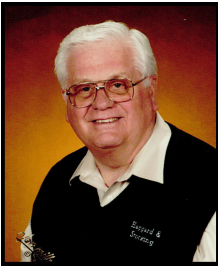


H & S NEWS

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FROM THE CEO/PRESIDENT...



CONCERN, WORRY, UNKNOWN, LACK OF TRUST and SOCIALIZATION. These are all feelings I have about our present economic conditions; I have never experienced the market conditions or the attitude of the American people that exist today.

I am **CONCERNED** about some of the ideas being floated in our nation's capital that may place limits on small businesses and how, if those ideas are turned into law, we will be able to maintain our position in the marketplace. I **WORRY** that if business continues to worsen we will have to make further cuts. The **UNKNOWN** impact of increasing national debt relative to the future of our children and grandchildren; how will they be able to bear the trillions of dollars of debt that is being added to our already huge national debt. The **LACK OF TRUST** our country has shown in our new administration. Normally we see positive signs with a change in administration, I have seen no positive indicators. Is **SOCIALIZATION** here? We are spending trillions rewarding people and businesses who all want something for nothing; the honest and hardworking people are being set-up to carry this burden for all of them.

Below is an excerpt from an article I recently read attributed to an economic professor, I am not sure who, where or when, however the truth of it scares me.

"An economics professor at Texas Tech said he had never failed a single student before but had once failed an entire class. That class had insisted that socialism worked and that no one would be poor and no one would be rich, a great equalizer. The professor then said ok, we will have an experiment in this class on socialism.

All grades would be averaged and everyone would receive the same grade so no one would fail and no one would receive an A. After the first test the grades were averaged and everyone got a B. The students who studied hard were upset and the students who studied little were happy.

But, as the second test rolled around, the students who studied little had studied even less and the ones who studied hard decided they wanted a free ride too; so they studied little. The second test average was a D! No one was happy.

When the 3rd test rolled around the average was an F.

The scores never increased as bickering, blame, name calling all resulted in hard feelings and no one would study for the benefit of anyone else. All failed, to their great surprise, and the professor told them that socialism would also ultimately fail because when the reward is great, the effort to succeed is great, but when government takes all the reward away; no one will try or want to succeed."

Could not be any simpler than that....

Herb Haggard

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Droopysocks Speaks

"Good character is more to be praised than outstanding talent. Most talents are to some extent a gift. Good character, by contract, is not give to us. We have to build it piece by piece—by thought, choice, courage and determination."

-John Luther

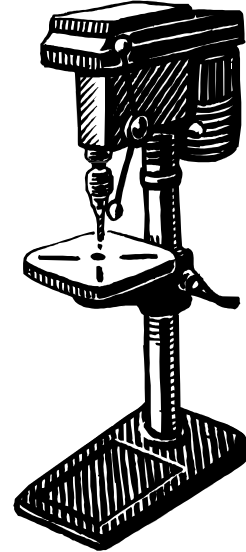
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TECH TIPS...

Threading; Pipe Taps-how deep to thread?:

A common question that we are often asked concerning pipe threads is: How do I know how deep to run a pipe tap into a drilled hole before it is stopped? In other words, how do I know when the pipe thread is either too small to accept the L-1 thread plug gage, or too large to be flush within ± 1 turn on the gage.

The answer is actually quite simple. Pipe threads are sized differently than standard straight thread. They are based on the basic size at the top of the threaded hole that has been produced by the pipe tap. The Basic size occurs approximately 12 threads for the front of the taper pipe tap. This is commonly called the 12-thread count. You can therefore run any standard projection pipe tap into the drilled hole approximately 12 threads from the front of the tap, and that should be approximately the basic size for that pipe thread.



KENTUCKY COLONEL AWARD...

January 20th, 2009 — Our illustrious President and CEO, Herb Haggard has been awarded the Kentucky Colonel Award, issued by Governor Steven L. Beshear.

This award is the highest award given by the Commonwealth of Kentucky and those who are honored are Kentucky's ambassador's of good will and fellowship around the world. A list of Kentucky Colonels is a Who's Who of outstanding men and women around the world.

So now we can call Herb President, CEO and Colonel!!!!



A WORD FROM OUR EXECUTIVE VICE PRESIDENT...



Kevin Burnett

“The Other Side”.....

Here's hoping you find your company and yourself with its head above the current economic waterline. What a historic reality check for the United States. I'm looking forward to the day when all of us move to the positive side of this financial, political and business debacle. I still believe all of us bear some of the blame. I'm hoping we all grow and learn from the past and current events. Americans must focus on quality and productivity to be relevant. Americans must accept responsibility for their actions and inactions. The quest for the “cheapest price” has exacted a costly toll on Americans abil-

ity to prosper, to think, to invent, to take risks and of course to produce profitable goods and services. I have made it my practice to suggest, promote and quote the best option for machining- not simply the cheapest course of action. Companies almost always purchase based on lowest procurement price- how's that working out America? How many “low ball” suppliers and manufacturers of the 1990's are no longer in business? Cost IS important BUT its true numbers lie in productivity, machining efficiencies, reduction of scrap, reduced procurement overhead (which includes inventory) and shipments of quality parts and services WHICH provide the end user VALUE! Cost should also possess a longevity aspect. I always view the value of a product (or service) by its output - ease of use, durability, trouble free operation, low maintenance and time utility. The cost of anything always includes its performance after purchase. This American preoccupation with today at the

expense of tomorrow is certain market and national suicide. I look back on all the businesses over the past 30 years that based its practices and existence on the lowest purchase price and they no longer exist! Let's hope when we get to the other side that we listen and produce what others need or want. Let's hope we concentrate more on quality and innovation. Let's hope we reduce waste in our processes and actions. Let's hope we improve our educational system. Let's hope we raise our concern for others and their well being. Let's reward business leaders for successfully leading companies to prosperity rather than bestowing exorbitant pay for those running their companies into unprofitable or failing operations! What other planet could an executive make millions for leading a failing company? Why haven't true capitalists focused more on this? Let's hope these problems are addressed when we arrive “on the other side”.

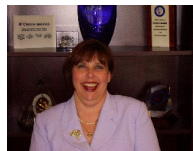
EMPLOYEE OF THE QTR & UPSELL CHAMP OF THE QTR

Employee of the 1st Qtr 2009—Donna Riggs

Donna works in our warehouse department. She picks orders and helps out doing other things in the warehouse, as required. She was nominated for Employee of the Quarter because she has been helping in our accounting department because they are short-staffed at this time. This is totally out of her area, but Donna has stepped in where needed! Unfortunately, Donna is camera shy, so we do not have a photo.

Congrats, Donna!

Upsell Champ 1st Qtr 2009—Donna Presdorf



Donna is a Customer Service Rep in our Industrial Division in Indianapolis.

Donna has, again, won this designation, selling approximately \$2,000 in up-sold tooling over the 1st Quarter of 2009.

This takes a conscience effort on the part of all Customer Service Representatives. We not only commend Donna, but all the other's who made the effort.

Kudos to Donna!

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Wellness Tip...Fast Food Your Way.

Pizza. To avert an impending pizza crisis, toast an oat bran English muffin to desired crunchiness. Add sauce or canned tomatoes, 1 tablespoon part-skim mozzarella or ricotta, plus some diced green peppers, onions and other veggies of your choice. Pop it back in the oven and broil until the cheese is slightly melted. Add more veggies for more vitamins, minerals and fiber.

Fried Chicken. Many weight-loss efforts have been thrown off-track by fried chicken. Don't be derailed: You can throw together a home version of faux fried chicken that's just as good as the original. Dip the skinless white-meat chicken in egg white and place meat in a plastic baggie of crushed cornflakes/breadcrumbs and spices, or use seasoned breadcrumbs. Shake, thoroughly covering the chicken. To add zing, consider mixing ranch dressing mix or taco seasoning mix in your breading. Or dip chicken in egg whites then honey mustard before you coat it with breading. Then bake at 350° F to crispy, crunchy perfection (about 30-45 minutes). Try this technique with fish too.

It's OK not to be polite...

Excerpted from the Executive Report: [Executive Phone Skills for Business - A guide to clear, concise and effective business conversations.](#)

Saying you're sorry is almost always the polite thing to do. But when it comes to business, don't apologize for calling someone.

You wouldn't be calling them if it wasn't important, so don't start the conversation apologizing for "bothering" them.

It immediately weakens your position.

The reason you're calling them is because what you have to say is important - to them and to you. It's business and you wouldn't have "bothered" them if you didn't need to.

So exchange pleasantries and cut to the chase.

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SALESMAN HIGHLIGHT – TROY KRINN-FT WAYNE**Other parts of the country/world you have lived or traveled to?**

I have had the good fortune, in my time, to see much of this great nation. I have traveled as far west as Arizona and as far east as Washington DC. I also travel to Florida, whenever I can, to visit my family, who has had the good sense to escape the Indiana weather.

Family?

Most of my family resides right here in Northeast IN. My amazing wife, beautiful 1-1/2 year old daughter, and I reside in Bluffton, IN, as well as most of my father's side of the family. The majority of my mother's family call Fort Wayne, IN home. I am truly blessed with a great family, and for that I am ever so fortunate.

Favorite pastime or hobby?

My favorite pastime is to spend time w/ my family and friends. I enjoy golfing, fishing, hunting, and most any sport. I am also a member and officer of Bluffton Elks Lodge # 796.

Favorite quote?

There are several quotes that appeal to me, none of which stand out as a favorite.

If you could have dinner with anyone of your choice (living or deceased), who would it be and why?

I have never really put much thought into such a question, but one that comes to mind would be Peyton Manning. I feel it would be a great honor and privilege to meet him. I mean, he is the greatest quarterback ever!! Yeah, I said it.