

"Happiness is the secret ingredient
for a successful business.

If you have a happy company it
will be invincible."

- Richard Branson

LYNNisms

(Lynn Welding Culture)

- 4..... A Letter from Jan and Darius
- 5..... Lynn Welding Gives Back
- 6..... A Letter from our Customer
- 7..... Why we Love Lynn Welding
- 8..... Welcome Committee
- 9..... Customer is always right
- 10..... Your Way or The Highway? No Way!
- 11..... Change Happens Here
- 12..... Lynn Welding Timeline
- 14..... Mean People Suck
- 15..... You own it to resolve it
- 16..... A 7 to 3:30 Mindset? We Don't have one
- 18..... We live by the the Ultimate Score Card
- 20..... Clear Communication Saves Time
- 21..... A penny saved is just a penny
- 22..... Be the reason someone smiles today
- 23..... You're the face of Lynn
- 24..... Work Life
- 25..... No Bench Warmers
- 26..... Your Fingerprints
- 27..... Don't Drop the Ball
- 28..... Teamwork
- 36..... Lynn's memories
- 38..... One More Time





Jan Kania
President of Lynn Welding

Darius Kania
Vice President of Lynn Welding

Every day we come into Lynn Welding we arrive with a true purpose. And that purpose is to be the best welding company in America! We have the recipe to get there and the key ingredients are our team members.

It's in our culture to support each other and promote the growth and advancement of each team member. It's in our culture to find people with a passion for what they do. It's in our culture to have fun at work and thrive in an environment of positivity that drives us all.

Our culture and values are apparent to our customers, it's the excellent customer service, quality and on time deliveries that are driven by our Team Members

EVERY DAY.

Being the best welding company in America is not a destination for us, it's a daily experience!

Best,
Jan & Darius

Lynn Welding Gives Back

Giving back moves us forward as a company and as individuals. Lynn Welding provides many ways to get involved in the communities we serve.



Let's remember why
we do what we do!



Congratulations on Good Supplier Performance

27 July 2018

LYNN WELDING CO. INC.
10587

To Whom It May Concern:

Pursuant to requirements set forth in the aerospace quality standard AS9100-D-2016, and our Quality Manual, section 8.4.1.1, we are notifying you and your firm that your performance during the period of 01 Jan ~ 30 June 2018 was GREAT 😎, in that your supplier performance score, 500, exceeded our minimum performance threshold by a wide margin!

We appreciate your contributions of good materials / products, good service and commitment to continued supply of same to our firm.

Congratulations LYNN WELDING CO. INC. on a job well done!

Very truly yours,

Steve Berian
Steve Berian,
Supplier Quality Engineering

Facely Henriquez
Facely Henriquez,
Sourcing Manager

Carolyn Rogers
Carolyn Rogers,
Purchasing Manager

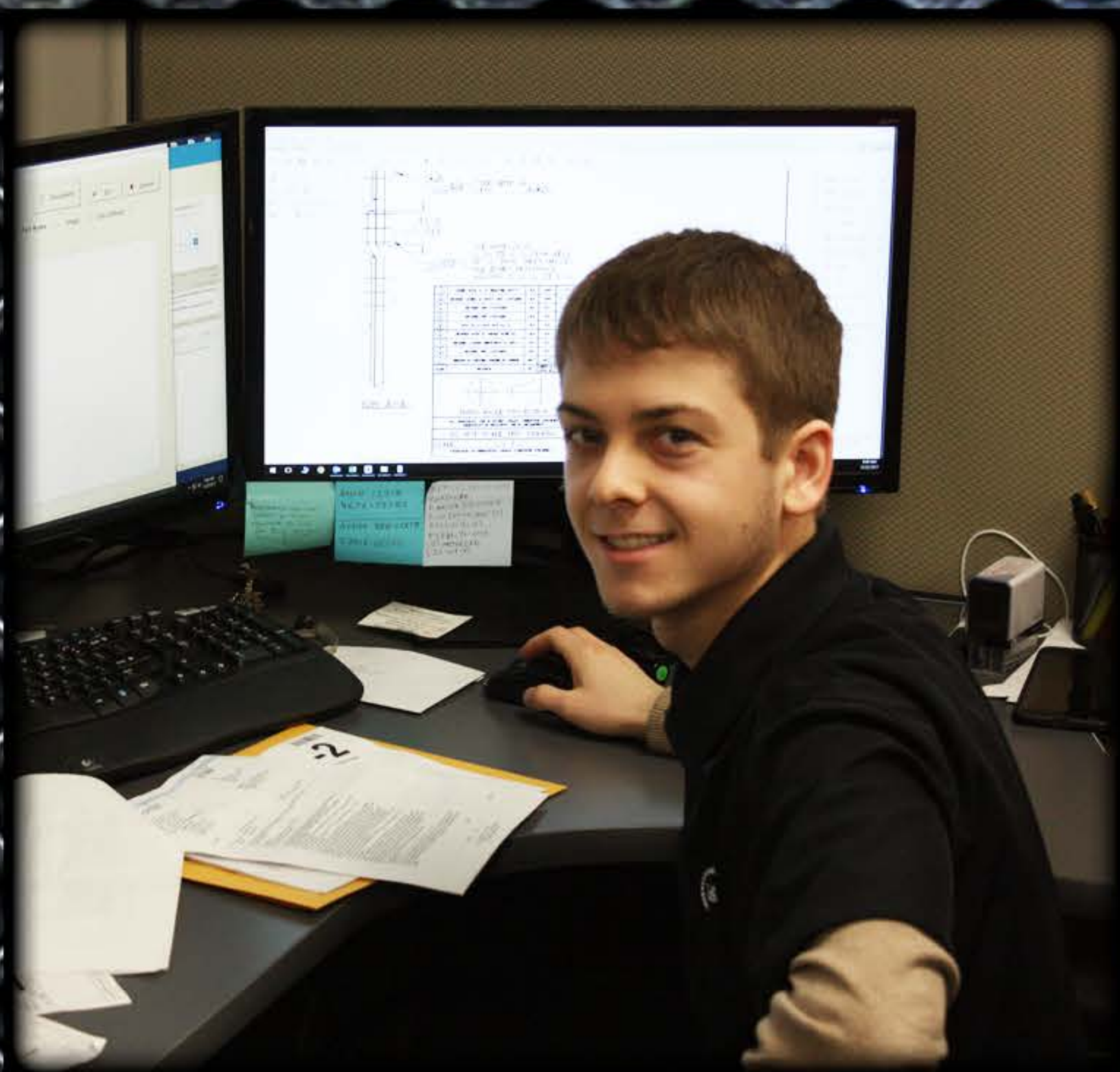
Paradigm Precision
Supplier Quality & Purchasing
967 Parker Street
Manchester, CT 06040, USA
T: 860-647-5540; F: 860-647-2945

Why we Lynn Welding

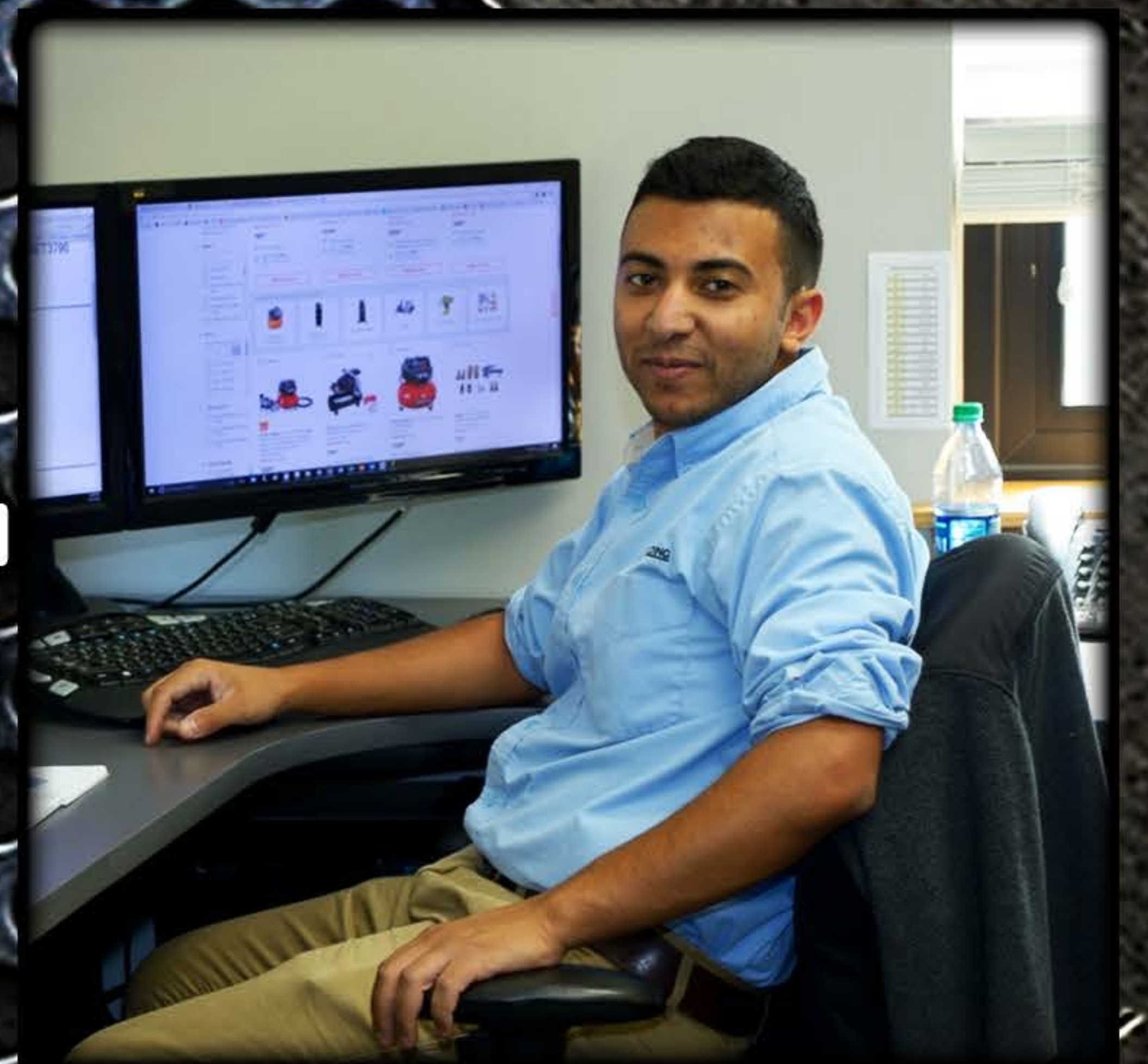
"It's a busy, fast paced environment where we are challenged to be our best."



"We love watching our team members grow into true professionals."



"I love that we offer a level of service that's refreshing in this industry. We truly try to improve quality for our customers not just make a sale."



"There's a great balance here between personal life and professional life."



"We care about our customer's needs. We all work together so we can satisfy each and every one of them."

W e l c o m e

Everyone hates to be the new kid on the block,
at Lynn Welding, we make sure you never are!

Welcome to
Lynn Wedling!

Welcome
to the
TEAM



The Customer is Always Right*

***Well, not always, BUT the Customer is
ALWAYS the Customer!**

**Wow him or her with ridiculously friendly service...
No Exceptions.**

**Remember that customers don't care how much
you know until they know how much you care.**



Your Way or The Highway? No Way!

Differences of opinion are not only expected, they are encouraged.
They create growth through imaginative thought and creative thinking.

Passionate conversations create new ideas; we LOVE that here!

After all, there is often more than one right way.

Share your point of view and respect others' ideas too!



CHANGE HAPPENS HERE



We always change, so expect change and embrace it. To succeed, we must be evolving, growing, and adapting. At LYNN WELDING, we are obsessed with finding a better way to do everything.

Keep challenging yourself to think of new ideas.

TIMELINE

1979

Start of Lynn Welding

Jim Inglis begins welding brackets out of his home.

He started out with one Tig Welding Machine.

1981

Lynn Welding is Incorporated

Jim realized the need for a specialty welding shop and Lynn Welding is incorporated in Connecticut.

He named the company after his daughter Lynn.

1982

First Shop in Hartford, CT

Lynn Welding moves to its first shop in Hartford CT.

Later the company moved to Glastonbury and opened a second location in Granby.

2013

AS9100/ISO9001 Certification

Lynn Welding passes its preliminary AS9100/ISO9001 audit and achieves certification. Thanks to the talented quality team and all of the shop personnel Lynn Welding is positioned to take on new customers through achieving the certification.

2011

Client Growth Continues

Beginning in 2011 Lynn Welding begins to accumulate many new welding approvals for companies such as Hawker Beechcraft, Gulfstream, and Bell Helicopter.

2014

A Well Oiled Machine

In 2014 Lynn Welding is poised for its most efficient operations since its beginning. With the acquisition of new equipment, the hiring of new talent, and a drive for success, Lynn Welding is ready to be at the forefront of manufacturing excellence.

2016

Expansion Funding Granted

Lynn Welding received a 250K grant from the state of Connecticut to fund its facility expansion which includes a 10,000 sqft addition for its new GTAW welding department.

1984 **Introduction into Aerospace**

Lynn Welding's high quality reputation earns itself entry into the aerospace welding market.

1985 **New Members**

Joe Inglis (Jim's brother) and friend Robert Schoenberger join Lynn Welding and begin diversifying into the precision machining market using their machining experience.

1987-2002 **Increased Capabilities**

Jim, Joe and Robert build the current manufacturing plant located in Newington CT.

2009

New Growth for Lynn Welding

Lynn Welding undergoes the beginning of a comprehensive growth strategy: Core initiatives include: Capital reinvestment, asset utilization, continuous improvement, customer satisfaction, innovation and many other components of operational excellence.

2007

Ownership Changes Hands

Upon Jim and Joe's retirement Jan (John) Kania takes ownership of Lynn Welding. Jan has over 30 years of manufacturing experience. He founded and operated a successful manufacturing firm which he later sold after acquiring Lynn Welding

2002

NADCAP Accreditation

Lynn Welding achieves NADCAP accreditation from the performance review institute (PRI) for: resistance welding, fusion welding, and brazing.

2018

NEW BUILDING

Lynn Welding leases an additional building that will allow for expanded welding capabilities.

2017

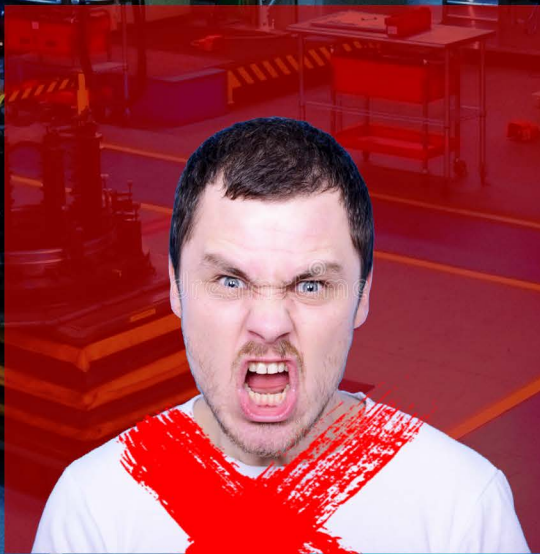
Latest Equipment Gets Delivered

Lynn Welding took ownership of its 14th Sciaky spot welder. Over the years we have seen a growth in our resistance welding department due to our reputation for great quality

LYNN WELDING

Welding • Machining • Fabrication

Mean People Suck!



Don't Bring gossip, drama, or time-wasting negativity to work!
This hurts co-workers, and it kills productivity.

When was the last time negativity helped you?

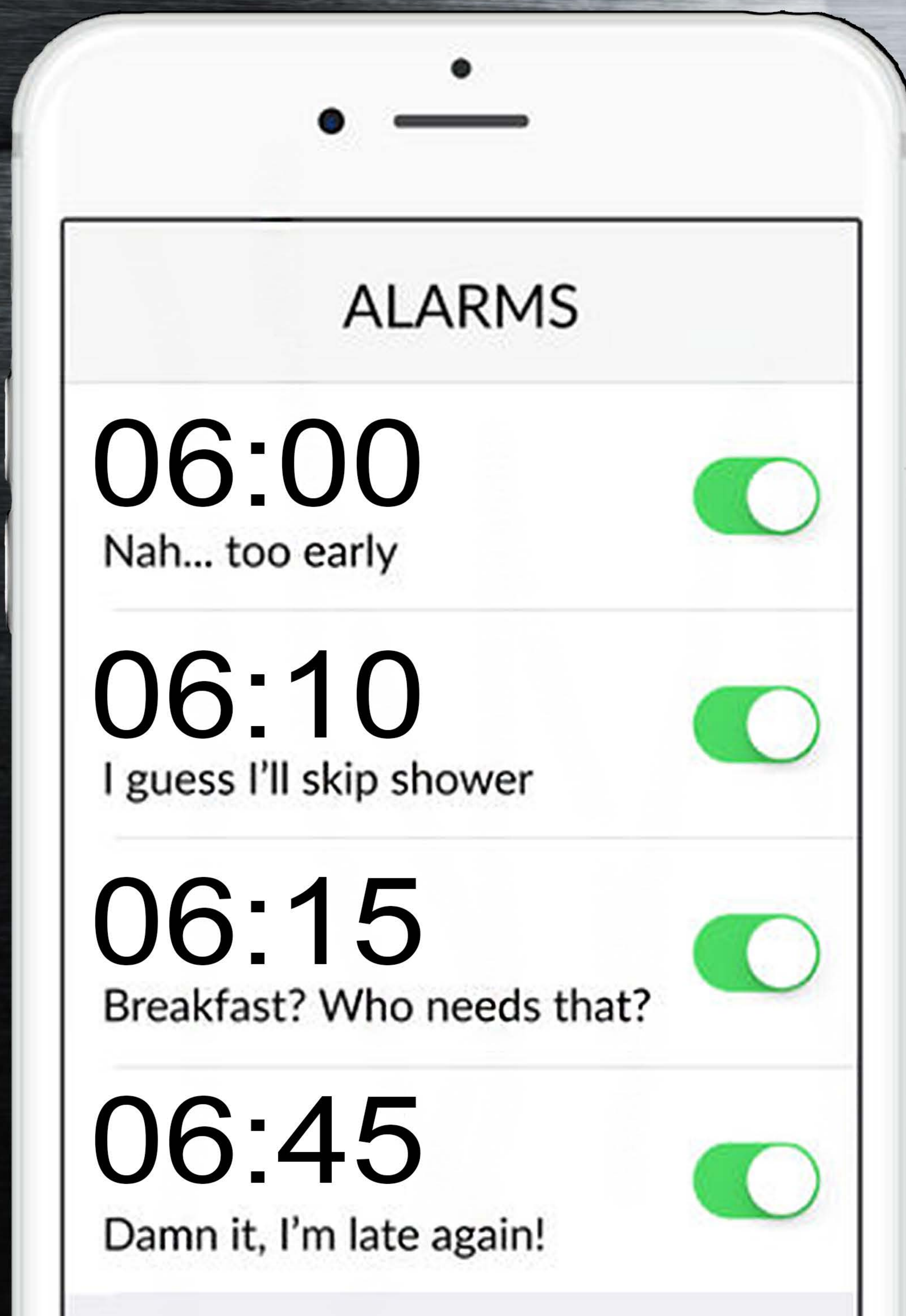
Don't allow the "noise" to keep you from reaching your goals.

You Own it To Resolve it

- If you see a mess, clean it up.
- If you notice something is broken, you make the call to get it fixed.
- If a problem finds you, you own it to resolve it to the end.
- We don't say "It's not my job," or "it's their job."
- There is no THEY here. We are the THEY and WE are YOU!



**You Don't Want to be
Like This Guy**



A 7-to-3:30 Mindset? We Don't Have One.

Respecting time is being respectful to others.
We are on call for each other & for our customers.



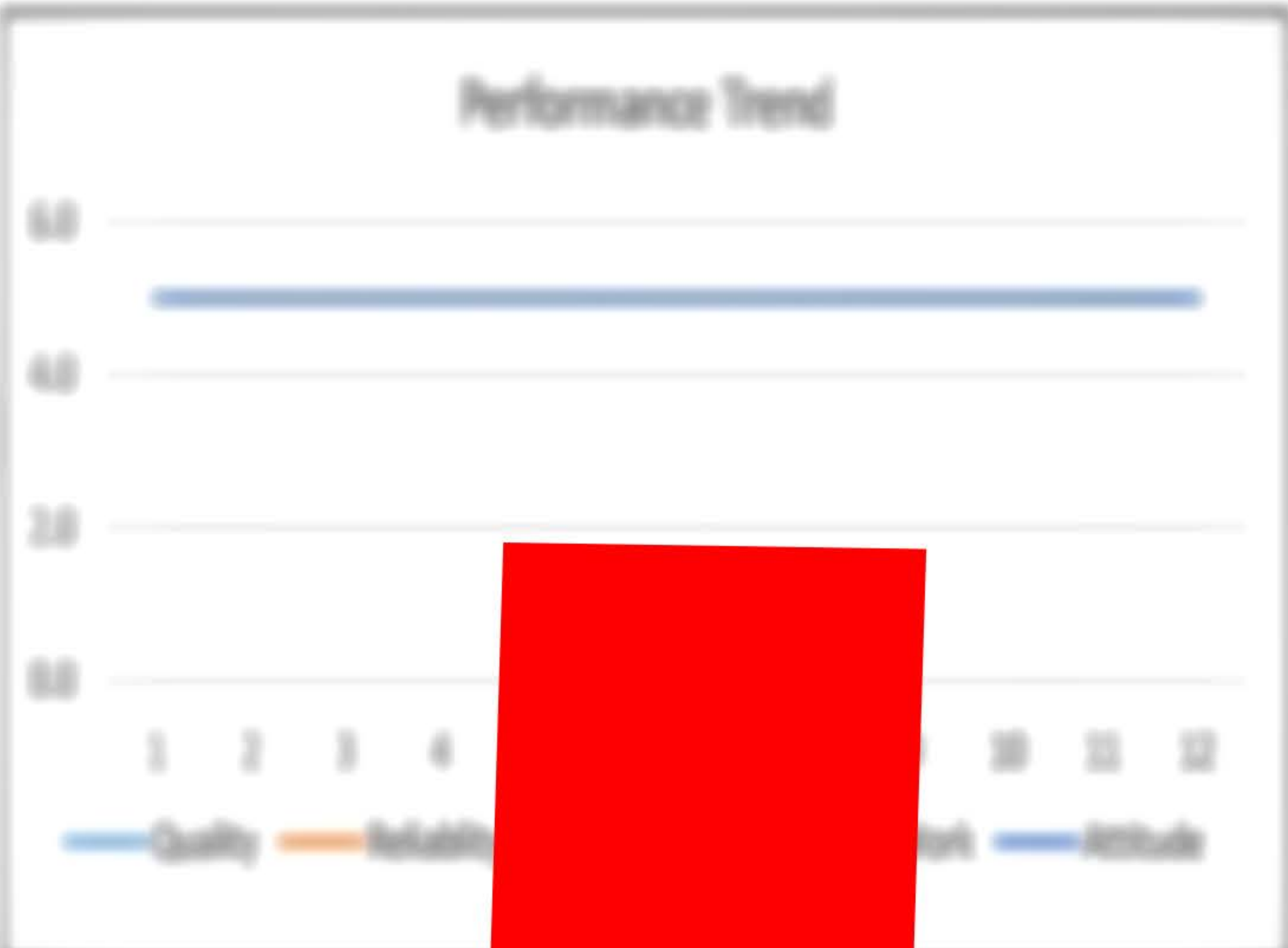
Employee ID

Full Name


Title

Hired Since

Department



Performance		2017				Jan-18				Trend	2018				Trend	2019				Trend
		Jan	Feb	Mar	Apr	May	Jun	Jul	Aug		Jan	Feb	Mar	Apr		Jan	Feb	Mar	Apr	
Quality		5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5
Reliability		5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5
Speed		5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5
Team Work		5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5
Attitude	5.00	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5
Overall Average	5.00	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5

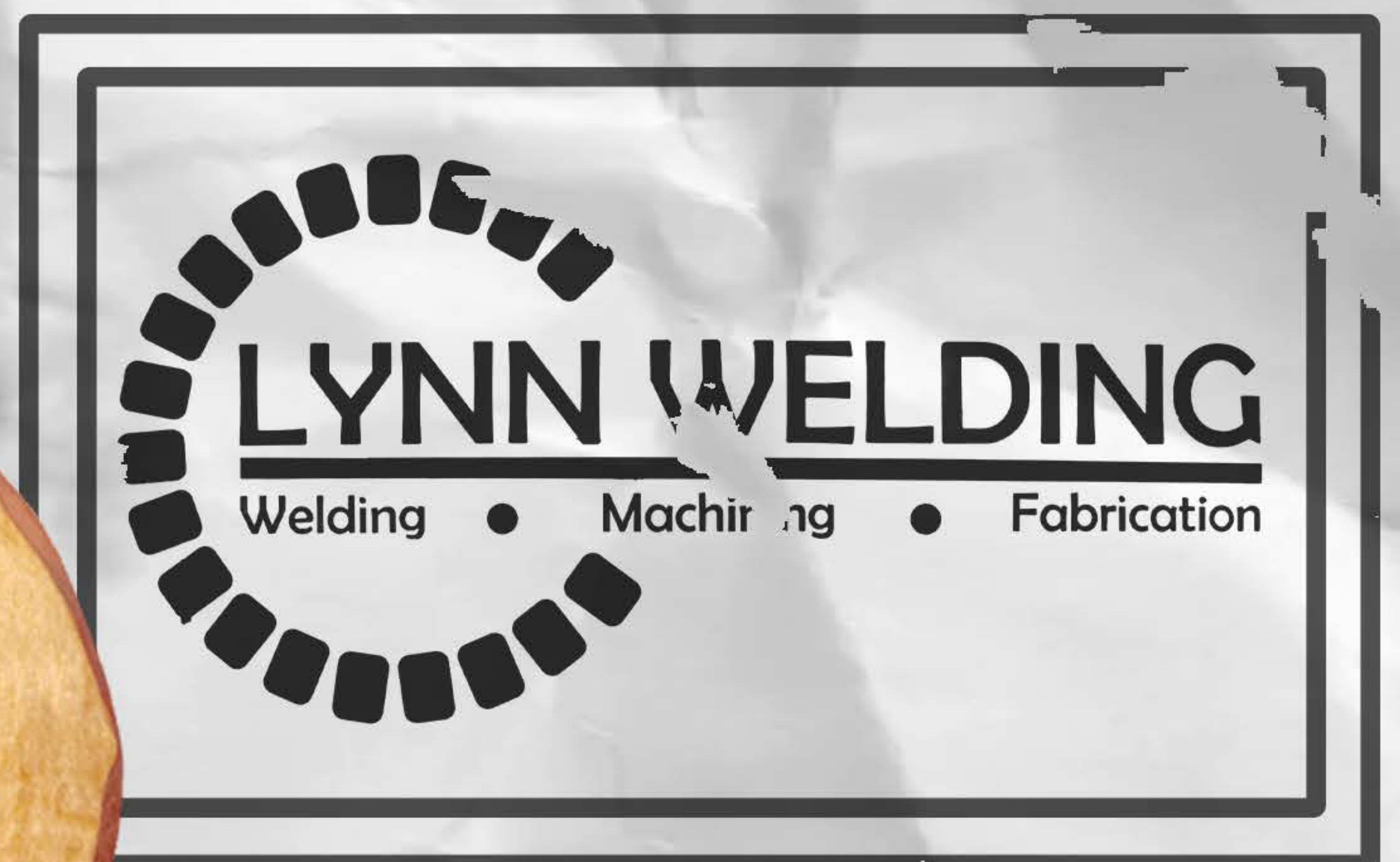
SCORE CARD			BONUS:
January			
February	QUALITY	✓	\$500
March	RELIABILITY	✓	
April	SPEED	✓	
May	TEAM WORK	✓	\$250
June	ATTITUDE	✓	
July			
August			\$500
COMMENTS			
Lynn Welding requests that all employees keep their reviews, wages, benefits, bonuses and any other form of compensation confidential, and avoid providing or otherwise broadcasting this information with other Lynn Welding employees.		Total Bonus To Date	\$1250

WE LIVE BY THE ULTIMATE SCORE

You either Got It Done or you didn't. There is no in-between.

At Lynn Welding, innovation is rewarded, but execution is **WORSHIPED!**

A great idea is just the first step. You Get It Done, and never let the possibility of failure cross your mind.



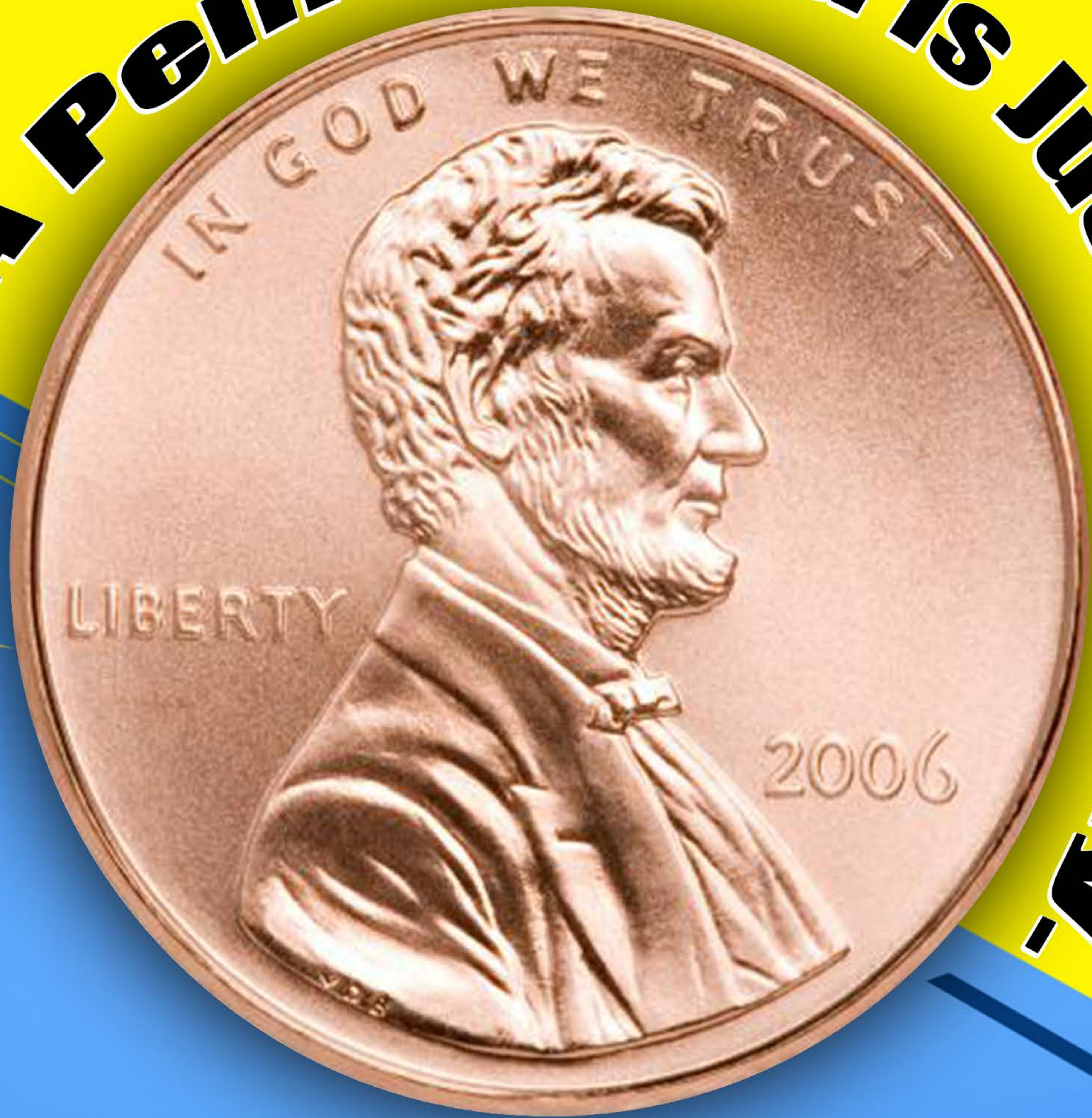
CLEAR COMMUNICATION SAVES TIME !!

Communicate clearly and concisely, without making assumptions that others know what you are thinking.

**Begin a discussion at Chapter 1, not Chapter 5.
Think before you speak and have all the necessary facts to articulate your thoughts.**



A Penny Saved is Just a Penny-



Don't spend your time jumping over dollars to pick up dimes. Value your time. We appreciate you saving us money at every opportunity, but recognize time is money too.

Be the Reason Someone Smiles Today

Words hurt; whether to the person
or behind the person's back.

We stand by the underdog
by removing all bullies.

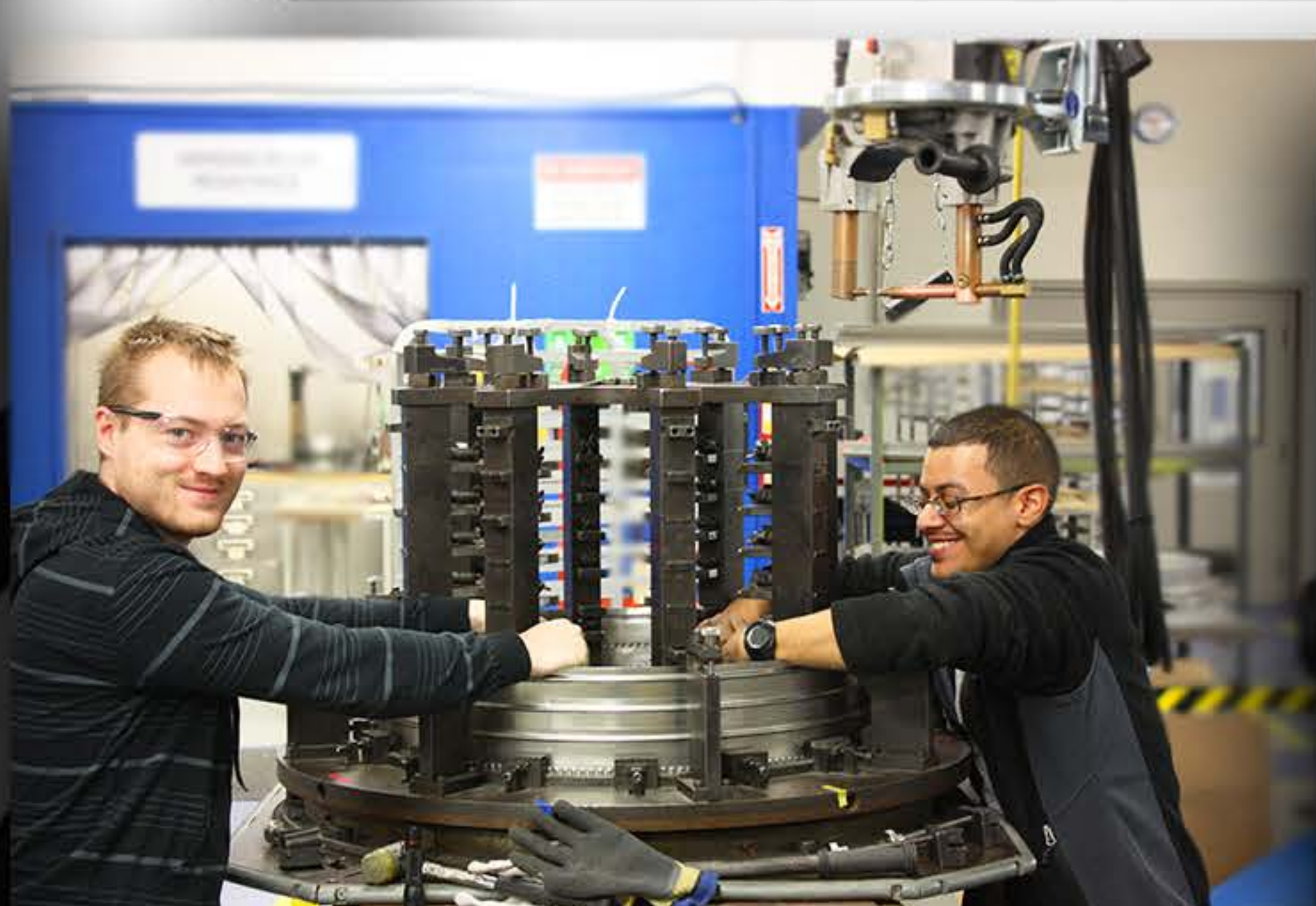
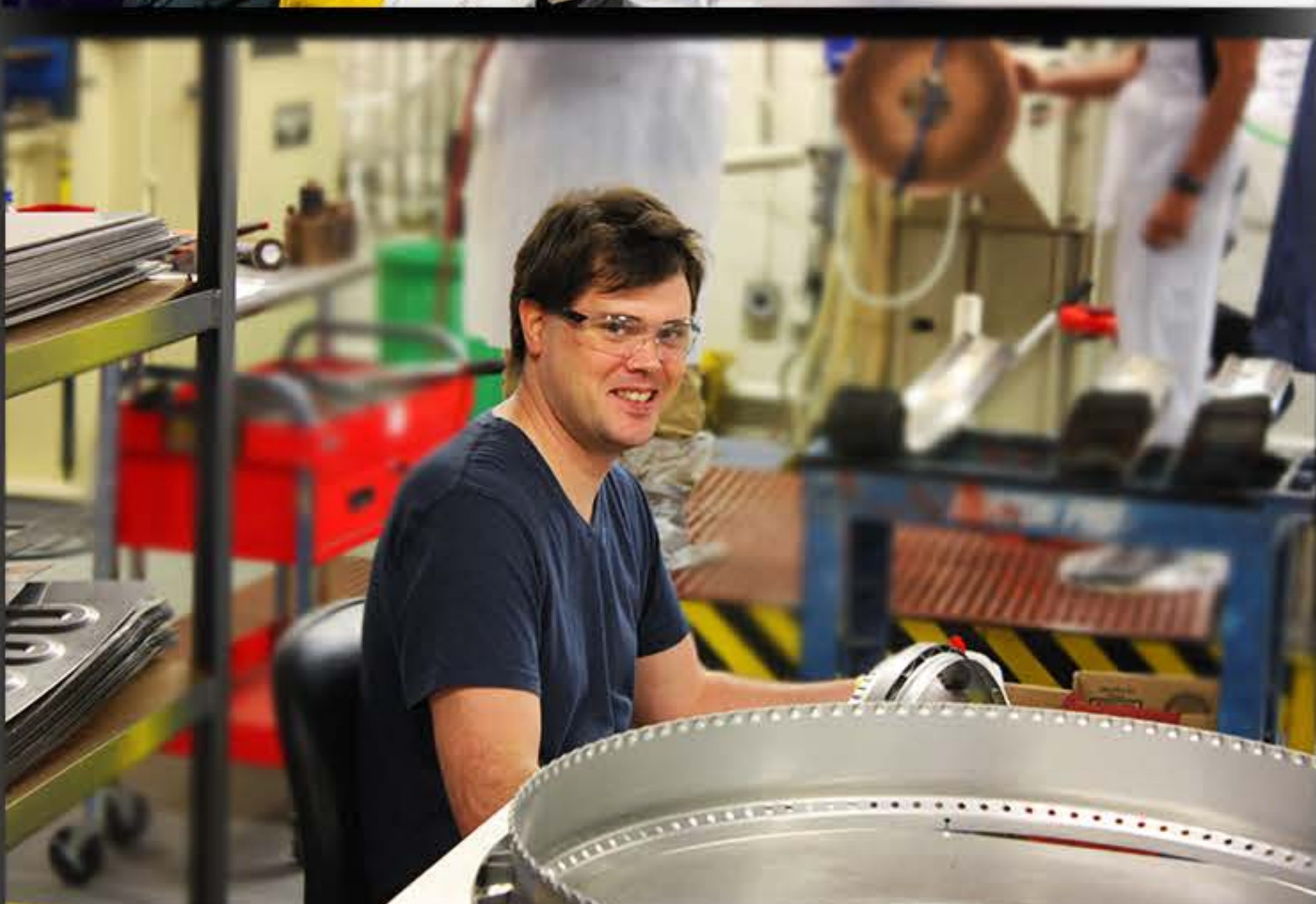


You Are the Face of Lynn Welding

Walt Disney said, "We are all on-stage. Represent us well!"

We conduct ourselves to the highest standards, exhibiting integrity and excellence wherever we go. As a member of the team, YOU are an Ambassador of Lynn Welding, inside and outside of the office or shop. YOU are your own product.





Work Life

Get Excited

Get your work done well, and be excited about what you're creating. Not excited? Talk to your manager. Maybe there's a better project for you...

Talk it Out

Work out your schedule with your team, talk to your coworkers about what you're working on, and don't be a jerk. Document your work, communicate openly, and be good to your team.

Work Hard Play Hard

We constantly iterate on our service and sometimes work long hours to reach the quality and lead times that we strive for, but we also know how to unwind. From employee appreciation lunches, holiday parties, and the occasional ice cream truck, you'll get to know the light side of your co-workers in no time.

There are No Bench Warmers Every Position is Important

As a member of our team, you can be involved with every major decision that affects you. You have the right to call a meeting to request changes to any company policy that would better satisfy the needs of our team and our customers.



Your Fingerprints

Each job you do is a self potrait. You leave your work behind for all to see or experience.

No matter what you do, autograph your work with excellence. If you don't, you'll be trapped in a mediocre existance. If you do, good things will happen.



Don't Drop the Ball

Once we make a promise to our customer, we do everything to keep it. Let's not Drop the Ball and be late with a project. Treat every project like it is one of your own, set a goal, work towards that goal, and finally, succeed. Our customers' success is also our success.



TEAMWORK

As part of the Lynn Welding TEAM you go further while helping your teammates to do the same. Combining your own unique skills with those of others will propel you to heights you have never reached before.

As the team grows, you grow.

And by working together as one we grow faster than if we each had to do it by ourselves.

The end result is success for all!



TEAMWORK

Leads and Sales Department

A New or an Existing customer sends us an RFQ (Request for Quote) to our Leads and Sales team. We form the quote best way possible to keep the client satisfied with the price and our service. Once we have provided our customer a quote, our Customer Relations Specialist will follow up with the customer and will do what's possible for Lynn Welding to get the job.



Machining

Lynn Welding has a full-time staff of tool makers and CNC Machinists with decades of experience in programming and operating CNC equipment. Our machinists are capable of running highly complex and dimensionally critical parts from most standard and exotic materials.



TEAMWORK



Welding

Our Welding Team is one of the best in the country without a doubt! They have a diverse range of skills and experience which enables them to tackle almost any welding job that our customers may present. Many of the aircraft that people fly in today, rely on the strength and integrity of their welds. We have welders with many years of experience training new welders so that the legacy of Lynn Welding can continue for future generations to come.

TEAMWORK



Quality

Not only does our quality team ensure that Lynn Welding is following all of the guidelines set forth by our customers, but they also work hard every day to make sure we get to keep our jobs. Whether they are dealing with a customer issue, inspecting critical parts or handling a very important audit, they are always doing everything they can to make sure that Lynn Welding's reputation is held in the highest regards.

TEAMWORK



Shop Hands, Grinding and Finishing

These positions are never overlooked at Lynn Welding. Our shop hands often help prepare parts for processing or assist in assembly prior to shipment. They fill the gap between processes and are always eager to help! Our grinding technicians put the finishing touches on our customer's parts. They are trusted to hand grind to thicknesses with a tolerance of a few thousandths. Their finish work is the first thing the customer sees. Thanks to this team our parts don't sit idle very long!

TEAMWORK



Shipping and Receiving

After all the hard work that is put into our customers parts our shipping and receiving department makes sure that the customer is wowed.

From the friendly shipping alert emails to the careful packaging we make sure the customer is fully satisfied with the job.

TEAMWORK



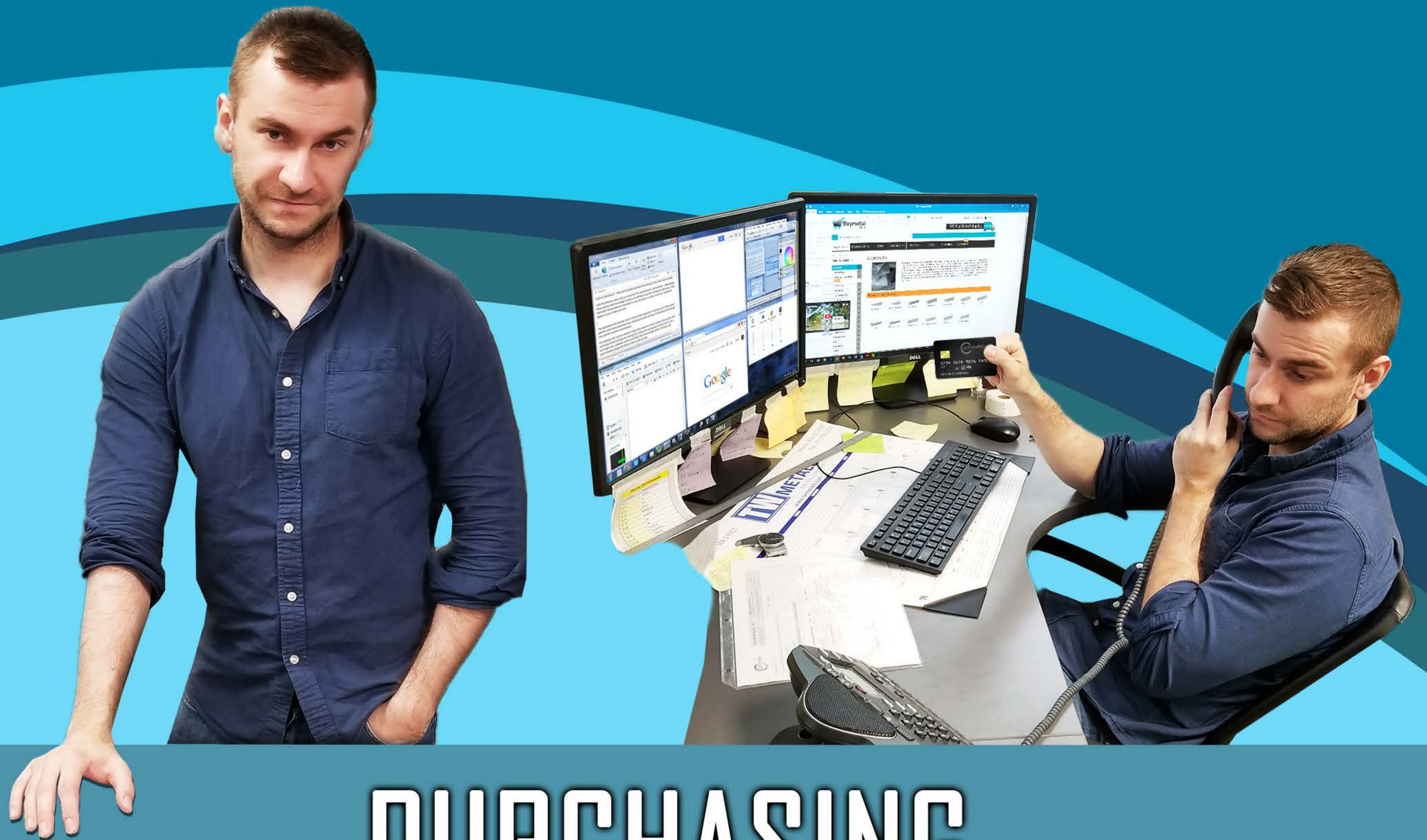
HUMAN RESOURCES

Our human resources department is a critical component of employee well-being at Lynn Welding. It's the glue that holds us together.

HR responsibilities includes payroll, benefits management, managing employee relations, accounts receivable, accounts payable and keeping up to date with state and federal laws.

Don't forget to stop by if you need any help.
We are always here for you!

TEAMWORK



PURCHASING

Managing service vendors, material suppliers and working with management to make sure that our customers are getting the best possible service with the best possible lead-time is the primary goal. Don't forget to stop by, the purchasing department if you need anything that can make your job easier. They will always support you!

Lynn's Memories





LYNN WELDING
Welding • Machining • Fabrication

ONE MORE TIME

1. Customer is always right.

Well, not always, but the customer is ALWAYS the customer! Wow him or her with ridiculously friendly service...

No exceptions.

2. Your Way or The Highway? No Way!

Differences of opinion are not only expected, they are encouraged. They create growth through imaginative thought and creative thinking. Passionate conversations create new ideas; we LOVE that here! Share your point of view and respect others' ideas too!

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Words hurt; whether to the person or behind the person's back. We stand by the underdog by removing all bullies.

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We conduct ourselves to the highest standards, exhibiting integrity and excellence, wherever we go. As a member of the team, YOU are an ambassador of Lynn Welding, inside and outside.

12. Work Life

Get your work done well, and be excited about what you're creating. Not excited? Talk to your manager. Maybe there's a better project for you.

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As a member of our team, you can be involved with every major decision that affects you. You have the right to call a meeting to request changes to any company policy that would better satisfy the needs of our team and our customers.

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