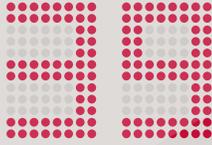


HALFTIME



PROFILE

YEARS



EST. 1978



HOMEBASE



POSITION

MACHINE SHOP

MANAGER

Randy Alvord

Todd: So Randy, how many years have you been at MI Windows and Doors?

Randy: Almost 40 years.

Todd: 40 years. Did you ever imagine that you'd be here for 40 years when you started?

Randy: No, I didn't think I'd be alive this long.

Todd: Why do you think you've been here so many years?

Randy: Well, back in the day when I got hired, this was the best place to work. I wasn't trained in what I'm doing now, but Pete DeSoto himself gave me the opportunity to learn.

Todd: I'm curious, how many different positions have you held since you've been here?

Randy: When I first started with the company, I was cutting and assembling screen frame. Pete and his assistant came to me when we needed a maintenance man and saw that in my previous job when I got out of high school I worked in the shoe company, and there I was working maintenance. They asked me if I wanted to start maintenance. And I said I'll give it a shot. So I started the maintenance job way back in the

day. And we were dealing with outside machine shops at the time, so there was that lull in between what you want and what you get, so he asked me if I'd be willing to try machining. I said absolutely. And I went from there.

Todd: Do you know roughly what year this was when you started machining?

Randy: '80 something. I might take a wild guess at maybe '83.

Todd: Do you like being a manager?

Randy: I'm not your typical manager. Ask anyone in the shop, I'm not your typical manager. Seeing as how I was the first guy there, each guy that I brought on became part of the team. We all grew up together. I don't think there's anybody in that shop, except for Mike, who hasn't been with the company 25 plus years.

Todd: So you know everybody really well?

Randy: Yeah.

Todd: And who is Mike?

Randy: Mike Paul. He's the newest guy we have. We pulled him from the Hegin's plant when we needed a machinist.

Todd: So how many people work under you?

Randy: Work **with** me. There's eight of us. And right now we have an intern, Cody.

Todd: How do you think you've contributed to MI's success through the years?

Randy: Well hopefully, I kept them prepared with parts, machines, and kept their costs down so they could progress with new products, cheap enough, I guess we would have to say.

Todd: What was the most memorable day or even event that's happened here at MI in your time here?

Randy: There are quite a few. Good times or bad times?

Todd: Either.

Randy: Well, here's one. I think it's funny, you may not think it's funny. Back when I was in maintenance, everybody carried a lunch, mine was in a paper bag, and I was located on the upstairs ramp at the time. And every day I'd bring a Little Debbie oatmeal cookie. After a while, they started to disappear on me. Somebody was taking my cookie. And I thought all kinds of things to do to that cookie to stop them but, nah, I just left it go. Now after I was in the machine shop, had the machine shop going for a long time, there was a man who I know quite well who was getting tired of doing piecework, and he asked if he could transfer into the shop with me. His name was Jim Snyder. And yeah, I brought him in, and we did maintenance for a while, him and I, and started getting a little busier. He has good common sense, too, and so he started designing as well. And one day, he blurted out that he was the guy that was stealing my cookie. Boy wasn't that a laugh. I said "All these years that I've known you, Jim, and you were the crook that was stealing my cookie." That was pretty funny.

Todd: Why did he admit it? Did he think you were getting close to figuring it out?

Randy: No, no, I gave up on it. But that's what made it so funny, when he just blurted it out. I forget his exact words about eating those Little Debbie cookies. I just looked at him, he looked at me and went, Uh, and left it out.

Todd: What are your proudest accomplishments working here at MI?

Randy: Wow, I don't know. I think one of the things I do enjoy is seeing some of the first equipment that I ever designed and built myself is still being used.

Todd: How old is some of that equipment now?

Randy: I would have to guess 35 years old.

Todd: And it's still being used?

Randy: Uh-huh.

Todd: Wow. So you did it right?

Randy: Apparently. Got lucky once.

Todd: Can you describe your job today at MI? What's a typical day from beginning to end?

Randy: Hell. (laughter). It's pretty busy. You get to do a lot of different things. Or I sit here, and now I do a lot of administrative work. I don't do as much designing as what I'd like to, but I guess that's progress. There's a lot of things to run in a machine shop, which backs the whole company up that people don't understand is there. I mean, just down to ordering parts, keeping track of all these parts. There's a lot involved. Paperwork, look at my desk.

Todd: How do you think the industry has changed in the years you've been with MI?

Randy: Well, I'll tell you one thing I learned. A rocket ship will have as many different types as what windows do. We are probably – I think I heard this – there's over a million different types of windows we can make, with all the different options. It's more advanced than what you'd think a window would be. I mean, everybody has a window. But not everybody's window's the same.