrle accepted the check presented by a number of JETT members.

CASA are community volunteers trained to represent the best interests of children who are part of the court system due to abuse or neglect. Court Appointed Special Advocates can make a huge difference in a child's life during

this uncertain time.

The JETT members were extremely proud to be able to offer grants to worthy organizations like CASA and Habitat for Humanity. They are very thankful for the support shown to them by the upper level management at Jasper Engines and Transmissions. Mark Balsmeyer, one of the founding members of JETT, summed it up by saying, "What an amazing opportunity! Not only were we able to grant \$9,083 to CASA, and \$1,000 to Habitat for Humanity, but we were also able to put \$6,500 into our JASPER endowment fund which will continue to grow so it can be used for future generations."

JASPER Endows Today and Tomorrow was formed early in 2013 by a group of Jasper Engines and Transmissions Associates. The mission of JETT is to create a unique giving experience for the company's Associates and their families in order to help them gain a deeper understanding of the concept of philanthropy and how it can fit into the lives of practically everyone. The group has nearly doubled their membership, increasing from 29 members in 2013 to a roster of 50 in 2014.

The Importance of Written Goals in Accomplishing What You Want in Life

by Richard Olson, JASPER Regional Vice President

Richard Olson

is an Indiana University South Bend graduate majoring in Business and Marketing. Richard started as a JASPER



Outside Sales Representative 24 years ago and has been a Regional Vice President for 22 years. He trains and manages OSRs to help customers grow their business.

Have you ever noticed some people seemed ‘charmed’ because whatever they attempt to do, they’re good at it. They seem to get the best jobs and accomplish the most in both their career and in their personal lives. No matter what, it seems as if they are lucky at everything. They know one of the secrets to success... **They have Written Goals!**

Of course, almost everyone you ask will say they have goals, until you begin to ask a couple of tough questions. For example, if I were to ask you if you have goals, the odds tell us ninety percent of you would say “of course I do.” However, after I ask this, my next question would be: How many of you have written goals? Only ten percent of you will say that you do. It is amazing that we go from ninety percent to ten percent on one question. The reason for this is because most of us mistake our visions, and dreams, for goals. Our visions, and dreams, are both very important, but they are the beginning building blocks for real written goals. We need to put our visions and dreams into writing. When we do, **we have goals.**

Next, we have to have specific time frames to achieve our goals. Then we have to have personal, and business, goals and keep them separate from each

other. So, the next question I would have is: Do you have personal and business goals in writing? After the answers come in, we go down to about five percent who can say “yes.”

Finally we ask: Have you shared your number one goal with either a business associate or, if a personal goal, with a significant other. We have found only three percent of all people have, and they are the three percent who are ‘charmed’. It is amazing something so simple does not get done so often!

Even the most intelligent people can handle no more than three things at one time. So, please, write three personal goals, and three business goals, and put them in order of importance. Then focus on the first goal from both lists, and **ONLY** these goals, until you accomplish them.

When you have met these goals, do not just go to the second goals on your old lists, because things change as you evolve. Re-think and ask yourself if number two is still relevant. If so,

that’s great! But if not, then it’s time to be charmed with something else of your choosing. So write three new goals and focus on the new number one.

So, in closing, we have some tips to help you become a great goal setter, who accomplishes their goals and becomes charmed:

1. Always put your goals in writing and sign them for personal validation.
2. Have time frames to hold yourself accountable to accomplish your goal.
3. Have both personal and business goals.
4. Finally share the personal and business goals, and have this person or persons be your accountability partner to help you win.

Change is difficult, but not impossible. You can be everything you want to be with some change in behavior. My goal today is to perhaps inspire a few of you to set goals, and follow this simple advice, so you too will be charmed.

South Bend Branch Opens

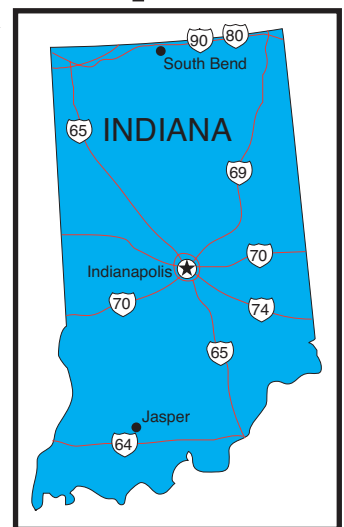
Jasper Engines and Transmissions has opened a new branch location in South Bend, Indiana.

The branch is located at 3303 Williamson Richardson Drive, Suite 200. The branch will receive four factory truck deliveries per week that will allow JASPER to increase customer service in this area.

“The territories within the South Bend branch were initially serviced by our Indianapolis, Chicago and Grand Rapids, Michigan, locations,” said Kevin Powell, JASPER National Operations Manager. “We found a need to open a branch in South Bend because it will allow us to better serve our customers in that market with more days of service, earlier deliveries and faster core pickups.”

“I am excited for the opportunity to offer the increased customer service, and the additional delivery days for our northern Indiana and southern Michigan Customers,” said Mike Smith, JASPER Regional Vice President.

The South Bend branch gives JASPER a total of 43 branch locations throughout the United States.



(Continued from front page)

to test and improve this model for at least a year before we commit to additional product lines.

JASPER's Transmission and Engine Divisions have remanufactured products under one roof since the Wernsing Road facility opened in 1965. But as transmission output has increased at Power Drive, there's a noticeable amount of space opening up at the Wernsing Road facility where PODS, and Associates, have moved. Schroeder considers that thought bittersweet, but also encouraging.

"Even though change can be difficult, it's encouraging that we're taking a proactive step in our company's growth," said Schroeder. "Matt Weinzapfel (JASPER Vice President of Engine Remanufacturing) always reminds me not to worry about that empty space; his divisions will fill it. But it's amazing to see what can be accomplished when we get behind an initiative."

With winter historically being JASPER's busiest season, it may not be regarded as the most ideal time to move, but Schroeder says the division has pulled together, and the move has proved successful to this point.

"It's a sign that we are prepared to manage our growth better than we ever have before," he said. "LET IT SNOW!"



Associate Cori Sturgeon assembles a valve body (top), while Andrew Copeland machines a case at Power Drive (above).



100% Associate Owned

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