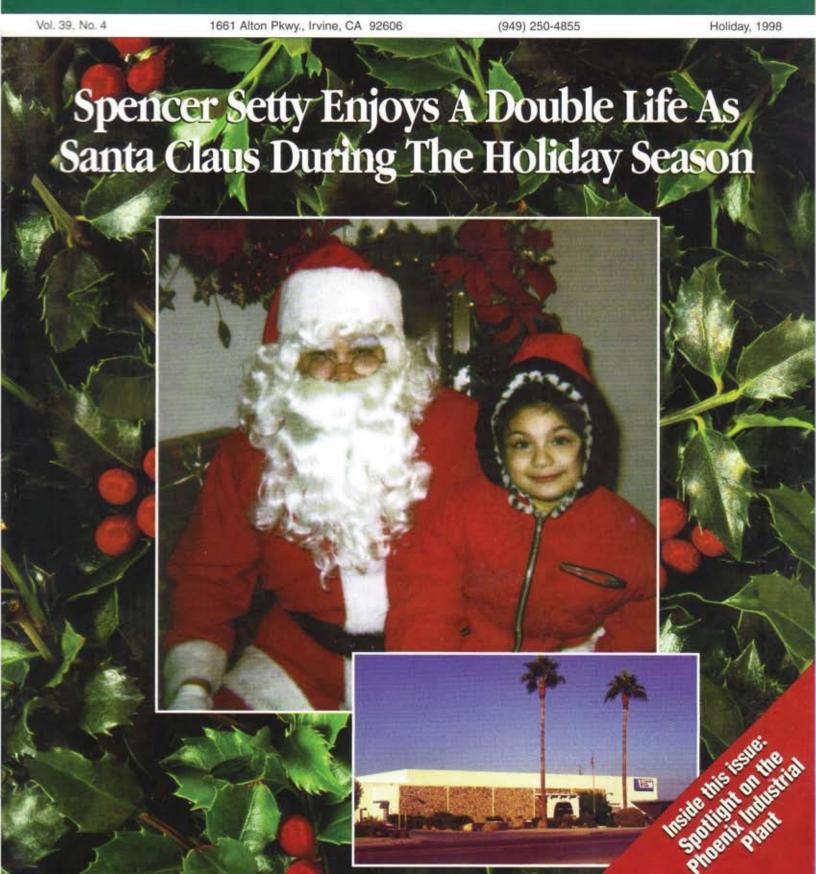


# 6 Off-the-Cuff

A Publication of Prudential Overall Supply





#### Customer Service and Customer Satisfaction=Retention of Business.

- a. Increase customer retention % by two percentage points.
- b. Have Lost Business Council, CPP 78.01, an ongoing weekly procedure at every Industrial Division Plant.
- c. No lost customers at Cleanroom Garment Plants and Cleanroom Consumable Products Distribution Centers.

#### 2. Customer Visitation Service Check Process (CV).

- a. Every plant CV completion at 100% each six months.
- b. Every plant at 2.5 grade average.
- c. Every Cleanroom Division Garment Plant to have Cleanroom Visitation Council an ongoing procedure.

#### 3. Quality Improvement Process.

- a. Every Plant have at least one Quality Improvement Team (QIT) Meeting every month.
- Every plant have at least two Corrective Action Team (CAT) completed projects approved by the Regional Managers' Meeting Group.
- c. Every plant have twice the number of their employees Opportunity For Improvement (OFI) forms submitted.
- d. Two Cleanroom Plants ISO 9000 certified.
- e. Focus for 1999 is CONSISTENCY! Do it right the first time, every time.

#### People Development.

- a. Have two employees promotable and considered for every open position.
- b. Have all Management Potential Training Program openings filled within two months of opening.
- Have all Performance Review Procedures; pay, performance and potential, completed by February 28, 1999.
- Every plant to meet employee turnover 1999 reduction goal.
- e. Every new employee have completed all of the New Employee Selection Process.

### 5. Training Programs.

- a. Every employee complete 8 hours of in-house training.
- Every supervisor and manager have completed Supervisory Management Training Program.
- Every Sales & Service Representative, Route Manager and Sales & Service Manager have completed Route Manager Training Program.
- d. Every Customer Sales Representative have been certified.
- e. Route to Success updated.

#### Safety and Health Program.

- a. Zero lost time accidents.
- b. Revised Injury and Illness Prevention Program, Safety and Health Program, in effect at every plant.
- c. Reduce Workers' Compensation costs by 20% at every plant.
- Stretching Program in effect at every plant.

#### 7. \$150 Million in Revenue in the Year 2000.

- Achieve 1999 Company Revenue Goals on a quarterly basis.
- b. Every plant not to have any consecutive months of not making revenue plan.

#### 8. Improve Profitability.

- a. Achieve Company Profit Goal on a Quarterly basis.
- b. Every plant not to have any consecutive months of not making profit plan.

#### 9. Contribute \$1.5 Million Into Profit Sharing Plan.

- a. A Quarterly Status Report will be prepared for all employees.
- 10. Every plant is to develop specific goals for their plant based on these Company Goals.
  - a. Every plant to submit a Quarterly Plant Goal Status Report.

### To Our Friends,

### December 1998

As 1998 comes to an end, we are busy developing plans and goals for 1999. These 1999 plans and goals have been influenced by our successes and failures this past year. At this time we reflect on what worked and didn't work and what adjustments we can make which will turn into more successes or better results this next year. This process helps us chart a course or direction and decide on what we really want to accomplish.

I encourage everyone to reflect, set goals and chart a course for your personal growth and accomplishments. It's amazing how this little process can help you accomplish big results. Another factor that pyramids our successes and accomplishments is a positive attitude. Our positive attitude which we control can overcome many negative factors which may not be under our control.

I want to thank each one of you as we work together to develop plans and goals and then focus on their accomplishment. I truly enjoy working with you whether you are an employee, a customer or a vendor, you inspire me to greater heights.

Prudential will continue to grow and be successful as long as we treat our employees as our most important asset and constantly improve our customer service.

At this time of year we cherish the privilege of expressing our sincere thanks to each of our customers, employees, suppliers and friends for the nice things they have done for us in 1998 and to extend our heart felt best wishes for 1999. It is my wish that we keep the holiday spirit alive throughout the year. This attitude of optimism, hope, faith, love and goodwill toward all will help to produce positive attitudes and results in each one of us.

May God grant each of you joy, peace and happiness in this Holiday Season and the forthcoming year.

San Clark

Dan Clark, Chairman of the Board



### **Phoenix Industrial Plant Serves**

deally located in one of America's fastest growing regions, the Phoenix Industrial Plant continues to expand its customers base throughout Central and Northern Arizona.

The Plant, which employs 117 people, services its many long-term customers, while continuing to attract the attention of the many companies relocating to and expanding in the Phoenix area. One key to the expansion is the Prescott Service Center.

Prescott is a rapidly growing city of about 75,000, located 100 miles north of the Phoenix Plant. Bill Howard (02/19/90) is the Service Center Manager.

The Prescott Service Center has grown rapidly since opening in March of 1990. Six routes are now serviced by the facility. "We are growing very fast. I am hoping to add an additional route sometime next year," said Bill Howard.

The Service Center is currently located in a 2500 square foot building, but will be relocating to a 5000 square foot facility in January 1999. "When we opened, we had \$1500 in weekly revenue. Now we have over \$28,000 in weekly revenue," he said.

"We service a wide geographic area, from Sedona, to Flagstaff, to Prescott and Payson. Our clients are very diversified," said Bill. "We have everything from garages to high-tech companies."

Unlike the Phoenix Plant, which rarely sees any sign of winter cold, the Prescott Service Center, due to its higher elevation, must battle snow and the elements to deliver on time. "We have snow here today," said Bill. "But no matter how much snow we get, we always service our routes," he added.



(left to right): Celia Romero (05/10/93), Felipa Montalvo (08/18/97), and Luz Madrid (09/04/96) in Distribution.



Presser Emilioa Alvarez (05/04/98) hard at work.



Loading a truck is Dan Barnum (07/17/90) Sales & Service Manager.

## A Rapidly Expanding Region



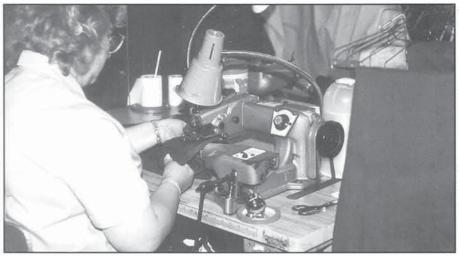
Working in the Towel Department are (left) Elvira Salcido (01/16/95) and Martha Madrid (06/16/97)



Timoteo Maeda (10/23/97)unloads a washer.



Plant.



Sewing and patching garments is an important process. In this photo, Magdalena Garcia (06/30/97) is hard at work on a garment in Supply.

### On the Back Cover:

More photos of the Phoenix Plant.

## Meet the Phoenix Management Team

### Gary Newberry General Manager

Gary joined Prudential on August 28, 1989 as a Sales & Service Manager, and most recently served as General Manager at Irvine until being transferred to Phoenix in October. "Prudential allows me the opportunity to live my faith at work and develop a culture that is compatible with my beliefs," he said. Gary is married and has five children.

### Bill Howard Service Center Manager

Bill (02/19/90) has been instrumental in building the Prescott Service Center to six routes. "I enjoy the people I work with, the people I serve and the place I live," he said. Bill is married and has two sons.

### Harry Lewis District Sales Manager

Harry (11/22/82) attended Boston College and is married with two children. He enjoys gardening, traveling and golf.

### Leonard Torres Sales & Service Manager

Leonard (11/18/85) enjoys playing golf and spending time with his wife Monica and two daughters.



Bill Howard, Prescott Service Center Manager.



Gary Newberry, General Manager

### Dan Barnum Sales & Service Manager

Dan originally joined Prudential on July 17, 1990. He is married and has two daughters and three granddaughters. Dan enjoys golf and fishing.

### Jim Harlow Route Manager - Prescott

Jim (06/17/91) says he "likes the constant contact with my customers and helping others develop their skills." Jim is married and has three children.



Roger Rague, Corporate Sales Rep.

### Roger Rague Corporate Sales Rep.

Roger (04/09/79) says he enjoys the fact that his income is based on his personal ability to produce. He has two sons and five grandchildren.

### Bob Unanski Corporate Sales Rep.

Bob joined the Company in September 1998. He is a graduate of Arizona State University and married his wife Lisa in April.

### Kent Jacobson Corporate Sales Rep.

Kent (02/16/98) is married and has four children. He has a B.S. in Marketing from Arizona State University.

### Dorraine De La Trinidad Office Manager

Dorraine joined the Company on January 30, 1995 as an Office Clerk. She enjoys spending time with her family.

continued on page 7



Harry Lewis, District Sales Manager.



Dorraine De La Trinidad, Office Manager.



Jim Harlow, Route Manager, Prescott.



Linda Wenzel (05/10/93), Supply Supervisor



The Prescott team (left to right): Jim Harlow (06/17/91), Route Manager; Ed Smith (09/05/95), CSR; John Goldenberg (12/04/95), CSR; Jerry Emerson (08/17/98), Customer Sales Trainee; Jerry Couch (04/04/96), Line Driver; Geoff Cooper (07/19/93), CSR. Not Shown: Larry DeYoung (01/03/95), CSR, and Dave Moore (06/03/96), CSR.

### **Phoenix Management Team**

continued from page 6

### Linda Wenzel Supply Superintendent

Linda joined Prudential on May 10, 1993. "I like the detail of this job, and the satisfaction of knowing we are doing our job well," she said. Linda is married and has seven grandchildren.

### David Erno Maintenance Supervisor

David joined Prudential on May 19, 1992. "Running a Maintenance Department is not always easy but I receive plenty of support," he said. David is married and has four daughters.



(Left to right): Dan Barnum, Sales & Service Manager and Leonard Torres, Sales & Service Manager.



(Left to right): Bob Unanski, Corporate Sales Rep. and Kent Jacobson, Corporate Sales Rep.



David Erno (05/19/92), Maintenance Supervisor.

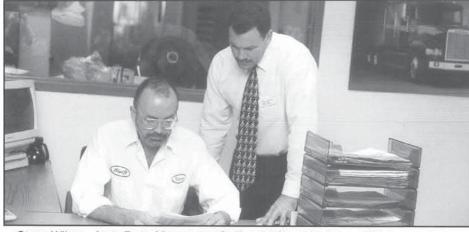
### Phoenix Industrial Plant Customer Spotlight

## On the Road with Swift Trucking

"Focused For Success" is the cover theme of the Swift Trucking Corporate Brochure. That theme also adeptly describes the relationship between Swift Trucking and Prudential Overall Supply in Phoenix.

"We provide Swift Trucking with their uniforms, mats and towels. They are a great customer of ours. We value their business highly," said Prudential General Manager Gary Newberry.

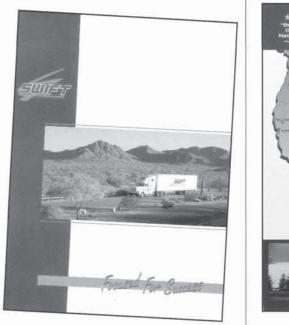
Swift is one of the country's largest trucking companies. Its corporate headquarters in Phoenix is spread across many acres, and is the home of hundreds of trucks in the Swift fleet. Swift has a total of 6,270 tractors in its fleet, plus an additional 13,685 dry van trailers and 895 flatbed trucks. Forbes Magazine has named it "One of the World's 200 Best Small Businesses."



Steve Wilson, Asst. Parts Manager at Swift, and Gary Newberry. "We're very happy with the quality of service provided by Prudential," says Steve.



The Swift Corporate Office in Phoenix.



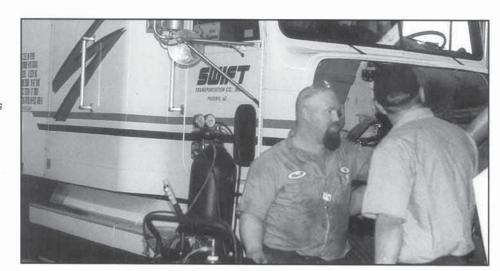


The front cover (on left) and inside of the Swift brochure.



A Swift truck prepares to leave the terminal.

Right: Swift mechanics, in Prudential uniforms, work hard to maintain the hundreds of trucks in the Swift fleet.



### Phoenix CSR's

continued from page 7



Phoenix CSRs (from left to right in front): Lamont Well (01/21/97), Anthony Ruvo (04/09/97), and Ezequiel Garnica Jr. (05/10/91).

Back: Robert Allen (06/04/98), Dennis Neiman (04/16/92), Moses Juarez (01/13/97), Randall Schmucker (05/29/97), Randy Loehr (11/17/97), Douglas Walters (10/05/98), Walter Mickle (01/18/95), Lance Swift (05/28/96), and Ed Morgan (07/29/96).

CSR's not shown: Dee Brown (08/13/87), Ruth Lynn Lougee (07/13/95), George Wright (08/11/97), John Innamorato III (08/24/88), Samuel McFarland (11/17/93), Eric Borgedelan (09/23/96), and Brian Everett (11/09/98). Also not shown: Jawando Johnson, MPTP (01/26/98), Jared Dragon, Cust. Sales Trainee (05/29/98), and Justin Johnson, Cust. Sales Trainee (11/02/98).

And Eugene Johnson (11/23/98) MPTP.

## "Building the Prudential Team"

The 1998 Fall Conference was held Sunday, October 18 through Tuesday, October 20. The theme was "Building the Prudential Team."

The Conference, held at the Northwoods Resort in Big Bear Lake, California, began with an Opening Business Session on Sunday, followed by dinner. Monday featured two sessions of "Team Building," and concluded with an Octoberfest. The final Team Building Session and Business Session were held on Tuesday.

Don Nordstrom, Vice President of Human Resources, led the Summary of the Team Building Sessions with the following quote from Peter Drucker:

"The problems that need attention are always people problems. Business problems are simple."



The Prudential Overall Supply Management Group

Kneeling (left to right):

Jerry Brigham (07/21/97), General Manager, Milpitas Industrial, Don Lahn (08/28/67), President, Corporate, Chip Fiandaca (06/26/95), General Manager, Mesa Cleanroom, Gary Newberry (08/28/89), General Manager, Phoenix Industrial, Mike Blazek (05/21/90), General Manager, Albuquerque, Mel DeMello (11/07/90), General Manager, Van Nuys, and Don Nordstrom (08/11/86), Vice President of Human Resources, Corporate.

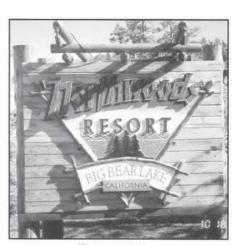
Second Row (left to right):

Jeff Nelson (08/08/89), General Manager, Vista, Marty Allender (04/27/92), Group Operations Manager, Milpitas Consumables, Brandon Blanchard (06/08/92), Regional Manager, Corporate, John Thompson (02/16/93), Vice President of Finance, Corporate, Ron Baublitz (09/19/94), General Manager, Cerritos Dust Control, Jay Boyer (02/07/84) General Manager, Riverside, Tom Watts (09/08/75), Vice President of Operations, Corporate, Chris Kalert (03/23/90), General Manager, Irvine, Steve Jozefczyk (12/03/90), General Manager, Chula Vista, Terry Lahn (09/11/89) Vice President of Cleanroom Operations, Corporate, Mark Elberson (02/16/88), General Manager, Los Angeles Industrial, Bill Stoner (09/15/88), General Manager, Los Angeles Cleanroom, and Jerry Martin (04/20/92), Director of Sales & Marketing, Corporate.

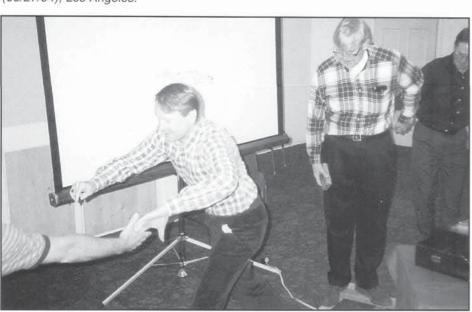
Third Row (left to right):

Dan Clark (09/23/68), Chairman of the Board, Corporate, Marc O'Leary (12/07/77), Regional Manager, Corporate, Stefan Schurter (10/26/92), Vice President Engineering & Production, Corporate, Mitch Cummins (07/21/80), General Manager, Tucson, Jerry Shelton (02/11/86), General Manager, Fresno, and Marc Woodruff

(06/27/94), Los Angeles.



The resort sign.



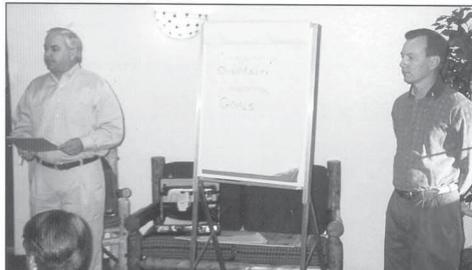
Team Building works on the second try! Left to right: Marty Allender, Dan Clark, Don Nordstrom and Steve Jozefczyk in Team Building Session 3.

### Was Theme of 1998 Fall Conference

Drucker explains the four crucial roles of today's executive are:

- a decision maker who can give orders and be obeyed.
- a student willing to learn from subordinates
- a team member who can build and use truly effective teams
- a partner willing to align and integrate everyone's goals into common objectives.

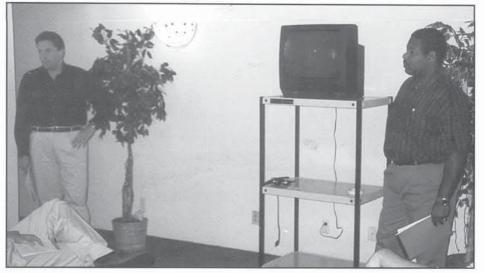




Above photo: Team Building Session Leaders (left to right): Brandon Blanchard, Jerry Martin, Tom Watts, John Thompson, Marc O'Leary and Stefan Schurter.

Left photo: Tom Watts and John Thompson (on right) leading a small group Team Building Session 1.





## **Team Building Session 3**



Left to right: Team Leader Marc O'Leary with Jerry Brigham, Mel DeMello and Terry Lahn.



Team Building exercise (left to right): Mike Blazek, Marty Allender, Don Nordstrom and Jerry Shelton. The first try was not successful!

### Corporate Office Departments Team Presentations



At right: Terry Lahn introducing the Corporate Office Departments Team. In above photo, (left to right): Karen Stewart (10/12/70), Data Processing Manager, Jim Murray (09/02/86), Secretary/Treasurer, Bret Bielefeld (02/06/84), Director of Purchasing, Patrick Neely (04/07/86), Accounts Receivable Manager, and Rob Balaam (03/28/83), Controller.



### **Fall Conference Business Sessions**

Left to right: Mike Blazek, Jerry Martin, Mitch Cummins and Jay Boyer.





Left to right: Gary Newberry, Marty Allender and Jeff Nelson.

### **Fall Conference Business Sessions**

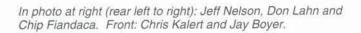


Left to right: Mel DeMello, Jerry Brigham and Bill Stoner.

First year reports were given by Ron Baublitz, Mitch Cummins, and Chip Fiandaca on their attendance at the Uniform and Textile Service Association's one week long program Executive Management Institute. Gary Newberry, reported on the second year, Mark Elberson, reported on the third year and Jerry Shelton, reported on the fourth year.



Left to right (above photo): John Thompson, Marc O'Leary and Dan Clark. Left Photo (left to right): Tom Watts, Steve Jozefczyk, Mark Elberson and John Thompson.



## Fall Conference Participants Enjoy Octoberfest



Above and below: Representatives from the hotel welcoming Prudential to the Octoberfest.



Above: Terry Lahn, the winner of the Octoberfest costume contest.



Northwoods Resort.



Tom Watts and Don Lahn announce the winners of the Octoberfest costume contest.

## 1998 Service

### 25 YEARS OR MORE

Name	Location	Job Title	Hire Date
Bain, Dale	00	Personnel Dir	03/21/60
Casas, Jesus	01	Presser	05/15/62
Perez, Guadalupe	07	All Other Empl	07/16/62
Hauser, Larry	10	Sales & Serv Mgr	01/17/64
Walters, William	05	Sales & Serv Mgr	06/08/64
Guerrero, Antonio	05	Soil Counter	02/08/65
Vosburgh, Richard	06	Cust Sales Rep	05/10/66
Cobian, Edward	03	Soil Sort	09/07/66
Estrada, Ana	15	Alterations	06/05/67
Lahn, Donald C.	00	President	08/28/67
Suarez, Esther	05	Asst Supv	01/02/68
Felix, Delfino	03	Presser	07/12/68
Clark, J. Daniel	00	Chairman of Board	09/23/68
Snyder, Rosa	02	Asst Supv	09/16/70
Stewart, Karen	00	Data Proc Mgr	10/12/70
Lowden, Gene	05	Cust Sales Utilit	01/13/71
Quintana, Mary	10	Lead Gmt Coord	11/15/71
Dennis, Juanita C.	02	Office Manager	11/30/71
Corona, Samuel	07	Shuttle Coord.	05/01/72
Cabrera, Paula	07	All Other Empl	08/07/72
Niemann, Celia	07	All Other Empl	08/28/72
Durazo, Amparo G.	04	Supervisor	09/25/72
Cabrera, Manuela	07	All Other Empl	12/13/72
Perez, Margarita	03	Presser	01/08/73
Monjaras, David	03	Lead Person	09/17/73

### 20 YEARS

Name	Location	Job Title	Hire Date
Banuelos, Maria H.	07	All Other Empl	03/09/78
Kearin, Betty G.	01	Office Manager	03/13/78
Brent, Carletta	21	Presser	05/29/78
Alvarez, Rosa	05	Presser	05/30/78
DeFelix, Roselena	03	Alterations	06/19/78
Espinoza, Rosa M.	01	Supply Suprv	06/27/78
Corral, Maria M.	03	Supply Suprv	07/31/78
Zinn, Martha I.	09	Office Clerk	09/11/78
Garcia, Hermelinda	04	Counter	09/12/78
Gomez, Margarita	01	Distributor	10/16/78
Hernandez, Javier	01	Supervisor	10/19/78
Martinez, Ramon R.	02	All Other Empl	10/26/78
Crane, Robert E.	07	Cust Sales Rep	10/30/78
Sotolongo, Jorge L.	00	Program Analyst	11/13/78

### 15 YEARS

Name Geer, Douglas E. Clark, Douglas A. Treolo, Donald R. Spencer, Gary Nixon, Thomas G. Perez, Ana Maria Peralta, Maria O. Balaam, Robert Lee Martinez, Josie C. Travis, Peter A. Healy, Michael F. Swegles, Jr., James T. Maurer, Dan R. Perez, Louie M. Araki, Kathleen Sanchez, Valentina Fragnito, Sachiko Farfan, Abisai Hart, Ed V. Wheeler, Luz Pegueros, Olga Baltazar, Juan N. Ramirez, Catalina D. Opon, Maria Hayag, Adelia Colon, Martha M.	P1 17 10 03 17 06 05 00 22 10 04 07 05 05 07 10 05 22 02 07 22 10 03 03 10 09 09	Fleet Manager Cust Sales Rep Lead Person Tr Distributor Controller Office Clerk General Manager Cust Sales Rep Sales & Serv Mgr Cust Sales Rep Plant Supt Plant Supt Plant Supt Alterations Supervisor Washer Water Treat Oper Supply Clerk Distributor Alterations Folder Garment Coord Lead Person	Hire Date 02/01/83 02/07/83 02/07/83 02/28/83 03/01/83 03/21/83 03/28/83 04/27/83 06/06/83 06/08/83 06/27/83 07/18/83 08/01/83 08/18/83 08/18/83 09/13/83 09/13/83 09/13/83 11/01/83 11/16/83 11/21/83

### Name

Name Bernal, Rosa Gaspar, Maria D. Ordaz, Fabiola Elberson, Mark W. Gomez, Maria D. Rojas, Lilia D. Marcum, Dwayne C. Brooks, Gary L. De Ruiz, Socorro Berruecos, Ruth Elias, Steven Terry, Lee D. Valdez, Santos Ly, Connie Gonzalez, Elvira J. Ivester, Katherine D. Nuno, Roberto M. Delgado, Arthur D. Flores, Magdalena Flores, Michael R. Setty, Spencer K. Talamantes, Margarita C. Cannon, Matthew G. Cox, James K. Quihuis, Stella Ciejka, Elzbieta Castro, Gloria Mora, Ana R. Velazquez, Raymundo Arroyo, Margarita L. Mulkey, Cuc H. Innamorato III, John M. Fernandez, Isabel S. Salcedo, Hortencia G. Grajiola, Severa Stoner, William R. Richie, Sue A. Gutierrez, Leticia G. Oien, Gary D. Toler, Desiree L. Jaimes, Ignacia Rosales. Delmy	Location  15 10 02 04 15 98 08 13 06 04 02 00 98 00 03 00 01 21 22 13 08 98 02 07 23 00 21 15 96 0 22 08 03 08 15 23 01 91 21 96 08
Grajiola, Severa Stoner, William R. Richie, Sue A. Gutierrez, Leticia G. Oien, Gary D. Toler, Desiree L.	15 23 01 91 21 96

5 YEARS	
Name	Locatio
Tran, Lonnie Thi	00
Robles, Scott J. Campbell, Martin W.	22 07
Gallardo, Catalina	22
Flores, Cecilia S.	02
Stephens, Timothy C.	15
Phares, Ronald C.	18 07
Carrillo, Rafaela G. Ammirante, Maria C.	15
Lozano, Martha	15
Obando, Hilda O.	15
Will, Jonathan R.	12
Thompson, John David	00
Gonzalez, Marianela Walker, Scott L.	1
Ponce De Leon, Rosalinda	15
Yepez, Ana Rosa	96
Rodriguez, Beatriz A.	01
Contreras, Alma M.	22

## Anniversaries

Job Title Soil Sort Office Clerk Distributor General Manager All Other Empl Secretary Sales & Serv Mgr Cust Sales Rep Distributor Sorter Cust Sales Rep Environ Manager Qual Assur Tech Accts Rec Clerk Presser AR/Coll Supv Head Washer Sales & Serv Mgr Distributor Cust Sales Rep Plant Supt Mach Oper Cust Sales Rep Garment Coord Data Cont Clerk Towel Folder All Other Empl Screen Printer Supervisor Supply Clerk Cust Sales Rep Supply Suprv Alterations Supply Clerk General Manager Soil Sort Hd Distributor Garage Suprv Plant Supt Lead Embroidery Ast Supv Alterations Presser Sales & Serv Mgr Soil Counter Washer Office Manager	Hire Date 02/01/88 02/02/88 02/16/88 02/16/88 02/16/88 02/16/88 02/29/88 03/14/88 03/16/88 04/25/88 05/09/88 05/16/88 05/16/88 05/16/88 05/16/88 05/16/88 06/06/88 06/06/88 06/06/88 06/06/88 06/13/88 06/13/88 06/13/88 06/13/88 06/13/88 06/13/88 06/22/88 07/18/88 07/18/88 07/21/88 07/25/88 08/05/88 08/23/88 08/24/88 09/16/88 10/03/88 10/03/88 10/03/88 10/04/88 10/12/88 10/12/88 10/12/88 11/07/88 11/07/88 11/07/88 11/07/88 11/07/88
Cust Sales Rep	12/07/88

Job Title	Hire Date
Accts Rec Clerk	01/04/93
Mats	01/13/93
Cust Sales Rep	01/19/93
Asst Lead	01/20/93
Office Clerk	01/25/93
Sales & Serv Rep	01/25/93
Route Manager	01/25/93
All Other Empl	01/27/93
Supply Clerk	02/04/93
All Other Empl	02/04/93
All Other Empl Cust Sales Rep	02/04/93
of Finance	02/08/93
Supv	02/16/93
Sales & Serv Mgr	02/17/93 02/22/93
Soil Sort	03/01/93
Embroidery	03/03/93
Presser	03/09/93
Presser	03/15/93
	00/10/90

#### **5 YEARS**

Derington, Benny M.   50   General Manager   03/15/93   Apolliar, Felipa   23   Lead Person   03/16/93   Carl Sales Rep   03/22/93   Cast Sales Rep   04/07/93   Cast Sales Rep   04/07/93   Cast Sales Rep   04/19/33   Cast Sales Rep   04/19/33   Carl Sales Rep   04/19/34   Carl Sa
Ivers, Michael J.         18         Corp Sales Rep         11/08/93           Reyes, Candida         98         Mach Oper         11/08/93           Posada, Luz A.         98         Mach Oper         11/15/93           Morales, Maria E.         98         Mach Oper         11/15/93           Rodriguez, Maria I.         23         Soil Sort         11/16/93           Santillan, Chabelita         23         Lead Person         11/17/93           McFarland, Samuel G.         22         Cust Sales Rep         11/17/93           Torres, Georgina         15         Office Clerk         11/18/93

### A Prudential Milestone

## **Garment Manufacturing Celebrates 2 Million**

The Garment Manufacturing and the Lettering Plants achieved a milestone in Prudential's safety history. On October 20, 1998, the Plants completed 2,000,000 hours without any lost time accident. The last lost time accident the Plant experienced was in November 1991.

Joe Dennison, General Manager, attributed the success of their safety record to three factors: Awareness, Peer Pressure, and Consistency. "Basically, employees want to do good, and when doing good is rewarded, this becomes second nature to them," he said. Every morning starts with the Stretching Program.

"Our safety program starts with the hiring of new employees. With our orientation, we stress the importance of quality and safety," said Freddy Hernandez, Plant Superintendent.

A party celebrated the milestone (see photos).





Employees pose to celebrate their safety milestone.





## **Hours Without A Lost Time Accident**



## Management Changes In the News



### Jim Duncan Carson General Manager

Jim Duncan has been promoted to General Manager at Carson effective November 23, 1998. Jim joined Prudential as a MPTP in 1988. He has a BS degree in Industrial Management from Cal Poly Pomona. Jim has served successfully as a Route Manager, Sales & Service Manager and Service Center Manager.



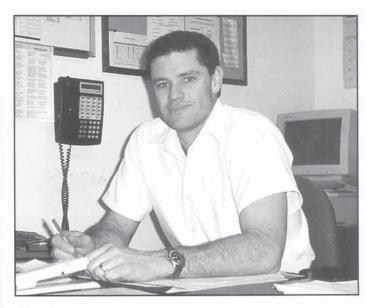
### Ed Baublitz Moorpark General Manager

Ed Baublitz has been promoted to General Manager of the Moorpark Plant effective December 7, 1998. Ed joined Prudential on December 30, 1996 as a Sales & Service Manager Trainee. He has a B.A. Degree in Communication from Shippensburg University.



### Chris Kalert Irvine General Manager

Chris Kalert has been promoted to General Manager of the Irvine Plant effective November 23, 1998. He joined the Company on March 23, 1990. Chris was formerly the General Manager at Moorpark. Chris's father, at one point, was also General Manager at the Irvine Plant.



### Jonathan Hine Van Nuys Plant Superintendent

Jonathan Hine has been promoted to Plant Superintendent at Van Nuys effective October 26, 1998 He joined Prudential as a CSR on October 22, 1990. He entered the Plant Superintendent Training Program on May 1, 1998.

## Management Changes In the News



John O'Brien Corporate Sales Rep.

John O'Brien (07/01/92) has transferred to Corporate Sales Representative at the Los Angeles Industrial Plant effective November 2, 1998.



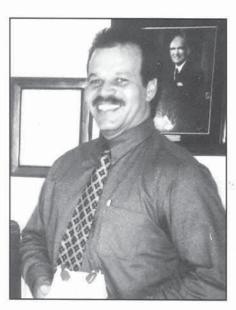
Brian O'Reilley Lead Warehouse Person

Brian O'Reilley has been promoted to Lead Warehouse Person at Milpitas Consumables effective November 2, 1998. He joined the Company on May 30, 1996.



Barbara Brewer Regional Sales Rep.

Barbara Brewer has joined the Mesa Cleanroom as Regional Sales Representative effective October 26, 1998.



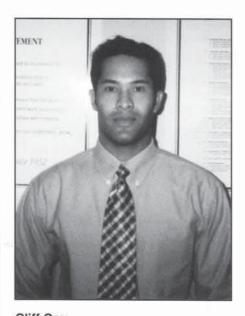
Tony Carpenter Route Manager

Tony Carpenter transferred from Carson to Cerritos Dust Control effective September 28, 1998. He received a farewell party and gift from Carson employees. He joined the Company on November 16, 1987.



Jorge (Abel) Valencia CSvR

Abel Valencia was promoted to Customer Service Representative at the Los Angeles Cleanroom effective January 5, 1998. He joined the Company on September 10, 1990.



Cliff Cox

Regional Sales Representative Cliff Cox (04/24/95) has transferred to the Denver Cleanroom Service Center as a Regional Sales Representative.

### Brandon Blanchard Speaks at 1998 UTSA Convention



Regional Manager Brandon Blanchard spoke at the 1998 UTSA (Uniform and Textile Service Association) 66th Annual Convention at La Jolla, California. The Convention was held October 3 - 8, 1998. Brandon serves as Co-Chairman of the UTSA's Customer Service Committee. He summarized his speech for Off-the-Cuff.

"I delivered an overview of the committee, twelve members made up from the industry, both member companies and vendors.

I spoke about the last conference that was held in Las Vegas in September for two days. 'Hiring and Training' was geared toward Sales & Service Managers and Route Managers. Topics included hiring, training, reading applications, performance evaluations, sources to look for applicants, want ad writing, incentives to current employees to bring in people, etc.

I also touched on the importance of a return on investment to owners and shareholders when a commitment of dollars is made to training.

In the service business, we need 'clones' to have the same high quality in each area, whether it be route sales, answering the phone, pressing, interviewing, etc," said Brandon.

"It was a definite highlight in my career to speak to the UTSA members and in front of Prudential's upper management," said Brandon. "What a rush!"

#### YULE RULES FOR YOU TO LIVE BY

- USE THESE "CHRISTMAS WRAPPINGS"... The finest "Christmas wrappings" for your safety and the safety of all passengers in your car are seat belts and they do not go out of season when the holidays are over. But they must be worn to be effective.
- DRIVE WITH THE HOLIDAY SPIRIT-NOT SPIRITS ... More than half of all traffic fatalities during December involve drinking drivers. There is only one sensible rule on driving and drinking - Don't.
- WALK ON THE DRY SIDE . . . One out of every four Holiday Season accidents involves a pedestrian who has been drinking.
- 4. AVOID THE CHRISTMAS CRUSH... December is the deadliest traffic month of the year. Experienced drivers yield the right of way, maintain safe following distances, signal properly and give a "brake" to pedestrians.
- GIVE YOURSELF A GIFT . . . This gift is "peace of mind" and it can be obtained by knowing that you have not intentionally done anything to endanger others during the Holiday Season.

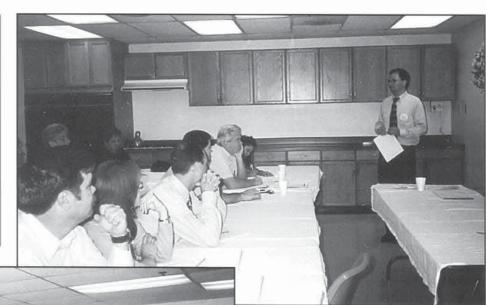
### HAVE A HAPPY HOLIDAY BY LIVING BY THE RULES

-Reprinted from Winter 1966 Off the Cuff.

### Supply Room Seminar Held At Riverside

A Supply Room Seminar was held September 28-29, 1998 at the Riverside Plant. It gave all Prudential Supply Supervisors a chance to view the Riverside Supply Room and see the oversized and executive garments program.

Right: Stefan Schurter (10/26/92), Vice President of Engineering & Production, addresses the seminar participants.



The seminar included guest speakers from the Corporate Office. The Purchasing Dept. brought updated size codes for each supply room to use. There was also lots of good food enjoyed by everyone.



Above: Left, Spencer Setty (06/13/88), Fresno Plant Superintendent (Santa Claus on the front cover), and Carmen Sjelin (04/29/92), Safety Manager.

At left: Seminar attendees line up for the buffet.

### Six Prudential Employees Become U.S. Citizens



Ramona Mejia (08/21/95) of the Phoenix Plant received her citizenship on November 6, 1998.



Roselena DeFeliz (06/19/78), Seamstress at Chula Vista, became a U.S. Citizen in October.



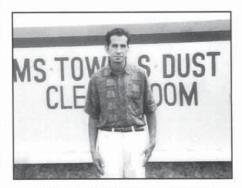
Jose Hernandes (03/25/85), Maintenance Supervisor at Chula Vista, became a Citizen in October.



Roel Tenorio (12/08/95), Soil Sorter at Chula Vista, became a Citizen on September 25, 1998.



Rosa Moreno (02/28/95), Supply Supervisor at Chula Vista, became a Citizen in October.



Delfino Felix (07/12/68), Presser at Chula Vista, became a Citizen in October.

### **Prudential Honors Military Veterans**

In the last issue of Off-the-Cuff, Prudential honored its many employees who are military veterans. As sometimes happens, a few veterans were left out due to deadline limitations. Prudential wishes to honor these men:

Eric Thompson CSR, Milpitas

Eric (03/22/93) is a CSR at the Milpitas Plant. He served in the U.S. Army from 1985 to 1987 as an E-3.

Keefe Cullen MPTP, San Rafael Keefe (07/06/98) is a MPTP at San Rafael. He served in the U.S. Marine Corp from May 30, 1989 until May 29, 1994 as a Sergeant/E-5 and served overseas in the Philippines and Okinawa (Japan).

### Gale Richardson Corporate Sales Representative, Tucson

Gale (12/24/84) is a Corporate Sales Representative at the Tucson Plant. He served in the United States Army from October 2, 1968 until May 7, 1970.

He served overseas in Vietnam.

### Celia Romero Receives Her G.E.D.



Celia Romero (05/10/93), Lead Person in Distribution, Phoenix, received her High School General Equivalency Diploma in August 1998.

### Selling Period #13 Top Pro Awards Announced



Gale Richardson of the Tucson Plant received his first Top Pro Award during the 97/98 Selling Year. Gale joined Prudential on December 24, 1984.



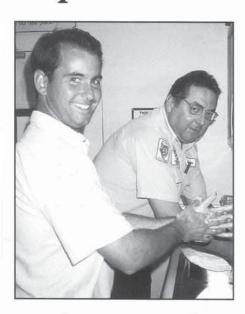
Steve Brooks (center) of the Van Nuys Plant also received a Top Pro Award for Selling Period #13. Steve joined Prudential on April 6, 1998. Left is Van Nuys General Manager Mel DeMello (11/07/90) and right is Gary Shipp (01/20/98), District Sales Manager.

### Irvine Plant Holds Safety Barbeque



Cindy Douglas (10/18/93), Office Manager, and Andrew Anschults (03/02/98) Plant Superintendent, prepare food at the barbecue on October 9, 1998. At right: Jeff Housley (06/30/98) MPTP, left, and Marty Martinez (01/09/89), CSR wash up.





At left, the Irvine Safety Committee: Gloria Sanchez (09/06/94) A/R Clerk; Frankie Sanchez (05/12/77), Press; Andrew Anshultz; Ramon Herrera (08/27/96), Head Washer; Antonia Arce (05/03/79), Lead Person; Jaime Ruiz (01/30/95), Floor Supervisor; and Teresa Ortega (01/07/91), Lead Person.

### **Carson Plant Holds Picnic**



Above: The Carson Plant held a picnic recently. In the above photo, Nathan King (08/26/97), CSR, is relaxing with his newborn baby girl.

Right: Sales & Service Manager Steve Richey (07/24/95), tried to hit the Pinata.

## **Carson Plant Wins Big**

Carson Plant employees won pizza, CD's and T-shirts for the whole Plant. The goodies were the result of a radio sponsored contest won by the Plant. Prudential received some free advertising via radio as a result.

Congratulations Carson!



### Milpitas Consumables Holds Halloween Party

Milpitas Consumables held a Halloween Party and Pot Luck Dinner for Employee Appreciation Day. Employees enjoyed refreshments, food, and birthday cake (to honor all those who celebrated their birthdays).



## Fremont Employees Dress Up For Halloween

The Fremont Cleanroom got into the spirit of Halloween when employees dressed up in costumes.

In the photo at right, some of the Fremont employees took time out from their hard day at work to pose for this photo.



### Moorpark Holds "Pumpkin Carving Mania" On October 30

The Moorpark Plant held "Pumpkin Carving Mania" on October 30, 1998. The event was instigated by a Corrective Action Team (C.A.T.) regarding Employee Recognition.

Pizza was served and prizes were awarded to the best pumpkin carvers.

Fun was had by all!



Employee Awareness C.A.T.: Left to right: Doug Everts (08/26/97), Plant Superintendent; Brian Cole (08/11/94), Sales & Service Manager; Lucy Aguirre (06/18/96), Laundry Worker; and Gregg Tyler (04/17/95), Route Manager (not pictured-Dan Kulstad (07/22/96), CSR)



The prize winners from the Sales & Service Department: First Place (center): Eric Melendez (07/25/94) Second Place (left): Gary Adreon (10/03/94) Third Place (right): Pete Allen (09/15/97)



The prize winners from the Plant: First Place (center): Lucy Aguirre (06/18/96) Second Place (left): SilviaCastro (03/29/95) Third Place (right): Emilia Betancourt (02/16/98)

### **Austin Cleanroom Slithers With Excitement**

The Austin Cleanroom had some unwanted visitors this past summer: rat snakes. "We had a hot and dry summer and we are surrounded by open fields. The field mice came inside in search of water, and the snakes followed them," said Austin General Manager Mark Derington (03/15/93). "We probably had 13 to 15 snakes. The largest one we saw was out in our parking lot and it was about 8 to 10 feet long." Bill Miller (03/15/93), Maintenance Mechanic, was bitten on the hand when he tried to remove a snake from the Plant. He went to a medical clinic for shots, but no stitches were needed.

With all of the rain that Texas has received lately, the mice and snakes have "left the building." Everyone at Austin can now breathe easier.



Bill Miller holding a snake.

### Mesa Cleanroom Gets In the Halloween Spirit



Top (left to right): Bertha Gaytan (08/25/93), Rebecca Koury (06/24/91), Rosa Orona (09/18/95), Heather Whitten (03/23/92), and Mickey Haynes-Connor (09/12/90), all dressed up for Halloween.

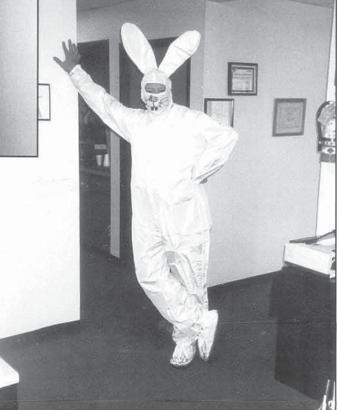
Center: Darrin Bullock (09/22/94), right, and Bertha Gaytan (in costume).

Bottom right: No its not Easter, it is Stan Cwierz (06/05/92), wearing "the original bunny suit."

Bottom left (left to right): Rebecca Koury, Rosa Orona, Heather Whitten, and Chip Fiandaca (06/25/95).







## Prudential to Build Its First East Coast Cleanroom In Richmond, Virginia

Prudential Cleanroom Services has selected Greater Richmond (Virginia) as the site of its first East Coast cleanroom laundry processing facility.

The new Cleanroom will be Prudential's fifth Cleanroom in the United States. It will be located on three acres in Woodland Center Industrial Park in Henrico County. Prudential's other Cleanrooms are located in Silicon Valley, Los Angeles, Phoenix, and Austin. Prudential also services Cleanrooms in Malaysia, Singapore and Mexico.

At right: Richmond, Virginia is the home of many famous monuments.

Below: the Woodland Center Industrial Park, where the new Cleanroom will be built. Preparation of the site has commenced. The \$4 million, 30,000 square foot facility is expected to open in mid-1999 and to initially employ 55 people.

"We see greater Richmond as a strategic location for growth on the East Coast and internationally," said Dan Clark (09/23/68), Chairman of Prudential

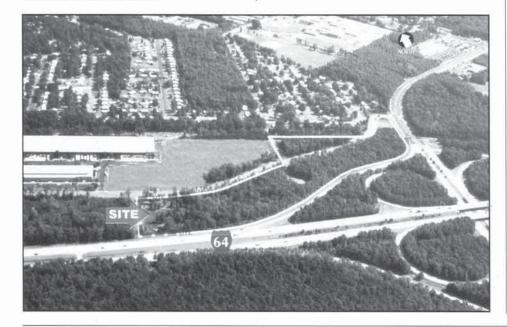
David Kaechele, chairman of the Henrico County Board of Supervisors, said "We are very fortunate that Prudential Cleanroom Services selected Henrico County for its new facility. Its presence adds yet another element to our rapidly expanding high-tech business environment."



### On the Cover

Spencer Setty (06/13/88), Plant Superintendent at the Fresno Plant, plays Santa Claus on weekends at a Fresno shopping mall. "A guy I knew asked me to do it about five years ago, and I've been doing it ever since," said Spencer. "My wife and mom made my uniform, so that it would fit better than a store bought one."

"I enjoy just talking to the kids and finding out what the most popular toys are each year. This year, Beanie Babies are popular with girls, and remote control cars are popular with boys," said Spencer.



The date of hire is listed after each employee name throughout Off-The-Cuff.

### A Quarterly Publication of Prudential Overall Supply

Dedicated to the improvement of employee morale and the broadening of customer relationships

Editor: Mary Kirkpatrick • Layout & Design: Marketing Plus • 1-800-554-7587

Please address all correspondence and address changes to:

Prudential Overall Supply • Human Resources Dept. • 1661 Alton Pkwy. • Irvine, CA 92606 • (949) 250-4855

## Service Is Our Focus

### **Facility Directory**

Corporate Office

(949) 250-4855

Industrial Services Division

(800) POS-5536

Cleanroom Garment Services (800) POS 5536

Consumable Products Group (800) CLASS 10

http://www.pos-clean.com

#### Industrial Service Facilities

#### ARIZONA

Phoenix Plant 5102 W. Roosevelt Phoenix, AZ 85043 (602) 233-1994

Prescott 6410 E. Hwy, 69 Prescott Valley, AZ 86314 (520) 772-9496

Tucson Plant 4240 S. Fremont Ave. Tucson, AZ 85714 (520) 294-3421

#### CALIFORNIA

Corporate Office 1661 Alton Parkway Irvine, CA 92606 (949) 250-4855

Bakersfield 2800 Pegasus Dr., Suite A Bakersfield, CA 93308 (805) 393-0997

951 E. Sandhill Ave. Carson, CA 90746 (310) 532-8311

Cerritos 17641 Fabrica Way Cerritos, CA 90701 (562) 921-9737

Chula Vista 740 "F" Street Chula Vista, CA 91910 (619) 427-1240

1260 E. North Ave. Fresno, CA 93725 (209) 264-8231

Irvine 16901 Aston Ave. Irvine, CA 92606 (949) 250-1740

Los Angeles 6920 Bandini Blvd. Commerce, CA 90040 (323) 724-4888

Milpitas 1429 N. Milpitas Blvd. Milpitas, CA 95035 (408) 263-3464

Moorpark 5300 Gabbert Road Moorpark, CA 93021 (805) 529-0833

Palm Springs 19020 North Indian Ave., #5A North Palm Springs, CA 92258 (760) 329-7266

#### CALIFORNIA cont.

6997 Jurupa Ave. Riverside, CA 92504 (909) 687-0440

San Rafael 176 Paul Drive San Rafael, CA 94903 (415) 491-0566

Sacramento 869 Stillwater Road, Suite 9 West Sacramento, CA 95605 (916) 372-7466

Van Nuys 8144 Haskell Ave. Van Nuys, CA 91406 (818) 781-0811

Vista 2485 Ash St. Vista, CA 92083 (760) 727-7163

#### NEVADA

Las Vegas 3440 Polaris Avenue, Suite B Las Vegas, NV 89102 (702) 871-3664

#### NEW MEXICO

Albuquerque 8344 Corona Loop, NE Albuquerque, NM 87113 (505) 856-0065

Cleanroom Consumable Product Distribution Facilities

#### ARIZONA

Phoenix Cleanroom Consumables 3906 Roeser Road Phoenix, AZ 85040 (602) 437-2300

#### CALIFORNIA

Milpitas 1310 Piper Dr. Milpitas, CA 95035 (408) 956-0191

San Diego 12310 World Trade Dr., Suite 108 San Diego, CA 92128 (619) 487-4400

#### TEXAS

Austin 2200 Grand Ave. Parkway Suite 106 Austin, TX 78728 (512) 252-2437

### VIRGINA

Richmond 5766 Charles City Circle Richmond, VA 23231 (804) 222-1111

#### MEXICO

Tijuana Blvd. 3ra. Oeste 17607-A Frace, Garita De Otay Tijuana, B.C. C.P. 22509 Tel. 23-88-22 Fax 23-84-22

### MALAYSIA

SINGAPORE

Cleanroom Garment Facilities

#### ARIZONA

Mesa 102 W. Hampton Mesa, AZ 85210 (602) 649-0088

### CALIFORNIA

Fremont 3095 Osgood Court Fremont, CA 94539 (510) 490-4675

1437 N. Milpitas Blvd. Milpitas, CA 95035

Los Angeles 6948 Bandini Blvd. Commerce, CA 90040 (323) 722-0636

### TEXAS

Austin 2721 Oakmont Dr. Round Rock, TX 78664 (512) 388-3814

### COLORADO

10500 E. 54th Ave., Unit C Denver, CO 80239 (303) 574-0155



Prudential Dust Control Systems Group



