



*We fill  
your needs*



I N T H I S I S S U E

## Dameron Continues Expansion Into Aircraft/Aerospace Markets

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Acquisition of Shogun Precision Castings assures Dameron's "World Class" Status

### European Update pg.2

Revisiting our continued success in Europe.

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A glimpse at the work history and values of Jack Dameron.

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**W**ith the July 2004 acquisition of Precision MicroCast Foundry in Ventura still fresh, Dameron continued its commitment to becoming a world-class investment casting foundry with yet another acquisition.

On September 10, 2004, Dameron acquired the assets of Shogun Precision Castings, Inc. of Compton, CA, along with the continued privilege of serving its customers just as Shogun has done since 1983. Founded on the premise of building strong customer/supplier relationships and keeping those relationships happy and healthy, John Guyton grew the business with wife Mona and son Rodney, the latter joining the business full time in 1988.

The decision to sell the foundry did not come easy for Mona and Rod. While the foundry business continued to flourish after the death of John in February 2002, the desire to specialize in the metals/alloy supply side of the business became the priority for the overall business. Through common customers, Dameron was aware of this desire and arrangements were made to acquire the foundry side of the operation.

Immediately following the acquisition, all customer tooling, equipment and work has been absorbed into Dameron's corporate foundry. The same is true for the PMI acquisition in Ventura. Both acquired foundries have now been successfully moved into the corporate foundry operation in Compton.

These strategic moves by the Dameron organization placed the company in a unique position in the foundry industry and the specialized markets they serve (Aerospace, Aircraft, Defense, Medical, Computer, Glass Container, High Performance Automotive, and others). While the company has always been a leader, it has now developed into a premier foundry with a level of engineering, manufacturing, production and quality control expertise second to none. Collectively, we "have" the experience needed to work closely with our customers and the capability and drive to be what our customers require Dameron to be — A World-Class foundry.

The strengths of the Dameron organization can easily be defined by the following:

- Strong Corporate Leadership (60 years in business)
- Global customer base
- Enhanced Quality Department  
Staffed by degreed/experienced quality engineers  
Certified quality programs including ISO 9001-2000 and evolving
- In-depth Engineering Department  
Experienced, qualified personnel  
Rapid Prototyping, Robotic Processing
- Production Control  
Personnel familiar with customer requirements  
Advanced Electronic Process Control

*cont. on page 2*



## The Molding of a *Foundry Man*

*A glimpse at the work history and values of Jack Dameron.*

**A**dmittedly, becoming a foundry man can be achieved in a variety of ways. For Mr. Jack W. Dameron, the journey took a unique sort of way, briefly detailed here, prior to the “opportunity” to learn first hand what a foundry does.

- Raised in rural Pueblo, Colorado where he worked on the family farm until age 13. Here he learned the value of a hard day’s work and meaning of teamwork.
- Texaco filling station - \$1.00 a day. Lesson learned: “value of a dollar.” Good pay at the time.
- Back on the farm of a family friend at \$2.00 a day, including room and board, operating a bunch rake.
- Numerous summer vacation odd jobs.
- After high school graduation, a clerk at Standard Brands Retail selling coffee, yeast and gelatin products to locals. Learned the value of earning trust in people and what it meant to have a job with a future. Pay was \$60.00/month.

- A Loan company stint taught that it’s near fatal to spend more money than you make.
- Montgomery Ward – stay calm and work things out diplomatically collecting on past due accounts.
- A brief stint in the US Army in early 1941.

In his early 20s, an amazing opportunity availed itself in the fall of 1941. Mr. Bill Mills, a visiting family friend, invited Jack to come to work for his foundry to learn the business. His love for business spoke loudly and he accepted the offer, not having a clue as to what a foundry was. With a dictionary understanding of the word “foundry,” Jack departed to California for a job with W. Wesley Mills Laboratories... his first major step at becoming a foundry man. Eventually, the war effort brought many challenges; none more than learning how to produce government parts starting at 400/mo. and increasing to 20,000/day. “The reality of that taught a lot about what you could do, if and when you had to do it,” as stated by Jack.

Following the end of WWII and the need to move on, a new opportunity presented itself — Jack started his company, Dameron Metal Sales... now Dameron Alloy Foundries.

With his business knowledge and support of a loving, life-long marriage to his wife, the late Dorothy Dameron, Jack became a foundry man.

The life-long lesson learned by Jack and something he considers to be one of the sacred things in the world, “...take advantage of your opportunities.”  $\Delta$

## Update *Europe* — by Chris McDermott (Int’l Sales)

**D**ameron enjoyed continued success in the European Mould and Glass Container Market during 2004, increasing sales of our range of HR Nickel castings, which have long been the industry standard for production of all types of glass mould equipment.

Consistent on time deliveries and excellent quality are the keys to Dameron’s success in the extremely competitive European marketplace. The reliability of the service provided by the company has enabled Dameron’s Mould Making and Glass Manufacturing customers to commit to increasingly shorter deliveries to their customers confident that their Dameron castings will be with them on time.

As we entered 2005, Dameron remained committed to supporting its customers by continuing to maintain these levels of excellence of service and quality.

Dameron is looking forward to exhibiting at the *Glassman Europe 2005 Exhibition* to be held in Prague, Czech Republic in May. Come and visit with us at Stand 45.  $\Delta$

## Continued *Expansion* — cont. from pg.1

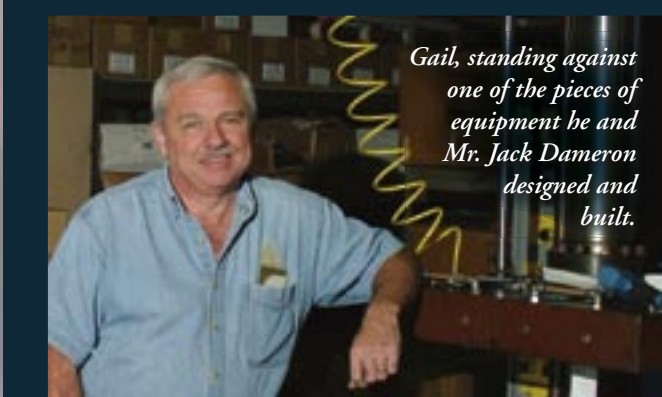
- Customer Focused Goals  
Strong Customer Relationships  
100% On Time Delivery and Quality Acceptance  
Competitive Pricing
- Committed Manufacturing Work Force
- Complete Ferrous and Non-Ferrous Alloy Base

Our corporate “tag line” states, “We Fill Your Needs.” That short line has a very huge meaning for the corporate management team and the manufacturing workforce at Dameron. We are committed to providing our customers with an aerospace quality product, delivered consistently on-time and at a price competitive in the world marketplace.

The Dameron organization has an enormous amount of experience that can be put to work for our customers. The company is capable of meeting all facets of their customers requirements now and well into the future.  $\Delta$

***We “Will” Fill Your Needs, and more!***

Dameron  
Introduces... *Gail Nickerson – Employee Extraordinaire*



*Gail, standing against one of the pieces of equipment he and Mr. Jack Dameron designed and built.*

Certainly not a household name to any of our customers or any of our suppliers. But to each employee at Dameron, Gail is one of those key “behind the scenes” people who make it possible for the rest of us to do our job and the company to operate successfully.

Gail is not directly responsible for the manufacture and shipment of product to our customers, nor does he order the raw materials necessary to support this effort. What he insures - and is responsible for - is that every single piece of equipment in each Dameron facility is in operating condition. At last count, that would be something over 1,000 pieces of equipment. No easy task.

In addition to maintaining Dameron-Compton, Gail was “key” in the constructing of the Dafco operation in Kentucky and Dafmex in Mexicali, where he will still pitch in on special projects.

## *From the President*

The past year has been an extremely challenging time for our company. We have opened a new plant in Mexicali, Mexico, acquired two investment-casting companies and consolidated them into our plant in Compton as well as increased production with our venture in China.

During this same period we have implemented a new accounting and payroll software system, built a quality department to properly service our entry into the Aircraft/Aerospace industry, and built a superb engineering staff to support our growth.

I want to take this opportunity to thank the great team of people here at Dameron for their efforts and great attitude during these very difficult times. Our team has stepped up to meet each challenge, solved them, and moved quickly to the next. I am very proud of what has been accomplished and there are few companies that could have even tackled these tasks, let alone done them so well.

At the same time I want to also thank our fantastic group of suppliers. Our suppliers have responded immediately to our needs and growth and endured some challenges from our company as we managed the complications of our cash flow. Thank you for your patience and commitment during this past year.

Married to Melody for 35 years, they have two children: Nick who also works at Dameron in our customer service department and Andrea. With five grandchildren, the family has lived in the area their entire lives. Gail is the son-in-law of Louise Crookshanks, another of Jack Dameron’s long time employees who recently passed away.

Gail joined the company in 1972, making him one of the longest employed people in the Dameron family with 33 years. Gail proudly states, “I will never work for another company other than Dameron. This is my family.”

Ask John Dameron what describes Gail Nickerson and he’ll say, “expert plumber, expert electrician, and the best equipment builder and mechanic around. A man of great character, integrity and high moral standards.”

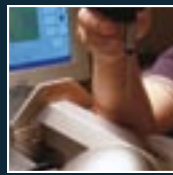
Ask Jack Dameron what describes Gail Nickerson and he will give you a long, deliberate smile and then will tell you Gail is one of the most dependable, honest and sincere people he has ever known in his entire life. He will tell you that over the years, both he and Gail trained each other, and admits that today Gail knows 10 times that of him. Jack proudly states, “Without Gail, we may not have gotten to where we are today.”

Thank you Gail for a job done exceptionally well. Done to the best of your ability. And done to the benefit of the Dameron organization and, very importantly, to our customers.  $\Delta$

Lastly, and equally important as our employees and suppliers, I want to thank each of our customers. Our consolidation and growth have presented delays and complications to each of you, and your patience and understanding has been deeply appreciated. We have promised that you will be in a much better situation than you were a year ago, before our acquisitions, and that time is quickly approaching.

The kind of growth and development we have experienced cannot be done by a few, it can only be accomplished by the many working together. Thanks to each of you, co-worker, supplier, and customer for your support. We are incredibly optimistic as we look to the future.

*John Dameron, President and CEO*



# Dameron Announcements

## Births To Dameron Employees

### Victor Emanuel Victorino Encarnacion

Son to Parents: Victor Victorino & Doris Encarnacion  
Born: 8/27/04, 7 lbs. 5 oz. – 19 ½ inches

### Hailee Sophia Costa

Granddaughter to: Rick and Sherry Aspeitia  
Born: 9/18/04, 7 lbs. 15 oz. – 20 inches

### Angel Miguel Linares

Son to Parents: Miguel Linares Cruz & Nidia Javier Salinas  
Born: 2/1/05, 7 lbs. 6 oz. – 20 inches

### Nathen Erwin Aspeitia

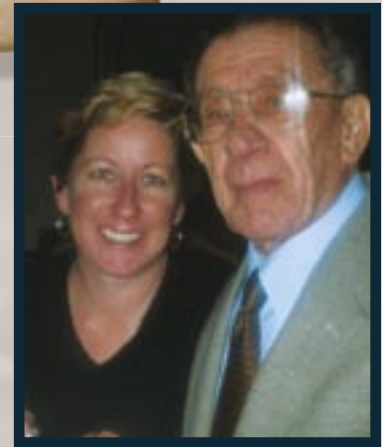
Grandson to: Rick and Sherry Aspeitia  
Born: 1/9/05, 7 lbs. 1 oz. – 20 inches



## Happy Birthday!

**Jack W. Dameron**  
Chairman of the Board

*Mr. Dameron  
with daughter Darlene  
at his 88th Birthday party  
on 1/18/2005*



## Promotions

**Jeff Milucky, VP Operations**  
**Kevin Burkhardt, Engineering Manager**  
**Lori Cisneros, Human Resource Manager**  
**Kermit Zimmer, Sales Coordinator**

## Service Awards



**25 Years** *left to right: Juan Hernandez, Juan Guzman, Jaime Castellanos, Luis Rodrigues, Rene Cuadras. Also shown: Jeff milucky -left Jack Dameron - next, and John Dameron - far right*

**15 Years** Manual Zacarias

## Perfect Attendance



*Through 12/31/04 - in order of number of years*

Hector Diaz -15	Jesus Soto -4
Heriberto Soto -14	Elia Gomez -3
Mario Espinosa -9	Pablo Ortiz -3
Paul To -8	David Guerrero -2
Rene Cuadras -7	Juventino Zambrano -2
Jose Flores -7	Josefina Alarcon -1
Roberto Jimenez -7	Antonio Munzo -1
Rafael Radillo -5	Rodrigo Gutierrez -1
Nicolar Garcia -4	Juan Guzman -1



## New Hires

**Steve Fichter, Quality Control Manager**  
**Frank Martinez, Accounting Manager**  
**Sarah Judson, Office Manager/Dafco**  
**Hector Ruelas, Production Control**  
**Wesley Shimizu, Product Engineer**  
**Erika Arredondo, Receptionist**  
**Jose "Chuy" Villa, Finishing Supervisor**  
**Eric Hout, MIS Programmer**



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