

# The Doorway

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# GLOBAL GAME CHANGERS





# THE GILL CORPORATION GLOBAL GAME CHANGERS

*It's cliché to hear that a business's greatest asset is its people. A saying that may be true but all too often it's merely a soundbite inconsistent with the actual corporate culture. At The Gill Corporation we've been proving it's true for over 72 years by the way we work and the way we give back.*

Since 1945, the employees of The Gill Corporation have manufactured high-quality products, provided exceptional customer service and have been good corporate citizens in the communities they call home.

From day one, the leadership at The Gill Corporation has been clear: we manufacture quality products at fair prices and we take care of the customer. The shareholders routinely reinvest in the corporation and Gill family members have worked side by side with their employees since the company was founded in 1945.

In exchange, employees enjoy a safe work environment, fair wages, opportunity for advancement and good benefits. When new equipment and technology are needed, company leadership makes sure their employees have the tools necessary to achieve optimal performance. It's a pretty good trade but the corporation has taken it one step further by participating in and recognizing contributions both in *and outside* of the workplace that make a difference.

We acknowledge that we're a *for-profit* business and we are proud of our growth, but we are also a group of diverse individuals with a strong sense of character, social consciousness and a willingness to give back. When customers have a choice, they know buying Gill products means they are dealing with a corporation steeped in integrity and staffed by a group of employees who recognize The Gill

Corporation is more than a place for a paycheck. It's a place to leverage experience and education, learn new skills and have a real impact on our community.

This helps our company attract employees who are game-changers, people instilled with a strong sense of loyalty, and their years of service speaks volumes.

In 2017, our El Monte headquarters had forty-nine employees with 5 – 10 years, nineteen with 11 – 20 years, fifty-six with 21 – 29 years, one with 30 years, one with 40 years and our CEO/Chairman with 60 years on the job.

Our subsidiary in Maryland (Alcore, Inc.) has eighty-one employees with 5 – 10 years, thirty-four with 11 – 15 years, eighteen with 16 – 20 years, five with 21 – 25 years, three with 26 to 30 years, two with 31 – 40 years and two with more than 40 years of service. It's quite a contrast to many of our competitors, a contrast that means you know who you're dealing with and that we know you. We get to know your business, we understand your needs and make sure you are satisfied so you'll be successful in the markets you serve.

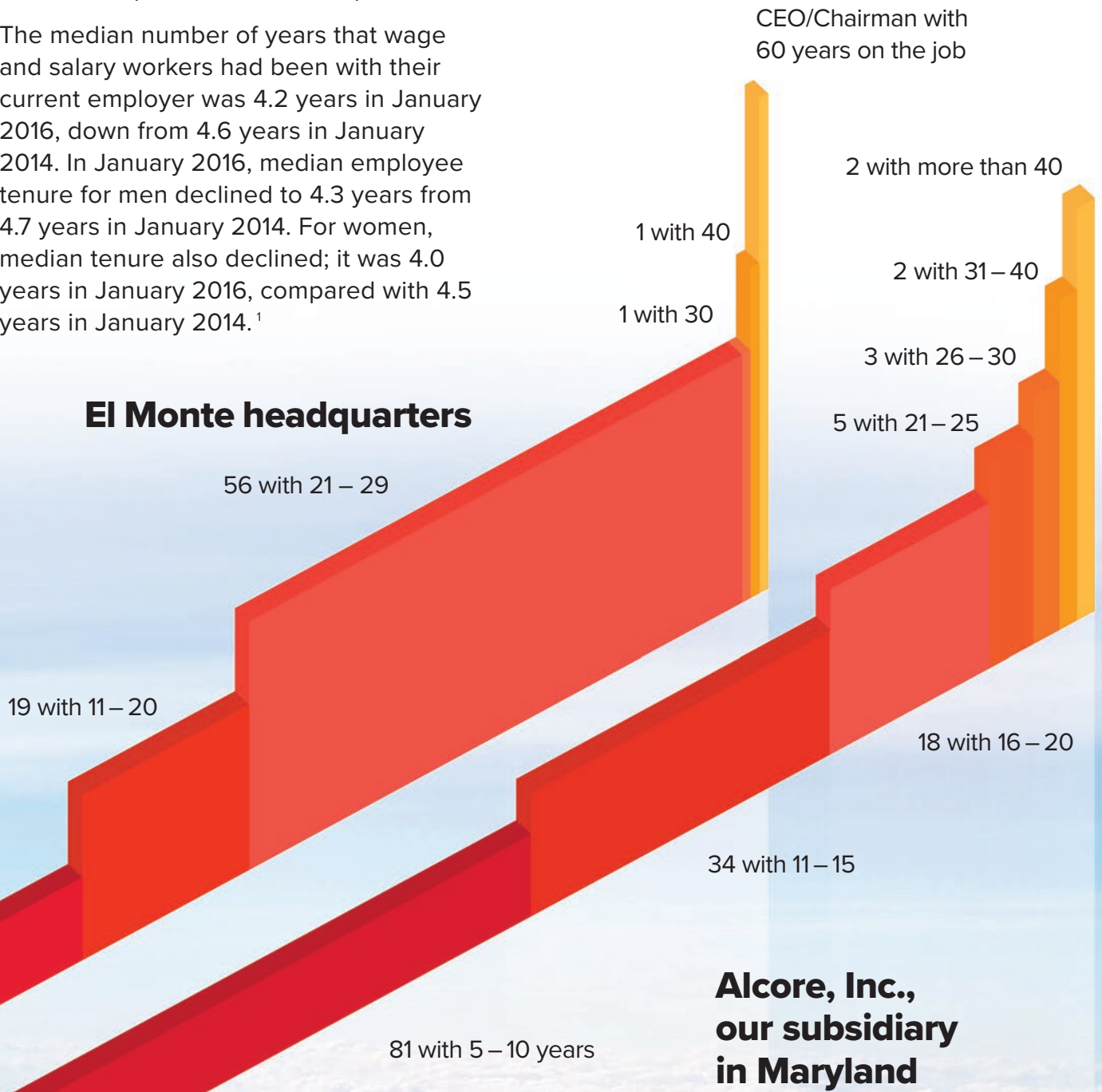
49 employees with 5 – 10 years



According to the U.S. Department of Labor Statistics, September 22, 2016 report:

The median number of years that wage and salary workers had been with their current employer was 4.2 years in January 2016, down from 4.6 years in January 2014. In January 2016, median employee tenure for men declined to 4.3 years from 4.7 years in January 2014. For women, median tenure also declined; it was 4.0 years in January 2016, compared with 4.5 years in January 2014.<sup>1</sup>

### El Monte headquarters



<sup>1</sup> <https://www.bls.gov/news.release/tenure.nr0.htm>, United States Department of Labor, Bureau of Labor Statistics

Our domestic operations (an eight-building campus on the west coast) in El Monte, California, and our east coast subsidiary (Alcore, Inc.) in Edgewood, Maryland, largely rely on the local labor force, play an important role in their respective communities and are major area employers. In addition to scouting talent from the local communities and universities across the U.S., our human resource department proactively recruits from another highly qualified labor pool: inactive-duty military veterans.

We recognize the service and sacrifice of these individuals and appreciate the special skills and unique experience they bring to our organization. To foster this, we participate in local job fairs and university-sponsored placement events with a special emphasis on veteran's recruitment. To date, we have thirteen veterans working at the El Monte campus and twenty-five at our Maryland plant.

Being a responsible employer involves more than creative and inclusive hiring practices. It means creating a work environment where employees are safe and able to grow professionally in facilities mindful of our natural resources and current green initiatives.

Working in partnership with airline manufacturers, we produce materials that are critical components of the mandate to deliver ever-evolving efficiencies that reduce waste, yield longer in-service life, improve fuel consumption via weight savings, etc. This translates into a state of continuous product/process improvement that demands equally progressive facility renovations with high-efficiency fixtures and replacing (or upgrading) aging machinery with low environmental impact equipment (see *The Doorway*, winter 2008). A mindset

BOY SCOUTS OF AMERICA



Boy Scouts getting a tour of the El Monte campus.

of excellence permeates the company; and when people are empowered to excel at work, they are emboldened to give back.

Giving back can take many forms including corporate financial support, in-kind donations, mentoring, volunteering, etc.

Each year, The Gill Corporation generously offers financial support to a variety of groups with varying needs. Corporate sponsorships have included:

- The University of Southern California
- The Boy Scouts of America (composites merit badge)
- The Salvation Army (San Gabriel Valley) Youth Learning Center
- EM/SEM Emergency Resources Association
- Hillside Home For Children
- Huntington Memorial Hospital
- Savannah Historical Cemetery

Corporate in-kind support and advanced composite material donations (e.g., solar car teams) includes:

- University of Southern California
- Cal Poly Pomona
- Cal Poly San Luis Obispo
- Stanford University
- Northern Arizona University
- Cerritos Community College

Employees from management through production routinely extend their altruism through participation in local youth centers, athletic teams, academic programs, community intervention/improvement services and related activities. The generosity of our domestic employees speaks volumes, but our colleagues overseas do their parts as well.

Stanford University Solar Car, sponsored by The Gill Corporation.





For the past 15 years, Alcore Brigantine (located in Anglet, France) has been a staunch supporter of SAMPE.

**SAMPE®; The Society for the Advancement of Material and Process Engineering** is a

global professional member society, that provides information and updates on the latest advanced materials and processing technologies via conferences, exhibitions, discussion forums, and publications. SAMPE provides a unique forum for scientists, engineers, and academicians to connect academia, research institutes, government labs, and industry, providing the most comprehensive and diverse membership for advanced materials.<sup>2</sup>



The chapter in France has 250 members comprised of working professionals and students. Alcore Brigantine is proud to be a corporate sponsor of their local chapter and share their expertise with future generations of engineers and chemists.

<sup>2</sup> [www.sampe.org](http://www.sampe.org)

Like their U.S. colleagues, Alcore Brigantine offers in-kind corporate support to student teams who participate in Formula Student.

**Formula Student** is a student engineering competition held annually in the U.K. Student teams from around the world design, build, test, and race small-scale formula style racing cars. It is run by the Institution of Mechanical Engineers and uses the same rules as the original Formula SAE with supplementary regulations.<sup>3</sup>

In 2016, Alcore Brigantine was approached by members of the ISAT team. **The Institute of Automotive and Transport Engineering (ISAT)** in Nevers, France, is a state-run school committed to the comprehensive training of engineers, with a particular interest in the automotive sector. The main aim of ISAT is to cover the whole range of jobs and skills related to the automotive and transport industries, with a strong expertise in mechanical, electrical engineering and energetics from design to production.<sup>4</sup>

Alcore Brigantine provided team ISAT with donations of aluminum honeycomb for frame stiffeners, floors, and the crash box.



Nevers, France

<sup>3</sup> [https://en.wikipedia.org/wiki/Formularia\\_Student](https://en.wikipedia.org/wiki/Formularia_Student)

<sup>4</sup> <http://www.isat.fr>



The Gill Corporation has its footing in the world of science and engineering, but the folks at Alcore Brigantine also support an amateur youth ice hockey team (Hormadi Anglet Ice Hockey Club) and support the arts through participation with ENSAD.

**The École nationale supérieure des arts décoratifs (ENSAD)** is a public institution of higher education for art and design of PSL University (Paris Sciences et Lettres Research University). The school is located in Paris with an international reputation for its teaching in the fields of animation, photography, scenography, design (industrial, interactive, interior, communication), video, fashion, textiles and engraving. Its founder's aim was to develop crafts relating to the arts in order to improve the quality of manufactured goods.<sup>5</sup>

On the school's 20<sup>th</sup> anniversary, PSL University organized Materiautheque, a gathering of more than 6,000 materials considered at the forefront of innovation. Alcore Brigantine provided samples of Nomex Honeycomb and Aluminum Honeycomb for the exhibit and accompanying catalogue.



The charitable preferences of our colleagues in France are very personal and extend well beyond the workplace. Regional Sales Manager Max Simon was instrumental in securing corporate sponsorship of the French wheelchair rugby team and he participates as both a coach and player in the Wheelchair Rugby League (WRL). WRL is a wheelchair-based version of rugby football. It differs from other wheelchair sports as people without disabilities are allowed to compete in top-level competition. In the last two meetings, the French team was victorious over England in both 2013 and again in 2017.



<sup>5</sup> <https://en.wikipedia.org/ENSAD>





*Laurent Demaret at Chiberta Golf Park.*

Laurent Demaret, Director of Sales, channels his charitable energies into Chrysalides, a regional association that supports mentally disabled people and their families for developing and financing “inclusion in the ordinary life” initiatives. Laurent serves as administrator/treasurer.

Laurent also secured corporate sponsorship for the Quiksilver Foundation Enjoy & Care initiative, a full day at Chiberta Golf Park, with training sessions for young disabled people and Hospitalité Basco Bearnaise, an association which assists disabled or ill people on pilgrimages to Lourdes.

The world is filled with worthy causes. Corporate logic dictates that a company support causes closely tied to its business, thereby improving the ROI (return on investment). So, it’s a welcome change when a corporation empowers its people to follow their hearts.



*People on pilgrimage to Lourdes.*

*St. Bernadette in Lourdes, France*



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The Gill Corporation is proud to support a vast array of causes in unexpected places that touch so many in very personal ways. It's a testament to the character of the leadership and personnel at The Gill Corporation and irrefutable proof that "people are The Gill Corporation's greatest asset."



# Trivia

## WHO KNEW?

**WHY do men's clothes have buttons on the right while women's clothes have buttons on the left?**

**BECAUSE** when buttons were invented, they were very expensive and worn primarily by the rich. Since most people are right-handed, it is easier to push buttons on the right through holes on the left. Because wealthy women were dressed by maids, dressmakers put the buttons on the maid's right! And that's where women's buttons have remained since.

**WHY do ships and aircraft use "mayday" as their call for help?**

**BECAUSE** this comes from the French word "m'aidez" – meaning "help me" – and is pronounced, approximately, mayday.

**WHY is shifting responsibility to someone else called "passing the buck"?**

**BECAUSE** in card games, it was once customary to pass an item, called a buck, from player to player to indicate whose turn it was to deal. If a player did not wish to assume the responsibility of dealing, he would "pass the buck" to the next player.

## THE FUNNY SIDE

### GREAT TRUTHS

- Raising teenagers is like nailing Jell-O to a tree.
- Wrinkles don't hurt.

**WHY are many coin collection banks shaped like pigs?**

**BECAUSE** long ago, dishes and cookware in Europe were made of dense orange clay called "pygg." When people saved coins in jars made of this clay, the jars became known as "pygg banks." When an English potter misunderstood the word, he made a container that resembled a pig and it caught on.

**WHY are zero scores in tennis called "love"?**

**BECAUSE** in France, where tennis became popular, the round zero on the scoreboard looked like an egg and was called "l'oeuf," which is French for "the egg." When tennis was introduced in the U.S., Americans mispronounced it "love."

**WHERE in golf did the term "caddie" come from?**

**BECAUSE** when Mary, Queen of Scots, went to France as a young girl, Louis, King of France, learned that she loved the Scottish game of golf. He had the first course outside of Scotland built for her enjoyment. To make sure she was properly chaperoned (and guarded) while she played, Louis hired cadets from a military school to accompany her.

Mary liked this a lot, and when she returned to Scotland she took the practice with her. In French, the word cadet is pronounced "ca-day" and the Scots changed it into "caddie."

- Families are like fudge: mostly sweet, with a few nuts.
- Laughing is good exercise. It's like jogging on the inside.
- Growing old is mandatory; growing up is optional.
- Wisdom comes with age, but sometimes age comes alone.

**WHY do Xs at the end of a letter signify kisses?**

**BECAUSE** in the Middle Ages many people were unable to read or write. Documents were often signed using an X. Kissing the X represented an oath to fulfill obligations specified in the document. The X and the kiss eventually became synonymous.

**WHY do people clink their glasses before drinking a toast?**

**BECAUSE** in earlier times it used to be common for someone to try to kill an enemy by offering him a poisoned drink. To prove to a guest that a drink was safe, it became customary for a guest to pour a small amount of his drink into the glass of the host. Both men would drink it simultaneously. When a guest trusted his host, he would only touch or clink the host's glass with his own.

**WHY is someone who is feeling great "on cloud nine"?**

**BECAUSE** types of clouds are numbered according to the altitudes they attain, with nine being the highest cloud. If someone is said to be on cloud nine, that person is floating well above worldly cares.

