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| **14932, John Walter** |
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| Good Evening Ladies and Gentlemen,  I want to welcome our senior management team, all our field employees and, of course, their significant others. As usual we want to take a look at our performance for this year and look forward to next year. Everyone worked very hard during 2015 and we want you to know just how much we appreciate all of your efforts to make this company successful.  The year 2015 will be remembered as one where we worked very diligently against some strong challenges. We managed to do okay in our efforts, but we look forward to doing much more during 2016. From research to production to distribution to sales each of our departments faced their own unique challenges this year. I am proud of each and every one of you for your efforts in meeting those challenges and making certain that we came out ahead and didn’t lose ground. Not every company out there could say that this year. Your hard work shows in every statistic we can show you.  Many companies had challenges with regard to attendance, but our employees have proven faithful to be at their duties with only minimal absences. Many companies had challenges concerning cost effectiveness, but our staff did their due diligence to make sure that nothing was wasted this year. Many companies had challenges with employee efficiency but our employees worked hard to diligently manage their time, their efforts and at the same time keep quality at a premium. That can be a difficult balance to keep, but we have managed to do that despite the economic challenges of our day. You can all be proud of all your accomplishments for 2015.  Looking forward to 2016 we have already laid out plans for greater success. We have carefully examined the areas that presented us with the greatest challenges and those areas that offer us the greatest opportunity for increased success. We are excited to implement those plans as we move into the new year. I have every confidence that the talent I see in this room tonight will bring our plan for 2016 to complete fruition.  For the coming year, we have made some changes regarding measurement of quality, measurement efficiency as well as the minimum to maximum standards. We believe you’ll be excited about those changes as they pertain to your performance and the benefits to you as you meet and exceed those standards. We have every confidence that you will find these new measurements to your benefit.  As we move into the new year we are going to use 2015 as our base to launch 2016. We are not going to start over in 2016. There is no need. We will use our accomplishments of 2015 as the foundation to build upon for the new year. We will take what we have learned from our challenges and our successes of 2015 to make 2016 an even better year. What we did well in 2015 we will do great in 2016. What we did great in 2015 we will take to new heights in 2016. Everything we do in life is a lesson learned. There is no such thing as a failure if we learn from the experience how to overcome the challenge. Each of the metrics we use is a method to measure what works and what doesn’t. As we learn those things we use the measurements to improve what is already working well.  This year we have learned many things that worked very well. We have also learned where best and how best our employees produce the best results. We also learned a few things that didn’t work quite as well. We already have a plan to implement the lessons we learned so that 2016 will see even greater successes. Those successes will be beneficial to the company and to each employee in one way or another.  The holidays are a time of stress for everyone. Individuals have personal responsibilities and companies have business responsibilities as they finish out the calendar year. We are no different. We want to let everyone know how much we appreciate your efforts to balance your personal lives while still giving your absolute best here at work. Now that the year is winding down this last month is very busy for everyone but know that all your efforts are appreciated.  We encourage each of you to take your free time to rest up for the coming year because we have much in store for you. We have so many new plans for the new year. Exciting plans to make 2016 even better than 2015. We are implementing new processes and procedures as well as new metrics that will make more sense as we roll them out. Next year is an opportunity to make a fresh start but not a new start. As I said we don’t have to start over because we did accomplish much in 2015. We will take that foundation and build upon it.  I sincerely hope that you’re all set to hit the ground running with our plans for the new year. I’m sure you are, but you are just as excited as we are to implement these new changes. Some of you have already seen a little bit of the new plans, but there is more to roll out as we move closer to the new year. There are specifics that we will explain that will be unique to each department, each division, and each individual. As we implement these changes we understand that there will be learning curve but we have every confidence that you will find these changes positive and see the possibilities they bring. We believe that you will begin to see the fruition of these changes in short order as you learn how the changes affect you in your job. They are not drastic changes, but they are necessary and positive changes. Where we can classify 2015 as an okay year we expect to classify 2016 as a very successful year.  Enjoy your holiday celebration, the food and the socializing. You deserve to celebrate for all your hard work this year. Then, get ready for a new year with new possibilities for next year.  Happy Holidays Everyone |  |