

DYNAMIC NEWS

Cornerstone of Quality

VOL 5
SUMMER 2009

A Dynamic Future

As we look forward with great anticipation, we reflect back at how we have grown and adapted to an ever changing market.

IN THE 1960'S WE WERE FOCUSED on stud welding products, powder actuated products, and diamond core drilling equipment.

In the 70's & 80's we expanded our market and adopted the title "The Sign of Quality" in order to reflect the value and business practices we brought to the market.

In the 90's we stream-lined our logo and used a bold font to reflect our stream lined focus in the market place with a bold stance for Service, Quality, Commitment, and Integrity.

Today, we make a bold break from the past to incorporate a new look that reflects the future we are growing towards. "The Sign of Quality" has become "Cornerstone of Quality", reflecting our foundation in the industry, the expanded product lines we offer as a cornerstone in contractor & industrial supply solutions, and most importantly our values and belief in The Chief Cornerstone - Jesus Christ.

Yet even as we make this bold change, you can still look for the **Dynamic STAR** to guarantee that you are dealing with The Industry Leader; proven, tested, and committed since 1966. ✦



The Dynamic Sales logo through the years. Top to bottom: 1960's, 1970's-1980's, 1990's-2009, today.



PRESIDENT'S MESSAGE

PRAISE GOD! As our fiscal year 2008-2009 comes to a close, we find that we have set a new sales record. Many thanks to all of you who have placed your trust and confidence in our abilities to bring you SERVICE, QUALITY, COMMITMENT and INTEGRITY. By partnering, we have not only met your needs, but exceeded our expectations in a challenging economy. You have placed your confidence in us, and we have placed our confidence in Him. That is the ultimate partnership.

We look forward with great anticipation to our new fiscal year and the opportunities that will be available, as we continue to provide you with the Service & Quality you need through Commitment & Integrity — The DYNAMIC way. ✦





Dynamic Sales Co., Inc. has been supplying the contractor and industrial markets with quality products and superior service since 1966.

By keeping a well stocked warehouse, we are able to supply our customers with time sensitive deliveries.



We would like to give a special, heartfelt "thank you" to all the men and women who have served in years past and those who are serving to this day to protect us, our freedoms and our way of life. May God bless them and their families and may God continue to bless America.

Preventing Wage & Hour Problems

by Nancy M. Combs, AEP

ONE OF THE MOST TROUBLING AND EXPENSIVE business problems today is complaints of unpaid wages. There were 30,000 Wage and Hour Complaints filed with the US Department of Labor Wage and Hour Division last year. This is a larger number than all other discrimination complaints combined. The number of wage and hour complaints has grown by 400% over the last five years. The complaints are filed under The Fair Labor Standards Act, which is old (1938) and cumbersome. It is also hard to apply to the 2009 workforce. Added to the number of federal complaints are the many thousands of complaints filed with the state Department of Labor in each of the 50 states in the US.

The 2009 US House Education & Labor Committee offered blistering criticism of the inept work of the Wage & Hour Division of the Department of Labor. The Secretary of Labor is hiring 150 new investigators to enforce the law and 100 new investigators to ensure that projects paid for with the stimulus money complies with the wage and hour laws.

HOW SERIOUS IS THE PROBLEM?

Although these may be startling statistics, it is even more troubling to learn that the Department of Labor estimates that 70% of employers are out of compliance. Upon filing a complaint with DOL, a wage and hour investigator conducts an investigation. When the employer is found to have failed to pay wages due, the back pay award can go back three years, if it is found to be willful, and the employer can be assessed damages equal to the amount of the back pay (called liquidated damages). To make matters

even more complicated, these complaints spread into a class action lawsuit quickly. Unlike most discrimination complaints, a wage and hour complaint is like a stone thrown into a lake. It ripples. The investigation spreads throughout the company and the result can be an economic disaster.

The number of wage and hour complaints has grown by 400% over the last five years

MOST FREQUENT COMPLAINTS

Most wage and hour complaints are for failure to pay overtime because the employee was wrongly classified as exempt from overtime. Other frequent complaints are:

- Working an employee "off the clock"
- Changing an employee "time record" to avoid paying overtime
- Failure to give required breaks and lunch periods (as required by state or federal law)
- Failure to pay accurately at termination

MOST FREQUENT ERRORS

The Department of Labor has created a list of the most common errors employers make.

1. Assuming that all employees paid a salary are not due overtime
2. Improperly applying an exemption
3. Failing to pay for all hours an employee is "suffered or permitted" to work
4. Limiting the number of hours employees are allowed to record
5. Failing to include all pay required to be included in calculating the regular rate for overtime

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6. Failing to add all hours worked in separate establishments for the same employer when calculating overtime due
7. Making improper deductions from wages that cut into the required minimum wage or overtime. *Examples: shortages, drive-offs, damage, tools, and uniforms*
8. Treating an employee as an independent contractor
9. Confusing Federal law and State law
10. Using Compensatory Time as pay for overtime

If you realize you are out of compliance, don't panic! Don't make any precipitous changes.

Auditing and changing the way you pay your employees takes forethought and the understanding that pay practices have "top of mind awareness" for employees. Even if you have done nothing wrong, it may raise suspicion and create a problem for you. For example, what if you learned that you are paying a fixed salary to your Administrative Assistant, who never works over 40 hours in a workweek, but you are not keeping a record of her hours (as the law demands)? You don't have a pay problem; you have a record-keeping problem. However, how you approach changing this situation requires very careful planning. ✦

— Nancye M. Combs, AEP-SPHR
HR Enterprise, Inc.

RUST-OLEUM

High Seas History

THERE'S A HIGH-SEAS ADVENTURE STORY behind the creation of Rust-Oleum coatings. Captain Robert Fergusson didn't intend to start Rust-Oleum Corporation nearly a century ago. He lunged for the container of raw fish oil before it spilled on his rusted metal deck.

But the Scottish-born sea captain noticed that his spill stopped the spread of corrosion. This observation led him to create the world's first rust-preventative paint. But it wasn't easy.

The Captain landed and settled in New Orleans to spend years conducting painstaking (and smelly) research. He finally settled on a fish-oil

based paint that stopped rust, dried overnight and left no lingering aroma. Rust-Oleum Corporation was born.

Today Rust-Oleum Corporation is a worldwide leader in protective paints and coatings for both home and industry. We offer a wide product range including decorative fashion paints, durable industrial roof repair coatings and, of course, the famous rust-fighting formula that started it all.

Dynamic Sales stocks the Rust-Oleum Hard Hat Enamels & Marking Paints. ✦



... His spill stopped the spread of corrosion. This observation led him to create the world's first rust preventative paint.



Service, Quality, Commitment, and Integrity—these are not just "buzz words", but our way of doing business for more than 43 years!



Dynamic Sales Co. Inc. has been serving the community faithfully. And faith has a real place for us here. Our convictions are based on those scriptures that shape the way people ensure sound living and we are proud to feature them here for you: John 14:6 and Matthew 6:33.

JOHN 14:6

MATTHEW 6:33

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Cornerstone of Quality

Dynamic Sales Co. Inc.

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Welcome to Dynamic Sales!

We are a Christian, family owned, small business, established in 1966 by Wayne Henderson.

We are open Monday through Friday from 7:30am—5pm CST. Stop by to see our showroom!

MIYANAGA

Safer, Easier, Better Holes — Drill with Miyanaga!

MIYANAGA HAS BEEN SERVING THE TOOL INDUSTRY SINCE 1916. We specialize in the production of high quality carbide tipped drill bits of various kinds – Concrete drill bits, Core bits, & Hole Cutters – along with diamond tipped core bits for the professional construction industry. We are now the oldest and largest manufacturer of these products in Japan.

We are always pursuing new technologies for cutting holes smoothly in any material. Miyanaga is first in drill bit technology and innovation.



Miyanaga – The best bits available for any material

For the finest bits in the world, Miyanaga is the answer. Our high quality products are well known in the worldwide market. By keeping abreast of technological advances, Miyanaga has always been quick to respond to customer needs by developing a wide range of professional cutting tools. Our two factories in Miki City are equipped with the latest computerized equipment and are supported by research and quality control divisions.

Miyanaga’s Deltagon Bit Series - Deltagon Bit SDS-Plus

Have you tried our Deltagon Bits? Miyanaga introduced our first solid carbide head Deltagon SDS-Plus Bit back in 1999 and now offers the widest size range of SDS-Plus bit with solid carbide head. Because of its uniquely designed head, it is safe, fast and

Deltagon bit creates nearly perfect round hole with minimal wear on the diameter

easy to use, has longer life, and creates better hole.

Unlike the regular bits that has the carbide blade brazed in a slit, Deltagon bit has a solid carbide

head attached by special bonding technique. Its unique shape of the head, it prevents from the bit from jamming when hitting a re-bar and also prevents from walking around when start drilling. Deltagon bit creates nearly perfect round hole with minimal wear on the diameter, which is optimal for setting mechanical anchors. You’ve got to try our Deltagon Bit.

Let’s Drill with Miyanaga! +