

Mentor Program at Peerless

The last week of May, Michael Grant and Ryan Griffin lead a small group of 5th graders in an Engineering Mentoring program in our Roosevelt Room. The children are regarded as gifted students and attend the Forest Dale Elementary School in Carmel.



Each engineer spent about 2 hours with the students and discussed the nature of their jobs as the students took notes. We would like to recognize the superb effort these 2 co-workers put forth for these children. Michael and Ryan, thank you for interrupting your busy schedules and supporting our community in a most professional manner.

Lean Manufacturing Update

Many of you have probably heard something about Lean Manufacturing and are wondering what it is. Some of you have been introduced to it but may still have some questions. In this new section of our newsletter you will be given answers to frequently asked questions, updates on what we have accomplished, and where we plan to go.

Q: What is Lean Manufacturing?

A: It is a system that many companies throughout the world are using in order to reduce cost and increase throughput. One of the main goals is to eliminate waste. We have found that Peerless, like any manufacturing plant, has a lot of waste that can be eliminated.

Q: Who is involved?

A: EVERYONE!!! Brian Long, recently back from Mexico, is the Lean Manufacturing Manager. He directs the Kaizen leaders: Ryan Griffin, Andrea Pell, Todd Taylor, Andrew Warrington, and Derek Wright. The leaders organize Kaizen Events that eventually everyone will participate in. Also, we are very fortunate to have Wayne Evans from TBG to help guide us on our way.

Q: What is a Kaizen Event?

A: When a group of people, usually seven, gets together to learn Lean Manufacturing concepts and then make changes to an area, it is called a “Kaizen Event.” The events generally last three full days with a Friday morning closing meeting in the Roosevelt Room.

Completed Kaizen Events

VTL4 Setup Reduction

Team: Curtis Crickmore, Bob Curran, Wayne Evans, Ryan Griffin, Ron Hills, Bob Parrin, Derek Wright

Accomplishments: We reduced internal setup time, time when the machine is not running, by 50%. This allowed us to reduce lot sizes from running 3-4 months of stock down to a few weeks, which has reduced finished goods inventory. Ron Hills noted that he does not have to expedite parts that run through VTL4 anymore because they now flow through the shop very quickly. Also, Ron has not had to break off any runs since we started Lean.

BA02 System Flow

Team: Paul Eckert, Ryan Griffin, Mary Hurt, Beverly Pagel, Andrea Pell, Beth Shelton, Cornel Stewart

Accomplishments: We set up a Heijunka box, a system that tells Mary when, what, and how many impellers to pick up from BA02, en route to level part flow into and out of the cell. The system was working very well and was flexible to handle changes in customer demand, but we have had some quality issues that temporarily changed the way we balance impellers. This halted our system temporarily. Once the problems have been fixed we will again use the Heijunka box.

VTL1 Setup Reduction

Team: Ron Erb, Wayne Evans, Derek Wright

Accomplishments: We reduced setup times by 50%, due to a change in operator thinking regarding what “setup time” really means. Also worked on reorganization of tooling and fixturing with emphasis on “sorting.”

NCL2 & 9 Setup Reduction

Team: Randy Appleby, Earl Black, Ryan Griffin, Kevin Harris

Accomplishments: We reduced internal setup times by 40%. Having the operators performing some of their setup tasks for the next job while the current job is still running on the machine helped accomplish this. This has again allowed us to reduce run quantities and inventory levels.

VTL1 Setup Reduction

Team: Hannibal Cox, Ron Erb, Ron Reece, Dick Sheets, Russ Williams, Derek Wright

Accomplishments: We reduced setup time by 20% due to analysis of motion and tool location. We worked on 5S reorganization of tooling and fixturing with emphasis on “standardization.” The lot sizes were reduced which again reduced inventory. Blair Burgin was very instrumental in increasing the controller ROM to hold top 90% of part programs. This eliminated the need for loading each

was very instrumental in increasing the controller ROM to hold top 90% of part programs. This eliminated the need for loading each individual part program for every run.

VTL2 & 3 Setup Reduction

Team: Mark Bihl, Anita Brownlee, Pam Cain, Ryan Griffin, Dennis Huggins, Amy Mahoney, Doug Mitchell

Accomplishments: We have reduced internal setup times by getting ready for the next setup while parts are running. We moved some fixtures in order to eliminate a safety hazard that was found. Also, we are going through a 5S project, which will allow us to change the layout of the work center. This will further reduce setup time by having the area more organized and tools closer to where they are needed, making the operator's job easier.

Configuration Engineering System Flow

Team: Mike Coussens, Mike Grant, Ryan Griffin, Geoff Michels, Kip Robinson, Lee Ruiz, Andrew Warrington

Accomplishments: This was the first office Kaizen Event that we did. We actually merged three different programs together. Kip used his Six Sigma training to analyze where the hold-ups were in engineering. We discovered that incorrect or not enough information was a major delay for engineering. Next we used some Lean tools to come up with a solution. We modified an existing form that will integrate closely to RAPID, and will help the engineering department get the information they need. It is currently being tested by sales and we hope to release it in the first week of June.

Many of you have heard of Eliyahu Goldratt and his book The Goal. Engineering is pioneering the use of Goldratt's Theory of Constraints as applied to the management of Development Projects. This will be extended shortly to all of the engineering and other projects that we have going. The objective is to make sure that we have a full understanding of the costs and time line of a project before we start it.

VTL5 Setup Reduction

Team: Greg Brown, Lisa Conway, Ryan Griffin, Nathan Harmon, Joel Hermosillo, Robert Roucoulet, Scott Whiteman

Accomplishments: We reduced internal setup time by about 10-20% by getting ready for the next setup while parts are running. We are working on 5S in this area, which will help reduce setup time and operator motion in the future.

VTL1 Setup Reduction

Team: Matt Cary, Ron Erb, Jim Moore, Derek Wright, Ed Zirnheld

Accomplishments: We increased smoothness of motion throughout the entire work cell process. We gained valuable knowledge with respect to applying the concepts of internal and external operations to a multi-cell workstation, which we plan on applying to the Bowl Cell. We also created a standardized work chart to show documented work cell process.

VTL6 Setup Reduction

Team: Berkley Inabitt, Ryan Griffin, Brian Long, Bob Poindexter, Lonny Price, Al Smedler, Dave Whitaker

Accomplishments: We reduced setup time by about 10-20% by getting ready for the next setup while parts are running. We performed a 5S project to further reduce setup time and operator motion. There were some changes made in the layout of the area and we will be doing more in the future.

F & C Packaging

Team: Bill Ferguson, Kevin Jones, Kevin Kreider, Beverly Pagel, Ron Pearman, Donna Robinson, Todd Taylor, Gale Turner, Irene Vatter

Accomplishments: Our Kaizen project started by asking ourselves, "Do we need to stock F&C packages?" The objective was simply to reduce cost by not stocking F&C packages and build to each customer order without negatively impacting safety, quality, schedule, and cost. The team has met several times. We have:

Stated Problem

Defined Objective

Flowcharted and Video Taped Current Process

Analyzed

Brainstormed Possible Solutions

Assigned Action Items

In short, the team feels that the completion of this project will yield tremendous cost savings for Peerless. We will do this by reducing inventory by \$82K as well as avoiding carrying costs of \$23K per year. We are also looking at ways to reduce the "Transportation" of the product. We currently walk an average of a 1/4 of a mile every time we pull one order. The team anticipates that we will start seeing the benefits of this Kaizen project within the next few months.

Upcoming Kaizen Events

Project: Bowl Cell Focus: Setup Reduction
Dates: 6/3/03-6/6/03
Team: Derek Wright, Dave Clark, Dan Depuy, Billy Payne, Blair Burgin, Leroy Williams, Tommy Vickous

Project: D21 Focus: System Organization
Dates: 6/10/03-6/13/03
Team: Ryan Griffin, Fred Woodley, Larry Gambill, Tony Toney, Gary Bridgewater, Tony Mitchaner, Steve Johnson

Project: Burr Bench Focus: Increase Throughput
Dates: 6/17/03-6/20/03
Team: Derek Wright, Gary Cerasale, Dimitar Kalchev, Dave Parra, Brian Coe, Dave Ruszczyk, Steve Lieske

Project: BA57 Focus: Increase Throughput
Dates: 6/24/03-6/27/03
Team: Ryan Griffin, Terry Durr, Ed Allis, Robert Downs, Tracy Floyd, Gloria Lawson, John Garrison

Project: Tool Shop Focus: Organization
Dates: 7/1/03-7/3/03
Team: Derek Wright, Lonny Price, Ed Byrd, Tom Dagon, Susie Blaesing, Tommy Vickous, Dan Hoover

Project: Shaft Cell Focus: Material Handling
Dates: 7/8/03-7/11/03
Team: Ryan Griffin, Rodney Reich, George Pickett, Paul Rogers, Danny Lewis, Charles Hammack, Ben Love

Project: T30's Focus: 5S
Dates: 7/15/03-7/18/03
Team: Derek Wright, DuJuan O'Bryant, Joe Clouser, Ron Bradshaw, Wally West, Curtis Phillips, Lisa Lukemeyer

Project: Bearing Cell Focus: Setup Reduction
Dates: 7/22/03-7/25/03
Team: Ryan Griffin, Gary Shelton, Ron Dyson, Ed Enchill, Penny Hill, Ken Miller, Sam Wright

We look forward to working with everyone while making Peerless a true Lean environment. If you have any questions please feel free to ask any of the leaders. Also if you would like to see Lean come to your department please contact Brian Long.

Thank you for your support,

Ryan Griffin, Brian Long, Andrea Pell, Todd Taylor, Andrew Warrington, and Derek Wright

Burr Bench Remodel

Have you noticed the recent changes to the Burr Bench? These fine folks, under the direction of Bob Poindexter and Lonny Price, have been remodeling and improving their work surroundings. They have redone the fans, are in the process of designing new stands, developed one man stations, the ventilation system is better and added curtains. These positions file, deburr, polish, and buff vertical product line impellers, as well as, any other material requiring finishing. Great job to all that have been involved in this project!

Safety Update by Tammi Buchanan



Great job to all those employees that have completed the Safety Program. Each individual had to attend 16 - 17 different seminars, depending on position.

The program consisted of developing "Safety Awareness", Accident Prevention, Safety Housekeeping, Personal Protective Equipment, and Elementary First Aid.

Congrats go to: Dennis Adair, Kyle Appleby, Leonel Arteaga, Earl Black, Jr., Matthew Blane, Ruben Brizuela, Norman Brownlee, Cornelius Bullock, Jr., Blair Burgin, Kim Cain, Billy Calvert, Fermin Carlos, Jason Carter, Bryan Coe, Corey Combs, Mark Cooper, Hannibal Cox, Bruce Croom, Harold Dalton, James Dennis, Harold Depuy, Mike Dodd, Robert Downs, Terrance Durr, Ronald Dyson, Ed Enchill, Bill Ferguson, Larry Gambill, Ron Gentry, Jadranko Grgic, Charles Hammack, Thaddeus Harris, Ernest Hedges, Arnold Hill, Danny Hoover, Dennis Huggins, Mary Hurt, Berkley Inabnitt, Kevin Jones, Michael Jones, Michael Kashman, Kevin Kreider, Joe Kukman, George Kurtz, Jr., Curtis McMurtrey, Willie Mickins, III, James Moore, Dujuan O'Bryant, Roy Oakley, David Parra, Curtis Phillips, III, George Pickett, Charles Polite, Jr., Rick Popplewell, Rodney Reich, Karen Riley, Geoffrey Sanders, Albert Smedler, Paul Snell, Donna Spicer, Barbara Squires, James Stephens, Cornel Stewart, Billy Tew, Jim Thistlethwaite, Gale Turner, Mary Vatter, Tommy Vickous, Charles Walter, Danny Webster, Lamar West, Gerald Whitaker, James White, Scott Whiteman, Freddie Woodley, Sam Wright, Russ Williams, Donna Robinson, Paul Eckart, Angie McIntosh, Ed Zirnheld

Familiar Faces by Tammi Buchanan

This issues familiar face is Cornelius Bullock. Cornelius has been an employee of Peerless Pump since April 1972. He works in Light Assembly under the direction of Beverly Pagel. He has enjoyed working for Peerless because of the consistency of employment, location, diversity of the jobs and, of course, the Peerless People.

Cornelius has been married to his wonderful wife for 33 years. They have eight children, six boys and two girls. He also has six grandchildren, three boys and three girls. Family is a very important thing in his life. He loves playing with his grandchildren.



When Cornelius is not here building pumps, he is sharing his faith through ministry. For the last 14 years he has been a minister, teaching the word of God, holding bible study and prayer meetings on Tuesdays and preaching during two services on Sunday mornings.

Make sure you keep Cornelius on your good side. He may just save you, in one way or another, someday. Ask Bill Ferguson about the time Cornelius saved him!

Fire Fighting Peerless People by Tammi Buchanan

Did you know that we have fire fighters among us? Russ Williams and Tom Dagon were called on Mother's Day to an emergency here at Peerless Pump. Michele Stellwag heard popping sounds and then saw smoke bellowing into the upstairs office area. She called Russ and Tom. They arrived to find that one of the heating/air conditioning units on the roof was up in flames. While Tom was retrieving a fire extinguisher,



Russ was turning off the gas and electricity to the unit. They then put out the fire. Thank goodness Michele was in the building or we all may be out of a job. What I'm still trying to figure out though, is just how Russ made it to Peerless just five minutes after Tom. Russ, did you break any speed records getting here? (Tom lives just minutes away and Russ lives out in Brownsburg.)

Bet you did not know this about Peerless Pump's history

Joyce DeWitt, star in the comedy series "Three's Company" use to work at Peerless?

Joyce (Janet) was attending Ball State University in 1967 and worked as a Clerk-Typist for our engineering department.

Joyce always wanted to be an actress. She began working on that dream while attending Speedway High. She majored in English at Ball State and acquired a teachers license but she dreamt of becoming an actress, so she went to UCLA to major in drama.

You can now watch reruns of "Three's Company" on Nick at Night or TV Land on Satellite TV.

Weddings, Babies and Brags

Congrats to Kip Robinson on earning his MBA with a major in Finance from Indiana University! Way to go!

Welcome baby girl Audrey Laine Hendrick. Born April 29, 2003, to Cory(Plainview QRC Salesmen) and Kimberly Hendrick. She weighed 8lbs. 6oz. and was 22 inches long. Congratulations to Cory and Kimberly on the birth of their first baby!

Who tied the knot? Our own Christian Hamm did. Christian and Jen were married May 3rd, 2003. We wish you a wonderful and happy life together.

Dujuan O'Bryant ran and finished his first Mini Marathon Race. Super!

Jason Lisby's son, Cody, has his own website to keep you updated on his progress. <http://www.caringbridge.org/in/codylisby/> Please be sure to check it out and leave a message in Cody's guest book.

Fluid Expressions

The Employee Newsletter from
Peerless Pump Company

Editor: Tammi Buchanan
Publisher: Christian Hamm

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May/June 2003

The cost of freedom is always high, but Americans have always paid it. And one path we shall never choose, and that is the path of surrender, or submission.

-John F. Kennedy

Peerless Pump Update

Pete Noll

The Eastern Region lead by Tim Ballengee and his Sales Team conducted two workshops on the East coast with over 60 business partners in attendance.

Vertical Turbine Advanced Pump Selection, Maintenance & Operation Guidelines

(The focus was on increased reliability and extended pump life and how to write a vertical turbine specification)

Topics of Discussion

- Maintenance Ideas
- Applications
- Where to Use Verticals
- Trouble Shooting
- Engineering Guidelines
- Systems Evaluation
- Engineering Tolerances for Overhaul
- Application Options
- General Introduction of Verticals
- Overhauling (Assembly & Disassembly) Guidelines

Jimmy Gossett, Debra Ingram, Tom Martin, Rod Botz, Tom Quinn, and Pete Noll provided the technical presentations and lead the discussions of the "ins" and "outs" of Vertical Turbines.

The overall benefit was that during this workshop we were able to discuss the product, the applications and sales

strategy to increase our sales and market awareness of this core product line.

This day long program was packed with great technical materials, and a wealth of experience was shared with all.

Tampa Armature Works(TAW), Doherty Pump, Templeton & Associates, Brann & Whittemore, Alli Pumps, G.A. Fleet, Hisco, Gehring Pump, Carotek, Pumps Parts & Service, Emmons Pump, Baase Company, Engineered Systems & Products, Gustavo Preston, Wagner Sales, Shafer Troxell & Howe, Advanced Pump, Anchor Sales, and Kohl Brothers were just a few of our business partners in attendance.

If you are interested in participating in this Vertical Turbine Workshop, please contact your Regional Sales Manager or National Sales Manager for agenda and details.

This networking with our business partners will improve our selling of the features and benefits of our vertical turbine pumps. Furthermore it will enable us to work more closely with the customer and their systems that will allow us to increase our sales



Human Resource Spotlight

Kings Island and Kentucky Kingdom Tickets

Kings Island

This year there are 3 new ways to purchase your Kings Island tickets. Peerless Pump will not have tickets for sale since they can be purchased at less cost over the Internet.

- 1) Website: www.pki.com Click on Tickets, Click on Corporate Partners and enter the code Hoosier, Make your purchase.
- 2) Tickets available at participating Blockbuster Video Stores.
- 3) Tickets available at participating Meijer Stores.
- 4) Tickets prices are: adult: \$31.99, child (ages 3-6): \$19.99.

Kentucky Kingdom

Tickets can be purchased in Human Resources. Prices: adult: \$19.99, child (under 48"): \$16.99, children 3 and under: FREE

Voice Mail Help

How do you access and change voicemail from home?

- 1) Dial 924-7350, this will access the voice messaging system.
- 2) Enter you mailbox number, then press (#).
- 3) Enter your password, the press (#).

Activity Zone

RIDDLE ME THIS...

1. What are the next two letters in the following series and why? W A T N T L I T F S
2. Two sisters are we, one dark and one fair. In two towers dwelling, we're quite the pair. One from the land, and one from the sea. Tell us truly, who are we?
3. How can you drop a raw egg onto a concrete floor without cracking it?

Answers:
1. A and W. The pattern is the first letter of every word in the sentence.
2. Salt and Pepper. Easy.
3. A concrete floor is hard to crack.

Anniversaries

May

Don James	5 years
Jimmie Darby	5 years
Michael Picotti	5 years

June

Olga Gil	30 years
John Bell	25 years
Susie Blaesing	15 years
Gary Holt	15 years

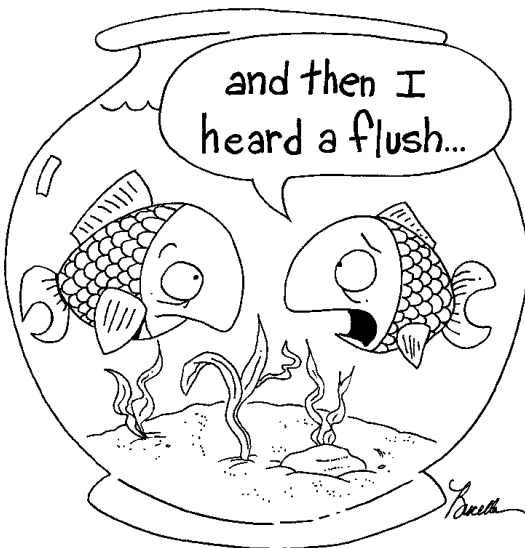
**Please accept our apologies, Fanina Limon and Byron Jones. Both should have been listed in the anniversaries section last issue for 5 years of service.

How to Keep Those Insects at Bay

The bugs of summertime can do some very nasty things like, bite, sting, and make you sick. Here's how to put bugs in their place. First, all bugs dislike DEET, so look for products that are up to 30 percent DEET for adults and 10 percent for kids. It's a chemical in sprays like OFF!. Put it on your clothes and your skin before going outside, and wash it off when you come back in. Put the clothes into the washing machine. Watch for these dangerous symptoms which can develop immediately or within weeks of a bite: * Ticks. If you develop a rash, fever, fatigue, aches, headaches, joint pain or any mysterious symptom within a month of any bite, see your doctor. These could be signs of tick-borne infections such as Lyme disease or Rocky Mountain spotted fever. * Fire Ants. If you get hives, wheezing, or throat swelling, see a doctor immediately for treatment of an allergic reaction. * Bees and yellow jackets. The honey bee can sting only once, but the yellow jacket, a kind of wasp, can sting you many times. If there are any symptoms of an allergy attack, get to the ER and do it fast. * Mosquitoes. The mosquito is the No. 1 insect carrier of disease worldwide, according to Jerome Goddard, author of the Physician's Guide to Arthropods of Medical Importance. Fortunately diseases such as malaria and dengue fever are rare in the U.S. But the West Nile virus sickened many Americans last year, and is likely to spread further. Mosquitoes carry this virus and those for various types of encephalitis. Symptoms all include high fever, bad headache at the base of the skull and neck, stiff neck and possibly vomiting and muscle weakness.

We're Optimistic About the Future

Predicting the future reminds us of the story about seeing the glass half full or half empty. We choose the optimistic view. With the war behind us, the U.S. should get back to growing. Though not an overnight bonanza, it will be growth, and it should be continuing growth. Then we will be dealing with fundamental economic trends, and they provide a basis for optimism. We could have another year sort of like last year. The editors of Fortune predict that the job market won't get worse, and there will be no double dip recession. At the same time, consumer spending which accounts for 70 percent of the Gross Domestic Product (GDP), is a worry. But the perennial fear of decreased consumer spending has never materialized in recent history. This year looks positive. Mortgage refinancing put \$220 billion into American pockets in 2002 and the first quarter of 2003, say economists at Barclays Capital. And the tax cut will give Americans another \$100 billion to spend or save in the second half of the year. Consumers will continue to do their part to keep the economy growing. Business spending has been a drag on the economy for two years. Even if it doesn't rise it will be a positive, considering that it declined 5.7 percent in 2002 and 5.2 percent the year before. Once the uncertainties of war are gone, businesses will buy again. They have the money. In spite of scandals and slow business, corporations were profitable in 2002. There are negatives to consider. The cost of the war and rebuilding will be huge. The European Union, the largest foreign market for U.S. products is not doing well, and exports to Japan are slow because of their economic conditions. In spite of this, we think the economy will move ahead in the second half of this year. That would be good news for all of us.



FISH NEAR DEATH EXPERIENCES

Peerless Pump Around the World

BASF, Nanjing

BASF is the world's leading chemical company. In China, it is building 3 plants - one in Nanjing and 2 others in Shanghai Chemical Industry Park (SCIP) in Caojing. When completed, the plant in SCIP will be the largest THF/PolyTHF® plant in the world.

The Nanjing plant, which is the first of the three is a 50:50 joint venture with Sinopec Corporation with a total investment of EUR 2.9 billion.

As in other important infrastructures around the world, Peerless Pump is again being selected to protect the facility. Peerless Pump - Singapore Office secured the order to supply all the 8 sets of firewater pump for the facility with a total order value of more than US \$1 million.

Besides the reputation of Peerless Pump, a good relationship and customer service are the key factors of this success story.



Protecting Mickey Mouse in Asia

Peerless Pump is again chosen to be the preferred fire pump for the first Disneyland in Asia, to be completed by end of 2003. 12 sets of fire pumps will be put into service to protect Mickey & Minnie and hundreds of other well-known characters of Disney.

Besides requiring UL/FM listed pumps, the fire pumps must also meet the local authority requirements. The knowledge of our distributor on the local requirements combined with the flexibility and decisive actions by Singapore Office has again ensure Peerless Pump emerge as the preferred supplier for the project.



Sports Corner

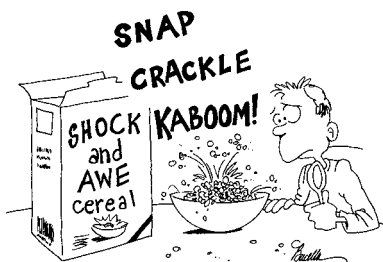
7 Summer Sports - From Mild to Wild

Just like people, sports come with all kinds of personalities--from genteel to extreme. Sports in prehistoric times included simulated combat. During the Middle Ages, sports became more refined.

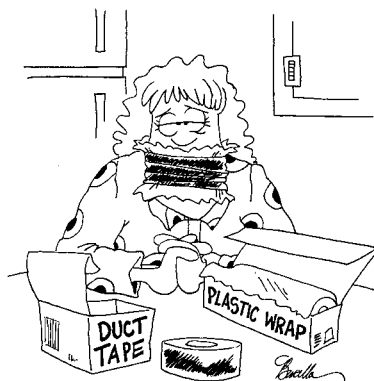
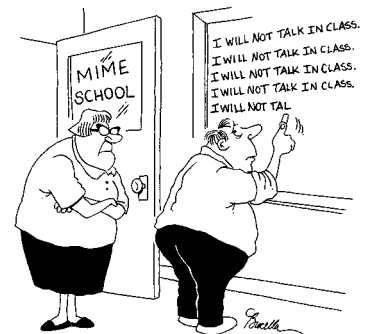
Today's sports--some old, some new--offer something for everyone. Here's a sampling of sports you might try this summer, as well as fun facts about these athletic pursuits.

1. Sidewalk Surfing - Don't be a channel-surfer or a cybersurfer. Pick up a skateboard and do some "sidewalk surfing" (the original name for skateboarding).
2. Horseshoes - If you're serious about this sport, ready yourself for the world championships in horseshoe pitching, held annually by the National Horseshoe Pitchers Association of America.
3. Frisbee - Frisbee was introduced in the United States in the 1950s, and several forms of the game have developed since then. Ultimate Frisbee combines aspects of basketball, football, lacrosse, and soccer to form a game some consider "the ultimate."
4. In-Line Skating - In-line skating seems like a relatively new sport. But it actually dates from the 1700s, when people in The Netherlands attached wooden wheels to their shoes.
5. Badminton - According to USA Badminton, the national governing body for this Olympic sport in the United States, the best badminton shuttlecocks are made from the left wing of a goose.
6. Golf - Scottish parliament passed a law outlawing golf in 1457. People were spending too much time playing golf and not enough time practicing their archery skills!
7. Skydiving - During the free-fall portion of a jump, an average-size skydiver reaches speeds from 120 to 150 mph.

The Funnies



"You seem to really enjoy your job. That's scaring your co-workers."



DIET ALERT: LEVEL ORANGE



"But enough about me. Tell me, how long ago did you get bored to tears and leave?"