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An Introduction to Pioneer Plastics' Source One Program

Unlike most collaborative manufacturing programs, the Source One Program is a unique blend of consultative planning and experienced manufacturing know-how. Through early involvement and planning with the customer's product development team, Pioneer can jointly engage at the customer's product design stage in detecting and eliminating production engineering problems early, and in turn, lower production costs while improving production efficiency substantially.



The Source One Program offers you:

- Global turnkey Contract Manufacturing Solutions of OEM and ODM products.
- Product Development -- from prototyping, BOM generation to pre-production planning.
- Injection molding design solutions and tooling design for plastic, metal and rubber parts.
- Component sourcing, procurement and supplier management.
- Logistics management strategies for delivery, distribution, or warehousing.
- On-going cost control and efficiency monitoring programs.
- Continuous quality assurance plan and recommendations.

When a product's development starts, it begins a journey of development and manufacturing processes that comply with our quality systems and related procedures in ISO 9001-2000 and TS 16949:2002. Pioneer uses SPC monitoring and continuous improvement to track the quality during the manufacturing and assembly process. In addition, we will also determine the level of functional and cosmetic examination required for final product inspection prior to shipment.

... Continued Pioneer Plastics' Source One Program, Page 3

Thermotech Qualifies 150 Furnished Molds In 2009

The economic problems in 2009 resulted in many molders going out of business or reducing overhead to the point adequately service Thermotech with benefited from and took over new customer furnished trend continues in been awarded 21 4 customers. All to Thermotech last with the result.



that they could not their customers. strong financials this consolidation business from 150 molds in 2009. This 2010. So far we have existing molds from four moved molds year and were pleased

... Continued Thermotech Qualifies 150 Furnished Molds In 2009, Page 3

Doing Our Part for the Community

For the seventh time, Thermotech is holding a charity drive for Sharing & Caring Hands. The organization was established to be a bridge from the community to the people in need of their help. They receive no government or United Way funding and rely solely on donations to do their work. Ninety-three percent of all money donated goes to the needs of the poor.



In 2009, Sharing & Caring Hands served over 240,000 meals, provided days of shelter for 212,500 people, provided eye exams and glasses for over 600 people (over half were children), provided over 2,800 beds to adults and children, and gave out over 375,000 pounds of food. They also helped thousands of individuals and families with emergency needs for rent, utilities, health expenses, food, clothing, funerals, and much, much more.

Thermotech's employees have always taken pride in helping out the community, which resulted in another very successful drive for Sharing & Caring Hands this year.

25 Years of Excellence

Founded in 1985, Pioneer Plastics will be celebrating its 25th anniversary in September. Special recognition given to Pioneer in recent years includes DiversityBusiness.com's Top 500 Small Businesses in America award in 2008 and 2009, and their Top 50 Privately-Held Businesses in Minnesota award in 2009.

Pioneer Plastics practices. By engaging Pioneer's engineering phase, including qualification and and high quality for



A core component it emphasizes SPC

part inspection. Critically, Pioneer follows stringent process controls with detailed IQ, OQ and PQ procedures that in some cases exceed its ISO 9001:2000 requirements.

success is mostly due to its reliability and responsive business with the customer early in the product development cycle, and management teams have assisted its customers in every product design and material exploration. Rapid prototyping, responsive process management ensure fast manufacturability each product Pioneer produces.

to Pioneer's identity is its emphasis on quality control where

integration and programmable vision systems for automated

Pioneer Plastics is a certified member of the Minnesota and National Minority Supplier Diversity Program. Globally, Pioneer employs 420 engineers, technicians, managers and operators.

Keeping Customers Supplied with Parts and Products

BUSINESS MEDIA Publications

Supply Chain Solutions magazine recently interviewed Matt Mahmood, our Chief Operating Officer, about some of the challenges Thermotech and Pioneer Plastics face as a valued supplier worldwide. Approximately 80% of our U.S. customers are doing business internationally, and require some international delivery of products and components. To meet their demands, Thermotech and Pioneer Plastics manage 11 distribution hubs worldwide.

If you'd like further information about the Companies' solutions to dealing with customers' demands, you can check out the *Supply Chains Solutions* article, which is expected to appear in the summer issue.

Supply Chain Solutions "specializes in profiling companies that continually succeed in the supply chain process, as well as supply chain executives across North America and beyond."



Responding to Our Customers Needs

In our efforts to provide additional production capacity, Thermotech has purchased nine electric injection molding machines ranging in size from 200-450 tons. The Cincinnati Milacron Roboshot presses are expected to arrive late May.



Pioneer Plastics' Source One Program

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Leveraging your participation in the Source One Program will enable us to consider various forms of enclosures and packaging solutions, from molded part assembly to mechanical assembly, and potted assembly. The customer will be able to assess private labeling and branding options prior to distribution. Pioneer can make recommendations whether a bulk packaging or a retail unit packaging solution could best suit your needs.

In essence, a "pioneering" strategy that has helped over a hundred Fortune 500 customers reduce the time to market while accelerating development deadlines. Let Pioneer guide you through your next manufacturing project.

The Source One Program will assist in guiding your company to select the right solutions for all your manufacturing needs without losing valuable time and resources.

Thermotech Qualifies 150 Furnished Molds In 2009

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We follow a tooling transfer protocol. Not all information is always available and we need to be flexible, but the following steps have been keys to our success;

BEFORE THE TRANSFER

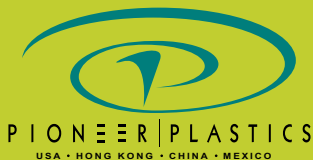
- Receive mold drawings.
- Receive past quality information including the last PPAP.
- Receive recent samples preferably 32 pieces per cavity.
- Thermotech may complete a dimensional layout of the samples and a capability study on the critical dimensions. This allows us to develop the CMM program if necessary, address all correlation issues, and discuss any out of spec. items prior to the mold moving.
- Procure all materials.

AFTER THE TRANSFER

- Customer invited to attend inspection of molds and equipment.
- Sample and inspect and review inspection results with the customer.
- Quote and discuss possible mold corrections.
- Recommend cost reduction options.



Several of the 150 transfers were emergency situations that didn't allow for much advance planning. We can apply several talented people for extra hours to keep your production lines running with quality product. Contact Thermotech if you need to consider relocating molds.



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You're Always Welcome

Pioneer Plastics and Thermotech will be exhibiting at these upcoming shows.



Thermotech will be exhibiting at the Small Engine Technology Conference, Booth 3, located at the University of Linz, Linz, Austria, on September 28-30. This conference and exhibition addresses small engine topics related to specialty equipment, motorcycles, ATVs, lawn and garden equipment, recreational marine use, and much more.



Pioneer Plastics will be exhibiting at the Medical Design & Manufacturing Show, Booth 1050, at the Minneapolis Convention Center, October 13-14. Regardless of medical specialty or application focus, you'll find the most complete and comprehensive array of suppliers, resources, and solutions at MD&M Minneapolis.



Thermotech will be exhibiting at Booth 11025, located at the Kentucky Exposition Center in Louisville, October 28-30. This is the industry's largest showcase for outdoor power equipment, lawn and garden products/ outdoor leisure items, and light construction and landscape equipment.

Customer Appreciation Day

We are declaring Thursday, June 10, 2010, as our Customer Appreciation Day. We want to let our customers know it's a pleasure to serve them and how much we truly value their business.



We would like to invite our customers to a BBQ that day, which will be held at the Thermotech location in Hopkins, Minnesota. Please contact your account manager if you're able to attend, or RSVP to Bonnie at 952.933.9481.

On the lighter side...



The comments below were taken from real resumes, cover letters, and job interviews from various companies.

- It's best for employers that I not work with people.
- Please don't misconstrue my 14 jobs as job-hopping. I have never quit a job.
- I am extremely loyal to my present firm, so please don't let them know of my immediate availability.
- Please call me after 5:30 because I am self-employed and my employer does not know I am looking for another job.
- Develop and recommend an annual operating expense fudget.
- I'm a rabid typist.
- Does your company have a policy regarding concealed weapons?
- Sometimes I feel like smashing things.
- I am fascinated by fire.
- Instrumental in ruining entire operation for a Midwest chain store.
- I have an excellent track record, although I am not a horse.