

BROADCAST

The Monthly On-Line Voice for Resistor News

Issue #133 October 2015

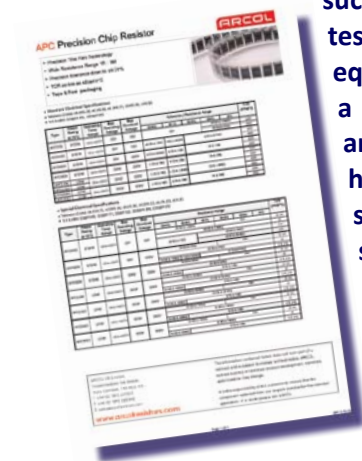
NEWS

ARCOL'S APC RESISTOR HAS EXTREMELY TIGHT TOLERANCES

Ultra tight tolerances down to $\pm 0.01\%$ have been achieved by using advanced thin film technology in Arcol's new APC Precision Chip resistor. With an extremely low TCR, down to $\pm 2\text{PPM}/^\circ\text{C}$ and a wide resistance range from 1ohm to 3Megaohm, this latest addition to the Arcol/Ohmite family of resistors embodies all the benefits and advantages of thin-film technology including high power handling, high stability, and low noise making them ideally suited for applications

such as medical equipment, testing and measurement equipment. While suitable for a broad range of applications and end products requiring

high power and long-term reliability in a low profile chip resistor, in those situations where a much smaller sized resistor is required, Arcol can also supply the APC in a miniature 0201 package for use in communications devices and other applications requiring smaller footprints. The resistors are supplied in a choice of either tape or standard reel packaging.



http://www.arcolresistors.com/?post_type=resistor&p=2760&preview=true

Keep up to date with what's going on at Ohmite, by taking a look at some of our social networking, try this for example:

<https://www.facebook.com/OhmiteManufacturing/videos/1081447438546672/>

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I know that it's Halloween, but you must be kidding (get it?) Find out more on P9



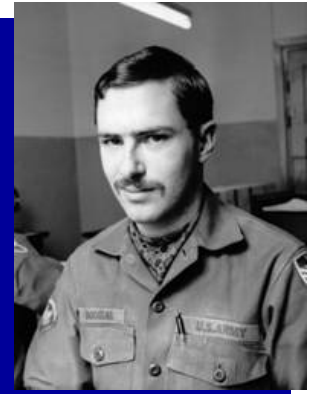
OHMITE

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From the desk of Greg Pace
President of Ohmite

*Citizen soldier Douglas,
Circa 1967 (he hasn't
aged a bit!)*



Ohmite honors Jeff Douglas AKA "Mr. irRESISTORable"

A true selling professional is retiring from our industry effective shall we say "soon". Jeff called me in midsummer and by the tone of his voice I suspected this was not going to be a normal discussion between us regarding a deal or an Ohmite issue. Jeff simply said; "Greg, it's time" and I knew what he meant. A little persuasion and some cajoling later and I was able to convince him to stay on board at least through the year while Kurt Devlin set upon the task of replacing a true sales pro. This week after ECIA we had a few rep team members in and then a day of forecasting discussions so when we went to dinner on Thursday night, the surprise was set for Jeff's retirement party. A few toasts later, a resounding key note speech by Kirk Schwiebert and an excellent slideshow honoring Jeff's career and family set the stage for Jeff's comments. I wish you all were there to hear what he had to say. I have learned so much from Jeff and I have seen him mentor and teach so many others. He is

consistently organized and prepared for every sales call. He was trained in the "old school way" of course! Jeff always looked and acted professional and in all of my joint sales calls with him, we never left a company without more business or positive actions leading to a design win. Jeff gets high marks from our customer service team, customers, work associates, his reps and our distributors. In fact we received a hilarious video from Keenan Jeworski, John Cop and the TTI team featuring these gentlemen in moustaches and Hawaiian shirts lampooning Jeff and ending with a very sincere send off. We are still laughing, and then shedding just a tear as we will miss our

friend, our associate, our family member. We revel though in the fact that he will get to spend so much well deserved time with his wife and loving partner in life Cindy, his children and grand children. Cheers to you Jeff, a true sales professional and always -

"Mr. irRESISTORable."



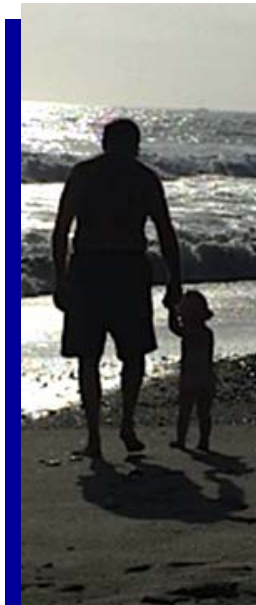
With his Ohmite pals



Jeff with Dave Roth of Discovery Sales and his Father



With Judy and Kirk and far right, heading off into the sunset with his grandchildren





**From the desk of Greg Pace
President of Ohmite**

And Jeff isn't alone.....

Harry Abramson honored in his retirement

Ohmite and Electronic Salesmasters have been partners for years. Recently in Cleveland Spencer Abramson and David Jadrych hosted a lovely retirement party for their partner and mentor Harry Abramson which our Alma Arroyo attended. The evening was truly electric as there were numerous industry associates, family and friends in attendance honoring Harry who has been an institution in his own right, a leader of the rep community and a consummate electronics' professional. When I entered the industry years ago, I always

looked forward to Harry's monthly articles addressing not only sales issues but global issues like off shoring of manufacturing, the famous "BRIC" countries or holding the line on "authorized" distribution. I always looked forward to a dinner with Harry when traveling in his territory for an interesting global discussion at a neighborhood restaurant. And frankly, to Harry's enormous credit, ESI had a management succession plan in place, so his son Spencer and business partner David have taken over the helm and we are moving into the future with Harry's legacy and optimism for their organization. Best of luck Harry!



Alma with the ever suave Harry Abramson



Abramson Family portrait, Harry and wife Linda with Spencer and his wife Hallie

Meanwhile, over in Cornwall, UK, as two are leaving, look who's arrived!

John Adams, ARCOL's Operations Manager is holding the newest addition to his family, little Eva born earlier this month. Eva looks quite at home in Grandad's arms and is the daughter of John's daughter, Natalie Carvelly. Little Eva tipped the scales at 6 pounds 15 ounces and is thriving! Congratulations John!


A Baby Girl!



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From the desk of Greg Pace
President of Ohmite



OHMITE HOSTS REPS AND BUDDER MARKETING AFTER ECIA

Starting the week at ECIA we were fortunate to have seven rep organizations and the Budde team over for a day of forecasting, updates and information exchanges. Pictured here in the new global HEICO HQ meeting room is the entire team. We made it through separate territory reviews, Kurt's vision for sales, Budde's vision for our data and a general exchange of useful and constructive information. Thank you all for a very informative day.

*Happy Selling!
Greg*

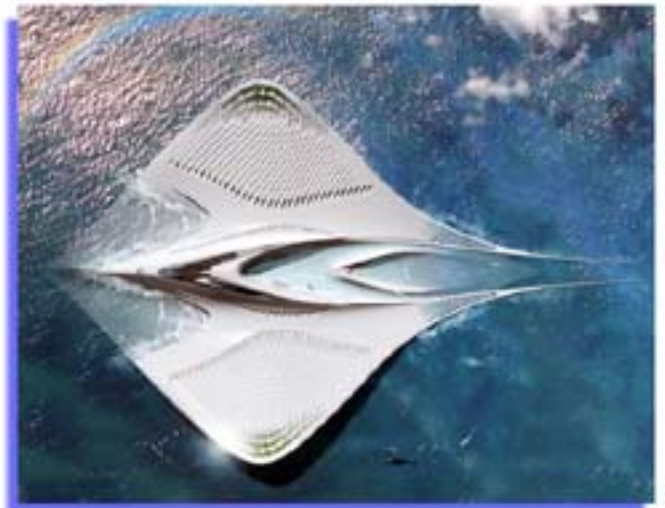
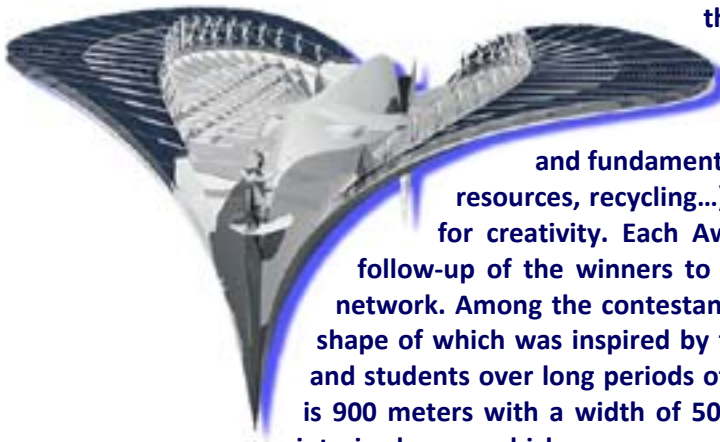
Bringing you the news as it happens, it's October 31st and as I write this, Trick or Treat has already started and first off the block is 3-year-old Annabel Larcombe, the granddaughter of Keith Gallier from TIGA Advertising in the UK and who puts this newsletter together. Keep the treats coming by sending us your photos from Halloween for the next issue.



TECH TALK**JACQUES ROUGERIE FOUNDATION ARCHITECTURE AWARD**

This French-based organization encourages Engineers and Architects to design creative, sustainable projects which provide a different view for tomorrow's world. "The prizes of the Jacques Rougerie Foundation are meant to offer architects, designers, engineers, a unique opportunity to submit innovative architectural projects, based on emerging progress and a prospective vision (including design, engineering, urban planning, artistic culture ...) that meet the current key issues for greater environmental, industrial and technological responsibility, and take into account the precepts of sustainable development, enabling the evolution of our society (innovative materials, techniques and fundamental advance in design, development, energy saving or natural resources, recycling...) Innovation and sustainability are the key words of this call for creativity. Each Award is constituted by a financial contribution, but also a follow-up of the winners to further their projects, with support from the Foundation's network. Among the contestants for this year's prizes was a Floating Research Center, the shape of which was inspired by the Manta Ray. It is designed to host teachers, researchers, and students over long periods of time, dedicated to oceanographic research. Its total length is 900 meters with a width of 500 meters. A virtual mobile city, it contains a 90 meter long interior lagoon which can accommodate a range of smaller vessels as well as serving as a home

base for a fleet of research submarines. « "Fully autonomous through the use of renewable marine energy, and respecting the principles of sustainable development with its zero waste program, the 'City of Meriens' is designed to integrate aquaculture breeding farms on both sides of its interior lagoon's access channel, and hydroponic greenhouses at the ends of its wings. At a height of 60 meters – but the lowest level at least 120 meters deep – it could accommodate up to 7000 people on several levels including lecture halls, classrooms, laboratories, living areas, cultural relaxation and sports zones. "





Ohm-Made Treats

In our continuing monthly feature, our Customer Service Team of Laurie Hunter, Norma Redmond, and Judy Heyse will be delivering delicious recipes of their own, and those submitted by you, the readers, for everyone to enjoy. This column is theirs to use as they please, but you can count on something new to try in your kitchen each month. This month Kirk offers up Hot Italian Giardiniera, which he and his wife, Seta, miss after moving from Chicago to Texas last year. To their shock and horror you can't buy it anywhere in the Rio Grande Valley, and to make matters worse, there are no Italian Beef Sandwiches to put it on. So, necessity being the mother of invention, Mrs. Schwiebert was pressed into service and her kitchen skills were put to the test. It turns out that Italian Beef and Giardiniera are kind of a Chicago thing. That is kind of surprising since East Coast cities like New York and Boston have lots of Italians. But, like pizza, there is Chicago-style and all the lesser styles. So it is with our sandwiches. Giardiniera is wonderful on Chicago style Italian beef sandwiches, sausage sandwiches, French dips, pastas or even as a pizza topping. You can even snack on it as is if you choose. Once you taste it you will figure out what you prefer to use it on. It can be made hot or mild, and this recipe is on the hot side. It will definitely clear your sinuses and add a kick to whatever you put it on. Make a batch and keep it in Mason Jars for later use.

HOT ITALIAN GIARDINIERA

INGREDIENTS

- 2 Green Bell Peppers, diced
- 2 Red Bell Peppers, diced
- 8 fresh Jalapeno Peppers, sliced
- 1 Celery stalk, diced
- 1 medium Carrot, diced
- 1 small Onion, chopped
- ½ cup Cauliflower florets
- ½ cup Salt
- 2 cloves Garlic, finely chopped
- 1 tablespoon dried Oregano
- 1 teaspoon Red Pepper flakes
- ½ teaspoon Black Pepper
- 1 five ounce jar Pimento Stuffed Green Olives, chopped
- 1 cup White Vinegar
- 1 cup Olive Oil

METHOD

Place into a bowl the green and red peppers, jalapenos, celery, carrots, onion, and cauliflower. Stir in salt, and fill with enough cold water to cover. Place plastic wrap or aluminum foil over the bowl, and refrigerate overnight.

The next day, drain salty water, and rinse vegetables. In a bowl, mix together garlic, oregano, red pepper flakes, black pepper, and olives. Pour in vinegar and olive oil, and mix well. Combine with vegetable mixture, cover, and refrigerate for 2 days before using.

The hardest part is the waiting 2 days!



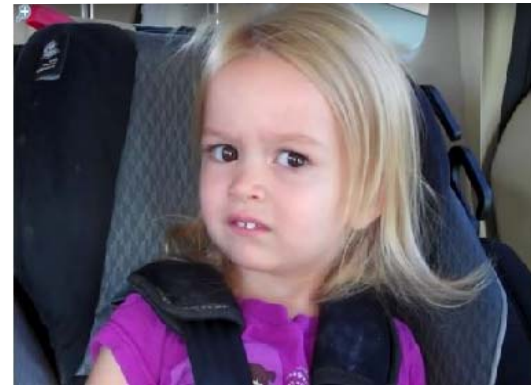


Kirk's Corner

Kirk Schwiebert
Director of Strategic Planning and
New Product Development

OVERUSED BUSINESS PHRASES WE SHOULD RETIRE

Business Insider is an interesting website and I routinely read the posts they provide on my Facebook feed. This one was worth sharing in the Newsletter and I'm sure many of you will agree with it. Nowadays we are already prone to communicate in a shorthand manner, with our emails, texts, and other forms of electronic dialogue. By doing so, we run the risk of losing our ability to understand each other to the degree we need to in order make important professional decisions. Bill Murphy Jr. at Business Insider has identified 20 overused phrases in our corporate vernacular which ought to be retired. At the very least, we might be a little better at our communications skills if we opted to expand our vocabulary, rather than fall back on these clichés. "When the folks at Fast Company recently put together an NCAA basketball-style bracket and encouraged readers to vote for the worst corporate jargon, "open the kimono" was the champion. People just hate it. Whether you've spent time in the Fortune 500 or not, chances are you've picked up some corporatespeak - words and phrases you'd be better off banishing from your vocabulary.



Hearing these phrases will have you thinking, "Could you not?"

1. **Synergy** - This was runner-up on the Fast Company list. Why don't we just say cooperation?
2. **Outside the box** - At this point, "outside the box" is such a cliché that using it shows you're thinking inside the box.
3. **Vendor** - Is this a useful word? Can't we just say supplier or seller?
4. **Move the needle** - We live in a digital world. How often do we move needles on analog dials?
5. **Low-hanging fruit** - This is one of the first phrases we could very easily do away with (pun intended). Just say, "Do the easy stuff first."
6. **I don't have the bandwidth** - You mean you're too busy, right? Why not just say it?
7. **Peel back the onion** - As if literally peeling back an onion, people are likely to cry if they hear this phrase too often.
10. **Run it up the flagpole** - This is one of the oldest clichés you're likely to encounter — so old that it was mocked in a song on Broadway in 1962.
11. **FYI** - We all have too much information, so why add to it unnecessarily? At least if you're going to forward an email to someone "for your information," give the person some details about why or what you expect him or her to do with it.
12. **On my radar screen** - A phrase used largely by people who have never actually seen a radar screen.
13. **Value add** - At the least, just say "added value."
14. **Growth hacking** - It's an essential role in a startup - basically creative, aggressive, lean marketing - but the term itself is fast becoming hackneyed.
15. **Onboarding** - This one sounds like it's right out of George Orwell's "1984." (I find it doubleplusungood.)
16. **Take it offline** - This is just a polite way of saying, "Can we talk about this later instead of wasting everyone else's time on your personal or idiosyncratic issue?"
17. **Out of pocket** - When are you ever "in pocket"? This is just a convoluted way of dressing up the fact that you won't be taking calls or answering emails during a time when you normally would.
18. **Boil the oceans** - OK, you're talking about a very difficult or even impossible task — but this one has been used as a metaphor for so long that there are now pages upon pages of Google search results for "how much energy to boil the ocean." I think that means it's time for a new metaphor.
19. **Right-size** - Just say it: layoffs. Firings. People who currently have jobs won't when you're done with them. It's bad enough news without coating it in corporatespeak.
20. **Core competencies** - I guess "stuff we're really good at" wouldn't sound as good in a corporate meeting room."

So, there you have it. You can probably think of a few more. Let's see if we can get through our next meetings without using any of these!





Peter Craik
International Sales Director EMEA
(Europe, Middle East and Africa)

SILVERWARE FOR THE HIELITOS

Skillfully managed by our own Arturo Pacheco, the Ohmite-sponsored Hielitos Soccer Team finished second in the highly competitive Matamoros Youth League. Now the squad will decide on where they will take on their next challenge. We are hopeful that the International League is their choice, so we can see some matches played on the US side of the border.

Keeping young men on the straight and narrow is never easy. It is even more difficult when youngsters come from areas of low income and high crime rates. The temptations of the street are always present, as border cities like Matamoros struggle with every day. Participation in sports is one of those outlets which provide youth with direction, companionship, sacrifice, and teamwork.

We congratulate our young men on their successful season, and hats-off to Arturo and his coaches for the work they are doing.



AND SILVERWARE TO COME

Our Director of Operations is pictured here with his son John Jr who is in his freshman year at high school and he plays wide receiver on offense and corner on defense for The Ravens.





Peter's  **Page**

Peter Craik

International Sales Director EMEA1
(Europe, Middle East and Africa)

I thought that I was having a tough time as a lifelong supporter of Newcastle United, but it seems that the Cubs fans are having it just as bad. Kirk Schwiebert explains why The Curse Continues.



The Curse of the Billy Goat is a sports-related curse that was placed on the Chicago Cubs in 1945 when Billy Goat Tavern owner Billy Sianis was asked to leave a World Series game against the Detroit Tigers at the Cubs' home ballpark of Wrigley Field because the odor of his pet goat was bothering other fans. He was outraged and declared, "Them Cubs, they ain't gonna win no more," which has been interpreted to mean that there would never be another World Series game won at Wrigley Field. The Cubs have not won a World Series since 1908, or appeared in one since 1945. Sianis' family claims that he dispatched a telegram to team owner Philip K. Wrigley which read, "You are going to lose this World Series and you are never going to win another World Series again. You are never going to win a World Series again because you insulted my goat." Whatever the truth, the Cubs were up

two games to one in the 1945 Series, but ended up losing Game 4, as well as the best-of-seven series, four games to three. Over the years, many, many attempts have been made to lift the curse. In 2008 a Greek Orthodox priest sought to end the curse during the 2008 playoffs with a spraying of holy water in and around the Cubs dugout to no avail. Even people who have no other superstitions are willing to suspend their beliefs about this curse. The infamous Steve Bartman affair on October 14, 2003 convinced many doubters. That night, in the eighth innings of Game 6 of the National League Championship Series

(NLCS), with Chicago ahead 3-0 and holding a 3 games to 2 lead in the best of seven series, several spectators (top left) attempted to catch a foul ball off the bat of Florida second baseman Luis Castillo. One of the fans – Steve Bartman – reached for the ball, deflecting it and disrupting a potential catch by Cubs outfielder Moisés Alou. If Alou had caught the ball, it would have been the second out in the inning, and the Cubs would have been just four outs away from winning their first National League pennant since 1945. Instead, the Cubs ended up surrendering eight runs in the inning and shortly afterward lost the game, 8-3, then proceeded to lose Game 7 the next day. All of which brings us to the present day and the latest chapter in The

Daniel Murphy Makes No Sense

Billy Peltz/Getty and The Athletic



HISTORY HEADLINES

On October 6, 1945, Billy Sianis and his pet billy goat were ejected from Chicago's Wrigley Field during Game 4 of the 1945 World Series thereby cursing the Cubs for next 60 years!

Curse of the Billy Goat. This time the Cubs were victimized by the New York Mets, in a 4 games to zero sweep. Among the Mets players who had the greatest impact was one Daniel Murphy, who hit home runs in each of the 4 games, setting a record (6 including the prior playoff series) for home runs in consecutive playoff games. Mr. Murphy's performance was outstanding, of course, but he had a little help. You see, the name of Mr. Sianis' goat, and the source of the curse also had a name. If you guessed "Murphy" you would be correct. Murphy the Goat.

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Peter's  **Page**

Peter Craik
International Sales Director EMEA
(Europe, Middle East and Africa)



I really didn't want to mention this (especially after Sunday!) but it's lucky for all of us that no-one had Sergio Aguero as their triple point captain when he visited the North East. His five goals would have given 150 points and probably made the rest of us play for second place. Mind you, with seven hat-tricks already this season, someone's going to have a seriously good week soon. The management merry-go-round has already started and Sunderland have profited whereas Liverpool haven't. (Was it really Brendan Rogers' fault?) Now it's Aston Villa's turn, so it'll be interesting to see how they get on. Ohmite League wise it's the status quo at the top of the Premier Division with the Evans' in full support. When Felix Corbett was one of the players who picked up 50 points for Aguero, I thought he was on his way, but a couple of low scoring weeks have returned him to the lower levels. Not many changes in the Arcol Championship either as the two Electronics Specifier guys battle it out and A Schwiebert (who else?) closes in. While at the other end, Graham Maggs' Pompey Dream seems to have been shattered while Julie Beadle suffers Stamford Bridge Blues in every sense of the word and Clive Moyle needs to get a better fit with his Misfits. Good luck. **PETER CRAIK**

OHMITE PREMIER DIVISION

ARCOL CHAMPIONSHIP

TEAM	MANAGER	POINTS	TEAM	MANAGER	POINTS
1 KUFTA KABOBS	Seta Hovsepian (O)	531	1 HAMMER TIME	Tim Anstee (ES)	504
2 ALEX MORGAN FC	Kirk Schwiebert (O)	518	2 WHOATEALLTHEPAYETS	Steve Regnier (ES)	492
3 EVANS OLDIES	Martin Evans (R)	488	3 CECH IT OUT	Andrew Schwiebert (RM)	468
4 BUD'S PLAYERS	Matthew Evans (R)	488	4 REAL SALT CRAIK	Jimmy Craik (ST)	441
5 PARDEW'S NUTS	Mark Gallier (T)	487	5 GOONERS	Amrut Annigeri (S)	432
6 TIGA TIGA	Keith Gallier (T)	462	6 AZUL	Sergio Baez (O)	422
7 50 SHADES OF O'SHEA	Daniel Evans (R)	457	7 OLLIE SUB	Darrel Oliver (A)	419
8 BREEDS BULLDOGS	Geoff Breed (TT)	455	8 BANTER BRIGADE	Sam Reed	415
9 THERE'S NO 'F' IN WAY	Dominic Melville (TT)	449	9 GRACE-FUL GEORDIES	Peter Craik (ST)	415
10 DIAMOND LIGHTS	Felix Corbett (TT)	443	10 MRS T'S HOOFERS	Jill Thompson (S)	386
11 MAXXIMUM	Brandon Metzger (O)	438	11 Wii NOT FIT	Adrian Reed (W)	376
12 TUMBLE UTD	Peter Larcombe (T)	435	12 90 MINUTE NOMADS	Peter McCready (A)	351
13 MRS MOUSEY XI	Grace Thompson (S)	426	13 UNDERTAKERS UNITED	James Craik (ST)	350
14 POMPEY DREAM	Graham Maggs (MO)	370	14 STAMFORD BRIDGE BLUES	Julie Beadle (T)	340
			15 MOYLE'S MISFITS	Clive Moyle	312

GLOSSARY:

A = 	ES = 	F = 	MO = 	O = 	R = 
S = 	RM = 	ST = 	T = 	TT = 	W = 