



Descrubriendo Cobra / Discovering Cobra

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Employee Newsletter

As part of Cobra's ongoing effort to inform the employees of what is happening within the company and with our customers, we are launching this newsletter to provide information on business trends, company changes and personal items such as anniversaries, births and other items of interest to our culturally diverse group.

The newsletter will be published with one column in Spanish and a matching column in English.

The intent of the newsletter is to further develop the Cobra family of employees into a cohesive group that will better understand the direction of the company and will be able to contribute to its success and growth.

This issue will explain how you may help in developing this communication newsletter.

Contest to Name Newsletter

This newsletter needs a name. This first issue has no name but we would like the employees to help in naming the newsletter.

To accomplish this, we are offering a contest and a prize of \$200.00 to the best suggestion for the newsletter name.

Just submit your suggestions on a piece of paper, include your name, to Theresa, Paula or Tony before October 1, 2003 to be eligible for the prize.

The suggestions will be reviewed and the winner will be selected by the newsletter team and members of management.

SPECIAL POINTS OF INTEREST:

SAFETY

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A message from the President

The Cobra Management team has developed the “Cobra Ten Commandments.” The commandments reflect how each one of us should approach our job everyday. Here is the list:

- Do things with a sense of urgency
- Strive for simplicity
- Resist non-value activities
- Utilize the power of people
- Show mutual respect
- Embrace “zero-defect” attitude
- Promote multi-directional communication
- Embrace diversity and teamwork
- Apply “we” versus “they” approach
- Celebrate successes

If each of us follows these ten commandments we can continue to be proud to work at Cobra and share in its success.

Continuing to Grow

The Elgin plant is undergoing some changes with the addition of a new Hydromat, (good job, John and crew) the inspection machines, and the addition of new bathrooms.

Welcome to the folks from the Shipping Department in Bensenville who have made the move to Elgin. If you haven't visited the new finished goods area which has been changed to accommodate the washing processes and will also be the location for the inspection machines, please stop by and say hello to Joyce, Maria and the crew.

In addition, two more machines have been sent to Cobra Poland and there is consideration for manufacturing in Mexico. We'll keep you up to date.

New Equipment

Cobra has purchased a new Hydromat. This twelve station machine is capable of producing a part every 3.5 seconds. It is dedicated to making airbag parts.

A new inspection machine has also been purchased. This high tech machine will inspect parts for size as well as detect chips as small as .020.

Also, a new camera has been installed to inspect aluminum parts for missing features.

Quality Counts

The audit for Cobra's TS 16949 certification has been completed and we are being recommended for certification. This certification, similar to the current QS 9000 that Cobra already has, puts Cobra in the forefront of quality systems and improves the value to our customers.

The procedures and instructions, which are necessary for certification, are there to improve the quality level of the products Cobra produces. It is important that all of us understand and follow these procedures in our day to day work.

Want to help?

If you have any information or ideas that would be appropriate for this newsletter and you wish to present them, please submit your ideas to Paula in Elgin or Theresa in Bensenville. If it can be used, they will help you get it ready for publication.

We are looking for your help. Is there something you find interesting that would be appropriate for publication, it may very well be of interest to others. So get those ideas to Paula and Theresa so we can all share.

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The winners of the employee of the year award are as follows:

Elgin

- 1st Alberto Flores
- 2nd Miguel Angel Nunez
- 3rd Edgar Quintero
- 4th Geovanny Lopez

And the winners in Bensenville were:

- 1st Ilario Carrillo
- 2nd Salvador Alfaro
- 3rd Mario Malagon
- 4th Jorge Pano



Cultural Diversity

How many cultures make up the employee base of Cobra Metal Works? We are from many backgrounds, Mexican, American, Polish, El Salvadoran, German, Romanian, Guatemalan, Peruvian, Argentinean, and others.

Each of us has a uniqueness that is particular to our ethnic background. We celebrate different political and religious events. We have different food likes and dislikes. We dress differently and we even have different meal schedules.

What are the other diversifications in our culture that make us so interesting? This column will help us explore those differences and help us better understand one another.

We're on the Web!

Cobrametalworks.com