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KEMP Quarterly

New 57,000-square-foot facility to be built on four-acre site

Kemp & Sherman Breaks Ground For Valenite's New World Headquarters In Madison Heights

Valenite, one of the largest manufacturers of industrial cutting tools in the world, officially broke ground for a new world headquarters facility, designed, built and leased by Kemp & Sherman. The facility is scheduled for occupancy early this year.

Rod Drummond, Valenite president, said at the groundbreaking ceremony, "This is an important milestone for Valenite and

a reflection of our confidence in the future of the metalworking industry. We looked at a number of metro-Detroit communities and ultimately

settled on a location in Madison Heights."

Edward C. Swanson, mayor of Madison Heights, noted, "As a city, we are ecstatic to have Valenite as a permanent member of our industrial community. We're confident that there are many successful years in Valenite's future, and your presence as a community member is a valuable asset to us."

Drummond explained further, "This new two-story, 57,200-square-foot facility will combine Valenite's administrative,



Breaking ground on the new Valenite world headquarters facility are (left to right) William T. Kemp, Kemp Building & Development Co.; Madison Heights Councilman Richard Clark; Madison Heights Mayor Edward Swanson; Valenite President Rod Drummond; Ed Sherman, Kemp & Sherman; Madison Heights Councilman Gary McGillivray; Valenite Marketing Director Tom Benjamin; and Madison Heights City Manager Jon Austin.

training development and laboratory space. Provisions have also been made for future growth with the ability to increase the building size by 50%. Now, all 131 Valenite administrative and support personnel will be in one location. This includes Product Development, Customer Service, Sales, Marketing, IT, Human Resources, Purchasing, Training and Finance. Prior to this time these functions were spread out over three different facilities in the Detroit area."

The project is not the first venture

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An artist's rendering of the new 57,000 sf Valenite world headquarters.



Construction began on Valenite in October as the cold winter days rapidly approached. Crews work from dusk-til-dawn to enclose the building before the snow flies.



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Waist Management

It's logical to think that an overweight employee incurs greater health care costs than a thin employee. New research from the University of Michigan actually calculates the cost—and shows that it rises like a soufflé as workers gain weight. The study looks at small companies in Jackson, Mich., where many employers have recently cut benefits.

Early findings indicate that overweight and obese workers cost companies as much as \$1,500 more annually to insure. Their outpatient and inpatient expenses are higher, as are prescription drug costs. (Costs are also high for underweight workers.)

What's a company to do? Some hold weight-loss contests. Helen Darling of the Washington Business Group on Health suggests putting some healthy snacks in vending machines and posters by the elevators that urge employees to "try the stairs." And the government should help, adds study director Dee Edington, by offering tax credits to companies that offer health and wellness programs.

—from *Inc.* magazine

Don't Fear The Boss—Too Much

A story goes like this: An employee one day burst into his boss's office and said, "I never know how you feel or think about me. You never tell me whether I'm doing a bad job or a good job. I just never know what to think." The boss replied, "I wasn't really thinking about you."

We tend to think that the boss is always thinking about us. Hence, when you pass your boss in the hallway and he or she fails to acknowledge you and may even give off a slight harrumph or grunt, we tend to get bent out of shape, even if the particular expression, while caveman like, may have nothing to do with you.

Too often, we misinterpret actions. It's common because as employees at the lower end of the echelon, we tend to become like children, and you know how all children want to be the center of the universe. Well, at least most of them, anyway. So next time you think your boss is thinking about you, think again. Chances are, he isn't. Chances are he's thinking about his boss and what his boss is thinking of him.

—from *Naked at Work (and other fears)* by Paul Hellman

Quick Tip

Periodically ask employees to revise their job descriptions and account for the time they spend on each duty. You will often discover that employees have taken on responsibilities you were unaware of. And you may find that some employees are letting certain responsibilities slide.

—from *communication briefings*

Two For The Price Of One

If you want to leave an indelible impression on somebody, ask for two business cards, one for yourself and one to pass on to somebody else. You'll always be remembered as the person who asked for two business cards. Also, here's another tip: Always wear a sports jacket with two pockets: one to put all the business cards that you collect in, the second for your own business cards.

—from *201 Great Ideas for your Small Business*
by Jane Applegate

Things You Can Learn From Your Children

- A king size waterbed holds enough water to fill a 2,000 sf house four inches deep.
- If you spray hair spray on dust bunnies and run over them with roller blades, they can ignite.
- A three-year-old's voice is louder than 200 adults in a crowded restaurant.
- If you hook a dog leash over a ceiling fan, the motor is not strong enough to rotate a 42-pound boy wearing Batman underwear and a Superman cape. It is strong enough, however, if tied to a paint can, to spread paint on all four walls of a 20' x 20' room.
- When you hear the toilet flush and the words "uh oh," it's already too late.
- Brake fluid mixed with Clorox makes smoke, and lots of it.
- A six-year-old can start a fire with a flint rock even though a 36-year-old man says they can only do it in the movies.
- Certain LEGOs will pass through the digestive tract of a four-year-old.
- Play-Doh and microwave should not be used in the same sentence.
- Super Glue is forever.
- No matter how much Jell-O you put in a swimming pool you still can't walk on water.
- VCRs do not eject PB&J sandwiches even though TV commercials show they do.
- Garbage bags do not make good parachutes.
- The spin cycle on the washing machine does not make earthworms dizzy.
- Cats throw up twice their body weight when dizzy.

—from an anonymous mother
in Austin, Texas, posted on
The Wall at heatinghelp.com

Time Killers At Work

In his book *The 26 hour Day—How to Gain at Least 2 Hours a Day with Time Control*, author Vince Panella lists the top time-snatchers on the job:

- 1) Telephone/e-mail
- 2) Surfing the Web
- 3) Interruptions
- 4) Socializing
- 5) Procrastination
- 6) Personal disorganization
- 7) Cleaning your desk
- 8) Inability to say no
- 9) Lack of delegation
- 10) Indecision
- 11) Unimportant paperwork and reading
- 12) Poorly planned meetings
- 13) Television and video games

Are You A Road Warrior?

A new poll has found that most Americans haven't visited even half of the 50 states. According to the survey, conducted by the travel publication company Fodor's, 41% of those surveyed said they've visited fewer than 20 states. Another 22% said they'd been to between 21 and 30 states. Slightly more than a third, 36%, have been to more than 31 states.

SPEED BUMP

Dave Coverly



Toy History Quiz

How much do you know about your favorite toys of the past? Take this toy history quiz and see...

- 1) Which of the following board games is the oldest?

<input type="checkbox"/> Go to the Head of the Class	<input type="checkbox"/> Mouse Trap
<input type="checkbox"/> Candy Land	<input type="checkbox"/> Chutes and Ladders
- 2) What toy was used by the U.S. military during World War II?

<input type="checkbox"/> Silly Putty	<input type="checkbox"/> View-Master
<input type="checkbox"/> Slinky	<input type="checkbox"/> Etch A Sketch
- 3) What was the first toy advertised on TV?

<input type="checkbox"/> Silly Putty	<input type="checkbox"/> Mr. Potato Head
<input type="checkbox"/> Play-Doh	<input type="checkbox"/> Easy Bake Oven
- 4) What was James Wright trying to create when he accidentally invented Silly Putty?

<input type="checkbox"/> Toothpaste	<input type="checkbox"/> Synthetic Rubber
<input type="checkbox"/> Glue	<input type="checkbox"/> Synthetic Fabric
- 5) What is the most popular Matchbox car model?

<input type="checkbox"/> Double-decker Bus	<input type="checkbox"/> Station Wagon
<input type="checkbox"/> Squad Car	<input type="checkbox"/> Ambulance
- 6) When unveiled at the Nuremburg International Toy Fair in 1959, what was the Etch A Sketch known as?

<input type="checkbox"/> Doodle Magic	<input type="checkbox"/> L'Ecran Magique
<input type="checkbox"/> The Invisible Pencil	<input type="checkbox"/> Sketch and Shake
- 7) What does the name "yo-yo," mean in the native Filipino language of Tagalog?

<input type="checkbox"/> Go-go	<input type="checkbox"/> Look-look
<input type="checkbox"/> Bye-bye	<input type="checkbox"/> Come-come

—from www.coolquiz.com

Answers: (1) Go to the Head of the Class; (2) View-Master; (3) Mr. Potato Head; (4) Synthetic Rubber; (5) Double-decker Bus; (6) L'Ecran Magique; (7) Come-come

Betcha Didn't Know...

- The youngest Pope was 11 years old.
- Clocks made before 1687 had only one hand—an hour hand.
- The average person walks 100,000 miles by the time they reach the age of 85.
- The longest earthworm ever found was 22 feet long.
- The highest scoring word in the English language game of Scrabble is "Quartzly."
- The Eiffel Tower has 1,792 steps.
- More steel in the U.S. is used to make bottle caps than to manufacture automobile bodies.
- There are 31,557,600 seconds in a year.

—from dribbleglass.com

By The Numbers

Some numerical facts:

- $111,111,111 \times 111,111,111 = 12,345,678,987,654,321$
- There are 293 ways to make change for a dollar (100 pennies, 90 pennies and a dime, twenty nickels, etc.).
- "Forty" is the only number in the English language which, when spelled out, has all its letters in alphabetical order.
- When asked to name a number from 1 to 10, most people pick 5.
- The odds against a flipped coin coming up with the same side showing 10 times in a row are 1,023 to 1.

Valenite...

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between Kemp and Valenite. Valenite has occupied several of our buildings over the past 30 years and we're proud to continue our relationship. The Kemp & Sherman Company, who, coincidentally, designed and built Valenite's current administration facility, is the developer and landlord of this property.

Valenite, which had \$190 million in sales last year, has manufacturing, sales and service operations on five continents. The company, with 1,019 North American employees, is one of the largest manufacturers of industrial cutting tools for industries, including automotive, aerospace and oil and gas.



Kemp Senior Project Manager Justin Jeris (left) and President Thomas Kemp (center) celebrate the commencement of Valenite's new headquarters with Madison Heights Mayor Edward Swanson.



EFD Induction Inc. occupied its new 35,000-square-foot North American headquarters in Madison Heights in November. EFD is the world's leading induction heating supplier in specialized application areas. Coincidentally, EFD has been an outstanding tenant of ours for many years and, because of its growth, required a larger facility. We are happy to have met their needs and continue our long-standing relationship.

Kemp Projects in Progress

- Valenite - 57,000 sf new design/build industrial building - Madison Heights, Mich.
- IDS Electronics - 9,300 sf renovation - Troy, Mich.
- Parish Publishing - 6,000 sf addition and 11,000 sf renovation - Sterling Heights, Mich.
- Telesat - 12,000 sf renovation - Macomb Township, Mich.
- Rauhorn Electric - 30,000 sf new design/build industrial building - Macomb Township, Mich.
- The Dance Connection - 10,000 sf dance studio & retail space - Columbus Township, Mich.

Tell All Your Friends

Referrals are an important part of our business. In fact, our business was built on them. If you feel that Kemp has performed well for you, we would certainly appreciate the opportunity to provide the same level of service to your friends and business associates.

We've greatly appreciated the many referrals given to us over the years and would be grateful if you kept us in mind should someone you know be in need of our services.



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Planning A Project?

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