



encóres

SPECIAL REPORT

L&M

BREAKING

NEWS



L&M Word Search

Below are some of the most popular hobbies enjoyed by retirees. See if you can find the names of some of them in the word search box below.

V	I	Z	Z	P	G	O	L	F	I	N	G	V	C	W	E	R	P	U	G
D	S	S	V	O	Z	X	V	M	A	R	Z	Q	D	L	B	T	A	A	N
Q	X	F	G	O	D	Q	C	U	X	D	L	I	M	R	G	K	E	I	J
T	X	W	X	X	N	B	R	S	Y	R	K	P	A	I	N	T	I	N	G
L	B	G	E	N	X	U	R	I	S	J	B	I	C	Y	C	L	I	N	G
N	V	J	P	L	P	Z	D	C	Q	I	L	H	H	M	R	X	V	Q	K
N	P	H	O	T	O	G	R	A	P	H	Y	X	U	I	M	X	Z	C	G
J	Y	I	O	L	O	F	V	L	S	U	Y	V	D	C	K	X	P	N	B
W	O	O	D	W	O	R	K	I	N	G	I	U	F	X	U	I	I	K	X
C	B	N	F	M	W	J	W	N	U	N	B	H	J	I	V	E	N	B	E
S	T	I	B	U	R	Q	J	S	J	Y	N	A	C	O	E	D	M	G	Q
C	K	G	R	W	I	P	V	T	T	D	Z	U	Q	S	R	D	M	U	Y
B	J	A	W	D	T	J	N	R	F	R	X	R	T	N	E	Q	Q	G	Y
M	A	R	N	X	I	W	A	U	T	D	A	H	O	Q	J	D	U	J	U
J	T	D	F	L	N	N	R	M	Q	D	G	V	P	O	T	T	E	R	Y
D	W	E	N	L	G	D	G	E	T	I	R	H	E	K	R	X	U	A	G
N	F	N	D	U	V	Z	A	N	S	M	F	S	W	L	F	Q	T	N	F
J	W	I	J	Y	J	C	E	T	F	S	H	O	P	P	I	N	G	K	P
Z	O	N	B	T	Y	U	J	K	L	V	F	I	S	H	I	N	G	H	R
D	C	G	H	R	T	T	T	U	A	U	J	Y	J	D	S	D	G	V	B

HINT: Words may be hidden in all directions ↑ ↓ → ← ↘

- | | | |
|-----------|--------------------|-------------|
| BICYCLING | HIKING | SHOPPING |
| BIRDING | MUSICAL INSTRUMENT | SIGHTSEEING |
| FISHING | PAINTING | TRAVELING |
| GARDENING | PHOTOGRAPHY | WOODWORKING |
| GOLFING | POTTERY | WRITING |

Fun, Famous, Inspirational! **RETIREMENT QUOTES**

"How lucky I am to have something that makes saying goodbye so hard."
– A. A. Milne, Winnie-the-Pooh

"Often when you think you're at the end of something, you're at the beginning of something else."
– Fred Rogers

"People will forget what you said, people will forget what you did, but people will never forget how you made them feel." – Maya Angelou

"We make a living by what we get. We make a life by what we give."
– Winston Churchill

"I can't wait to retire so I can get up at 6 o'clock in the morning and go drive around really slow and make everybody late for work." – Unknown

"When a man retires, his wife gets twice as much husband for half as much money." – Chi Chi Rodriguez

"When you retire, you switch bosses ... from the one who hired you to the one who married you." – Unknown

"The trouble with retirement is that you never get a day off."
– Abe Lemons

"A lot of our friends complain about their retirement. We tell 'em to get a life." – Larry Laser



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JUNE 2020

LIVE

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24 L&M
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IN THE PAST 12 MONTHS WE HAVE SEEN OVER 200 YEARS OF TALENT RETIRE FROM L&M.

164 of these years are with just four individuals! While all of our retirees are special and will be greatly missed, we would like to pay special tribute to these four guys we literally grew up with here in our L&M family. Most were in their late teens and early 20s when started with us. We celebrated with them when they got married, had children and grandchildren. We called on them to help out in nearly every department and in every one of our plants world-wide as well as going to all four corners of the world on customer calls. They never said no and have been with us through good times and tough times—likewise, we have been here for them as they experienced happy times and difficult times with their families.

We are truly lucky to have such a great team here! Currently we have 13 employees that have over 30 years of experience with us—6 of them have over 40 years of experience! We recognize all this talent and institutional knowledge and have been diligent about 'succession planning' and 'knowledge transfer' so we have a solid team to replace these folks—but make no mistake—they will be missed!

We know none of these guys will be strangers, they will always be a part of our L&M family, but we will certainly miss seeing them every day. We wish them the best as they open up new chapters in their lives.

We would also like to recognize **Jane Eckstrom**, **Roy Garcia** and **Diane Sejnoha** who have, or will be, retiring this summer.


**RICK NORENBERG**

Rick started with L&M in 1974 as a welder. He stayed true to his passion of welding and became our 'go to' welder for special projects, new materials and new ideas and products. Rick was a great trainer for younger welders on new processes and new materials. Rick spent 46 years working with us before retiring in March.

RETIRED 46 YEARS**TED KIVI**

Ted started with us in our assembly and tubing department and was our first boss on the shop floor as our foreman. Ted worked in QC and ran our Hibbing plant production for many years before moving over to Purchasing and managing that department to round out his 46-year career. Ted is the inspiration for this Encores—he recently shared many of his kind words and fond memories with us and we had a good laugh remembering old stories.

RETIRED 46 YEARS**TOM BAUMCHEN**

Tom started with L&M while he was still in high school. He went to school in the morning and worked at L&M in the afternoons. Tom became a top-notch welder and from there became a foreman, our Hibbing Production Manager and eventually our North American Production Manager and a part of our management team. While we still believe he is too young to retire (even though we convinced him to stay a year beyond his original retirement date), Tom hung up his boots, 39 years after originally starting as that young welder.

RETIRED 39 YEARS**TODD DOSEN**

Todd started and finished his career at L&M as a machinist in our R&D Department. Todd has been instrumental in developing and improving our production equipment—he has the unique ability of taking ideas from Bob Janezich's head and developing actual new products and the machines to make them. Todd traveled frequently to all of our plants installing and improving equipment. Todd retires this month after a 32-year career.

RETIRED 32 YEARS

WE CALLED ON THEM TO HELP OUT IN NEARLY EVERY DEPARTMENT AND IN EVERY ONE OF OUR PLANTS WORLD-WIDE AS WELL AS GOING TO ALL FOUR CORNERS OF THE WORLD ON CUSTOMER CALLS.

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JUNE 2020