



Off-the-Cuff

A Publication of Prudential Overall Supply

Vol. 40, No. 4

1661 Alton Pkwy., Irvine, CA 92606

(949) 250-4855

Holiday, 1999

*Wishing you a joyous
holiday season!*



**Richmond
Cleanroom Opens**

Prudential Trucks Through The Years



Above: John D. Clark, Founder, Truck 100, 1965.

Right: John D. Clark, Truck 200, 1977.



Truck 500, 1990.



Above: Truck 700, 1999.

Right: Dan Clark, Chairman of the Board, son of John D. Clark, 1999.



December 1999

To Our Friends,

As we prepare for a new millennium it only seems proper to reflect on our past and look forward to our future. My dad founded Prudential Overall Supply April 11, 1932. I would like to thank all our past and present employees for their contributions which have made POS a success. Many of these "old timers" I never knew but they built Prudential's foundation. I'm sure my dad never dreamed we would be as large as we are today; nineteen plants, annual revenue and sales pushing \$120,000,000 and almost 2,000 employees.

Most of us can not relate to 1932 because we were born after this date and our life experiences are closer to today than 1932. In 1932: (1) There was no federal minimum wage and the average worker was paid about \$.20 per hour. (2) Life expectancy was at least 15 years shorter than it is today. (3) The airline industry was just in its infancy. Airplanes could carry about 10 passengers; a very small percentage of people traveled by air. Today, a high percentage of people travel by air and the airplane has made the world a much smaller place. We can fly from L.A. to New York in the same time it took to drive from L.A. to Lake Arrowhead in 1932. (4) The U.S. population was about 122 million compared to 275 million today. (5) A medium priced house cost about \$3,000. (6) In 1932 the average household had less than one car. Today we average close to three cars per household and have much more mobility.

Remember, in 1932 there were *no* T.V.'s, cellphones, fax's, computers, refrigerators, ATM's, microwaves, organ transplants, laser surgery, knee replacements, penicillin, McDonalds, Starbucks, zippers, credit cards, freeways, or Disneyland.

Our industry hasn't really changed that much. We pick-up dirty and deliver clean merchandise to our customers and process this merchandise (wash, press, repair, fold) at our plants. New fabrics, new equipment, and new technology all do the same thing, just better and more efficiently.

Where do I see POS going in the next millennium? As long as we are true to our mission statement, POS will continue to grow and prosper. Sure, there will be more changes in fabric, equipment and technology and some changes we can not even envision today, but we can and will adapt. It's quite possible that by the year 2050 POS will have forty plants.

Prudential will continue to grow and be successful as long as we treat our employees as our most important asset and continuously improve our customer service.

At this time of year we cherish the privilege of expressing our sincere thanks to each of our customers, employees, suppliers and friends for the nice things they have done for us in 1999 and to extend our heart felt best wishes for the year 2000. It is my wish that we keep the holiday spirit alive throughout the year. This attitude of optimism, hope, faith, love and goodwill toward all will help to produce positive attitudes and results in each one of us.

May God grant each of you joy, peace and happiness in this Holiday Season and the forthcoming year.



Dan Clark, Chairman of the Board

Richmond Cleanroom Opens!

Prudential's newest Class 1 cleanroom opened on June 29, 1999.

Located in Richmond, Virginia, the \$4 million Cleanroom Plant contains 30,000 square feet. The Richmond Cleanroom is Prudential's first location east of the Mississippi. Prudential is recognized as having the best Cleanroom facilities in the world.

The decision to locate in Richmond was based on its geographic location. "We see tremendous opportunity for growing cleanroom garment and consumable product business in this region," said Terry Lahn, Vice President, Cleanroom Operations.

"This is a growth year for us. We are really concentrating on revenue and sales," said Richmond General Manager Barry Easdale.

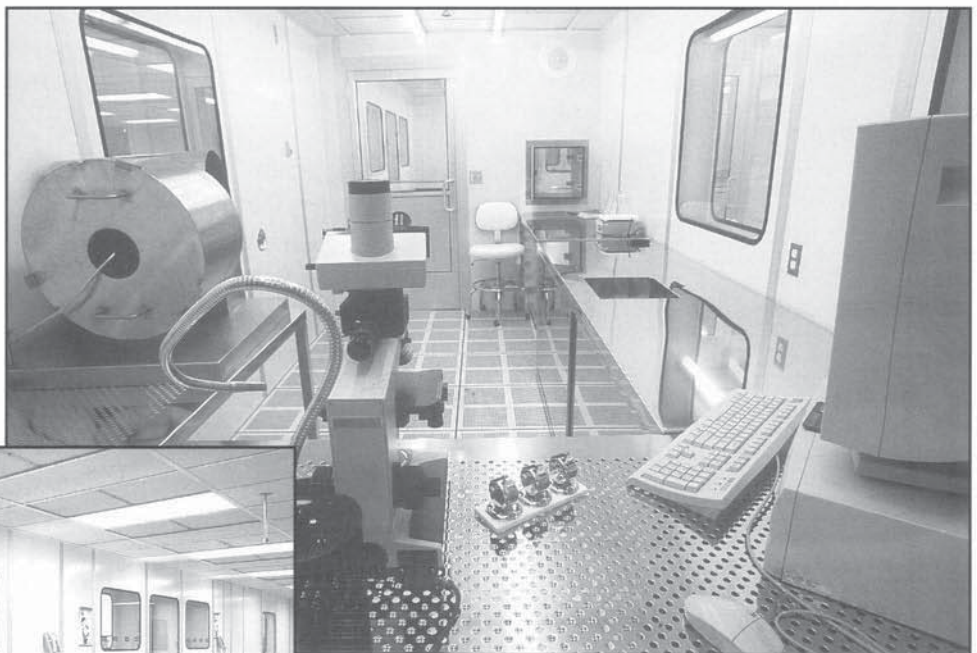
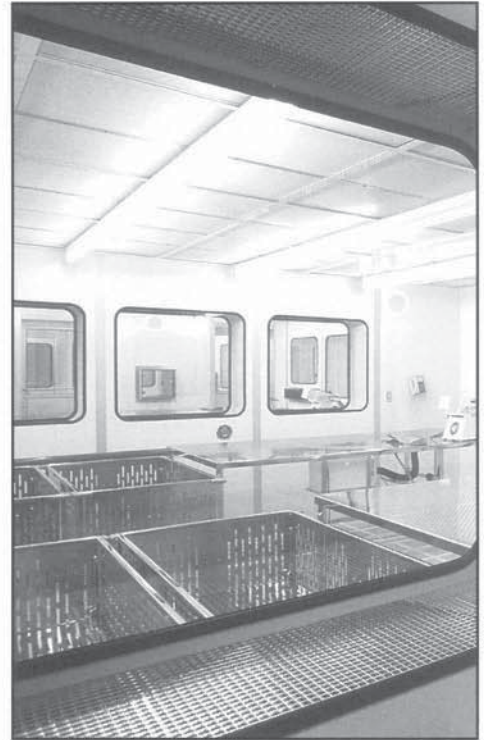
The success of the new cleanroom depends in large part on the talent of its employees. "We've been very fortunate in finding great people," said Barry. "We couldn't ask for a better staff."

To help motivate and train the new crew, the Cleanroom hosted a "Train the Trainer" class. The class was presented by Workforce Services, a

division of the Virginia Employment Commission. "The class, as well as several recent picnics and barbecues, have helped everyone get to know each other and become a team," said Barry.

To celebrate the opening, Richmond scheduled an Open House for September 16. Many members of the press as well as various dignitaries were scheduled to arrive.

Unfortunately, Hurricane Floyd paid a visit to the area the morning of the Open House. Power throughout Richmond was knocked out, schools were cancelled and Prudential employees were sent home. Though the Open House was postponed, the Richmond Management Team learned a lot about being prepared for weather conditions not common on the West Coast.



Above photos provided by KTEC.



*You are cordially invited to attend
Prudential Cleanroom Services'
OPEN HOUSE
celebrating the completion of our
Certified Class 1 Cleanroom Garment Processing Facility
on Thursday, September 16, 1999
Open House 11:00 am to 7:00 pm
11:00 am to 1:30 pm Ceremony & Lunch
Tours of our facility will be conducted throughout the day
with refreshments served.*

Please R.S.V.P. Carol Long (804) 328-6201



Meet the Richmond Management Team



Barry Easdale
General Manager

Barry joined the Company on August 4, 1998, and was in the General Manager Training Program at Riverside. He was married in September.



Mike Balestri
Account Manager

Mike joined Prudential on November 11, 1994. In his spare time, he enjoys working on his house.



Frank Delaney
Customer Service Rep.

Frank Delaney joined the Company on August 10, 1999. He is married, and enjoys bowling.



Carol Long
Office Manager

Carol joined Prudential on 04/13/89 and worked at the Corporate Office before transferring to Richmond.



Carlos Wiggins
Supply Supervisor

Carlos joined the Company on 02/19/99 and served in the Navy for over six years.



Chris Kasper
Service Manager

Chris joined the Company as a MPTP on 03/16/98. He has a BA in Marketing from the University of Texas.



Chris Burch
Maintenance Mechanic

Chris joined the Company on June 21, 1999. Chris "lives to fish" and is married with two children.



Tracey Hairston
Cleanroom Supervisor

Tracey Hairston joined Prudential on June 7, 1999.



Mike Blazer
Plant Superintendent

Mike joined Prudential on 07/30/92 and worked at the Los Angeles Cleanroom before transferring to Richmond.



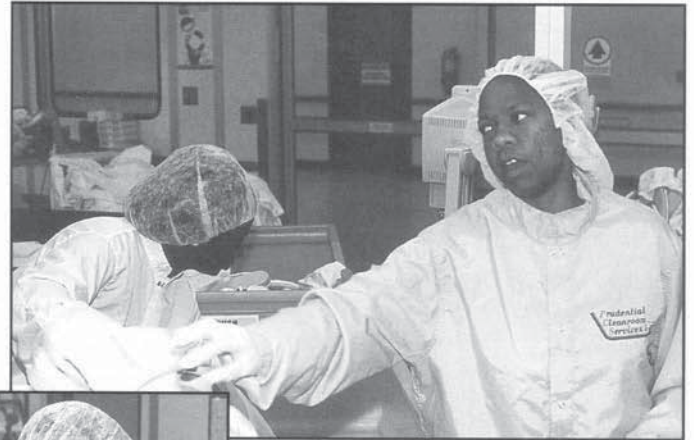
Scott Millett
QA Tech

Scott joined Prudential on 06/28/99. He has a BS Degree in Microbiology from Virginia Tech.



Billy Gill
Warehouse Supervisor

Billy joined Prudential on 01/19/97. He enjoys working with people and watching the Indianapolis Colts.



Lasonya Jennings (06/07/99), left, and Shannon Wheless (06/07/99).



Rhonda Campbell (06/07/99).



Left, Maria McDonald (06/17/99).



Left to right: Bettie Tyler (06/07/99), Tracey Hairston (06/07/99), and Rhonda Lilly (11/16/99).



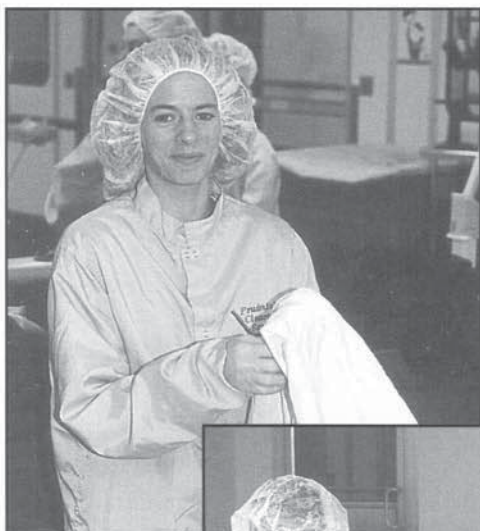
Right: Steven Walker (06/08/99).



Tyrone Claiborne (05/18/98).

At right, Carol Long made this quilt, which hangs in Richmond's front office.





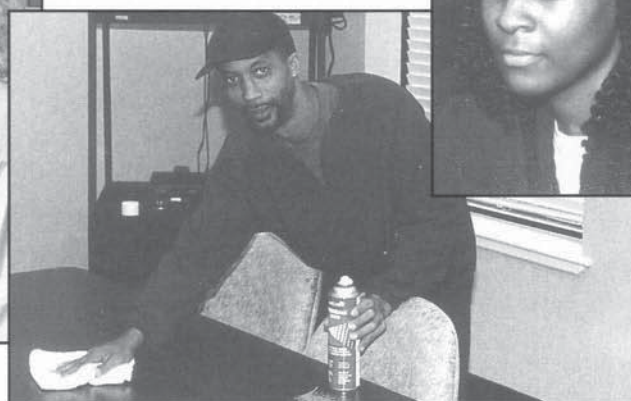
Above:
Stephanie Farina
(06/10/99).



Lynn Johnson
(06/07/99).



Tracey Hairston, left, and Stephanie Farina.



Berlongdore Hairston (10/20/99).



Below:
Jill Winston
(06/07/99).

Meet the Richmond Garment Coordinators



Jeannette Lankford
(12/07/98)

Natalie Thomas
(05/14/98)



John Murphy
(08/10/99)



Presline Hobson
(11/01/99)



Angela Thomas
(06/06/99)



Tammy Thomas
(06/05/99)



Denise Rudolph
(05/01/98)



Serenia Thompson
(05/01/98)



Ida Ellen Porter
(10/19/98)



Theda Johnson
(08/10/99)

Richmond Customer Spotlight

White Oak Semiconductor

The Richmond Cleanroom's first customer over two years ago was White Oak Semiconductor.

White Oak Semiconductor is headquartered on 210 acres in the White Oak Technology Park near Richmond. The company employs 1,500 people and currently produces 64M and 256M DRAM devices. The 825,000 square foot site is fully integrated with wafer manufacturing, probe, assembly, final test, and module assembly.

"We have been very happy with Prudential," said White Oak Contamination Control Specialist, Hunt Knight. "We feel kind of special. They built a Cleanroom laundry for us. We feel like we've formed a good partnership with a great company," he said.

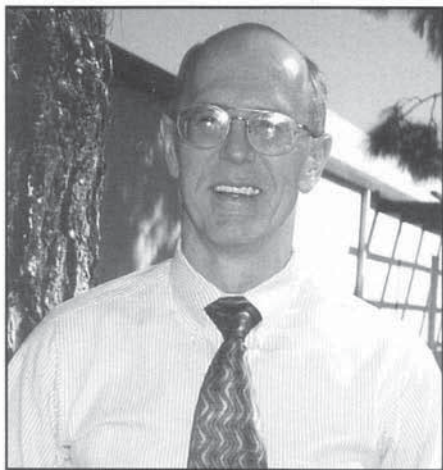


The White Oak Semiconductor headquarters near Richmond.



Prudential Cleanroom Services garments in use at White Oak.

Management Changes In The News



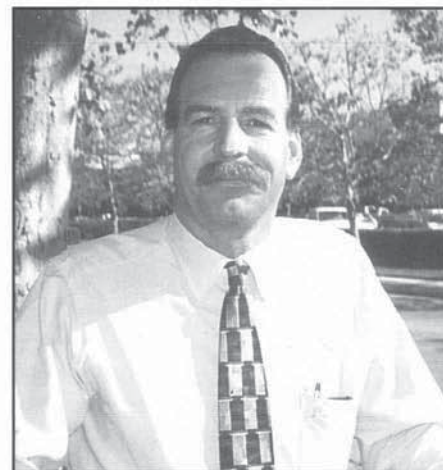
Bill Stoner

Bill Stoner (09/15/88) has transferred to the position of **Purchasing Manager, Consumable Products** in the Corporate Office. Bill has served Prudential for eleven years in past positions including assignment to the Corporate Office, Industrial Division and most recently as General Manager of the Los Angeles Cleanroom.



Jim Scichilone

Jim Scichilone (01/30/95) has been promoted to **General Manager** at the Los Angeles Cleanroom effective August 16, 1999. Jim most recently served as a Sales & Service Manager.



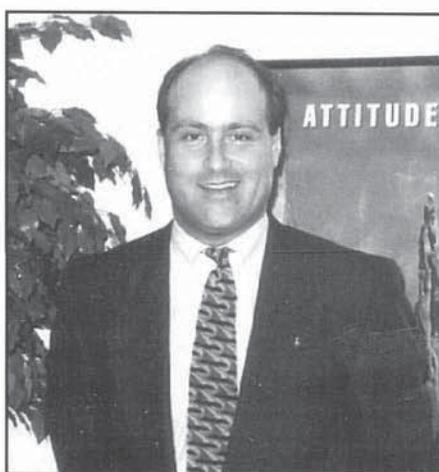
Frank Rich

Frank Rich (01/29/90) has been promoted to **District Sales Manager** effective November 29, 1999, from Corporate Sales Rep at Irvine. Frank has achieved President's Club status five times and is on his way to a sixth President's Club award for his 1999 performance.



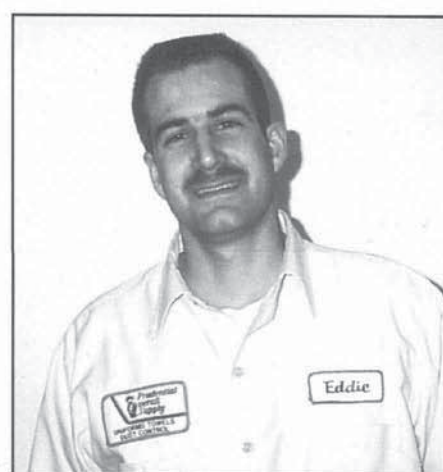
Stefan Schurter

Stefan Schurter (10/26/92), Vice President of Engineering & Production, **will assume operating responsibility** for Cleanroom operations in California, in addition to his present responsibilities.



Marty Allender

Marty Allender (04/27/92), has been appointed **Division Sales Manager** (California) for the Cleanroom Division. He will have sales management responsibilities for California.



Eddie Ferguson

Eddie Ferguson (08/18/97) has been promoted to **Plant Superintendent** at Chula Vista. Eddie started as a CSR at Carson.



Ralph Stubbe

Ralph Stubbe has been promoted to **Plant Superintendent Trainee** at Albuquerque, effective October 11, 1999. Ralph joined the Company on February 2, 1998 and was previously Maintenance Supervisor.



Tony Doomes

Tony Doomes has been promoted to **Route Manager** at Carson, effective August 9, 1999. He joined Prudential on July 21, 1997.



Mike McKinney

Mike McKinney has been promoted to **Computer Support Specialist** at Corporate effective November 8, 1999. Mike joined the Company on March 30, 1989.



Sabitha Prabhakaran

Sabitha Prabhakaran has been appointed **Quality Assurance Technician** at the Austin, Texas Cleanroom, effective September 7, 1999.



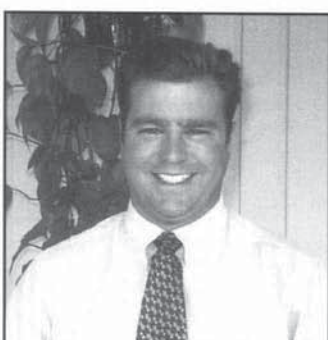
Rebecca Koury

Rebecca Koury has been promoted to **Plant Superintendent** of the Mesa Cleanroom effective November 29, 1999. She joined the Company on June 24, 1991 as a Q.A. Technician, and was promoted in April to Plant Superintendent Trainee.



Danny Ibarra

Danny Ibarra has been promoted to **Route Manager** at Van Nuys, effective July 26, 1999. Danny joined Prudential on January 13, 1997 as a CSR.



Jeff Hartmayer

Jeff Hartmayer has been promoted to **Corporate Sales Rep** at Chula Vista, effective August 23, 1999. Jeff joined the Company on July 10, 1995 and most recently worked at Vista as a CSR.



Jonie Galvez

Jonie Galvez has been promoted to **Office Manager** at Cerritos, effective November 15, 1999. Jonie joined Prudential On April 7, 1997.



Gus Covarrubias

Gus Covarrubias has accepted the position of **Plant Superintendent** at Cerritos, effective August 2, 1999. He joined the Company on June 1, 1999.



Mike Ivers

Mike Ivers has been promoted to **District Sales Manager**, effective December 2, 1999. Mike joined Prudential as a MPTP at Fremont on November 8, 1993.

1999 Service

25 YEARS OR MORE

Name	Location	Job Title	Hire Date
Bain, Dale	00	Personnel Dir	03/21/1960
Casas, Jesus	01	All Other Empl	05/15/1962
Hauser, Larry	10	Sales & Serv Mgr	01/17/1964
Walters, William	05	Sales & Serv Mgr	06/08/1964
Guerrero, Antonio	05	Soil Counter	02/08/1965
Vosburgh, Richard	06	Cust Sales Rep	05/10/1966
Estrada, Ana	15	Alterations	06/05/1967
Lahn, Donald C.	00	Vice Chairman	08/28/1967
Suarez, Esther	05	Asst Supv	01/02/1968
Felix, Delfino	03	Presser	07/12/1968
Clark, J. Daniel	00	Chairman of Board	09/23/1968
Snyder, Rosa	02	Asst Supv	09/16/1970
Stewart, Karen	00	Data Proc Mgr	10/12/1970
Lowden, Gene	05	Cust Sales Utilit	01/13/1971
Quintana, Mary	10	Lead Gmt Coord	11/15/1971
Dennis, Juanita C.	02	Office Manager	11/30/1971
Corona, Samuel	07	Shuttle Coord.	05/01/1972
Cabrera, Paula	07	All Other Empl	08/07/1972
Niemann, Celia	07	All Other Empl	08/28/1972
Durazo, Amparo G.	04	Supervisor	09/25/1972
Cabrera, Manuela	07	All Other Empl	12/13/1972
Perez, Margarita	03	Presser	01/08/1973
Monjaras, David	03	Lead Person	09/17/1973
Cano, Margaret	03	Alterations	04/17/1974
Aguiar, Norman	01	Route Manager	05/13/1974
Pinon, Esthela	04	Hd Distributor	09/19/1974
Peralta, Guadalupe	96	Lettering	10/14/1974

15 YEARS

Name	Location	Job Title	Hire Date
Corona, Josefina	07	All Other Empl	01/09/1984
Bielefeld, Bret A.	00	Dir Purchasing	02/06/1984
Boyer, Jr., Jimmy	02	General Manager	02/07/1984
Reeves, Michael	09	Cust Sales Rep	02/07/1984
Monjaraz, Daniel M.	03	Distributor	02/14/1984
Togonon, Janice C.	09	Skilled Worker	02/18/1984
Travis, Catherine	10	Office Manager	02/18/1984
Arnaz, Mike	09	Cust Sales Rep	02/21/1984
Rodriguez, Raquel	05	Distributor	04/03/1984
Valdez, Magdalena	10	Distributor	04/07/1984
Hoang, Kim T.	00	Input Oper	05/02/1984
Blanco, Martha A.	07	All Other Empl	05/21/1984
Reel, Billie D.	02	Maint Mechanic	06/15/1984
Harman, Robert A.	02	Maint Mechanic	06/19/1984
Mercado, Anita R.	01	Distributor	07/09/1984
Herrera, Rodolfo M.	05	Towel Folder	08/08/1984
Garcia, Elisa	06	Presser	08/20/1984
Magana, Maria R.	06	Distributor	08/20/1984
Tanner, Douglas	06	Sales & Serv Rep	08/27/1984
Viramontes, Ignacia	07	All Other Empl	08/31/1984
Rogers, Katherine	10	Gmt Coord Superv	09/04/1984
Perez, Lomberto	04	Presser	09/04/1984
Castro, Rosa R.	01	All Other Empl	10/29/1984
Lopez, Efrain N.	01	Cust Sales Rep	11/05/1984
Soto, Rachel	02	Distributor	11/19/84
Bigler, Marlan L.	00	Comp Programr Tr	11/19/84
Brooks, Carl A.	83	Warehouse Manager	12/12/1984
Ellison, Dan T.	21	Cust Sales Rep	12/19/1984
Richardson, Gale	21	Corp Sales Rep	12/24/1984
Orcutt, Charles E.	05	Cust Sales Rep	12/31/1984

20 YEARS

Name	Location	Job Title	Hire Date
Corona, Alberto B.	02	Water Treat Oper	01/16/1979
Delgado, Walter R.	00	System Analyst Se	01/22/1979
Mota, Pedro C.	07	Auto Mechanic	01/22/1979
Maldonado, Jose	09	Towel Counter	01/22/1979
Godoy, Ricardo A.	07	Supervisor	01/23/1979
De La Garza, Alfredo	03	All Other Empl	02/20/1979
Pelayo, Ricardo R.	09	Maintenance Supv	02/27/1979
Arce, Antonia	06	Lead Person	05/03/1979
Rivera, Miguel A.	09	Truck Unloader	05/15/1979
De Leon-Chavez, Jose M.	05	Presser	06/04/1979
Fierro, Elvira	15	Distributor	06/04/1979
Hunter, Lilli A.	00	Purchas Agent	06/12/1979
Cibrian, Cristina	06	Lead Person	06/12/1979
Loredo, Maria T.	10	Lead Gmt Coord	06/26/1979
Reardon, William	10	Cust Sales Rep	07/09/1979
Mireles, Concepcion	03	Presser	07/17/1979
Diaz, Maria D.	01	Presser	08/03/1979
Lecair, Laura A.	09	Office Manager	08/09/1979
Mendivil, Julie A.	10	Folder	08/13/1979
Ortman, Harvey R.	00	Dir Production	08/20/1979
Arias, Maria M.	04	Order Clerk	08/28/1979
Ruiz, Modesta	06	Counter	10/01/1979
Jasso, Graciela	02	All Other Empl	10/10/1979
Olguin, Magdalena	02	Presser	10/16/1979
Garcia, Consuelo	06	Distributor	10/29/1979
Hernandez, Patricia	05	Supply Suprv	11/08/1979

10 YEARS

Name	Location	Job Title	Hire Date
Rivera, Hugo	15	Maint Mechanic	01/04/1989
Cesario, Eva M.	00	General Acct	01/09/1989
Martinez, Armando J.	06	Cust Sales Rep	01/09/1989
Jimenez, Maria L.	04	Distributor	01/23/1989
Negrete, Danira	03	Office Manager	02/07/1989
Leza, Alicia	10	Lead Person	02/13/1989
Marana, Jr., John L.	00	Qual Assur Audit	02/27/1989
Guerrero, Ampelia	02	Presser	03/06/1989
Green, Kay A.	23	Supply Clerk	03/13/1989
Andrade, Edward L.	08	Maintenance Supv	03/13/1989
Hernandez, Federico	98	Plant Supt	03/20/1989
Gaytan, Irma	96	Artist	03/20/1989
Gonzalez, Alicia	06	Distributor	03/20/1989
Munoz, Maria S.	98	Mach Oper	03/21/1989
Chan, Tom	00	Reg Maint Eng	03/23/1989
Kaur, Tarsem	08	Alterations	03/27/1989
Sotelo, Maria C.	09	Mender	03/27/1989
Hernandez, Maria A.	02	Distributor	03/29/1989
McKinney, Michael E.	00	Comp Support Spec	03/30/1989
Long, Carol H.	70	Office Manager	04/03/1989
Blumstein, Arnold	15	Sales & Serv Mgr	04/03/1989
Villalobos, Guadalupe	02	Distributor	04/06/1989
Truax, Karen D.	00	Prof Shar Admin	04/19/89
Silva, Maria A.	10	Distributor	04/19/89
Patel, Gomtiben J.	98	Mach Oper	04/24/1989
Montesdioca, Rosa Zepeda	04	Presser	05/08/1989
Arredondo, Estefana	03	Soil Sort	05/11/1989
Wisilinski, Eleanor A.	10	Account Manager	05/30/1989

Anniversaries

10 YEARS

Name	Location	Job Title	Hire Date
Corona, Anita L.	02	Presser	05/30/1989
Stackfleth, John E.	09	Cust Sales Rep	06/05/1989
Wysong, Isabel Y.	03	Distributor	06/12/1989
Diaz, Jesus M.	96	Printer	06/13/1989
Olivas, Asuncion	05	Presser	06/14/1989
Cadenas, Felisa F.	98	Mach Oper	06/19/1989
Tello, Ricardo A.	96	Artist	06/26/1989
Espinoza, Vicente	98	Mach Oper	06/26/1989
McCoy, Thomas C.	08	Route Manager	06/26/1989
Aguirre, Aurelia M.	06	Counter	07/03/1989
Mata, Saul	05	Presser	07/27/1989
Garza, Vincent	08	Washer Lead Perso	08/01/1989
Colin, Hilaria	08	Supply Clerk	08/01/1989
Pena, Isabel M.	02	Presser	08/07/1989
Nelson, Jeffrey A.	13	General Manager	08/08/1989
Dennison, Joe S.	98	General Manager	08/10/1989
Nuno, Eva	01	Distributor	08/16/1989
Newberry, Gary	22	General Manager	08/28/1989
Martinez, Audencio	05	Presser	08/30/1989
Fierro, Martha	05	All Other Empl	09/05/1989
Serrano, Irma	98	Mach Oper	09/05/1989
Duarte, Leticia	98	Mach Oper	09/07/1989
Sandoval, Lenin	98	Mach Oper	09/11/1989
De Gutierrez, Beatriz L.	04	Presser	09/11/1989
Leary, Larry L.	00	VP Cleanroom Oper	09/11/1989
Peterson, Juan O.	98	Maint Mechanic	09/25/1989
Garcia, Patricia	10	Distributor	09/25/1989
Ramirez, Leticia	10	Supply Clerk	09/27/1989
Lopez, Lucila	10	Garment Coord	09/27/1989
Ruiz, Imelda	10	Folder	10/04/1989
Carrillo, Martin	10	Maint Helper	10/09/1989
Molina, Virginia	06	Presser	10/18/1989
Ledgard, Gloria V.	02	Presser	10/19/1989
Ramirez, Teresa	98	Lead Person	10/19/1989
Ramirez, Maria D.	13	Lead Person	10/30/1989
Cortez, Antonia	13	Supply Clerk	10/31/1989
Garcia, Enrique	08	Soil Counter	11/01/1989
Norwood, Joyce A.	32	Office Clerk	11/06/1989
Palominos, Magdalena	13	Lead Person	11/06/1989
Villela, Diego	02	Distributor	11/08/1989
Martin DelCampo, Maria E.	00	Gen. Acctg. Clerk	11/20/1989
Mireles, Bertha M.	03	Towel Folder	11/29/1989
Villasenor, Rosa M.	02	Asst Supv	12/13/1989
Neal, Terrance A.	09	Cust Sales Rep	12/18/1989
Morales, Marbella S.	08	Laundry Worker	12/19/1989
Cesario, Dean	06	Cust Sales Rep	12/27/1989
Fitch, Scott E.	21	Cust Sales Rep	12/29/1989

5 YEARS

Name	Location	Job Title	Hire Date
Valdez, Carmen	22	Distributor	02/21/1994
Osborne, Steven R.	18	Cust Sales Rep	03/07/1994
Lee, Lucy	00	Input Oper	03/08/1994
Diaz, Maria P.	10	Garment Coord	03/12/1994
Rodriguez, Maria L.	10	Garment Coord	03/12/1994
Berke, Dale S.	01	Cust Sales Rep	03/14/1994
Belloso, Alfonso C.	10	Cust Sales Rep	03/19/1994
Roever, James F.	02	Cust Sales Rep	04/04/1994
Bernal, Maria T.	22	Towel Folder	04/05/1994
Shepherd, Jeffrey W.	08	Sales & Serv Mgr	04/05/1994
Talamante, Maria B.	21	Laundry Worker	04/06/1994
Sanchez, Bertha V.	08	Distributor	04/12/1994
Zarate, Guadalupe	21	Presser	04/14/1994
Trujillo-Games, Belen	23	Soil Sort	04/15/1994
Rains, Ronald R.	07	Sales & Serv Mgr	04/21/1994
Sanders, Allan M.	03	Corp Sales Rep	05/06/1994
Damitio, Richard	21	Maintenance Supv	05/31/1994
Gould, Janice L.	00	Sales & Mkt Admin	06/13/1994
Lozano De Nelson, Martha D.	13	Presser	06/21/1994
Cabrera, Heriberta	07	Accts Rec Clerk	07/05/1994
Wallis, James	22	Route Manager	07/07/1994
Ward, Arlene	01	Office Clerk	07/11/1994
Rogers, Kevin	07	Cust Sales Rep	07/11/1994
Smith, Marty B.	07	Stacker	07/12/1994
Richards, Scott	13	Sales & Serv Mgr	07/12/1994
Evans, Kenneth W.	18	Line Driver	07/18/1994
Moore, David L.	05	Route Manager	07/18/1994
Todd, Michael	02	Corp Sales Rep	07/18/1994
Cardiel, Maria	98	Trimmer	07/21/1994
DeLeon, Isidro	07	Janitor	07/25/1994
Fernandez, Maria G.	02	All Other Empl	07/25/1994
Melendez, Eric	17	Sales & Serv Rep	07/25/1994
De La Rosa, Manuel	05	Route Manager	07/26/1994
Martinez, Isabel	21	Lead Person	07/27/1994
Frasquillo, Maria	21	Lead Person	08/04/1994
Cole, R. Brian	17	Sales & Serv Mgr	08/11/1994
Turney, Paul	06	Sales & Serv Mgr	08/15/1994
Saenz, Lupe	22	Roll Towels	08/25/1994
Valenciano, Mary	23	Garment Coord	08/29/1994
Reynosa, Blanca J.	21	Supply Clerk	09/06/1994
Sanchez, Gloria	06	Supply Suprv	09/06/1994
Torres, Maria A.	07	All Other Empl	09/07/1994
Lee, Brian	02	Cust Sales Rep	09/12/1994
Stebinger, Patricia	00	Data Cont Clerk	09/19/1994
Baublitz, Ronald	07	General Manager	09/19/1994
Bullock, Darrin	23	Cust Service Rep	09/22/1994
Adreon, Gary	17	Sales & Serv Mgr	10/03/1994
Quezada, Martha	02	Distributor	10/12/1994
Martinez, Francisco	07	Soil Counter	10/13/1994
Corona, Gabriel J.	10	Washer	10/15/1994
Espinoza-Perez, Angel	05	Prod Supervisor	10/20/1994
Hernandez, Irineo	05	Janitor	10/24/1994
Cruz, Marta G.	98	Mach Oper	10/25/1994
Pratt, Brian K.	12	Route Manager	10/26/1994
Eastham, Howard	02	Sales & Serv Mgr	10/26/1994
Diaz, Veronica	10	Garment Coord	10/29/1994
Rosales, Belter	07	Truck Loader	11/02/1994
Ortiz, Arnulfo	04	Truck Loader	11/10/1994
Balestri, Michael	71	Account Manager	11/11/1994
Poulsen, Kent	02	Cust Sales Rep	11/28/1994
Manriquez, Elizabeth	02	Stock Rm Clerk	11/28/1994
Broadwater, Gary Dean	01	Cust Sales Rep	12/01/1994
Ramirez, Jaime	05	Route Manager	12/20/1994

5 YEARS

Name	Location	Job Title	Hire Date
Martinez, Rosa B.	08	Distributor	01/03/1994
Gambino, Cynthia I.	03	Towel Folder	01/10/1994
Granillo, Maria B.	10	Garment Coord	01/12/1994
Cedillo, Carmen R.	08	Presser	01/17/1994
Ortega, Yolanda	10	Soil Sort	01/19/1994
Pratt, Jose L.	98	Service Person	01/31/1994
Alejandro, Alejandro	13	Lead Person	02/02/1994
Banuelos, Maria E.	13	Distributor	02/02/1994
Barron, Noelia	23	Folder	02/07/1994
Salcedo, Josefina	10	Soil Sort	02/09/1994
Hazen, Lewis C.	13	Cust Sales Rep	02/10/1994

Sales Managers Meeting Held In September

Prudential held a District Sales Managers' Meeting on September 28 and 29, 1999.

The meeting was held at the Corporate Office in Irvine. The first day of the meeting agenda included reviews of year to date results by salesperson, plant and district, as well as 2000 planning.

Attendees also updated the competitor profile book and listened to a marketing materials update presented by Stephanie Leibick, Marketing Projects Coordinator at the Corporate Office.

On the second day, participants had a presentation by Jerry Martin on Cleanroom Accounts.



Left to right: John Lange, District Sales Manager (03/31/97); Harry Lewis, District Sales Manager (11/22/82), transferred to Corporate Sales Rep November 22, 1999; Jerry Martin, Director of Sales & Marketing (04/20/92); Stephanie Leibick, Marketing Projects Coordinator (01/15/96); Gary Shipp, District Sales Manager (01/20/98); Betty Johnson, Sales & Marketing Administrator (04/27/98); Geoff Otts, District Sales Manager (07/29/96); and Dean Killion, District Sales Manager (03/06/95).

New Cleanroom Direct Mail Piece

The Prudential Sales & Marketing Department has introduced a direct mail piece as a new pre-trade show sales tool (see below).

Our Focus Is Service



Come see us at Cleanrooms West '99 Booth #326

AE-9400 SuperESD Fabric

Companies with ESD critical applications need to look no further than AE-9400 for cleanroom garment material. It is a cost-effective solution that provides SuperESD performance with high filtration efficiency without sacrificing wearer comfort.

FABRIC DESIGN

A revolutionary idea for ESD critical applications, AE-9400 combines all of the features of traditional cleanroom fabric with unsurpassed ESD performance. AE-9400 is a cost-effective solution for cleanrooms up to Class 10 that also require a high degree of ESD control. The unique design of this material brings ESD control to cleanrooms without the use of complicated garment construction.

ESD PERFORMANCE

AE-9400 has incredible performance both in terms of static decay time and surface resistivity. The unique design of the material's conductive yarn allows this high performance to continue throughout the life of the material and also gives a garment excellent conductivity across traditional garment seams.

TOTAL VALUE

While creating a SuperESD material, Prudential has not forgotten the traditional fabric requirements of filtration efficiency, comfort, and durability. The material's 3-layer construction ensures a high level of filtration efficiency without sacrificing wearer comfort. It also provides a high degree of abrasion resistance which means the AE-9400 will stand up to the stress and strains from wearers' fabric demands.



Offered Exclusively By:

Prudential Cleanroom Services

www.pos-clean.com

Garments
800POS5536
Consumables
800CLASS10

Mesa AZ • Phoenix AZ • Los Angeles CA • Milpitas CA • San Diego CA • Denver CO • Austin TX • Richmond VA • Tijuana MX • Malaysia • Singapore

1999 Top Pro Awards

Top Pro Awards have been presented to the following:

- Bill Evans (04/07/97) of Vista for Most Weekly Revenue Sold, Selling Period 11.
- Winson Wong for Most Weekly Revenue Sold, Selling Periods 12 and 13 (see below).
- Neil Saunders (10/19/98) of Cerritos Dust Control for Most Accounts Sold during Period 01.



Left to right: Jerry Brigham (07/21/97), General Manager at Milpitas Industrial; Winson Wong (08/11/97), Corporate Sales Rep, Milpitas Industrial, and Geoff Otts (07/29/96), District Sales Manager

Prudential Introduces Revised Rules of Conduct



1982

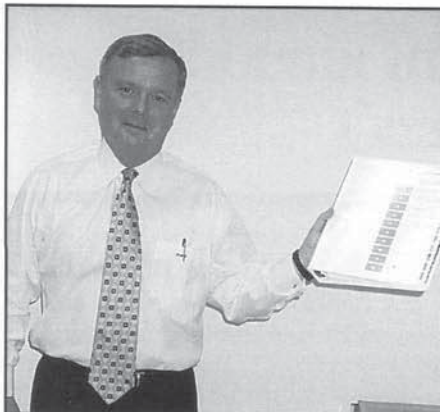


1988



1999

Prudential's Company Rules of Conduct are reviewed and revised as needed. The Rules were revised this year, and the Human Resources Department conducted meetings at all Plants in both english and spanish to review the changes.



Above, left, Don Nordstrom (08/11/86), VPHR-Training, reviews the new Rules, while Nena Corral (07/31/78), Chula Vista Supply Supervisor, translates in Spanish. At left, every location has an Employee Policies & Procedures Manual (held by Bob Connolly (10/06/97), Human Resources Manager) readily available to all employees.



At left, the Spanish version of the revised Rules, with the Receipt of Rules of Conduct. Every Prudential employee signed a Receipt. Above, Chula Vista Plant employees listen while the revised Rules are discussed.



Prudential Overall Supply
RECEIPT OF RULES OF CONDUCT

Date: _____

Location: _____ Dept: _____

I have received a copy of the Prudential Overall Supply Rules of Conduct on this date: _____

I have been informed about and have been offered the opportunity to review at this time, or at any time in the future upon my request, the following Prudential Overall Supply Company Policies and Procedures (COP):

1. COP 20.01, Employee Ethics Policy
2. COP 20.02, Equal Employment Opportunity Policy and Affirmative Action Program
3. COP 20.03, Sexual Harassment in the Working Environment
4. COP 20.04, Racial Harassment in the Working Environment
5. COP 20.05, Probationary Period
6. COP 20.06, Notice of Termination
7. COP 20.07, Company Progression Discipline Program
8. COP 20.08, Termination of Employment for Theft
9. COP 20.09, Termination of Employment for Fraud
10. COP 20.10, Termination of Employment for Sexual Harassment
11. COP 20.11, Termination of Employment for Sexual Harassment
12. COP 20.12, Company Policy Program

EMPLOYEE'S SIGNATURE: _____

DATE: _____

SMTTP Held In October

A Supervisory Management Training Program (SMTTP) was held at the Corporate Office October 18 - 22, 1999.

Nineteen Prudential employees participated in the Program. Don Nordstrom (08/11/86), VP Human Resources - Training at the Corporate Office, was the Program Leader.



"We need to follow our Mission Statement and Our Goals," said Dan Clark (09/23/68), Chairman of the Board.



Left to right: Don Nordstrom (08/11/86), VPHR-Training; Stella Quihuis (07/21/88), Supply Supervisor; Tim Stephens (01/25/93), Sales & Service Rep; Carol Long (04/03/89), Office Manager; Ralph Stubbe (02/17/98), Plant Superintendent; Carlos Wiggins (02/19/99), Supply Supervisor; Robert Allen (06/04/98), Route Manager; Mark Hyer (10/18/99) Route Manager; Billy Gill (01/19/98), Warehouse Supervisor; Victor Velazquez (11/09/98) MPTP; Brad Schacerl (04/08/99), MPTP; Ed Smith (08/09/99), Management Trainee; Mark Jackson (04/04/99), Route Manager; Steve Horsley (06/21/99), Plant Superintendent; Leon Pham (10/12/98), MPTP; Tony Doomes (07/21/97), Route Manager; Joe Dennison (08/10/89), General Manager; Art Quinonez (05/12/97), Route Manager; Kevin Hochhaklter (07/14/99), Route Manager Trainee; and Alberto Ponce (01/16/95), Maintenance Supervisor.



Tom Watts (09/08/75), President, reviewed Top Items For Successful Plants.

Seven Habits of Highly Effective People At Van Nuys

The Seven Habits of Highly Effective People seminar was held recently at Van Nuys.

The seminar is designed to help employees improve productivity and other skills.



Left to right: Don Nordstrom (08/11/86), VPHR-Training; Tim Holden (07/08/97), CSR; Joseph Cardenas (11/17/97), Route Manager; Brandon Fountain (01/08/96), CSR; Eric Melendez (07/25/94), Route Manager; Betty Kearin (03/13/78), Office Manager; Trey Engerran (06/01/93), Sales & Service Manager; Norman Aguiar (05/13/74), Route Manager; Robert Manzi (08/26/91), Sales & Service Manager; Steve Brooks (04/06/98), Corp Sales Rep.; Mel DeMello (11/07/90), General Manager at Van Nuys. Not pictured is Jonathan Hine (01/06/97), Plant Superintendent.

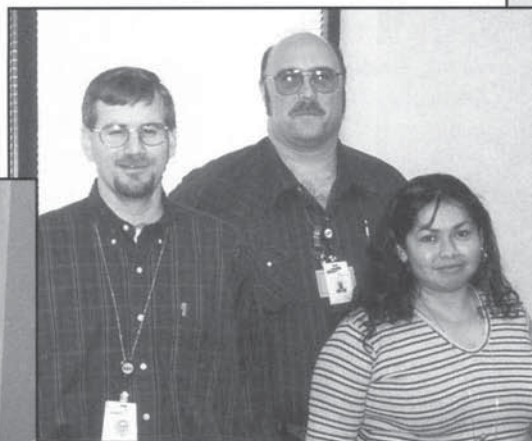
Austin Cleanroom Holds Quality Awareness Day

The Austin Cleanroom held its annual Quality Awareness Day on October 30, 1999. The guest speakers were from Samsung Austin Semiconductor, a Prudential customer. Quality Awareness Day allows customers to lunch with Prudential production employees, enabling Prudential

employees to learn how their work affects customers. Prudential employees are encouraged to ask questions and get to know customers.

Below, left to right, Samsung employees Jim Richards, Tony Holubec, and Maria Rosales.

Below, Brad Schacheral (04/08/99) MPTP at Austin, prepares the barbecue.



Austin production employees in the meeting.

Phoenix Industrial Plant Kicks Off Year 2000 Quality Improvement Process

The Phoenix Industrial Plant recently kicked off their Year 2000 Quality Improvement Process. Don Nordstrom, Corporate QIP Coordinator, held a four hour QIP training seminar for two groups of

management employees. The Plant's goal is to better implement QIP procedures, including QIP meetings, minutes, OFI's and CAT teams.



Left to right: Gary Newberry (08/28/89), General Manager; Jim Wallis (07/07/94), Route Manager; Craig Mickle (01/18/95), CSR; Tony Fernichio (10/01/98), Sales & Service Manager; Juan Johnson (01/26/98), Route Manager; Eugene Johnson (11/23/98), MPTP; and Don Nordstrom (08/11/86), VPHR-Training.



Seated left to right: Denise Denney (02/09/99), Supply Supervisor; Dorraine De La Trinidad (01/30/95), Office Manager; and John Kinsella (09/21/98), Plant Superintendent.

Standing left to right: Mark Hyer (10/18/99), Route Manager; Robert Allen (06/04/98), Route Manager; Gary Woodman (08/16/99), Sales & Service Manager; and Duncan Downing (05/10/99), Sales & Service Manager.

What's News?

Four Employees Retire



Adele Vargas

Adele Vargas, Lead Person at the Fresno Plant, retired on September 30, 1999. She joined Prudential on September 9, 1989. In the photo at left, Isabel Fernandez (08/25/88), Supply Supervisor, presents some parting gifts to Adele.

Mary Lomelin

Mary Lomelin (09/01/84), Supply Clerk at Milpitas Cleanroom, retired on September 1, 1999.



Ed Cobian

Ed Cobian (09/07/66), Soil Sort Operator at the Chula Vista Plant, retired on August 30, 1999.

Gene Lowden

Gene Lowden (01/13/71) retired from the Los Angeles Industrial Plant on November 30, 1999, after 27 years of service. He was a Customer Sales Rep. Below, the retirement party features a cake



Brandon Blanchard (left) and Dan Clark (right) attended Gene's party (Gene is seated in the center).

Chula Vista Celebrates Safety



Chula Vista held a Safety Barbecue in August. The Plant was celebrating 741 days without a lost time accident.

A Pesky Problem

The snake problem at Austin is gone. But what about those pesky armadillos?



Daryl Deike (03/29/99), MPTP.

LA Cleanroom Sees Red

The L.A. Cleanroom took the recent solar eclipses seriously. Employees wore red for protection.



Two Employees Celebrate 25 Years at Prudential



Esthela Pinon

Brandon Blanchard (06/08/92), Regional Manager and Jim Duncan (09/09/98), General Manager, presenting Carson Lead Distributor Esthela Pinon (09/19/74) her 25th Anniversary watch and certificate.



Guadalupe Peralta

Guadalupe Peralta (right) was presented with 25 roses on her 25th Anniversary. Garment Manufacturing Plant General Manager Joe Dennison (08/10/89), left, presented her with a gold watch and certificate.

Sophia Aguirre Becomes U.S. Citizen

Sophia Aguirre (02/24/97), Office Clerk at the Los Angeles Cleanroom became a United States Citizen on July 28, 1999.



Hector Aguilar Obtains GED

Hector Aguilar (01/22/98), Washer at the Los Angeles Cleanroom, received his GED in October 1999.

In Memorium

Nathan King

Nathan King, CSR at the Carson Plant, died on July 15, 1999. "Nathan was a very good employee - he ran route 11 for us. We will miss him," said General Manager Jim Duncan. Nathan was featured with his baby daughter in the Holiday 1998 *Off-the-Cuff*. Nathan (08/26/97) was 36 years old.

Kathy Hernandez

Kathy Hernandez (05/03/93), Lead Garment Coordinator at Mesa, died in a car accident on November 13, 1999. "Kathy was well liked by everyone and held a special place with many here at Mesa. She will be sorely missed," said Chip Fiandaca, General Manager. Kathy is survived by two sons and five grandchildren. She was raising three of her grandchildren.

Picnics Provide Fun, Games, Friendship

Chula Vista



The kids really enjoyed the games at the Chula Vista picnic recently.



Albuquerque



Catching up with friends and co-workers at the Albuquerque Plant picnic.

Los Angeles Cleanroom



Lots of fun and games at a recent picnic for employees of the Los Angeles Cleanroom.

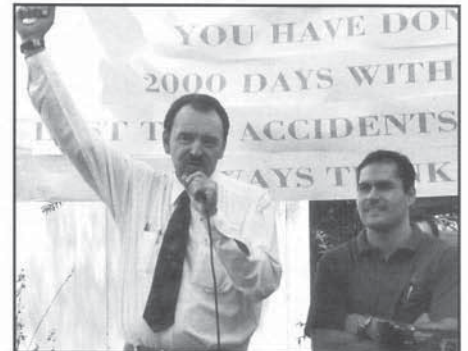


Garment/Lettering Celebrates 2000 Days Without A Lost Time Accident

For the first time ever, a Prudential Plant has achieved 2000 days without a lost time accident. The Garment/Lettering Plants celebrated this achievement on October 12, 1999. Employees enjoyed a barbecue, games and contest as part of the celebration.



Top photo: a special cake, held by General Manager Joe Dennison (08/10/89), left, and Freddy Hernandez (03/20/89), Plant Superintendent, helped employees celebrate.



A Frightful Time At Prudential



The Mesa Cleanroom had a frightful time on October 29, when they held an Employee Recognition celebration. Employees were encouraged to come in costume. Stella Quihuis came as the Prudential Overall Supply "fat man." Top left, Mesa employees pose for the camera.



The Corporate Office also got in the spirit at Halloween (bottom left).

LOS ANGELES UNIFIED SCHOOL DISTRICT

Thomas Starr King Middle School

4281 Fountain Avenue, Los Angeles, California 90029
Telephone: (213) 664-1176

BURTON ZACHARIS
Superintendent of Schools

THELMA YOSHII
Principal

September 13, 1999

Mark Elberson
General Manager
6920 Bandini Blvd.
Commerce, California 90040

Dear Mr. Elberson,

In 1996 Thomas Starr King Middle School chose to be a uniformed school for safety reasons. Every year our outgoing eighth graders donate their uniforms to our "Loaner" program. And every summer we have the task of laundering these uniforms to get them ready for the new year.

Thomas Starr King Middle School's 1999 -2000 school year has opened in such a positive way, in great measure to Prudential Overall Supply's generosity. We thank you very much for donating personnel time, usage of your facility, delivery of the uniforms and the materials needed in taking on the monumental task of laundering our used uniforms for the new school year. These school uniforms will be given to needed students or used as loaners for students needing a change of clothing.

I would especially like to thank Paul Thompson, Plant Superintendent, Doug Geer, Fleet Manager and Hilda Carrillo, Office Manager for their time, effort and initiative in making this possible. King Middle School really appreciates their help and hard work.

Many of our economically disadvantaged students and their families are very grateful for the school uniforms - uniforms that are in such clean and sanitized condition.

Improving school attendance and encouraging all students to do their very best are top priorities at King Middle School. The wearing of uniforms has helped our young people concentrate on their studies and has created a more positive and safe environment.

Thank you for your part in our success.

Sincerely,

Thelma Yoshi
Dr. Thelma Yoshi
Principal

From the Prudential Mailbag

Left: Paul Thompson (11/08/93),
Plant Superintendent, LA Industrial.
Doug Geer (02/01/83), Fleet Manager.
Hilda Carrillo (06/26/90), Office Manager,
Central Garage

Below: Thank you to Austin Cleanroom.

Sierra
Seed and Supply

27991 Mace Blvd.
Davis, California 95616
1 (800) 356-8873
(916) 756-1752
Fax 916/757-2844

September 30, 1999

Guy Walker,
PRUDENTIAL OVERALL SUPPLY
869 Stillwater Road, Suite 9
West Sacramento, CA 95605

Dear Guy:

I have been meaning to drop you a note since we started having Mr. Kelly Hairston as our driver a few months ago.

Kelly's service is above par! He does an exceptional job and never leaves anything unanswered or incomplete. We are all happy with his service. Not only does he do a good job, but ALWAYS comes in with a smile. It's very nice to have a Service Representative enjoy his job so much, he passes on the friendliness.

If there is at any point a question as to his job, please don't hesitate to ask. We feel that he is a definite asset to your company.

Sincerely,

Julie Berlin
Julie Berlin
Office Supervisor

DOW CORNING

Mr. Mark Derrington
Prudential Cleanroom Services
2721 Oakmount Drive
Round Rock, TX 78664

June 21, 1999

Dear Mr. Derrington:

On behalf of the Dow Corning Critical Environment Team I would like to thank you and your staff for hosting us during our visit on June 17th. We appreciate your openness and patience during the audit and the amount of time you and your staff allowed us for the tour and question answering period. Please extend our thanks to your staff as well.

We were all very impressed by your facility. You have some very innovative ideas incorporated into your process. We will be in touch with your company late next month or in early August to give you the direction our team will be moving.

Again, we thank you for your time and the extra effort put forth during our visit.

Sincerely,

Douglas A. Lee
Douglas A. Lee
Dow Corning Corporation
Americas Procurement
Northern Region

Kelly Hairston (03/22/99), MPTP, Sacramento Service Center.

The date of hire is listed once after each employee name throughout *Off-the-Cuff*.

Off-the-Cuff

A Quarterly Publication of Prudential Overall Supply

Dedicated to the improvement of employee morale and the broadening of customer relationships

Editor: Mary Kirkpatrick • Layout & Design: Marketing Plus, Inc. • 1-800-554-7587

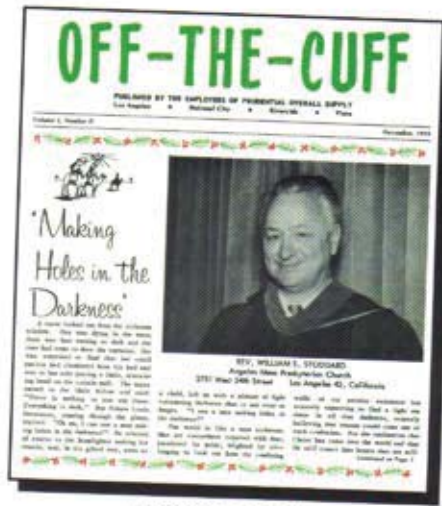
Please address all correspondence and address changes to:

Prudential Overall Supply • Human Resources Dept. • 1661 Alton Pkwy. • Irvine, CA 92606
(949) 250-4855 • Fax: (949) 261-1947 • Web: www.pos-clean.com

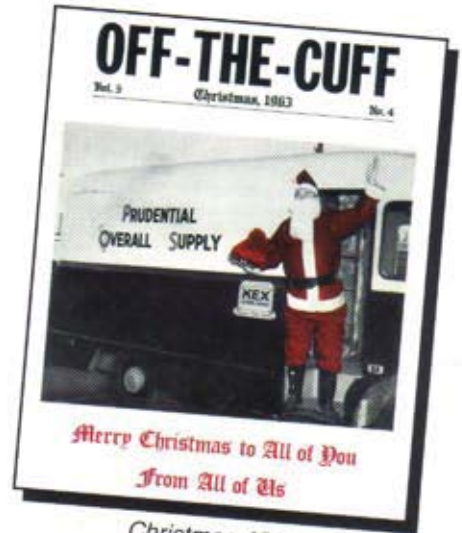
Off-the-Cuff Celebrates 40 Years of Success



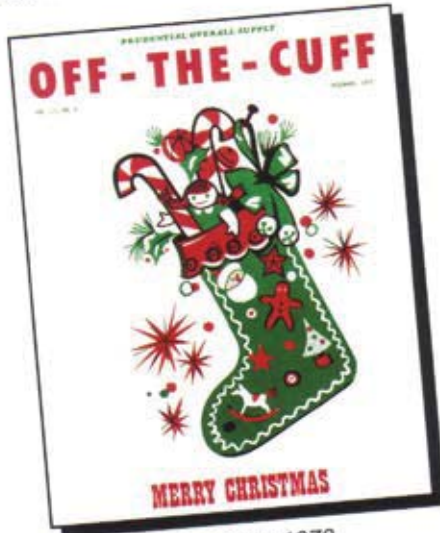
November 1959



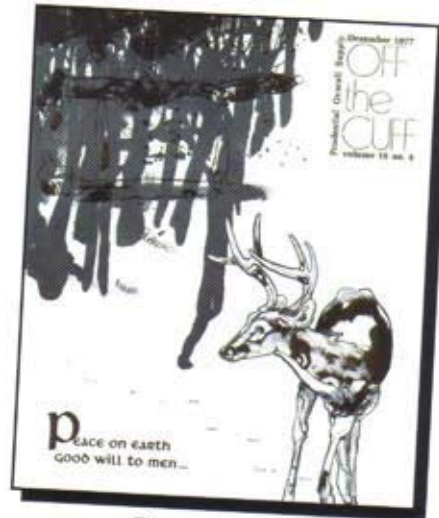
December 1959



Christmas 1963



December 1970



December 1977



December 1981



Holiday 1991



Year 2000 Company Goals



1. **Customer Service and Customer Satisfaction=Retention of Business.**
 - a. Increase customer retention % by two percentage points.
 - b. Have Lost Business Council, CPP 78.01, an ongoing weekly procedure at every Industrial Division Plant.
 - c. No lost customers at Cleanroom Garment Plants and Cleanroom Consumable Products Distribution Centers.
2. **Customer Visitation Service Check Process (CV).**
 - a. Every plant CV completion at 100% each six months.
 - b. Every plant at 2.5 grade average.
 - c. Every Cleanroom Division Garment Plant to have Cleanroom Visitation Council an ongoing procedure.
3. **Quality Improvement Process.**
 - a. Every Plant have at least one Quality Improvement Team (QIT) Meeting every month.
 - b. Every plant have at least two Corrective Action Team (CAT) completed projects approved by the Regional Managers' Meeting Group.
 - c. Every plant have twice the number of their employees Opportunity For Improvement (OFI) forms submitted.
 - d. Two Cleanroom Plants ISO 9000 certified in Year 2000.
4. **People Development.**
 - a. Have two employees promotable and considered for every open position.
 - b. Have all Management Potential Training Program openings filled within two months of opening.
 - c. Have all Performance Review Procedures; pay, performance and potential, completed by February 29, 2000.
 - d. Every plant meet employee turnover reduction goal.
 - e. Every new employee have completed all of the New Employee Selection Process.
 - f. Every employee have a job description and standards of performance.
5. **Training Programs.**
 - a. Every employee complete 8 hours of in-house training.
 - b. Every supervisor and manager have completed Supervisory Management Training Program.
 - c. Every Manager in Sales & Service have completed Route Manager Training Program.
 - d. Route to Success updated.
 - e. English as a Second Language (ESL) training offered at every plant.
6. **Safety and Health Program.**
 - a. Zero lost time accidents.
 - b. Revised Injury and Illness Prevention Program, Safety and Health Program, in effect at every plant.
 - c. Reduce Workers' Compensation costs by 20% at every plant.
 - d. Stretching Program in effect at every plant.
7. **\$150 Million in Revenue.**
 - a. Achieve Company Revenue Goals on a quarterly basis.
 - b. Every plant not to have any consecutive months of not making revenue plan.
8. **Improve Profitability.**
 - a. Achieve Company Profit Goal on a Quarterly basis.
 - b. Every plant not to have any consecutive months of not making profit plan.
9. **Contribute \$1.5 Million Into Profit Sharing Plan.**
 - a. A Quarterly Status Report will be prepared for all employees.
10. **Every plant is to develop specific goals for their plant based on these Company Goals.**
 - a. Every plant to submit a Quarterly Plant Goals Status Report.