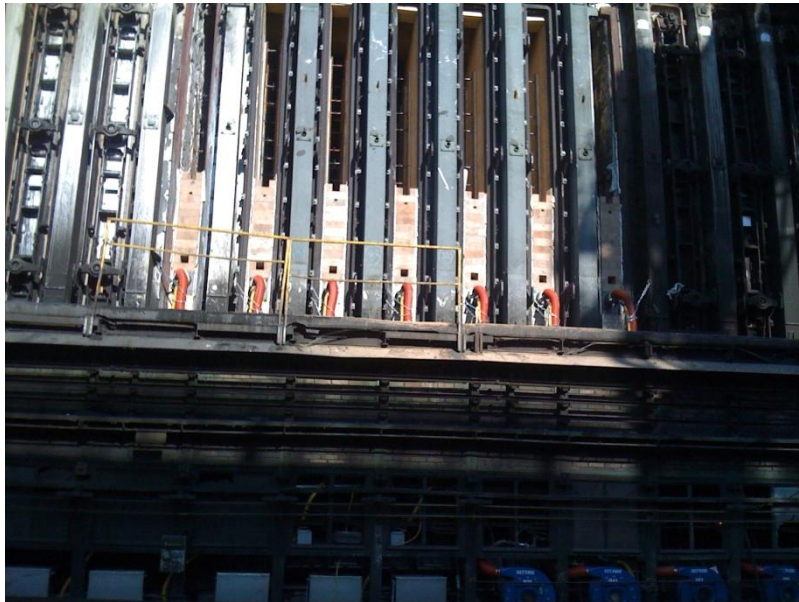


Hotwork just recently launched an update of the company website. When you get a chance, you should spend some time checking it out. You might even find a picture of yourself. There is an employee login section of the website. It is not quite finished yet but we should be back to you soon with instructions on how to use it. Check out the public portion of the new website at <http://www.hotwork.com/>

After a couple of slow months, we seem to be back in the busy mode. This is a good thing since the general economy may have turned slower. I recently attended TRI (The Refractories Institute) and all of the manufacturers seem to be indicating a significant slowdown. My steel friends are also saying that their business hit the brakes in July and hasn't rebounded yet.

We should be lighting off any day now on a coke oven project in Slovakia. This project is interesting since they are the largest ovens that we've worked on – 7.8 meter high ovens. Also, we're using the newest Hotwork equipment.





At the Glass Problems Conference last week in Cincinnati, it was a pleasure to receive such positive feedback about our crew's work out in the client plants. Dave Smith and Karl Burger were specifically mentioned for a recent heatup but they weren't the only ones. Keep up the great work – it is such a pleasure to hear this kind of report.

I'm not sure what's in the water in Texas but we recently had a couple Hotwork people with significant health events. We sure welcome Dan Devera back after his heart procedure and it sounds like Ted Drach is recovering well from the heart surgery that he had last week. Incidentally, we are in the process of moving to a new shop location in Texas. The office and shop will be combined at one facility. We should be up and running in the new location during November. Best wishes also to Eduardo Quintana who will be having a gall bladder procedure soon.



Has everyone met Maria Landron in Customer Service? This is a recent picture of her on a visit to an aluminum plant project.

Our annual Management Meeting will be coming up in November. This is the one time per year where we get everybody together from around the world. If you're coming thru Lexington between Nov 12 and the 16th, it may be a good opportunity to meet some of our folks from overseas.

Another new Technician training class is set to begin this month. Many of you may have met Kari K who is a new Technician from Australia. As always, I trust that our senior Techs will take the newer folks under their wing. It's sometimes interesting to hear both sides of the new Tech training experience – which new Techs work hard and learn quickly and also which senior Techs go out of their way to teach and coach the new folks.

Let me know what you think of the new website – also, let me know if you have any suggestions for content that may be useful in the employee login area.

Tom