



Forbes names Mercury one of best U.S. employers in 2015

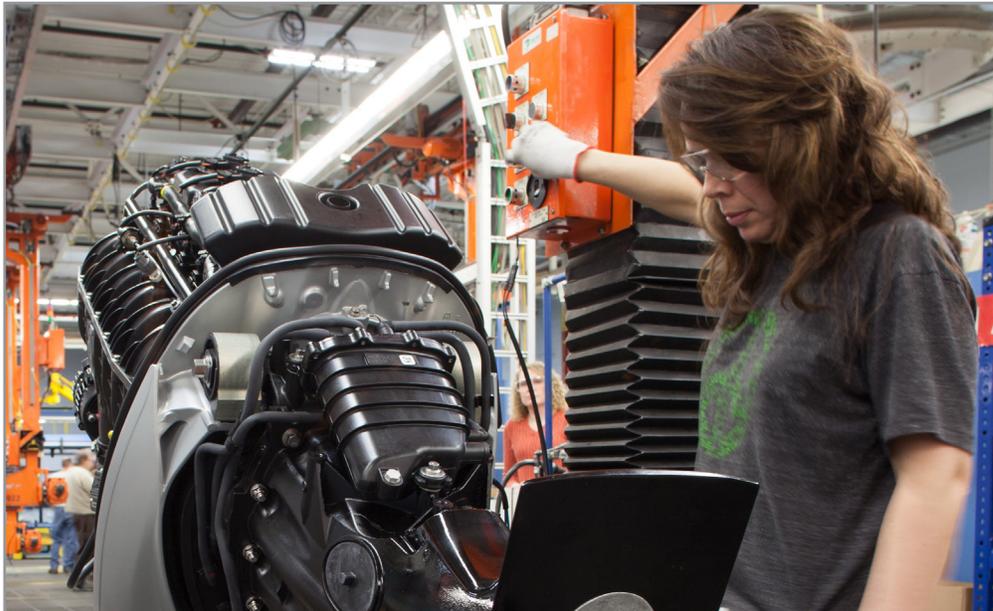


photo by Jon Erlie

Mercury Marine has been named one of America's Best 500 Employers for 2015 by Forbes Magazine. The company secured the No. 82 spot on the list, announced by Forbes in partnership with Statista.com.

"We are honored to be recognized on the Forbes list of America's Best Employers," said John Pfeifer, Mercury Marine president. "It is a real tribute to our employees, whose talent, dedication and commitment are the foundation for our success."

In 2014, Mercury celebrated its 75th anniversary by winning the Wisconsin Manufacturer of the Year Award as well as its fourth consecutive Green Masters Award. In 2015, the company has already launched four new engines and continues its steady pace of product introductions.

"The Mercury brand continues to grow in the global marketplace," said Pfeifer. "Our success is directly correlated to hiring and retaining world-class employees and giving them the tools to manufacture & service industry leading products and take pride in developing a product we truly believe in. Through our hiring process, we continue to offer the opportunity for our employees to succeed by creating opportunities to grow and succeed within the company."

More than 20,000 employees at companies with at least 2500 people were surveyed for the America's Best Employers List. To see the entire list of the American's Best Employers from Forbes Magazine, visit <http://www.forbes.com/companies/mercury-marine>.

Introducing Sustainability Corner, new to Wave

Welcome to the Mercury Sustainability Corner. Education that deals with understanding, preserving and respecting natural resources is a core element of Mercury's Sustainability Program. This new Wave section for 2015 contains information to help employees live healthy lifestyles, while reducing impacts on natural resources. We hope you find it interesting and educational. If

you have a sustainability topic you would like to see in a future Wave, please email erica.pelzek@mercmarine.com.

As Earth Week wrapped up earlier in April, Mercury's 2015 Sustainability Report hit the web and spring activities increased almost daily – gardens are blooming and outdoor activities are increasing – "going green" is another springtime change to try. "Every

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CONTRIBUTORS

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Great Wall of China Marathon prepares Rick Schmidt for cross-country run to benefit multiple sclerosis research.

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ERGONOMICS KEY PART OF SAFETY CULTURE AT MERCURY MARINE

Two ergonomics programs at Fond du Lac campus focus on preventing injuries, acclimating employees to jobs.

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Submit to The Wave

The Wave is published monthly. If you have a question or would like to submit news for inclusion in The Wave, please contact your local communications coordinator or email mercury.marine@mercmarine.com. Your input is welcome and encouraged.

Mercury China dealer reps gather in Vietnam for annual meeting



photos courtesy Cathy Chen

Representatives from 27 Mercury Marine dealerships across China gathered Jan. 20-23 in Vietnam for a dealer business meeting and 2014 sales awards.

Representatives from 27 Mercury Marine dealerships across China gathered with Mercury Marine China employees Jan. 20-23 in beautiful Ho Chi Minh City, Vietnam, for a dealer business and leisure meeting. The gathering included a recreational side trip to nearby Cu Chi.

The January meeting focused on reviewing Mercury Marine China development and 2014 sales performance while discussing 2015 activities and changes. Dealers were invited to share feedback via various communications sessions designed to help the company understand dealer concerns and needs. Mercury Marine Asia General Manager Bill McEathron provided an introduction of the company's global and regional development, while Mercury Marine China General Manager Paul Wang shared news about the growth of Mercury Marine China.

After the day of discussions and meetings, attendees were treated to an evening of glamour, good food and fun during the Dealer Award and Gala Dinner. Prizes were awarded to dealers

who ranked highest among their peers for 2014 progress, contribution, potential and growth.

Mercury Marine China congratulates the following dealers on their 2014 performance:

Award Recipients:	
Qingdao Lawada	2015 Service Progress Prize
Suzhou Jinzhong	2015 Service Contribution Prize
Xiamen Xinghaihang	2015 Most Potential Prize
Kunshan Shitong	2015 Regional Contribution Prize
Changzhou Hongwei	2015 Best Sales Prize
Dalian Mingyuan	2015 Best Growth Prize
Huidong Zhongda	2015 Best Growth Prize

Eco-friendly Mercury engines stealing spotlight south of the border

Mercury's new 75 - 150hp SeaPro FourStroke engines are grabbing headlines across Central America and Mexico.

SeaPro engines, which debuted earlier this year, are designed to provide increased durability and longer engine life in commercial applications without sacrificing power. Featuring robust high displacement and low-weight design, the SeaPro line delivers the performance required by commercial users and provide three times the engine durability as recreational engines.

Since their launch, SeaPro engines have attracted positive media coverage throughout the Latin American region. In Mexico, for example, they are touted by government leadership and the media as environmentally friendly commercial fishing options.

"Ecological Mercury FourStroke engines save up to 50 percent of fuel and emit fewer pollutants, which is why governments encourage their use through support programs. As part of these

government programs, training is very necessary for participant fishermen," said Baltazar Campos, Mercury Marine Service Engineer, in a recent Por Esto [newspaper] article published and distributed throughout Mexico.

"With these engines, the fishermen that previously used 60 liters [16 gallons] of gasoline with their two-stroke engines now use 30 liters [8 gallons] with their four-stroke models," Campos added.

Additionally, Mercury Marine Dealer Marina Sureste S.A. de C.V. recently won a contract from Mexico's National Commission of Aquaculture and Fishing (CONAPESCA) to upgrade government-owned marine engines from existing two-stroke models to the more efficient SeaPro line.

Mercury representatives in the region are spreading awareness of the environmental benefits of SeaPro engines by visiting local commercial fishing marinas to conduct training and engine demonstrations.



image courtesy Mercury Marine Latin America & Caribbean
 Mercury's new 75-150hp SeaPro engines recently garnered attention from regional media. Headline translation from Spanish: "Promoting the use of environmentally friendly engines for fishing."



Lean Six Sigma classes available to interested Mercury employees



photo by Lee Gordon

Back row from left: Cabell Sitter (co-op student), Heidi Stark (Black Belt), Dan Pickart (Plant 4), Erik Peterson (Plant 10), Craig Berwanger (Plant 11), Ryan Hager (Plant 15), Josh Newton (Plant 15), Brian Mateske (Plant 15), Melanie Zacherl (Black Belt), and Colin Huffer (co-op student). Second Row from left: Dan Roberts (Black Belt), Paul Marceau (Plant 10), Kathy Schwertsinske (Plant 3), Dave Senecal (Plant 3), Carrie Rohde (Black Belt), Amanda Bromley (Plant 3), Joe Neils (Black Belt). First Row from left: Lori Anderson-Lurvey (Black Belt), Allan Zhang (Plant 10), Max Reilly (Plant 17), Nathan Torstenson (Plant 10), Jolene Prah (Plant 10), Yukti Khanna (Life Fitness), Emily Ng (Black Belt). Front row from left: Bob Stogsdill (LSS Trainer) and Bev Keller (LSS Trainer). Other Black Belts providing class support include: Mark Marchello and Scott Louks (not pictured).

Bev Keller is teaching the second quarter Lean Six Sigma Green Belt class to Mercury employees interested in growing their skills. The second-quarter class is comprised of 14 students from Plants 4, 17, 15, 3 and 10, from a diverse array of backgrounds, including operations, materials, procurement, service, LSS and quality.

Local Mercury leadership teams selected and approved the Green Belt class participants to attend training. Interested employees should contact their local leadership teams to be considered for future classes.

Bev Keller is responsible for teaching Green Belt classes moving forward. She replaces Bob Stogsdill, who is transitioning out of the LSS trainer role at the conclusion of the April Green Belt class. Bob will continue to provide mentor support for Green Belts in Plant 3 as he works toward retirement later this year.

Employees take to Ledgeview Lanes for 43rd annual bowling classic

More than 250 current and retired Mercury employees participated in the 43rd annual Mercury Bowling Classic on Feb. 5 and Feb. 7 at Ledgeview Lanes in Fond du Lac. According to its organizers, the event drew one of the best turnouts in recent years.

Participants were invited to sign up with a team or individually; players without a team were assigned to existing teams. Each team consisted of four to five individuals. An additional prize was awarded to the most creatively dressed team.

"Overall, the event ran very well," said Dave Pergande, finance manager, Mercury Marine. "We had participation from every Fond du Lac plant, as well as Plant 33 in Oshkosh. Ledgeview did a great job of hosting such a large crowd."

At the culmination of the competition, Christina Tolzman took home the \$50 prize in the women's division for her score of 776. Meanwhile, in the men's division, Brian Novotny earned the \$50 prize for his score of 822.



photo by Erica Pelzek Floyd

Back row, from left: Jenni Witt, Deb Finley, Jo Blum, Diane Wolfe. Middle row, from left: Connie Fisher, Nicole Villa, Pam Johnson, Ann Pickart, JD Foster, Joey Pausma. Front row, from left: Pete Chisholm, Steve Freiberg, Laura Emmer, Emma Coen.



photo courtesy Joey Pausma

Mercury Marine Wellness Champions also organize out-of-office events, like participating in local runs, walks and other events promoting active and healthy lifestyles. Pictured above, some Wellness Champions pose for a picture at the Oshkosh Marathon/Half Marathon/5K on April 18.

Mercury Marine Wellness Champs encourage active, healthy lifestyles

The Mercury Marine Wellness Champions, some of whom are pictured above, wear their "Just Do Two Things" t-shirts every Friday during spring to remind employees to 1) sign up for and complete their biometric screenings and 2) fill out health assessments online at the "Be Your Best" website. Employees who do these "two things" by Sept. 30 will have their choice of healthcare plans in 2016. Employees who do not do these two things will only be eligible to enroll in a simple, high-deductible plan with higher paycheck deductions.

Wellness Champions help support the "Be Your Best" wellness program and meet monthly to talk about ideas to promote and improve wellness in general at Mercury. They led the "Maintain Don't Gain" weight maintenance program during the holidays and currently are working on the placement of walking markers in the plants. The Wellness Champions also organize out-of-office events, like participating in local runs and walks, and they help gauge the need for wellness initiatives and improvements in their particular work areas on the Fond du Lac campus. For more information on the Wellness Champions program, please contact Jo Blum at jo.blum@mercmarine.com.

Mercury wins two awards for support of U.S. Guard and Reserve employees

The Wisconsin Committee for Employer Support of the Guard and Reserve Committee (ESGR), an agency of the Department of Defense, recently presented Mercury Marine with two awards.

Mercury earned the ESGR Pro Patria award, which is the highest level award bestowed by a state ESGR committee. The ESGR says the award is given annually to a company that has "demonstrated the greatest support to Guard and Reserve employees."



photo courtesy Carrie Rohde

Mercury Marine also won the Above and Beyond Award, which according to the ESGR website is given to companies who have gone above and beyond the legal requirements of the Uniformed Services Employment and Reemployment Rights Act (USERRA) by providing their Guard and Reserve employees additional, non-mandated benefits. The award is given to employers who have had at least one of their supervisors/managers recognized with a Patriot Award. Tim Pickart, a maintenance supervisor at Mercury Marine, was presented the Patriot Award in March.

"Our commitment to providing opportunities for veterans is something we take very seriously at Mercury," said John Pfeifer,

Mercury Marine president. "To receive two very prestigious awards speaks to the hard work, commitment and dedication by our employees and their supervisors. We will continue to promote and encourage veterans to work at Mercury Marine



photo by Erica Pelzek Floyd

and will give them every opportunity to have a long and successful career at Mercury."

"It is an honor to work at a company that provides endless opportunities for veterans to succeed," said Marcea Weiss, Mercury

Marine Global LSS Deployment Leader. "Our executive staff is committed to honoring and hiring veterans. The awards are well deserved."

Employer Support of the Guard and Reserve (ESGR) is a Department of Defense agency established in 1972. The mission of ESGR is to gain and maintain employer support for Guard and Reserve service by recognizing outstanding support, increasing awareness of the law, and resolving conflicts through informal mediation. ESGR volunteers provide free education, consultation and, if necessary, mediation for employers of Guard and Reserve employees.

New vending markets to launch in Plants 3, 4, 15, 17, beginning April 27

Plants 3, 4, 15 and 17 will receive a new vending experience in late April. Avenue C vending markets, which are located throughout the plants, will offer snacks, beverages and meals. They provide a self-checkout option of a vending machine with the variety of a retail store.

Employees can pay for their items with their credit or debit cards, or pay with cash via an Avenue C account that identifies the employee by their username and four-digit PIN or a fingerprint.

"A key goal is to improve food service options for those employees who are too far away from the cafeteria to take advantage of its offerings," said Scott Louks, Mercury Marine facilities engineering manager. "These Avenue C markets will operate like a convenience store minus the cashier, and offer our employees more healthy choices and variety than even the most innovative vending machine can provide."

Besides the much wider range of food and beverage options, the difference between Avenue C vending markets and normal vending machines is a payment account system.

Current employees will have accounts already set up for them through Avenue C. Avenue C trainings for production employees in late April will demonstrate further how to use the machines' cash account systems.

For example, the user feeds a \$5 bill into the machine for a \$2.60 order, which activates Avenue C's account feature. The employee then creates a PIN number or thumbprint ID to activate the account, and the remaining cash stays in the employee's Avenue C account for future use.

This allows employees with Avenue C accounts to budget a

weekly or monthly allowance for food and eliminates the need to carry cash during the day.

The remaining dollars are protected in each employee's account through a stringent security system.

"Avenue C is a state-of-the-art concept with all of the highest level security measures in place," said Scott Ankrum, Avenue C customer service manager.

Additionally, as an incentive for users to create accounts, a complimentary \$2 will be deposited in each newly created account.

Users who wish to use credit cards for payment will not be prompted to create accounts.

As another component of the Fond du Lac campus' 2015 expanded food program, select \$5 hot food specials now will be available for purchase in plants, with one meal option offered per delivery.

These specials will be delivered to the plants on the following schedule for additional lunchtime options, starting in late April. First shift lunch specials will be delivered at 12 p.m.; second shift specials will be delivered at 8 p.m.:

Plant	Monday	Tuesday	Wednesday	Thursday	Friday
Plant 15	X			X	
Plant 17		X			X
Plant 4			X		

For more information on Avenue C, visit Canteen.com.

Ergonomics programs condition, strengthen employees, prevent injury



photos courtesy Wendy Scholler

The first half of the Mercury “Work Hardening/Work Conditioning” ergonomics program involves hands-on ergonomics training: how to lift from floor levels above the shoulders and above the head; how to handle parts and tasks while protecting the joints; how to properly set up the mechanics of a work station; and how to keep the body in a safe posture during difficult movements. Handling parts, hoses and bending properly into boxes and bins are also parts of the hands-on ergonomics training.

Mercury Marine’s continual focus on safety across all facets of the business also extends into ergonomics, the science of designing and arranging work tasks so employees can use them easily and safely.

Wendy Scholler, Mercury Marine ergonomics specialist, recently sat down with The Wave to discuss two important ergonomics programs implemented on the Fond du Lac campus within the last two years.

Both the “Work Hardening/Work Conditioning” and “Early Intervention” programs prioritize preventative measures to protect employees’ wellness, specifically their musculoskeletal health.

The Work Hardening/Work Conditioning program has trained 256 new employees

since March 2014, and focuses on a two-pronged approach to condition new employees to prepare for manufacturing and warehouse environments.

This first half of the program also involves employee assessment and hands-on ergonomics training: how to lift from floor levels above the shoulders and above the head; how to handle parts and tasks while protecting the joints; how to properly set up the mechanics of a work station; and how to keep the body in a safe posture during difficult movements.

“While we continually work to make process improvements, not all work areas are perfect, as in a perfect lift from waist-to-waist,” Scholler said, explaining that handling parts, hoses and bending properly

into boxes and bins are also major parts of the hands-on ergonomics training.

The second half of the Work Hardening/Work Conditioning program is conditioning, done in the Fitness Zone in Plant 15. Two hours each day for the first two weeks of the program, employees are taught how to use the Life Fitness cardio and strength machines, as well as use medicine balls, physio balls and free weights. Then, the employees spend time doing both cardio and strength training. Before every session, the new employees engage in dynamic warm-ups and static stretching, as well.

“The stretching is also done on the floor every day, so when our employees get out on the floor, they understand what the stretches are for and why you need them,”

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Your ideas come to life

5S is a methodology for reducing waste and optimizing productivity by maintaining an orderly workplace and using visual cues to achieve more consistent operational results.

5S+1 includes an added emphasis on awareness of safety issues and focuses on reducing potential safety hazards in the workplace.

South side, Plant 15 shipping docks, before:



photos courtesy Adam Wittenberg

Shift change in this shipping dock location was always a dangerous time, as operators leaving at the end of their shifts would often cross the driving aisle to exit through the ramp door. However, this is a blind corner, and over time, the pedestrian walking lane had faded, resulting in a number of near-misses between forklift drivers and pedestrians.

South side, Plant 15 shipping docks, after:



Green lines were painted on the floor to indicate where green safety vests are required. This reduced foot traffic on the docks by 25% and increased pedestrian visibility for the forklift drivers. The crosswalk leading in and out of the plant was repainted; within that lane, vests are not required to exit or enter the plant. Additionally, the walking lane was repainted to safely guide pedestrians through the area.

Ergonomics (continued from Page 5)

Scholler said. "It's a nice introduction, because it gives them a better feel for what they're going to experience."

"During that time, new employees also start doing on-the-job training, and changes have been made in the ergonomics and safety of the workstations, because the new employees have 'fresh eyes,'" she said. "The program gives new employees the opportunity to share observations and ideas for improvement early on in their employment."

The assessment portion of the Work Hardening/Work Conditioning program also helps ergonomics teams understand the physical demands of their work areas, according to Scholler.

"We have physical demands defined by work station," she said.

While the goal is always to reduce the physical demands in a work station, it is not always possible or practical to make changes. For example, if Station A is a shoulder-demanding task, Scholler said she had better make sure Station B is not demanding on the shoulders, in order to make it an effective rotation that will reduce fatigue to certain muscle groups.

Operator height relative to the work task is also taken into consideration.

"If a person is installing top cowls, there are vertical reach requirements, and we need to make sure we match up the job to the person to ensure the job can be done safely," Scholler said.

The J-hook lines in Plant 15 on the Verado and Tigershark lines have posed some interesting ergonomic challenges.

"Engineering-wise, the J-hooks were brought in to add flexibility to the process, allowing the operator to vertically adjust the height of the work being done," Scholler said. "When the engine is married, the operator working the line has a lot less flexibility to adjust that J-hook to bring it to his or her height. Typically, we've adjusted tooling, such as using an attachment on

a DC tool, to improve posture."

Even in a workstation as close to ergonomic perfection as possible, overuse injuries can still happen. This is where the "Early Intervention" program comes into the picture. For example, if an employee is experiencing minor shoulder discomfort or some other early sign of a musculoskeletal disorder, the employee will immediately begin the Early Intervention program and meet with a physical therapist. The therapist evaluates the early signs, the employee's work tasks and their work station to look for potential improvements to reduce risk. Since getting underway in February of this year, the Early Intervention program has assisted 77 employees.

"It might be a situation where engineering changes are needed, job rotation could prove beneficial or training on proper work methods would reduce the chance for injury," Scholler said, explaining that engineering changes are more of an ongoing process. "For example, changes needed to improve product quality sometimes affect certain job tasks, and that often requires us to go back to suppliers, look at engineering controls or go back to the design of the product."

Scholler's role in both programs has become an analytical one in recent years, making good use of her bachelor's degree in environmental science and occupational health, and studies in kinesiology and biomechanics.

"If we make a change or add a work task, we design it using anthropometric data in order to create a task that is safe to do for 95 percent-plus of both the male and female population," Scholler said. "We're able to change the layouts or change the designs and look at it from a perspective of truly designing the task to fit the greatest percentage of the population."

Sustainability Corner (continued from cover)

time we use hot water, we consume the energy used to heat it, whether that came from a natural gas line at home or a coal-fired power plant supplying electricity," notes the National Resources Defense Council website.

Taking steps to preserve our most-used natural resource – water – not only helps conserve it, but also reduces the release of heat-trapping pollutants into the environment.

To reduce a household's carbon dioxide emissions, try to:

1. Turn down the temperature on the home water heater.

Reduction of the temp on a water heater is an easy, one-time change that also will help prevent scalding burns. For every 10 degrees a water heater is set back, the device saves 91.6 pounds of carbon dioxide from natural gas heating and 136.8 pounds from electricity. 110 to 120 degrees Fahrenheit should be warm enough to shower and wash dishes and clothes sufficiently, without posing burn risks.

2. Wash clothes in cold water. Washing laundry loads in cold water can create substantial savings, because 90 percent of the energy consumed in washing clothes originates from heating the water. Cold water is also easier on clothes, preventing the destruction of delicate natural fibers like wool, wool blends and linen, and maintaining the brightness of hues in colored fabrics. Washing just two more loads per week in cold water will save 320 pounds of heat-trapping pollutants annually, if the water heater runs on electricity. If the heater is fueled by natural gas, two cold washes a week will save 127 pounds annually.

3. Run the dishwasher only when full. Engineers and manufacturers continue to make dishwashers more efficient, but running them every day regardless of whether they are full may waste savings. Run the dishwasher two fewer times per week to save 302 pounds of heat-trapping pollutants annually.

4. Don't rinse plates; scrape food off instead. Most

dishwasher are built now to remove food residues. Pre-rinsing can waste as much as 20 gallons per load.

5. Install a low-flow showerhead and shorten your showers by three minutes, or try a "navy shower."

Up to 30 percent of home water use can be attributed to showers. For every minute spent under the shower each day, 204 pounds of heat-trapping pollutants are emitted annually for an electric-powered water heater and 94 pounds for a natural gas-fueled water heater. Just trimming three minutes off a daily shower will save 612 pounds and 282 pounds, respectively.

Install a low-flow showerhead for even more savings: new aerating showerheads can reduce the flow from 2.5 gallons per minute (gpm) to as low as 1 gpm, while maintaining water pressure by mixing in air. The CO₂ savings are substantial – a 1 gpm showerhead provides annual savings of 875 pounds of emissions on a daily 10-minute shower, if you have an electric water heater (403.5 for natural gas).

Try a "navy shower." Rinse in the shower, then turn the shower off to lather with soap. Only turn the shower on again to rinse off. This can shrink shower time to three minutes or less.

6. Fix leaks. This is the single easiest and most important action needed to save water at home. If indoor or outdoor taps are dripping, they could waste 90 or more gallons of water per day. Tour the home and note any taps that need maintenance.

7. Water your garden with a hose with an automatic shutoff nozzle. Garden hoses spray water at a rate of about 8 gpm. That can add up to 80 gallons in 10 minutes, but if the user adds a nozzle with an automatic shut-off to the hose, that rate can be cut down to 3.2 gpm.

All information and statistics courtesy of NRDC.org/living/energy. To view the Mercury Marine 2015 Sustainability Report, visit MercuryMarine.com/en/us/about/sustainability.



Meet Your Co-workers



photo by Erica Pelzek Floyd

Brittany Joeckel

Job Title: Set-Up/Material Handler

Time with Mercury: Two years

Hometown: Fond du Lac, Wisconsin

“My dad works here. My grandpa worked here.

My grandpa started in 1955 and he worked 29 years before retiring in 1984. My dad started on his 18th birthday in 1972, so this year will be his 43rd year. I’ll probably get two more years in working at Mercury before he retires.

“I have a lot of people who have to rely on me and need information from me, and I need to be on my toes constantly.

Each order is different and there might be a problem with one bill that I need to solve that’s completely different from the next bill. I like that constant change of not knowing what I’m going to do next.

“I like the fact that I work with a lot of people.

Having the responsibility of knowing that these people are depending on me makes me proud.

“If I can help someone else by learning to do something that takes two seconds to do, it saves time and helps that other person.

And I like knowing how everything works down here. I’m also in the Sunshine Group, a select group of people on first and second shifts that get together to discuss stuff that’s going wrong and stuff that’s going well, to get better communication between the two shifts.

“I’m going to Milwaukee to go to the Wailers concert – Bob Marley’s band.

I like a lot of music other than country; I like a lot of blues. I’m a big movie buff, too, and TV shows.



photo by Erica Pelzek Floyd

Deb Borndahl

Job title: Technician 1

Time with Mercury: 39 years in May

Hometown: Fond du Lac, Wisconsin

“My grandmother worked here, my mom worked here, my aunt worked here and my uncle worked here.

I feel a responsibility to pass on my tribal knowledge to the people that are coming in. Dean [Witkowski, plant 3 manager] can come to me and ask me to go to a meeting to voice my opinion on how specific projects are going to affect the floor if they make any changes.

“What I enjoy the most is when I realize that the people that I’m training understand and can do the job thoroughly.

They know the “how’s,” the “why’s,” the “where it’s going,” “where it starts,” “where it finishes,” “what” our job is and how important our job is to make the rest of the company function.

“I wrote all of the original standard operating procedures (SOPs) for Plant 3.

I got taken off the floor and actually worked with people on the floor at each individual area to write the SOPs. They told me what needed to happen. One girl went to the machine to run it, and the only resource she had was the SOPs. She only had one question. I thought that was really great. I’m also a Green Belt. I got my certification in 2006 or 2007.

“I’m going to be married 40 years, and my husband and I own the bar Googles Inn, on Main Street.

It’s a nice, quiet little family bar. It’s a place to visit and talk – a family-friendly place. My kids were raised in it, my grandkids run around there now. I have two granddaughters, a grandson and one grandchild on the way. We’ve been there 37 years – Googles was established in 1977.

Do you know an employee who should be featured in The Wave? Email your suggestion to mercury.marine@mercmarine.com.





photos courtesy Rick Schmidt

Pictured above left and center: Rick Schmidt with a group of runners from Fond du Lac, running the Brewer Half Marathon in September 2014. Above center, Ashley Schneider (nee Kumlien), who leads the MS Run non-profit organization and is a personal trainer in Brookfield, Wisconsin, was the first runner in the inaugural MS Run the U.S. She ran across the U.S. by herself. Her mother, Jill Kumlien, who has multiple sclerosis, joined the group during the Brewer Half Marathon in September 2014. Kumlien was in a wheelchair for most of the race and then got up and walked the last 100 yards of the race to much applause. Pictured above right: Schmidt with his Sunday running group. Schmidt said one of his goals is to help other people be more active.

Plant 17 employee runs global marathons to support MS research

As the snow melts and the ground begins to thaw, numerous charity runs in the Wisconsin area, for causes of all types, begin to populate the fitness-minded individual's weekends. While most of these runs range between 5K (3.1 miles) and marathon (26.2 miles), Rick Schmidt, a Plant 17 trim operator at Mercury Marine, has taken his commitment to funding multiple sclerosis research to new levels.

On May 1, Schmidt ran the Great Wall of China Marathon, a 26.2-mile run that entails 23,500 stairs, most of them at an extremely steep angle that requires runners to crawl hands-first up them, to prepare for his leg of the MS Run the U.S. race in July

2015, a grueling, cross-country, 3,100-mile relay. Schmidt's leg of the race lasts six days and requires Schmidt to run 163 miles over the duration of the relay leg. Schmidt's friend and former personal training client, John Jorquera challenged him to run the race, which starts in California and ends in New York.

When asked why he wants to run more than a marathon a day for six days straight – a feat many would call overly ambitious and some would deem impossible – his face turns serious.

"Well, for two reasons. One, is it's something cool – it's something not everyone will be able to do ever. And two, hopefully it finds a cure for MS," Schmidt said, explaining that his father-

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Employees help Fondy Food Pantry



photo courtesy Fondy Food Pantry

Mercury Marine employees recently helped the Fondy Food Pantry's Food For Thought program by packing bags of food for low-income students to take home on weekends. Next school year, the pantry's Food For Thought program will be serving 650 students in Fond du Lac public schools. From left: Kevin Hellman, Sarah Zimmerman, Joan Chapman, Jo Blum, Jen Nicklas and Will Nicklas.

New Brazil distribution center opens

Mercury Marine recently opened a new distribution center in Palhoca, Brazil. Mayor Camilo Martins and executives from Mercury Marine were on hand for the official opening. Mercury now has three warehouses operating in Brazil; one in Palhoca, one in Manaus and the other in Rio de Janeiro. Mayor Martins said he is developing a study to centralize the whole distribution sector in Palhoca.

"Opening a distribution center in Palhoca is another step in our global expansion plans," said Mercury Marine president of Latin America Bill Gress, indicating that Mercury is interested in bringing operations to Santa Catarina as a potential next step for expansion in Brazil.



photo by Erica Pelzek Floyd

Mary Laing with her cake, surrounded by co-workers.

Sales rep celebrates 30 years

Recently, Mary Laing, Mercury Marine OEM and dealer sales account representative, celebrated 30 years of employment at Mercury. Her celebration included a sheet-cake and testimonials, read aloud to her and a room full of her co-workers and friends. Laing has managed Smokercraft in Indiana since 1991. For the last 10 years, Laing has been handling the Sea Ray and Bayliner accounts and their various needs.

"30 years of doing the same job may seem to some people rather boring, but when you're in sales, every customer call is a new window to another's world," said Tammy Witt, Mercury Marine wholesale account manager.

"With all of her customers, Mary strives to bring the best customer experience to them and enjoys being a part of the OEM group that works towards that same effort."



Marathons (continued from Page 8)

in-law has MS and it cost him his job as a truck driver after the disease took hold of the myelin surrounding his nerves. "Plus, we have five daughters. Two to one, women get MS more frequently than men."

The two runs are entirely self-funded, with Schmidt paying for all expenses related to them – the T-shirts the MS Run relay wears when they run to promote MS awareness, travel costs and a pair of running shoes every month, given that he currently runs 75 miles a week.

Schmidt ran four marathons last year alone: Omaha, High Cliff State Park, Madison and Fox Cities. This year, he will run the Great Wall of China, Oshkosh and Cellcom marathons, to start getting comfortable with the rigors of the MS Run the U.S. His leg of the MS Run leaves from Joliet, Illinois, on July 13, and he will run from there to Fort Wayne, Indiana. Despite the sheer number of miles ahead of him and the difficulty – both mental and physical – of the two runs, Schmidt said it is not the miles he is worried about – it's the fundraising.

"I can control all that – the miles I run, what I eat, my training, how I recover, but I can't make people say, 'Here's \$20, here's \$100,'" Schmidt said, explaining that he has raised about \$5,300 of the required \$10,000 fundraising pledge to participate in the MS Run the U.S., and has until Sept. 30 to raise the rest (interested donors should visit www.runsupermanrun.com, Schmidt's personal website).

Schmidt himself has been running for only a year and a half. He started running on a treadmill to lose weight and quickly got shin splints. He tried running outside instead, and it eventually got a little easier and the miles he ran each week increased.

"John – the same guy who helped me with the MS Run last year and encouraged me to do the Great Wall marathon, I helped him lose 80-90 pounds. He's just one of those guys who just loves life," Schmidt said. "There's an easy run and a hard run for the Great Wall of China Marathon, and John signed up for the hard one. He was at 19 miles at 9 hours and 51 minutes, so he had 7 more miles. There's a 10-hour limit. He had to stop. They said to treat it like an adventure race and an endurance race more than a marathon."

Schmidt noted while he loves running, he loves his family and their patience with his long workouts and frequent traveling even more. After all, his dedication to finding a cure for MS first began with his concern for his daughters' health and safety.

"Knowing that my father-in-law has it, there's a good chance my kids might get it," Schmidt said. "So, if I can help prevent that, it's worth it to me."



photo courtesy of Marilyn Zangl

Zangl with bags containing books and blankets she helped collect for children in the Fond du Lac area.

Volunteer Spotlight: Marilyn Zangl, Mercury Marine senior procurement project manager

Marilyn Zangl, Mercury Marine senior procurement project manager, recently sat down with The Wave to discuss her vast array of volunteer experiences. Currently, she is on the Planned Commission for the City of Fond du Lac, volunteers at the Fondy Food Pantry and has been on the Boards of Directors for Big Brothers Big Sisters, Brooke Industries and the UW Fond du Lac Foundation. These outside-work activities are in addition to her active involvement at Mercury Marine with Fill the Boat, the annual food drive facilitated shortly before Walleye Weekend

Where do you volunteer? "I am the assistant treasurer/governance chair of Fondy Food Pantry. I recruit new board members, make sure that our bylaws are in order, pay the bills for the organization. It's an all-volunteer organization – there is no paid staff. So all of the people involved – an enormous group of volunteers – are unpaid. Currently, there are eight dedicated people running the organization, and I'm one."

What is your favorite memory from your volunteer experience? "There are multiple memories: meeting these diverse people, working with them and succeeding in accomplishing a task that is beneficial to the community at large. At Brooke Industries, I met so many different types of people. Brooke is a workshop-type facility. Companies, including Mercury, Johnsonville and Klement's, send minor assembly work there, like putting packages and cardboard kiosks together. People who don't have any other work options due to their physical or mental limitations can go there and be paid to work."

Can you tell me about a time where you faced a particularly challenging situation as a volunteer? How did you deal with it or resolve it? "When I first joined the board at Brooke Industries, we were wondering how we were going to make payroll. We ended up selling the old building. Getting a new building provided an opportunity to make a welcoming environment that was bright and full of light and not dark and dingy and dreary. A lot of challenges are financial. In the downturn of 2008-'09 and during hard financial times in general, people stop giving organizations money for fundraising or for scholarship funds."

Why do you volunteer? "If you have a complaint about your society or community, you need to be willing to step up and do something about it. You don't have to give back financially if you give back your time. We're all very busy. I work full time; I have a family. My kids were involved in my volunteer efforts, as well. It was a family thing that we did, when possible. There are so many organizations that need help: if it's food, if it's clothing, if it's the welfare of people, if it's an animal. I think people owe it to themselves because there is so much to be gained by the people you meet. There's always going to be something that touches you. Just get involved. Help. There are always orgs that need help and are looking for volunteers. But the best thing about volunteering is all of the great people you meet. I've made some wonderful new friends as a result of doing something for someone else."

How has volunteering enriched your experience at Mercury Marine? "I think it's mutually beneficial. By being here, I've definitely learned how to work with people – a diverse group of people – which benefits my working outside of here. It's the teamwork. It's the camaraderie. Knowing you don't always have the answer but you have the resources to ask."

Plant 3 cookout benefits Cystic Fibrosis Foundation, Great Strides Walk

During a cookout on April 9, Plant 3 raised over \$1,430 to give to the family of Gary Adelmeyer, Plant 3 material technician, whose grandson Callaway has cystic fibrosis.

Cystic fibrosis is a genetic disorder that makes the normally thin mucus secretions in the lungs and pancreas, among other organs, sticky and thick. These thicker secretions often lead to difficulty breathing, lung infections and digestion problems.

The Adelmeyers in turn donated the



photo courtesy Dean Witkowski
Gary Adelmeyer, right, with his grandson, center, and Tiffany Elliott, a Plant 3 group leader who helped organize the cookout.

cookout funds to the Cystic Fibrosis Foundation at the foundation's fundraiser walk, Great Strides, on May 2. The walk will start at the Eagles Club, located at the Park Street entrance to Lakeside Park, and proceed on a predetermined walking path throughout the park.

To learn more about cystic fibrosis, visit: Mayoclinic.org/diseases-conditions/cystic-fibrosis.

Fond du Lac ATMs receive upgrades as part of veteran network project

Fond du Lac employees using the Plant 10, 15 or 4 ATMs might notice a pleasant reduction in the amount of time it takes to complete a transaction, along with less time spent waiting in line.

During a 2014 internal member network survey, the Mercury Marine Military Veterans Network identified a need to improve the speed of ATMs across the Fond du Lac campus as a quality-of-life enhancement. Members of the network, along with Katie Deaver, IT program manager, worked with the Mercury Marine Facilities team over a five-month period to contact the Marine Credit Union and explore opportunities for improvement.

Marine Credit Union followed through March 9-12 by upgrading each of its ATMs across the Fond du Lac campus.

Initial user tests showed the following results:

- The biggest user experience improvement was made for outside-network ATM users, where end-to-end transaction time

to receive cash was shortened by 80 seconds, or 73 percent reduction in overall time.

- For Marine Credit Union customers, the transaction time was reduced by 15 seconds, or a 33 percent reduction in overall transaction and waiting time.

"I've tried the new ATMs and was really impressed," said Jason Sabish, an M3VN committee leader. "They are lightning-quick!"

With this upgrade, employees who bank outside of the Marine Credit Union network now save more than one minute of time each day. If one in 20 of Mercury's 3,000 employees does this weekly, it equates to 150 minutes or 2.5 hours per week, 10 hours per month, 1,200 hours or three equivalent work weeks per year – in time not spent standing at an ATM.

M3VN thanks Katie and its dedicated members for their work to make these improvements a reality.

Sea Ray top-selling dealers visit Mercury Marine global headquarters



photo by Jon Erlie

Sea Ray dealers provided positive feedback during their tour of Mercury Marine's operations, specifically on the thoroughness of operations, attention to detail, high quality of products and efficiency of processes, according to Rob Riesterer, sales manager of national markets.

A group of Sea Ray's top-selling 2014 North American independent dealers, known as the "Sea Ray 20 Group," recently held its semiannual gathering at Mercury Marine's Fond du Lac, Wisconsin, headquarters. The dealers toured several Mercury plants and observed various design and production processes, including propellers, engines, the Internal Test Center, product development and engineering. Group members also met with John Pfeifer, Mercury Marine president, and Randy Caruana, Mercury Marine vice president of North and Central America and Asia Pacific.



Mexico FourStroke training event focuses on knowledge, maintenance

Ferreteria Zaragoza S.A. de C.V., a Mercury Marine dealer, recently hosted the region's first introductory training on the new 75-115hp Four-Stroke engines in Mexico. The training course, offered by Martin Escartin, Mercury Marine Latin America & Caribbean Regional Service Manager, focused on product knowledge and technical service maintenance for the new models.

Fourteen technicians attended the course and all participants received attendance certificates. There are high



photo courtesy Mercury Marine LAC

Technicians at the Zaragoza training event in Mexico learned about technical maintenance and Mercury FourStroke engine products.

expectations for this new line in the Latin America and Caribbean region, impacting the commercial segment.

"Participants were very impressed and pleased with the introduction of this new line," Escartin said. "Feedback was positive, especially when modules that are imperative in an engine, such as the lubrication pump and other electrical components, are greatly improved."

Suzhou employees organize fundraising event for co-workers' children

It's not an easy decision to make: to leave a child at home in the care of grandparents while working hundreds or thousands of miles away in another province, simply to provide a better life for one's family. But it's a fact of life for many of China's direct laborers, so employees at Mercury Marine China recently organized a sale in the campus' canteen to raise money to purchase gifts for the children of co-workers separated geographically from their children.



photo courtesy Mercury Marine Suzhou

Families who attended the event perused the items for sale.

Employees donated 180 new and used items for sale and donated all proceeds to a fund established for their coworkers' children. The sale was open to all employees and their family members. Proceeds from the sale funded the purchase for each child a new school bag, stationery and a photo of each child's parents.

"The gifts brought many smiles to the children and made



photo courtesy Mercury Marine Suzhou

Children at the event enjoyed exploring the donated items for sale.

them feel treasured, despite not having their parents with them as much as they would like," said Tim Zhang, assistant production manager.

The event also served as an opportunity to raise awareness of the importance of recycling and reusing items, thus reducing overall waste.

Mercury dealer creates brand awareness in El Salvador through seminar

On January 22, Mercury's dealer in El Salvador, Marina Industrial S.A., welcomed mechanics from different areas in the territory to take part in a product and technical service seminar.

The main objective of the gathering was to obtain constructive feedback from the mechanics in the form of a focus group. By the conclusion of the event, great input was collected by the dealer.

Additionally, Mercury's dealer also incentivized attendees by offering special discounts on parts and accessories, as well as oils among other perks.

This type of activity was a first for the majority of the mechanics, who expressed great pride in being part of it and spread brand awareness as a result.

Suzhou employees hike Jiangu's highest peak to help Tibetan children

Twenty Mercury Marine China and Plant 58 employees gathered in Suzhou, Jiangsu Province, to conquer Qiong Long Mountain, the region's highest peak. The group was part of a 600-person team of various Suzhou-area business representatives who accompanied 30 Tibetan children on a quest for new experiences.

Braving the elements and various obstacles along the 13-kilometer mountain trail, the



Mercury Plant 58 employees gather at Qiong Long Mountain in Suzhou.

photo courtesy Mercury Marine Suzhou

Mercury employees motivated and encouraged each other to move forward and reach their common goal of reaching the summit. Each made a donation to the fund and a total of RMB 100,000 (approximately \$16,000) was collected. The funds sponsored the students' travel expenses to Suzhou.

February and March Service Anniversaries

SERVICE ANNIVERSARIES

Plt	Name	Years	LNS	Real, Vernia Lynn	1	4	Mickelson, Jennifer A	3	LNS	Dale, Aaron	10
15	Agaba, Paddy M	1	DMP	Resendiz Olvera, Gloria	1	3	Miller, John Garrison	3	36	Easterson, Timothy S	10
LNS	Allen, Judy Ann	1	DMP	Rivera, Brian	1	17	Mills, Evan	3	12	Hakala, Keith R	10
17	Arneson, Gordon	1	15	Roedl, Timothy A	1	10	Nebel, David William	3	3	Helmick, James D	10
17	Bahr, Bryan Robert	1	3	Schommer, Amy Beth	1	3	Nelson, Dylan G	3	85	Maglica, Irma	10
17	Baker, Thomas	1	LNS	Sipala, Alexander M	1	3	Olson, Erik T	3	98	McGowan, Philip J	10
Att	Barnsdale, Larry George	1	LNS	Smith, Justin H	1	17	Perzentka, Rory Robert	3	12	Miller, Scott L	10
15	Beck, Ronald O I	1	3	Smith, Megan M	1	15	Powers, Daniel M Jr	3	12	Poirier, Brian J.	10
Kel	Benjamin, Gavin	1	17	Sprague, Aron C	1	3	Ramberger, Edward A	3	12	Prochazka, Kent A	10
3	Bourgoine, Michael Thomas	1	Kel	Stack, Dana	1	3	Rathke, Merle P	3	LNS	Rose, Franklyn D Jr	10
15	Bruenn, Lorrie M	1	15	Story, Tera R	1	15	Rhode, Eric S	3	33	Terbest, Jason R	10
15	Buechel, Kenneth H	1	Att	Taft, Emily A	1	11	Schilter, Nicholas J	3	3	Toth, Tina A	10
3	Chatman, Tyrone Mario	1	LNS	Thompson, Derrick	1	3	Schmitz, Mary A	3	15	Cartwright, Lisa A	15
Att	Darling, Brett Wellman	1	15	Tofil, Katchen M	1	3	Scott, Michael J	3	15	Cluppert, Fred W	15
15	Davis, Gary E I	1	3	Vande Zande, Rob	1	3	Senecal, David A	3	RPG	Emede, Denise	15
15	Dey, Willis Robert	1	3	Voss, Nathan D	1	3	Shaver, Tasha Marie (Tasha)	3	3	Higginbotham, Daniel	15
10	Frear, Timothy John I	1	15	Wilson, Darlene M	1	15	Sina, Joy C	3	36	Johnson, Scott E	15
10	Gordon, Lee	1	15	Witt, Brian R	1	LNS	Skupas, Bradley James	3	15	Jorgenson, Bryan J	15
11	Gosh, John B	1	15	Yang, Victor H	1	3	Stafford, Dave Ross	3	10	Kaufman, Christie A	15
15	Groves, Daniel R	1	3	Adams, Paul A	3	98	Stark, Matthew Thomas	3	15	Lee, Timothy A	15
15	Hinojosa, Tanya K	1	17	Bender, Steven	3	17	Stoneville, DeAnte	3	98	Marcoe, Jeremy J	15
15	Hultman, John M	1	12	Brockdorf, Troy R	3	15	Strean, Jeremiah T	3	36	McEssey, Steven J	15
15	Jammeh, Musa	1	4	Buechel, Sara L	3	73	Thurman, Patrick S	3	3	Powers, Perry R Jr.	15
15	Kaiser, Timothy J Jr	1	15	Burton, Daniel J	3	Att	Todd, Paul Brian	3	10	Squire, Joyce M	15
Kel	Kalinowski, Paul A	1	10	Carroll, Carrie R	3	12	Van Buren, David M	3	10	Witt, Tammy L	15
17	Kaminske, Kenneth Emil	1	12	Cedar, John R	3	15	Vandeberg, Angelika I	3	10	Cadman, Korie L	20
15	Karlstadt, Paul D Jr	1	15	Cooper, Thomas M	3	15	Villa, Rendy J	3	98	Gabathuler, Philip L	20
Kel	Kelly, Steven	1	LNS	Dettloff, Arthur	3	Kel	Von Halem, Frederic William	3	12	Kollmann, Troy J	20
3	Kessler, Carrie A	1	17	Edwards, Jordan R I	3	12	Walker, Philip R	3	12	Roth, Michael J	20
36	Kleveno, James Edwards	1	4	Engbregtsen, Daniel J	3	15	Walters, Jessica N	3	12	Smedema, Gene	20
Att	Kluzak, Karrah L	1	98	Fischer, Edward	3	4	Wood, Jacob D	3	98	Thuerwachter, Samuel J Jr.	20
3	Krupp, Marisela	1	12	Fischer, Scot A	3	3	Baierl, Steffanie	5	17	Angle, Danny L	25
3	Lee, Vickie Marie	1	98	Fryman, Benjamin	3	36	Batterman, Hannah R	5	17	Drew, Richard L	25
17	Lewis, Matthew David	1	12	Gartner, Joseph M	3	33	Collett, Jeff A	5	15	Mattheis, Fredrick W	25
3	Llanos, Fidel Jr	1	LNS	Gibbons, Edward	3	17	Freund, James K	5	10	Laing, Mary	30
LNS	Luedtke, Lore	1	10	Ginard, Todd A	3	12	George, Trevor C	5	15	McDermot, Robert J (Bob)	30
10	Malwitz, Adam	1	15	Hardiman, Leslie A	3	98	Gerbing, Ronald J	5	3	Nichols, Forrest M	30
Kel	Mareira, Joseph	1	15	Hernandez, Shane M	3	12	Glodowski, Mark J	5	15	Olejnik, Patrick E	30
Kel	McMahon, Michael D Jr	1	Kel	Higgins, Toby Justin	3	Att	Gould, Keri Lyn	5	Att	Rosema, Rita D (Rita)	30
10	Meisner, Reid William	1	DMP	Ince, Dale	3	3	Grunke, Laurie M	5	10	Wolfe, Dianne S	30
DMP	Mendoza, Hubaldo	1	15	Joy, David P Jr	3	17	Keenan, Justin J	5	7	Bronson, Cindy M	35
RPG	Morgan, Ryan	1	3	Kaldunski, Donald J	3	15	Lenz, Kendra L	5	10	Kasten, Paul J	35
15	Nett, Kim L	1	15	Kavonius, Bobby	3	17	Lindsley, Alexander D	5	7	Willingham, Dennis D	35
36	Oechsner, Anthony James	1	15	Lackey, Kimberly L	3	Att	Mays, John Edward II	5			
4	Olson, Aaron G	1	3	Lepinski, Jaclyn E	3	Kel	Pothier, Stephen C	5			
15	Parrish, Vincent N	1	15	Leverentz, Corey A	3	15	Prey, Renee M	5			
3	Perkerwicz, Kyle James	1	12	Mallek, Jason M	3	33	Rappl, Aaron J	5			
17	Pestka, Lewis M	1	15	McCrary, Shawn D	3	4	Ruedinger, Scott A	5			
10	Rancilio, Louis Paul	1				15	Ziel, John L	5			