



Stemwinder

Oct. 23-Nov. 5, 2007



Solid progress on growth, says Buckley

3M leaders discussed the company's path to higher growth at the 2007 Investor Conference in St. Paul.

Speaking at the 3M 2007 Investor Conference, held Oct. 9 and 10 in St. Paul, Minn., George Buckley, chairman of the board, president and CEO, told 100 institutional investors and investment analysts that the company had made solid progress in executing its business plan in 2007 — by reinvigorating research and development (R&D), accelerating international growth, investing in a better supply chain, and seeding growth with acquisitions.

In the past 18 months, Buckley said, the company has simply been executing the plan. “We took steps along the pathway to sort out the supply chain, we built plants, we’re doing the acquisitions that we talked about to help seed further growth in various locations, we invested in R&D, and fixed the things that were broken,” Buckley said. “We went off and did what we said we were going to do.”

Buckley reiterated the company’s four-pronged growth strategy: Grow the current core business, make complementary acquisitions, build new businesses and grow internationally.

“Growth is our long-term funda-

mental belief and this is the place where we expect to create a lot more shareholder value over the coming years,” he said.

Also speaking at the conference in the 3M Innovation Center were Pat Campbell, senior vice president, Finance, and chief financial officer; John Houle, staff vice president, Manufacturing and Supply Chain Services and Lean Six Sigma; Inge Thulin, executive vice president, International Operations; Brad Sauer, executive vice president, Health Care Business; Jean Lobey, executive vice president, Safety, Security and Protection Services Business; and John Woodworth, senior vice president, Corporate Supply Chain Operations. The entire 3M senior management team participated in a Q&A panel discussion. The meeting was webcast to the investing public.

Reinvigorating R&D

3M has worked to re-engage the technical community and increase investment in R&D, Buckley explained.

“There was an 11 percent investment increase in R&D in 2006,” he said, “and

that was up over 5 or 6 percent in R&D the year before.”

The company is stepping up the pace of new product introductions, and creating more effective and impactful product launches. “The sales of the top 10 product launches in the last two years have increased between the first half of 2006 and 2007 by 45 percent,” he noted. “We think there is momentum building here.”

“2007 products are expected to deliver 33 percent more than our historical average,” he said. “We really have focused on this because this company is about technology and about new products.”

Buckley also highlighted six of 3M’s technology platforms, including: optically clear adhesives; high-performance window film; nonwoven technology using natural materials, for new consumer products; microreplication, used in adhesives, signage, reflective materials and more; advanced materials, used in ACCR (aluminum conductor composite reinforced) for power lines; and high-strength glass bubbles, used in a variety of industrial and mining applications.

‘Enduring franchises’

Buckley also discussed how 3M’s “enduring franchises” make the company resilient. These account for the majority of sales and span several different businesses. Some examples named were 3M™ Respirators and

Inside

Pg. 4 — Teaming up with the Dallas Cowboys

3M sidewalk material was used to temporarily add names to Texas Stadium’s prestigious Ring of Honor.

Pg. 5 — New tools zero in

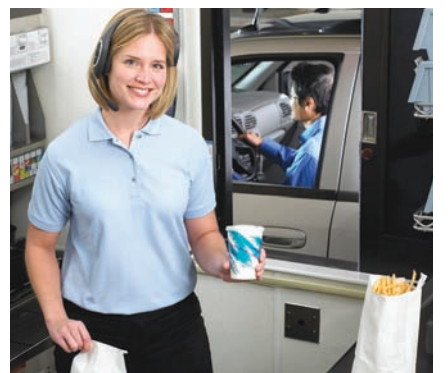
Who buys what? New strategic e-tools enable 3M to track customers around the world, and then to identify who deserves rebates, who gets top-shelf tech support and what other products they might like.

Pg. 9 — Patching up a problem

A 20-year-old product has become an innovative solution to a long-standing pain point in aircraft maintenance. It is making the job easier, expanding 3M sales and showing great growth potential.

Pg. 18 — Preserving forests

Forests in Minnesota, Brazil, China and Mexico are being protected, thanks to 3M grants to two eminent conservation groups, which are using them to help restore forests and protect endangered plants and wildlife.



Pg. 12 — Adding accuracy to your fast-food order

Next-generation digital communication from the Building and Commercial Services Division promises to increase restaurant staff productivity and customer satisfaction for the fast-food industry.

Sections

Pg. 2 News

Pg. 12 Product Focus

Pg. 17 Community

Pg. 19 Home & Life

Pg. 28 People & Events

Pg. 36 Buying & Selling

“2007 products are expected to deliver 33 percent more than our historical average. We really have focused on this because this company is about technology and about new products.”

George Buckley, chairman of the board, president and CEO

(Continued on page 8)

News

Act on it!

Annual benefits enrollment is Oct. 29 to Nov. 19

Active employees will soon be able to choose benefits for themselves and their eligible dependents for 2008. Annual benefits enrollment begins Monday, Oct. 29, at 8 a.m., CDT, and ends on Monday, Nov. 19, at 6 p.m., CST. To learn more about 3M benefits, employees and their eligible dependents in the St. Paul area can attend the 3M Benefits Fair at 3M Center, Nov. 2, 10 a.m. to 2:30 p.m., in the Building 224 Orient and Americas rooms. You can talk with 3M benefit vendors and administrators, gather information and ask questions about your benefits. All guests must be escorted (more information about the fair is available on page 20 of this issue).

Partnership seeks volunteers

Volunteers are needed for the 3M/St. Paul Public Schools Partnership, including the following November/December opportunities:

- Junior Achievement classroom consultants — teach a junior high economics curriculum for a half day on Dec. 5.
- Tutor high school seniors in Basic Skills Test preparation in math, reading, or writing for 10 days, 7:45 a.m. to 8:30 a.m.
- Serve as an e-mentor to high school juniors for seven weeks; half-hour e-mail correspondence per week.

Training is provided at 3M for all opportunities. To sign up or to learn more, send an e-mail to SPPSPartnership@mmm.com.

Add pizzazz to PowerPoint presentations

Many people know how to use PowerPoint software, but many would like to learn more about using it effectively. What can you do to make your PowerPoint presentations stand out, while maintaining a clear focus on the message? A free seminar will be held at 3M on Tuesday, Nov. 6, 11:30 a.m. to 12:30 p.m., in the Building 224 European Room. An instructor from the Science Museum of Minnesota's Computer Education Center will use real-world examples to teach attendees what all presentations need to have and the common mistakes to avoid. Also learn how best to inform and entertain an audience and how to effectively use animation and sound. This program is sponsored by IT Desktop Software Education. No registration is necessary.

Socialize with fellow employees, retirees

The former 3M Quarter Century/Retirees Club has been restructured, with no dues, no individual mailings and no board of directors — and two social events have been planned so far. All 3Mers (current employees, as well as retirees) and guests are welcome to attend. Look for more information and registration forms for the first two events in the People & Events section of the Nov. 6 issue of *3M Stemwinder*. If you have questions, call Elva Christiansen at (651) 653-7940 or Carol Winch-Longmuir at (651) 736-4247.

3M continues NASCAR sponsorship

3M announced earlier this month a multi-year partnership with Roush Fenway Racing to become primary sponsor of the No. 16 3M Ford Fusion. The contract calls for 3M to be primary sponsor for driver Greg Biffle for 23 NASCAR Sprint Cup races in 2008.

"Greg is one of the most respected drivers in NASCAR and we're looking forward to building on the great relationship that has grown over the years with Greg and with Roush Fenway Racing," said 3M's Bob MacDonald, senior vice president, Marketing and Sales. "He's great on the track and just as good with our customers and employees and with all the fantastic NASCAR fans.

"The 3M Motorsports team is really working hard to drive brand awareness and sales growth with the great NASCAR fans through our association with NASCAR and Roush Fenway Racing," MacDonald added. "Jack Roush has been instrumental in helping us take 3M's NASCAR program to the next level, and I appreciate everything he and his team have done. I also thank

Todd Kluever for his contributions to our program over the last two years. We wish him every success in the future."

In 2007, 3M sponsored Biffle (19 races) and Kluever (14 races) in the Busch Series, and seven races with Biffle in the Nextel Cup Series. In 2006, 3M became primary sponsor of the No. 06 3M Ford Fusion driven by Kluever in the NASCAR Busch Series. In 2005, Biffle drove the No. 16 3M Post-it® brand race car in nine NASCAR Nextel Cup Series races, winning at California and Texas on his way to finishing second in the Nextel Cup Championship.

Since 1995, 3M has been a Contingency Decal sponsor of NASCAR in the Nextel Cup, Busch Series and the Whelen All-America Weekly Racing Series, and many 3M products have been designated Officially Licensed Products of NASCAR.



Directory

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3M Stemwinder is a forum for news and information that promotes 3M's values and strengths, encourages innovation and helps readers understand and connect to what is happening in the company. *3M Stemwinder* is published twice a month for Twin Cities-area employees, 3M retirees who retired out of St. Paul and 3M sales representatives. We welcome story ideas from readers. We solicit and accept advertising for products and services that may be of interest to readers, but reserve the right to reject any advertising. Publication of an advertisement does not imply endorsement by 3M. *3M Stemwinder* is produced by 3M Public Relations and Corporate Communications. Business and editorial offices: 3M Center, Building 225-01-S-15, St. Paul, MN 55144-1000.

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- retirement announcements (instructions and online form)
- service anniversary announcements (instructions)
- job change/new appointment announcements (instructions and online form)
- corporate employee publications database (search for or display published stories; view PDF)
- free and paid employee want ads (submit ads online)



Teachers learn new ways to make science fun

Hundreds of elementary and middle school math and science teachers recently came to 3M for a free science workshop. The teachers watched demonstrations by 3M Visiting Wizards and outside exhibitors to learn new ways to present science in a fun, hands-on environment for their students.

From learning origami to teach mathematical shapes to mixing concoctions that create polymers, the teachers were exposed to numerous ideas at 26 exhibits.

Several exhibits literally came to life as teachers questioned handlers from the Minnesota Herpetological Society, Carpenter and Maplewood nature centers and the University of Minnesota's Raptor Center.

The Raptor Center brought a bald eagle, injured at a young age, and now used in outreach education. The eagle was fed raw chicken during the event, highlighting the use of the eagle's hooked beak and its talons, which held the food.

Other exhibitors included Dragonfly TV, the Science Museum of Minnesota, the American Meteorological Society and FIRST LEGO League.



3M Visiting Wizard Susan Butzer discussed the science found in a cup of tea — namely, in the tea leaves. A simple tea leaf can spark classroom discussion about plants, herbs and botany as well as the concepts of dissolving and solutions, filtration and leaching, distilling and evaporating, and oxidation and chemistry.



A mist-making humidifier and a fan simulate a tornado. Teachers watching the vortex being created could also view radar data showing tornado activity and news footage of Minnesota tornadoes. Presenters gave other ideas for classroom use, such as making various sizes of "hail" out of Play-Doh.



Teachers participated in experiments resulting in various chemical reactions that could easily be replicated in the classroom. One involved placing vinegar in a clear plastic bottle and diluted vinegar in a second bottle. Red balloons with baking soda inside were placed over the bottles. Once the baking soda fell into the vinegar, one balloon clearly inflated faster than the other.

Looking for a wizard to visit your child's school?

3M Visiting Wizards make hundreds of visits to schools in Minnesota and western Wisconsin each year. Each is trained in one or more science kits that engage children hands-on in a variety of science topics.

To inquire about a 3M Visiting Wizard visiting your child's classroom or Scout troop, contact Judy Koza, science encouragement administrator, via Lotus Notes.



Members of the Minnesota Herpetological Society informed teachers about reptiles and amphibians, including snakes and lizards — giving new meaning to the term "hands-on demonstration." The society gave out curriculum ideas and resource lists, as well as information on its teacher workshops.

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News

'Lean' energizes 3M plants

Integrating Lean and Six Sigma gives 3M plants a relatively quick boost, then lasting results.

Energizing. In a word, that's what the integration of Lean and Six Sigma methodologies has been to many 3M plants and businesses.

Lean's adoption in plant locations has been a huge productivity driver for 3M. It has increased efficiencies, facilitated better service for customers, and reduced inventory and waste. To illustrate the way Lean has infused energy into 3M's manufacturing processes, three plant managers share Lean "best practices" and the results these projects have delivered to 3M.

Lean 'pull' and 'level loading' at 3M Ames

"Two different Lean approaches were used at 3M Ames," said Greg Couves, former plant manager, 3M Ames, Iowa, plant, and now plant manager, 3M Knoxville, Iowa, plant.

As a result of a Lean "pull" planning system, the plant now relies less on sales forecasts when determining how much product to make, and more on what customers actually purchase.

"By using this new process and tools like production wheels, each area of the plant only makes product equal to what has been consumed downstream. We've also become more disciplined about sticking to production cycles. With Lean pull planning, 3M Ames has realized a five-point improvement in product availability for customers," said Couves.

"Level loading" is a second effort that has improved service. The biggest-volume division at 3M Ames experiences cyclical demand, with a run-up in demand at the end of each quarter. Using the Lean level loading system, the effect of that spike in demand is leveled by spreading production across the quarter.

"We take the highest-volume items and spread the peak demand of month three over the two months before it. As a result, 3M Ames has provided better service while achieving a significant reduction in overtime in 2007, compared with the same period in 2006," said Couves.



Greg Couves

"We can see significant results from implementing these Lean projects. However, the real story behind the success is that all the business and manufacturing stakeholders at 3M Ames were very open to change," he noted. "They all came together, made some key investments in equipment, and — in applying these Lean concepts — worked very hard through a lot of details to make fundamental changes to how the plant does its planning."

'Kaizen blitz' at 3M Valley

"'Kaizen' is a principle of Lean that means 'change for the better,'" said Dave Werner, plant manager, 3M Valley, Neb., plant. Kaizen is about steadily making improvements by detecting and eliminating waste through problem solving and measurement.

Its use, of course, is not unique to 3M Valley. However, the way it is employed there, as a five-day "blitz," probably is. The blitz is based on the idea that a team can accomplish a lot in a short time frame when given all the resources it needs.

"The blitz compresses the Kaizen process into five working days by getting the right people together and keeping them focused on the task at hand. It delivers significant bottom line results quickly versus conventional quality strategies. For example, 10 people working together for a week can make 400 hours of progress in five days," said Werner.

Changes are made throughout that week, and after the initial blitz the team has 60 days to complete any "homework" items and arrive at complete closure of the project.

Since this approach was first used at Valley a few months ago, over 20 blitz projects have been completed, contributing significantly to plant efficiency, product quality and productivity.

"Weekly Kaizen blitzes create a rhythm of improvement that permeates the plant, and the pace of plant improvements continues to quicken. Once people get a



taste for the Kaizen approach and the rapid results that are generated, other projects move more quickly," he said.

Improving service, costs at 3M Brookings

Successful utilization of Lean at the 3M Brookings, S.D., plant was driven by the needs of the business, according to Mike Magnuson, plant manager, 3M Brookings.

"Service and capacity issues were impacting the Medical Division's ability to grow, and high factory cost was pulling down bottom line results. In rolling out Lean, the first thing we wanted to do was to improve and then stabilize service levels," said Magnuson.

By first focusing on the way equipment was used and then driving output results using Lean tools, the plant has been able to increase service to higher levels than ever before.

"Now, with our improved stock availability, when our customers need a product, it is on the shelf. We've been able to raise customer service levels from the mid-80 percent range up to the high 90s," said Magnuson.

Next, the plant focused its Lean efforts on factory cost reduction. Projects have delivered significant productivity results and brought direct labor costs down. These savings completely offset growth-oriented investments made at the plant. Productivity has exceeded the plan for the year, and a reduction in employees was absorbed through retirements and natural attrition.

"We're achieving and exceeding the division's targets. Service is 97 percent and stable, Medical's sales team has confidence in product supply, and lack of capacity is no longer constraining sales growth," said Magnuson. "Selective application of Lean tools drove relatively quick improvements that have had a positive impact at the division level."



Mike Magnuson



Dave Werner

Teaming up with the Dallas Cowboys

The Ring of Honor in Texas Stadium, home of the famed Dallas Cowboys, is hallowed ground to Texas football fans. Look at the blue ring that wraps around the inside of the stadium and you'll see the names of legendary players like quarterback Roger Staubach, along with Tom Landry, the team's most celebrated coach.

It's a memorable moment to see your name on the ring. And when the Dallas Cowboys wanted to pay tribute to Pepsi, one of their key sponsors, they turned to 3M for help.

"3M sidewalk material [Scotchprint® Graphics for Sidewalk Graphics] was used to add the names of four Pepsi executives to the Ring of Honor for a special one-day event," said Marty Click, account representative, Graphics Market Center. "The key requirement was that the vinyl film had to adhere well to the cement surface, yet not damage the painted surface when it was removed."

Click hopes 3M

will play a starring role in the new Cowboy stadium, which currently is under construction. He's working closely with stadium architects to see how 3M's graphics expertise can enhance this facility.

When it opens in 2009, the stadium will feature monumental arches, an expansive retractable roof, massive glass doors, a canted glass exterior wall and the world's largest center-hung video board.

"We have a wide range of products to offer," Click noted. "We're proposing both short-term and long-term graphics for glass applications, as well as floor graphics, wall murals and other products."

And, of course, the Ring of Honor will make the move to the new stadium.



New Information Technology tools zero in on customer data

Business has many unknowns. The customer shouldn't be one of them.

3M has many moving parts. Multiple businesses sell multiple products through multiple channels in multiple countries, and that expansive structure leads to a multiplicity of contact points. A customer might be buying respirators directly from 3M in Dubai, reflective materials through a distributor in Colombia, and optical film online in Hong Kong.

Until recently, this critical customer information was consolidated haphazardly or not at all, so 3M had only a murky impression of the significance of many customers. When a request for information came in, it wasn't always obvious whether the customer was a major purchaser that deserved a full-court response, or a home business with modest needs and modest expectations.

Now, thanks to a new suite of e-tools from Information Technology (IT), 3Mers will know each customer's true identity: its worldwide purchases from the company, the channels it typically uses and, eventually, other 3M products that the customer's purchasing agents might find interesting. The suite, known as the Strategic Customer Application Portfolio, also reveals point-of-sale information and tracks global customer feedback.

After more than two years in development, the first four tools of the suite will be rolled out next month. A fifth is expected to be launched in early 2008 (see sidebar). "This will give 3Mers capabilities they've never had before," said Mark Lahr, manager, Information Technology.

Massive amounts of data

Much of the information on customers is already being collected, Lahr explained. "We had the details but they were spread around in many separate databases."

Often, the customer was identified with a different number and each database used a different format. "We needed a tool that would bridge those databases," he added.

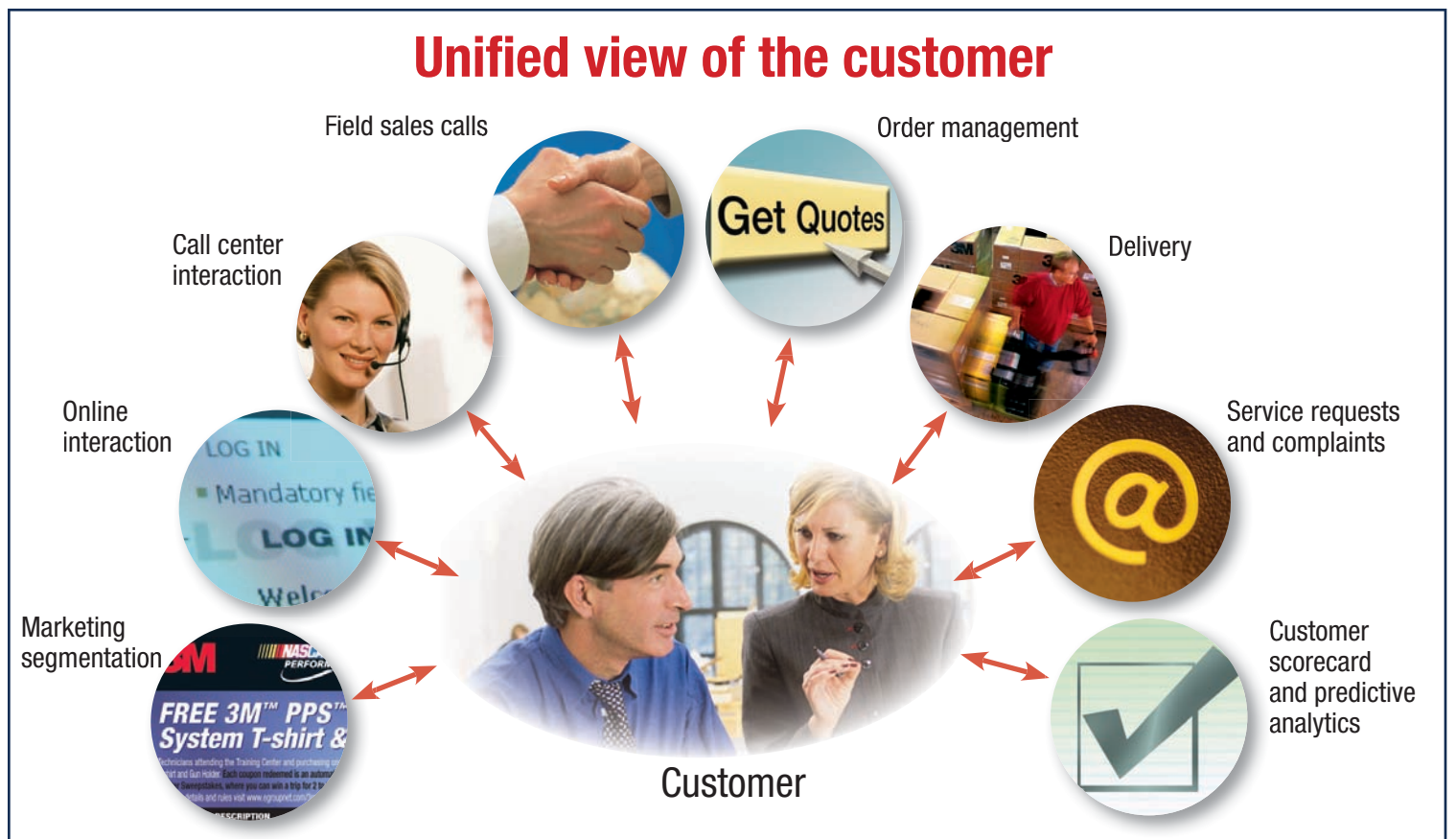
This dispersion of information is compounded by the sheer number of customer records.

"We have about 4 million customer records," explained Bill Smith, sales director, Corporate Marketing. "Some are different addresses for the same customer, but about 2 million [are distinct corporate entities]. And we have hundreds of databases with information that connects with those records."

Even when the customer base is relatively concentrated, a 3M business can have difficulty wading through the massive amounts of information. "Globally, we have about 4,000 customers," said Doug Rowen, business director, Oil and Gas. "But we still have 15 to 20 databases that we draw on." Many of the databases were created years ago, with a specific product or geographic business in mind.

By consolidating and analyzing the records, the new e-tools can give 3M — and the distributors it sells to — a clearer picture of the end-users who are the ultimate purchasers.

"These tools give our customers and 3M new ways to track and segment the



end-users," said Bob Atkin, manager, key account sales, Occupational Health and Environmental Safety Division. "They will help us identify customer trends, including areas of growth and attrition, and that will help all of us improve sales management and territory tactics."

Tools garner rave reviews

Internally, that information will be used to develop new marketing programs and new items, and to improve sales forecasting.

"Externally," he said, "we'll bring the data to customers and distributors, where we'll use it as supporting evidence to explain why they should consider one 3M program or another."

Atkin added that the sales and marketing data tools have garnered raves from distributors. "They told us that we're doing things that other

suppliers have never done. This portfolio of tools allows us to get into more fact-based selling, to go beyond the traditional 'features-advantages-benefits' sales approach."

The feedback tool will also provide benefits to customers, explained Sue Danielson, director, Regulatory Affairs and Quality, Medical Division.

"In our division, the feedback tool will help us move more quickly to identify and resolve customer concerns," she said. "Complaints entered into the system are immediately visible to the business leadership and plant production teams."

Among other features, the tool provides data on the way in which responses are handled. This will help a business understand how well it is performing and which customer service areas need the most attention.

An information ROI

The portfolio marks a change in the way the company views data. "We have a lot of data, and data is an asset," Smith said. "It needs to be managed with the same rigor as other assets. If we do so, that data can be a competitive differentiator with a direct impact on profitability." As an example, he pointed to the new system's ability to help manage rebates and pricing.

Moreover, it will help clarify which customers deserve the greatest investment in time and resources. "Right now," he said, "a customer is big because we say it's big. It's not based on data." During the development of the Customer Single ID tool, for example, 3M discovered that one major customer actually purchased 25 percent more from the company than was previously believed.

It can also give customers a new appreciation for the extent of their relationship with 3M.

"One major oil services company didn't know why they should sit down and talk with us," Rowen said. "We were able to show them how much business we did with them, and that helped us move very quickly up the management chain. Now we have a much stronger relationship and we have several joint development projects with them."

By combining global information about purchasing practices, the system could have far-reaching effects on the 3M-customer relationship.

"In a few years, we'll be able to change the way we converse with our customers," Smith said. "When we sit down with them, we'll have data that is more complete than anything they've seen before, and that touches on more than sales. We'll be able to look at how and where they purchase, what they pay, how they take delivery. We'll be able to work with them to optimize what they do. And that kind of collaboration is the key to forming a real partnership."

The customer-in-the-round: Five new views

The Strategic Customer Application Portfolio, due out in November, will give 3Mers tools for seeing customers from all angles:

- **Customer Single Identity:** This database manages information on direct and indirect customers. Among other functions, it identifies duplicate entries and cross-references other databases.
- **Point-of-Sale Enterprise:** When launched in 2008, this tool will acquire, condition and store point-of-sale data. It will replace several existing systems and dramatically improve processing time.
- **CRM Datamart:** This Web-based repository of global Customer Relationship Marketing data can integrate data from other subject areas. It also consolidates and integrates data for analysis and reporting.
- **Predictive Analytics:** This tool improves 3M's ability to forecast end-users' behaviors.
- **Customer Feedback:** This streamlined, global feedback system enables customers to use the Web to make comments and ask questions. There's also a survey mechanism and the ability to track complaints by product and location.

News

3M system codifies hospital reimbursement

A new Medicare ruling on what hospitals are paid for is creating growth opportunities for 3M.

“... hospitals need to get up to speed on the new Medicare Severity DRG system. And they also need to transition to an all-patient coding system for the rest of their patient population. That opens up new growth opportunities for us. Hospitals have an even greater need for our products and expertise.”

Caroline Piselli,
performance systems program manager,
Health Information Systems Division

If you felt the earth move this summer, your job might have something to do with health care. There was a major shift in the U.S. government's Medicare reimbursement policy — the most significant change in nearly a quarter of a century. It was big news for hospitals. And it has huge ramifications for 3M's Health Information Systems Division.

How hospitals get paid

To appreciate what happened, it helps to know something about how hospitals get paid for their services. It's a complex payment system, but, in essence, here's how it works: After a patient leaves the hospital, a medical records employee assigns “codes” based upon documentation within the medical record, that identify the patient's medical diagnoses and any procedures that took place. These diagnostic codes are important because they trigger the amount of reimbursement a hospital receives for its services.

That's where 3M comes in. Health Information Systems provides diagnostic-related grouping (DRG) software, which is used by both the government and hospitals to assign the appropriate DRG. The DRG assignment drives the reimbursement.

For example, the Center for Medicare and Medicaid Services (CMS),

the U.S. government's health insurance program for senior citizens and some people with disabilities, uses a Medicare DRG system to pay all Medicare claims. Health Information Systems has the contract to update and maintain this DRG system for CMS.

Severity adjustments are more equitable

Up to 50 percent of a hospital's revenues may come from Medicare patients, so hospitals want to code their services correctly. The products and consulting services provided by Health Information Systems help hospitals use the Medicare DRG system properly. For example, the 3M Coding and Reimbursement system helps coders to ensure that the patient record is fully and completely coded.

There is another grouping methodology that applies to the entire patient population. The 3M™ APR DRG Classification System is used by more than 2,000 hospitals, payers, quality organizations and state agencies. It is designed to assist facilities in measuring the severity of illness (how ill they are) and risk of mortality (how likely they are to die) of their inpatient populations.

Through severity adjustment, patient populations can be compared more equitably and payment systems can be designed to reimburse for care based

on the level of severity assigned to patients.

Medicare moves to a new system

So, what was the big change? As 3M is under contract to assist CMS with various work related to the prospective payment system, Medicare announced in August that it is moving to a new system called Medicare Severity DRGs (MS DRGs).

Compared to the current system used by CMS, MS DRGs do a better job of describing the severity of a patient's illness so that a hospital can be reimbursed more fairly for the amount of resources they devote to that patient.

“Let's say two patients go into the hospital for an appendectomy,” said Anne Boucher, clinical research systems content manager, Health Information Systems. “One is a healthy 25-year-old man. The other is a 50-year-old man who also has diabetes and congestive heart failure. Both patients have the same medical procedure. In the past, the procedure would be coded the same and the hospital would get paid the same amount of money for each hospitalization. But the older patient with more serious health complications is going to use more hospital resources during his stay. With the MS DRG coding system, the severity of the patient's illness is

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more accurately accounted for and the hospital is reimbursed accordingly.”

It's not about creating winners or losers. Rather, it's about paying hospitals more fairly for the care they provide. Medicare estimates that, using this new severity system, up to \$100 million of Medicare payments will be redistributed in 2008.

Hospitals caring for more severely ill patients will get more money. Other hospitals will get less. That means every hospital has a vested interest in coding correctly.

It's a ready-made opportunity for 3M.

New ruling means big changes

“The Medicare ruling potentially changes everything,” said Caroline Piselli, performance systems program manager, Health Information Systems. “In the past, some payers other than Medicare used the Medicare DRG system for all of their patients.

“The new Medicare Severity DRG system focuses exclusively on Medicare patients and it's no longer applicable for all patients. Other payers, such as Blue Cross Blue Shield organizations or state Medicaid agencies, will be looking for other systems, such as 3M's APR DRGs to drive their payment strategies,” she added.

“So hospitals need to get up to speed on the new Medicare Severity DRG system. And they also need to transition to an all-patient coding system for the rest of their patient population. That opens up new growth opportunities for us. Hospitals have an even greater need

for our products and expertise,” said Piselli.

Everyone benefits

Coding systems are extremely important to hospitals and payers, but virtually everyone feels the impact. The wealth of data derived from these systems has many benefits for society. It helps measure the overall quality of care. It enhances public reporting. And it gives clinicians and patients valuable insight into the most effective health care practices.

“Health care costs are spiraling out of control,” said Boucher. “And many people are concerned about the quality of the health care they receive. These systems link pay and performance, and help address critical health care issues. 3M is at the forefront of this work, and it's a very exciting place to be.”

Bet you don't know this!

- Medicare was signed into law in 1965 by President Lyndon Johnson. At the bill-signing ceremony, he enrolled former President Harry Truman as the first Medicare beneficiary and presented him with the first Medicare card.
- The Centers for Medicare and Medicaid Services, a part of the U.S. Department of Health and Human Services, administers Medicare.

The 3M™ APR DRG Classification System is the most complete severity- and risk-adjustment methodology. It offers many advantages, including those noted below, and it is used by more than 2,000 hospitals, payers, quality organizations and state agencies. This system is designed to assist facilities in measuring the severity of illness (how ill they are) and risk of mortality (how likely they are to die) of their inpatient populations.



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News



Solid progress on growth, says Buckley

(Continued from page 1)

safety products, dental solutions, Scotch® Tapes, Post-it® Products, Scotch-Brite™ Products, 3M™ Trizact™ Abrasives and Scotchprint® Graphics. “That diversity, that kind of reliability, provides the great dependability of 3M.”

International growth and the supply chain

Buckley outlined plans to accelerate growth internationally through more leveraging of local and regional brands, and by streamlining the company’s supply chain, which frequently means locating manufacturing and supply operations closer to customers in emerging markets.

“In streamlining the supply chain, we invested over 28 percent more in 2007 than we did in 2006, which was on top of another 15 percent over the year before,” Buckley stated. “We’re actually putting our money where we need it.”

Five new manufacturing facilities opened in 2007 in Korea, Poland, Canada, China and Mexico.

Acquisitions — lifting our growth rate

3M is seeding further growth in its core competencies through acquisitions, Buckley explained. In 2006, 3M completed 18 acquisitions.

“We’re predicting 20 this year, so 38 acquisitions we will have done [by year-end]. And we’re pointing those acquisitions at higher-growth markets. The 2006 acquisitions had projected growth rates of 14 percent versus 7 percent, which is the average for 3M, and the 2007 ones have an average growth rate of 19. These are means of lifting our average growth rate.”

Financial performance

In his presentation, Campbell, too, said 3M is progressing well since the last investor meeting in May 2006, adding that 3M had good top-line performance. Sales growth was 8.7 percent in 2006; 10.9 percent in the first half of 2007.

“We’ve been able to maintain our margins as well as our ROIC [return on invested capital],” Campbell said. “EPS [earnings per share] has been growing

at a double-digit rate. We’ve been able to hold the margins, accelerate top-line growth and hold the investment returns as well.”

Campbell also discussed the supply chain, in whole and in part. “As we start to work on our supply chains, we think that there is a billion-dollar cash opportunity for us as we get some of our supply chains cleaned up,” Campbell said. “This is really a combination of efforts. One is to untangle the very complex supply chains that we’ve got in many of our operations, but it also has to do with locating more of our supply chain closer to a lot of our growth markets and many of our customers.”

“We’re also looking at building assets in high-growth, low-tax jurisdictions,” Campbell added. 3M wants to lower its tax rate, which is much higher than that of most of its peer companies. “The reality is, our manufacturing and intellectual property is predominantly in high-tax locations — the U.S., Western Europe and Japan.”

During his presentation, he also noted that the \$7 billion share buyback program announced earlier this year will be extended beyond two years. Factors such as the change in the economic

environment and credit markets, and the response of the stock price, have made the economics of a buyback program less compelling than when it was first launched, according to Campbell.

Highlighting two 3M businesses

As part of the event, both Brad Sauer, executive vice president, Health Care Business, and Jean Lobey, executive vice president, Safety, Security and Protection Services Business, provided detailed presentations about their fast-growing businesses and the future growth opportunities they see.

Investors and analysts got a closer look at the innovative new products and technologies in these two “Big B’s” at new displays outside the World of Innovation. The following day, the group visited a 3M pilot R&D facility to learn more about the manufacturing process of optical films and also toured the 3M Hutchinson, Minn., plant.

To listen to the presentations, visit the home page of 3M.com and follow this path: Investor Relations, 2007 3M Investor Conference. Information on 3M’s third-quarter earnings, announced Oct. 19, is also available at the Investor Relations site.

Quiet spots for airport surfing

Business travelers share favorite hideaways for catching up on work at the nation’s busiest airports.

Business travelers expect lots of noise and throngs of people when shuttling through major airports. What they could use is a quiet space to check e-mails and get some work done while waiting for their flights.

The Optical Systems Division is sponsoring a contest to find business travelers’ best private havens at major U.S. airports. The division markets the popular 3M™ Privacy Filters for Notebook Computers, which use Vikuiti™ Advanced Light Control Film technology to make on-screen information visible only to the person directly in front of the monitor. The film also improves screen color and contrast, helps reduce glare, and protects the screen from scratches and marks.

While the 3M privacy filters keep wandering eyes from reading what’s on your screen,

you still need a workable spot in the airport to get under way.

Since May, business travelers have been going online and entering their favorite airport havens (www.airporthavens.com) for a chance to win a monthly prize of \$1,000. Judging the entries is business travel expert Chris McGinnis, publisher of “The Ticket,” a blog dedicated to keeping travelers informed and up to date.

The contest continues through December. Meanwhile, at right is a sampling of tips from winners thus far that could make your business travel more pleasant.

To learn more

To find more suggestions on quiet spots at major airports, visit the [Airport Havens Web site](http://www.airporthavens.com).

online: www.airporthavens.com

Hartsfield-Jackson International Airport, Atlanta, suggested by Dwight from Atlanta

“As a frequent business traveler from Atlanta, Dwight is in Hartsfield-Jackson International Airport on a weekly basis. His favorite airport haven [or as he puts it, ‘heaven’] is the second-floor dining area at Houlihan’s in the atrium. Since few people know it’s there, the atmosphere is almost like a business center. Best of all, the ‘wait staff’ will keep you informed of how long the security line is getting.”

Los Angeles International Airport, Los Angeles, suggested by James from Brookfield, Wis.

“At gate 34 in LAX, James discovered a hidden lounge that no one seems to know about. There is a nice, soft sofa on which you can spread out and get some work done. The noise from the walkways is faint, and with ample Wi-Fi coverage and no interruptions, it’s a great place to work comfortably at one of the world’s busiest and most hectic airports.”

Newark Liberty International Airport, Newark, N.J., suggested by Shirley from Morrisville, Pa.

“In terminal 3, Shirley found a quiet area with tables where she can spread out and work comfortably. After checking in, go downstairs past all the shops and toward the food court. Opposite the food court, right next to the window, there are some seats with little tables big enough for a laptop. You’ll be able to work in relative peace and quiet, away from the crowds.”





Patching up a problem

A new application for 3M™ Polyurethane Protective Tape has aircraft maintenance workers smiling.

How do you:

- 1) deliver the 3M brand promise,
- 2) solve a customer's problem, and
- 3) find a new application for an old product — all at the same time?

Start with good listening and creative thinking, add teamwork, and toss in some legwork. 3M salespeople will tell you that opportunities are everywhere.

Gene Bergh, tech service senior engineer, Aerospace and Aircraft Maintenance Department, took that to heart while working with the Missouri National Guard on the C-130 aircraft.

Maintenance workers traditionally cover holes in aircraft with fiberglass patches and a resin-based glue, but the patches were messy and difficult to apply.

Why not replace the fiberglass patches on the C-130 and use 3M™ Polyurethane Protective Tape instead, Bergh wondered. That way, workers could just peel off a tape patch and stick it over a hole. Plus, they could peel the patch off whenever they need access to the hole.

Bergh ran the idea by Paul Valliere, account sales representative, Aerospace and Aircraft Maintenance, Jacksonville, Fla., who was immediately intrigued.

“We were selling this tape for use in other areas of the C-130,” Valliere noted, “and I thought this might be a great opportunity to expand our footprint on that plane.”

Making it happen

Valliere and Bergh met with engineers at Robins Air Force Base in Georgia and pitched the concept. Patches were fabricated, and Bergh and Valliere conducted a field test with the Missouri National Guard.

It was a big hit. Bergh and Valliere had discovered a user-friendly solution that the maintenance workers enthusiastically endorsed.

Valliere met with maintenance shop supervisors at Robins Air Force Base to determine exactly where the patches were needed on the C-130 and then located a converter in Jacksonville that could manufacture the custom-cut pieces. Sixteen different patch shapes and sizes were produced and packaged in two separate kits, each designed to meet specific maintenance needs.

“No one liked to apply the fiberglass

‘Living the 3M Brand’ initiative

Stories such as the one here are giving employees nationwide new ideas they can use to pursue their own practical and ingenious solutions that help customers succeed. This is part of an ongoing 3M Stemwinder series.

patches,” Valliere said. “Now, it’s a much easier job, so the maintenance people are more productive and they’ve reduced their exposure to chemicals. The end-users just peel and stick our polyurethane tape patches over the holes.

“The Air Force also required us to provide drawings of each patch with specific information, in order for it to get loaded into the government supply system with national stock numbers,” Valliere explained.

He solicited the help of a local vocational high school he had attended, and was pleased with their willingness to help develop and modify the drawings the Air Force required. This partnering with the area school, Valliere said, had tremendous mutual benefits.

More customers, a larger market

“This tape product was more than 20 years old,” he noted, “and now it has given us an innovative new solution to offer. There are some 2,500 C-130s in use worldwide today, so there’s a lot of potential.”

In addition to the U.S. Air Force, the Coast Guard and Navy also are using the 3M aircraft patches. And a similar application has already been developed for the C-5, one of the largest aircraft in the world. There’s also strong potential to expand this business to include government and commercial aircraft customers worldwide.

“Sometimes it’s easy just to focus on the products that are right in front of you and generate repeat business,” Valliere said. “But if you want to build your business, you need to be creative and on the lookout for new opportunities to apply 3M technology to meet your customers’ needs. That’s what Gene and I did. And that’s what the 3M brand promise is all about.”

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News

3Mers step up to the plate

Two employees dealing with malignant brain tumors find stellar support at 3M.



Jason Van Stone, right, Lean Six Sigma, Corporate Marketing and Public Affairs, was diagnosed with a brain tumor last December. He says the support that people have shown him since then has been incredible. Top photo: With Jason are members of 3M's Forest Lake, Minn., van pool. They voluntarily went out of their way every day to bring him to work after his surgery. Above, right, Van Stone and his wife, Kelly, have two daughters, ages 4 and 19 months.



Two employees who faced the same life crisis found strength and support from fellow 3Mers.

Jason Van Stone, Lean Six Sigma, Corporate Marketing and Public Affairs, passed out at his home last December. To his surprise, a brain scan showed a tumor the size of a golf ball near his right ear. Doctors thought the brain tumor must have been growing for 10 to 15 years, yet Van Stone, 35 years old and healthy, rarely had a headache.

Van Stone was diagnosed with a fairly rare, malignant brain tumor called a "mixed glioma." The tumor was removed, but he has undergone radiation therapy and will continue with

doses of chemotherapy until April 2008, according to the standard treatment.

Every two months, an MRI is performed to check the area of the brain where the tumor was removed. So far, so good. His last two MRIs showed that things are "stable."

Rides to work, medical appointments

Shortly after surgery, Van Stone was cleared to return to 3M, but was unable to drive. Riders in 3M's Forest Lake, Minn., van pool went out of their way every day to pick him up at his home in White Bear Lake and bring him home after work.

Not to be outdone, co-workers in St. Paul drove him to radiation therapy appointments every weekday for six weeks. "My appointments were over my lunch hour. We'd leave at 11:30 a.m., and if [clinic staff] were running on time, we'd be back in an hour."

He also received cards of encouragement "from people all over the place." Many were from people he had worked with during his 12 years at 3M, but others were from strangers who had heard his story.

"The support and prayers have been incredible," he said, "and have given me a lot of hope. I'll do whatever I can and I'm confident I can beat it."

"If I am able to help others in some way," Van Stone added, "it's something I'm highly interested in doing."

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Another who walked in his shoes

Special connections were made with people who had fought their own battles with cancer. "People came out of the woodwork," he said. "They'd come up to me and say, 'Jason, I've been there. I got over it and you will, too.'"

One of the people who approached Van Stone was Rick Meyer, Lean Six Sigma, Health Care Business. "I didn't know Jason from a hole in the wall," Meyer said. "But I sent him a note saying that if he wanted to talk about it some-time, to please do so."

As it happened, Meyer's wife, Ina, 38, was diagnosed with the same type of brain tumor four months before Jason's diagnosis. "My wife was at home making eggs for the kids. When she reached to take the pan off the stove, she couldn't get her hand to do what she wanted it to. It started flopping."

They thought the symptoms indicated a stroke and were shocked when a CT scan showed a mass on her brain.

The Meyers had recently bought a new house, but hadn't moved into it, having not yet sold their old home. The night Ina went into the hospital before surgery, the couple received an offer on their house.

Movers and shakers

"I asked Ina if she wanted to recuperate in our old house or in the new house. When she picked the new house, people at work said, 'We'll move you this Saturday.'"

Twenty people packed the Meyers' belongings, moved them to the new house and then unpacked everything — all in one day. "It was just amazing,"



Since Rick Meyer's wife, Ina, was diagnosed with a brain tumor last year, both have been amazed by the support offered by his co-workers. At left are the Meyers and their two sons, ages 6 and 8. Above, many co-workers showed their support by joining the Meyers family as a team in the American Cancer Society's Relay for Life in August. The team raised \$6,000.

Meyer said. One co-worker, Mary Oldman, wanted to help, but couldn't make it so she sent her sister.

And the kindness of 3Mers didn't stop there. Co-workers offered to babysit, and as his wife began combination chemotherapy and radiation treatment, they took turns delivering meals. Up to a dozen meals at a time were delivered so that the Meyers could freeze them and heat them up at their convenience.

Going the extra mile

Another way his co-workers have gone the extra mile is by joining Meyer's team for the Relay for Life, which raises money for the American Cancer Society.

The team raised \$6,000 during the 24-hour event in August.

Ina has been through 11 cycles of chemotherapy, with minimal side effects, other than a lot of fatigue, Meyer said. And her latest MRI looked good.

From the start, Meyer's manager gave him great flexibility in work hours. That was especially appreciated as his youngest son was about to start half-day kindergarten.

"I cannot say enough about the wonderful support from 3M and my co-workers," Meyer added. "We are so thankful for their help and greatly appreciate everything that has been done for us."

Value of health benefits

Van Stone found the same response at 3M. "Managers told me, 'Look, Jason,

we want you to be better. Don't worry about anything. We already know you're a good employee,'" he said.

He also has high praise and a new appreciation for 3M's health benefits. His coverage through HealthPartners not only includes providers in a local network, but enables him to see one of the world's top brain cancer specialists at Duke University Medical Center.

"Before this happened, I took health benefits for granted. I had never stayed one night in a hospital before.

"3M cares for their employees and wants them to be healthy," he continued. "It's a great company to work for if you have this type of disease. That includes health benefits, the people and management support."

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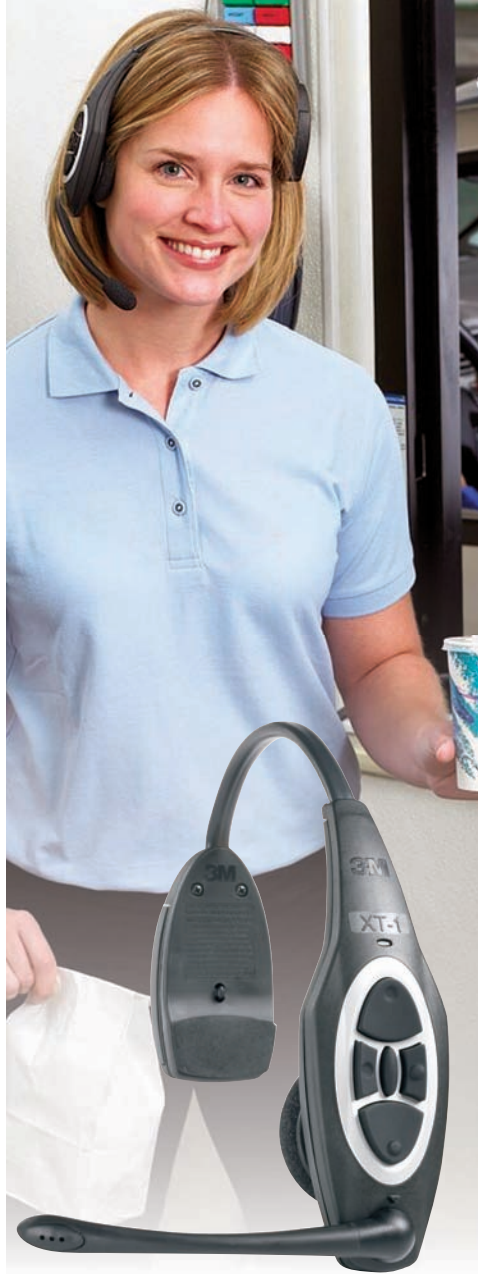
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Product Focus



Adding accuracy to your fast-food order

Fast-food orders from the drive-thru lane come in loud and clear with a new wireless headset system.

If you're a regular in the fast-food drive-thru lane, chances are you've had "communication issues" with restaurant employees from time to time. The result may have been an improperly filled order or some other less-than-satisfactory outcome.

Steve Awiszus has spent some time on the other side of the window and understands how glitches can occur. And he's convinced that the new 3M™ Wireless Communication System XT-1 is going to help in a big way.

Awiszus, senior product development specialist, communications products, Building and Commercial Services Division, is the inventor of the 3M XT-1. He said watching how drive-thrus operate was "a real eye-opener."

Noisy environment

"These kitchens are very loud places, with beepers going off and shake machines operating," Awiszus said. "The person taking your order is trying to fill other ones, plus some customers tend to talk into their steering wheels instead of the microphone. A freeway may be nearby, jets passing overhead — there's a lot going on."

Business generated by the fast-food drive-thru lane is extremely important to the quick-serve industry, accounting for two-thirds of an average restaurant's sales, noted Jim Medek, business development manager, communications

products, Building and Commercial Services. And time is money. Studies show that for every six seconds saved in the drive-thru, sales increase by 1 percent.

"3M has marketed intercom-type products for more than 30 years, starting with the 3M Model D5 in 1974," said Medek. "The growth of the fast-food chain drive-thru inspired 3M's introduction of the first cordless, self-contained headset intercom in 1994. Today we're doing business with most major fast-food chains."

Redesigning wireless

The 3M model XT-1 is a fully digital, next-generation system that provides unprecedented sound clarity and greater ease of use than ever, along with the industry's first self-diagnostics and remote connectivity.

"It came as no surprise when customers told us they wanted clearer sound, but it wasn't easy to deliver, given the somewhat chaotic environment in which these headsets are used," said Awiszus.

The fact that the system can be used after minimal training is important in an industry where the staff may turn over three or four times in a year.

And Medek believes that the remote diagnostics will give 3M an extra edge because productivity is so important to these customers.

Receptive customers

One example: Headsets are put to hard use, and when a set malfunctions it has been common for busy restaurant employees to simply put the malfunctioning set aside and use a new one. When the final headset breaks, there's an agitated call to 3M technical service. With the 3M XT-1, the base station monitors headset activity; if a unit is out of use for a period of time, the system generates an e-mail to 3M technical service, which can then follow up.

Customers such as McDonald's, Arby's and Dunkin' Donuts were involved early on in the 3M XT-1 development process and are very enthusiastic about the new system, said Jim Sinclair, national account manager, communications products, Building and Commercial Services.

"As a division, we have a major presence in restaurant chains with equipment and supplies," he said. "This very focused, high-value application helps our overall image and enables us to talk to different sets of decision makers and sell more of 3M's value."

Initial customers who have seen the 3M XT-1 are excited about the system's ability to grow their drive-thru revenue, as well as deliver additional employee productivity. And that customer feedback comes through loud and clear.

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Product Focus



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The software also includes editing features so you can eliminate red eye, crop the photos and auto adjust the brightness. You can rotate, and convert to black-and-white or sepia in one click. And you can auto resize your images for less hassle when e-mailing your pictures.

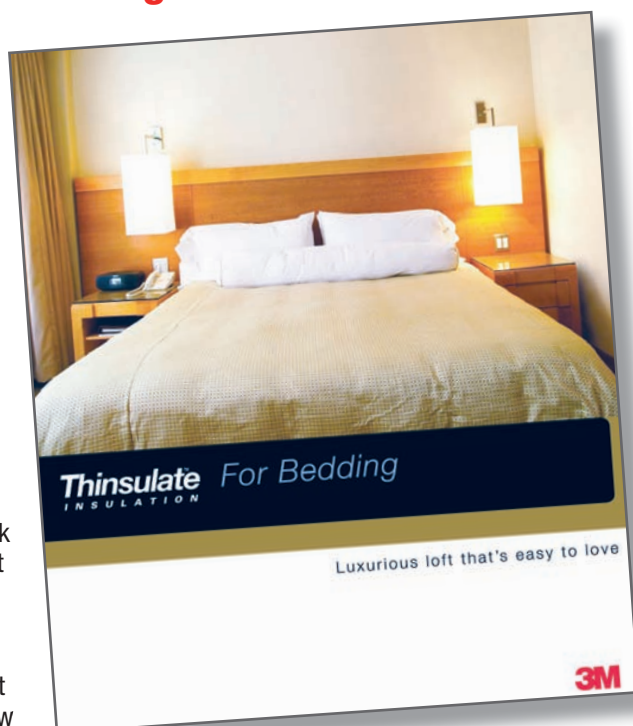
When images are ready to be printed, just choose which size and finish (high gloss, matte or semigloss) Post-it® Picture Paper you wish to print on. In addition, you can create Post-it® Photo Cards, album pages, calendars, scrapbook pages, magazine-cover projects and more with this software.

Warm and cozy bedding

Thinsulate™ Insulation has a new product developed specifically for bedclothes. Thinsulate™ Insulation for Bedding, described as the perfect alternative to down fill, is hypoallergenic.

A scientific blend of four different fibers gives Thinsulate insulation its lightweight, breathable warmth. And there are three different weights of Thinsulate insulation for bedding, to give designers plenty of options to create the perfect look and feel — be it a lightweight blanket or a thick, luxurious comforter.

Thinsulate insulation for bedding can be washed in hot water and tumble-dried on low heat, or professionally dry-cleaned. And it keeps its shape year after year.



online: 3M.com/thinsulate

Passport reader eases check-in process

Two new products, combining the capabilities of 3M and its recent acquisition, Rochford Thompson, have made their debut in the travel industry.

3M™ Kiosk Full Page Readers and 3M™ Kiosk ePassport Readers are used to facilitate the check-in process for airlines, hotels and car rental agencies, as well as to automate identity processing for frequent travelers and at automated border control points. These readers are designed specifically to be integrated into the latest generation of Common Use Self-Service (CUSS) kiosks and automated gates. They are compact, which is especially important for compatibility with the latest designs of counter-top kiosks.



online: 3M.com

Product Focus

New self-ligating braces offer comfort, style

3M Unitek Corporation has applied its unique self-ligating technology to the popular 3M™ Unitek™ Clarity™ Braces system.

By linking one of its top brands with a unique technology, 3M Unitek Corporation has created next-generation braces that are proving to be a big hit with doctors and patients alike.

Sales of 3M™ Unitek™ Clarity™ SL Self-Ligating Braces are running 20 percent to 30 percent ahead of forecast, further energizing one of the most highly regarded brands in the industry, according to Len Liptak, Clarity brand manager, 3M Unitek.

“Classic Clarity ceramic braces have always looked better than traditional metal ones and, with the self-ligating technology, they’re now more comfortable than ever to wear,” said Liptak.

The Clarity SL self-ligating braces system was introduced in Seattle, Wash., at the annual meeting of the American Association of Orthodontists in May, which was attended by 16,000 doctors and staff from 80 countries. The product also is being sold in Europe and Asia.

Lots of reasons to like it

Liptak said that the Clarity SL braces system is a product that appeals to both doctors and patients, and for the same reasons: aesthetics, convenience and hygiene.

As for aesthetics, there’s no longer any need for elastic ligatures, which are prone to staining.

“They may look great on Day One, but they are only a serving of spaghetti away from losing that appearance,” said Liptak. “If that means the patient shows up on the day of the prom for unscheduled treatment, it creates a disruption in the office workflow.

“In terms of convenience, the main trend we’re seeing is that treatment intervals can be extended, from four to six weeks to six- to 10-week intervals,”



he continued. “That’s great for the doctors, because they can take on new patients. And it’s great for patients, because they don’t spend as much time in the chair. There’s even the possibility that the overall treatment time may be shorter.”

And, Liptak pointed out, the Clarity SL braces system lends itself to better oral hygiene because it has no ligatures, which are difficult for patients to keep clean. Braces that are not clean can slow down treatment in the doctor’s office and can also lead to other health problems in the mouth.

Effective, but less rigid

With traditional braces, whether metal or ceramic, an individual metal or ceramic bracket is bonded to a tooth and an archwire is then secured in the slot by either a colored elastic or metal ligature tie. This is a rigid system, relying on relatively heavy force levels to move the teeth into the desired position, and it’s a system that consumes a lot of time.

By contrast, the “self-ligating” technology, first featured in the 3M™ Unitek™ SmartClip™ Bracket, holds the archwire in place by means of a nickel titanium clip that is attached to the bracket.

The clip allows the archwire to move within the bracket with a reduced amount of friction and achieves the desired outcome, while allowing a degree of movement. With its “intrinsic memory” for shape and force, the clip flexes to accommodate the insertion or removal of the archwire and is calibrated to release the wire if the force level for tooth movement exceeds a predetermined level, making it more comfortable for the patient.

Europe may be biggest market

As well as the Clarity SL braces system is doing in the United States, its largest regional opportunity may be in Europe, where market conditions are even more favorable.

“We’re very excited about Clarity SL braces, but we know that not all doctors will immediately adopt it,” Liptak said. “We will continue to promote the Clarity braces system and it will retain an important strategic role in our product portfolio.”

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Giving the gift of life

Signing up for a 3M blood drive is a quick, virtually painless way to help people in a significant way.

If you've ever had a transfusion, or know someone who has, you know the value of having extra blood available when it is needed. Several times a year, 3Mers roll up their sleeves to help make that life-saving fluid available to the American Red Cross.

Between Sept. 1, 2006, and Sept. 1, 2007, St. Paul 3Mers donated about 192 gallons of blood, which went to support treatment in more than 100 hospitals in Minnesota, Wisconsin and South Dakota, including the Mayo Clinic.

Because each donation can be separated into plasma, platelets and red cells to treat patients suffering from many different conditions — from cancer to severe burns to sickle cell anemia — these 3M donations potentially could have given more than 4,600 people a new chance at life.

"Giving blood is easy to do, and anyone over 17 years old and in good health can do it," said Jo Borchers, assistant/administrator, Intellectual Property Liaisons. Borchers coordinates a total of 10 blood drives a year in buildings 201 and 236, and has herself been giving blood since joining 3M in 1980.

"We've had first-timers in their 50s; my mother began donating blood at age 80," Borchers noted. "The 3M blood drives are convenient, and donating

takes less than an hour. People can do it at work during the day. What could be easier?"

John Bredl, design engineer, Industrial Adhesives and Tapes Division, recently participated in his first 3M blood drive and agreed that it was a quick and easy thing to do.

"It's painless," he said. "Volunteers guide you through, so there's no question about what to do. It took me five minutes and 17 seconds to give a pint of blood. I rested 15 minutes afterward with pop and cookies, and then went right back to work without feeling any effect."

Making history

3Mers have been giving blood since at least February 1951, when a six-story 3M building exploded as a result of a gas leak, killing 11 people and injuring 60. The Red Cross Blood Center had to send its entire supply to St. Paul hospitals, but city residents, including 3Mers, replenished it in one day. The incident helped convince St. Paul of the need for keeping a reserve supply of blood on hand in case of an emergency.

Today, 3M sponsors blood drives at five locations in St. Paul — in buildings 42, 201, 224, 236 and 275. Volunteer coordinators organize and promote the events.



John Swenson has been a blood donor for 46 years, starting as a high school student, continuing in college and then later as a 3Mer. This includes donating at off-site blood drives in New Ulm, Minn.; Wahpeton, N.D.; and Valley, Neb., before working at 3M Center. "Donating blood on-site at 3M Center is a real convenience and a time-saver," said Swenson. "It makes me feel good to be able to help others in need by donating blood."

An easy way to help

Bredl said he procrastinated for years before signing on at the recent 3M blood drive because of his busy work schedule, but now he plans to continue giving because he found it an easy and convenient way to help people.

"It was tough to commit to giving blood because of so many things going on in my job," he said. "My car-pool friend has been doing it a long time and inspired me to try it. Now I'll do it again. Giving blood, I know I'm helping somebody. I don't know who it is, but I know the blood will be put to good use. I highly recommend it."

Sign up to give

Blood donors must be at least 17 years of age, weigh at least 110 pounds and be in good health.

To sign up, go to the Blood Drive database. Blood drive coordinators provide a link to the database in e-mail notices prior to each drive. Click on "Signup Request" and follow the prompts. If time slots are still available on the day of the drive, you can give blood without preregistering.

3M tutors help students of all ages

3M tutors boost understanding, confidence and skills in a variety of subjects.

Once a week, Bill Fasbender, project engineer, Engineering, Optical Systems Division, spends his lunch period at John A. Johnson Elementary School in St. Paul, helping third-graders better understand math.

"These children are fun to work with and eager to work with me," said Fasbender. "They're looking for all the help they can get." From a class of 20 students, about six require ongoing special attention.

Fasbender is one of many 3Mers tutoring students of all ages in the St. Paul, North St. Paul-Maplewood-Oakdale, and Washington County school districts.

"Most tutors work weekly with students one-on-one," said Anne Mazurowski, supervisor, Community Affairs. "Many have such a good experience, they return to the same classroom year after year."

Fasbender, for example, is a 14-year tutor and has assisted the same teacher for the last four years.

Fact: Math is important

"I walk from table to table, making sure everyone understands the assignment and watching for those who need help," said Fasbender. "Occasionally, a student needs special coaching. One girl didn't apply herself because her dad told her she wouldn't use math — until

I pointed out that she would need it to buy things. Then she did well."

Kids can get bogged down

At Battle Creek Middle School, 19-year tutor Tony Bennett, senior product service engineer, Chemical Platform Laboratory, works with up to three eighth-grade science and math students throughout the school year.

"Sometimes students just need a little extra help — or freedom from distractions, such as other students," said Bennett. "I try to instill confidence in them; many get bogged down on things they should have learned years ago. As the school year progresses, some improve so much that I don't see them anymore."

To Bennett, helping young people learn is like removing a cloud for them.

"It gives me a good feeling," he said. "For some students, it's a nice surprise to see someone other than their teacher taking time to help. And the teachers are always grateful."

A new chance in life

First-year tutor Anne Kopchinski, communications administrator, Industrial and Transportation Business, found it to be a fulfilling experience. She coached three English-as-a-second-language students from Johnson High School and helped them prepare for the Minnesota Basic Skills Tests.



Tony Bennett, senior product service engineer, Chemical Platform Laboratory, center, has been a 3M tutor for 19 years. He works with up to three eighth-grade science and math students throughout the school year.

"I've always been blessed with writing skills and wanted to share," she said. "These students wanted to learn."

Kopchinski worked with individual students daily for three weeks before the test. Two — both graduating seniors — passed; results for the third were unavailable.

"I like knowing I've made a difference in their lives," said Kopchinski. "It's incredibly rewarding knowing they will have the opportunity to go on to college or are going to have more opportunity in life because they passed those tests — with my help."

Kopchinski also was a strong role model. One student wrote in her test essay that she wanted to do more than raise a family — she wanted to be like Kopchinski and go into business.

To learn more

Many tutoring opportunities are available. 3M tutors work with all age groups — kindergarten through adult — in a variety of academic subjects at schools in three districts. Some work weekly during the school year, others prefer short-term assignments related to the Minnesota Basic Skills Tests. For more information, send an e-mail to volunteer@mmm.com.

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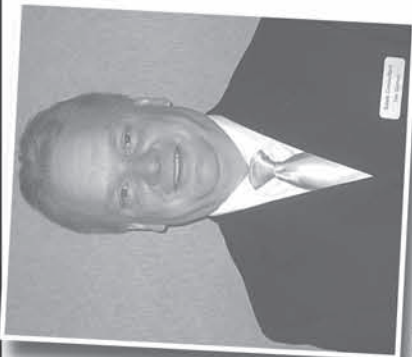
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ATTENTION EMPLOYEES & RETIREES

Forest preserve is put in the right hands

A new 3M Foundation grant preserves 6,000 forested acres along Minnesota's North Shore.

This story begins in the Northwoods near 3M's own North Shore birthplace along Lake Superior in Lake County, Minn. It is an area dear to the hearts of many lovers of the outdoors.

It is also one of several vast forest preserves around the globe now protected through 3M Foundation environmental grants.

A new \$1.5 million grant to The Nature Conservancy will be used to protect 6,000 acres of the Manitou Forest Preserve from development. As part of The Nature Conservancy's Minnesota Forest Legacy Partnership, this tract is one of the few intact forests of its size left in the United States.

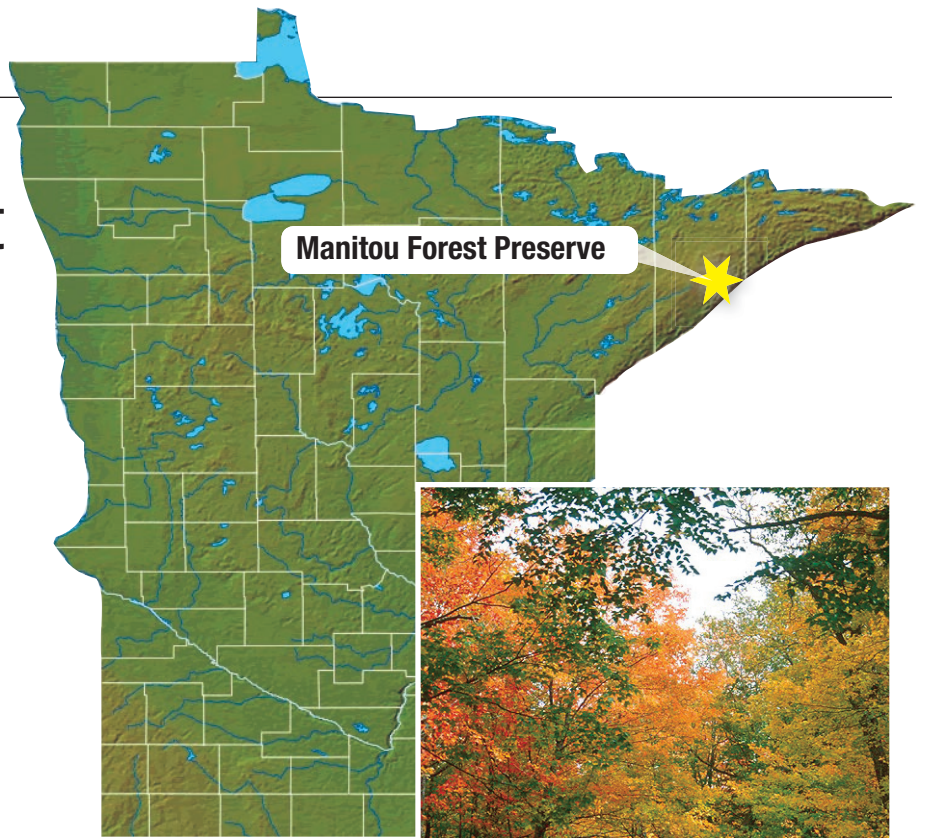
Forests for sale

In keeping with a national trend, major owners of private industrial forestland in Minnesota have placed large chunks of their properties on the open market. The shifting economics of the forest products industry has caused forestland to be subdivided and sold off for second-home development and unsustainable uses.

"This was a once-in-a-lifetime opportunity to purchase conservation easements from willing sellers," explained Cindy Kleven, contributions manager, Community Affairs.

Easements ensure that the land continues to be managed sustainably, producing forest products and providing jobs while protecting wildlife habitat, water quality and recreational opportunities.

"Without large tracts of continuous forest, the rich variety of wildlife and migratory birds is less likely to survive," Kleven added. "Healthy, large-scale forest habitat is becoming rare. Preserving these is good for the whole world's environment."



To help prevent further forest fragmentation, the Forest Legacy Partnership plans to purchase a total of 75,000 acres on the North Shore and in Itasca County, Minn.

Ecological health of the planet

3M has chosen The Nature Conservancy and Conservation International as its nonprofit environmental conservation partners. These eminent organizations will use the funding in regions of the world where it will do the most good (and 3M will have the greatest possible impact on the ecological health of the planet).

Besides providing protected migration zones, wildlife habitat and indigenous plant life, forest preserves can offset atmospheric carbon dioxide — a greenhouse gas — by storing or absorbing it in trees and soil.

More global forest preserves

With \$600,000 from the 3M Foundation, The Nature Conservancy purchased 3,045 acres in Brazil's Atlantic Forest to preserve a concentration of plants and animals found nowhere else on Earth. Less than 8 percent of the original tropical forest remains.

A \$535,000 3M Foundation grant to The Nature Conservancy in 2006 for use in Mexico helps protect the Mayan temples and forestland in the Yucatan Peninsula, stretching south into Guate-

mala and Belize. Pumas, jaguars, giant anteaters and migratory birds inhabit the area.

In 2004, the 3M Foundation gave \$3 million to Conservation International to help restore 7.4 million acres of degraded forests in the mountains of Southwest China. This critically threatened biodiversity hotspot is home to rare giant pandas, golden monkeys, snow leopards, 685 bird species, and 12,000 plant and tree species. An additional \$1 million was granted in 2007 to continue this project.

Conserving land and water for 25 years

3M has been a strong supporter of The Nature Conservancy for 25 years. One of 3M's earliest gifts was land in Lake and Cook counties along the Lake Superior shore.

The Nature Conservancy subsequently donated the land to the people of Minnesota to expand Tettegouche State Park, the "crown jewel" of Minnesota's state park system.



A forestry official points to a mountaintop site near Baoshan in Southwestern Yunnan Province, China, where a Conservation International/3M-sponsored 3,250-acre reforestation project will be completed next summer. From left are Yu Xin Shui, technician, Baoshan Forestry Bureau; Wei Chin Feng, principal technician, Longyang Project; Duan Ji Jin, vice director, Longyang Forestry Bureau; and Zhou Rong, reforestation project coordinator, Conservation International.

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Mark your calendar for Nov. 2

The 3M Benefits Fair is a great opportunity for employees and their eligible dependents to gather information and ask questions about 3M benefits. (All guests must be escorted.)

The 2007 fair will feature an array of vendors and administrators for 3M benefits plans and programs, including:

- health care plans (medical, prescription drug, vision and dental)
- reimbursement account plans (health care and dependent care)
- insurance plans (disability, life, long-term care and auto/home)
- retirement program administrators
- 3M Center internal services

- What:** 3M Benefits Fair
- When:** Friday, Nov. 2, 10 a.m. to 2:30 p.m.
- Where:** Building 224 Orient and Americas rooms
- Who:** All St. Paul-area active employees and their covered dependents are invited. All guests must be escorted.
- Why:** Attending the 3M Benefits Fair is a great way to prepare for annual benefits enrollment, which begins Oct. 29 at 8 a.m. CDT and ends Nov. 19 at 6 p.m. CST.
- Contact:** If you have questions, call (651) 737-6565.

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Home & Life

October is National Domestic Violence Awareness Month

National Domestic Violence Awareness Month is a time to raise awareness of the toll domestic violence takes on individuals and families, and of the services aimed at preventing and reducing domestic violence.

The 3M Employee Assistance Program has a number of resources available if you are concerned about violence in your life or someone else's, or if you are worried about your own abusive behavior.

Facts about domestic violence

Domestic violence is very common. Although one of the most underreported crimes, domestic violence occurs every 12 seconds in this country and one in three women experience domestic violence as a child or adult. Men can also be victims of domestic violence.

Domestic violence has an impact on people in all walks of life regardless of economic status, ethnicity, age and race. Married people, as well as those who are dating or who are in same-sex relationships can all be victims of domestic violence.

This type of abuse involves using fear and intimidation to control another person. It can take many forms. The abuse can be physical, emotional or sexual, and it may involve putdowns, forced sex, hitting, pushing, withholding money, isolation from family and friends, and threats of violence.

Domestic abuse often has an impact

on work life, with 75 percent of victims experiencing harassment from the abuser while at work. Abusers sometimes threaten to call work and give false or embarrassing information, or to show up at work.

This kind of abuse tends to escalate over time without professional help. Abusers often blame others for their behavior, leading victims to assume they have done something to cause the violence or that they can prevent future incidents. The bottom line is that there is never a good reason for violence and no one deserves to be victimized.

Resources for employees and families

The 3M Employee Assistance Program offers confidential personal consultation to employees, retirees and their eligible dependents. A 3M employee assistance professional can help you sort out options, identify resources and offer support in coping with domestic violence.

You can also access the brochure *Domestic Violence: Heighten Your Awareness* on 3M Source. From 3M Source, follow this path: Life & Career, Personal & Family Health, Employee Assistance Resource Center, Staying Healthy & Effective, Domestic Violence. This brochure provides information on how to understand and prevent domestic violence and how to help victims of domestic violence.

Services for leaders

Consultation is available for leaders who are concerned that an employee may be a victim of domestic violence. 3M employee assistance professionals offer guidance on respectfully supporting employees in sensitive situations and helping safeguard employees' well-being in the workplace.

Make the call

To make an appointment for personal or leader consultation, contact the 3M employee assistance professional

serving your location [at 3M Center call (651) 736-1375] or call the Employee Assistance Resource Center at (877) 321-7252.

Other resources

The National Domestic Violence Hot Line, (800) 799-7233 or (800) 787-3224 (TDD), provides information on domestic violence and directs callers to local resources for victims and abusers.



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To find in-network providers, go to your health plan's Web site (listed on the back of your medical ID card). If you have further questions, call your health plan's customer service phone number (also listed on the back of your medical ID card).

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Kick-start your fitness routine

Incorporating cardiovascular exercise into your strength-training sessions can boost your heart rate and fitness level.

Looking to give your fitness program a boost? Consider working in “cardio spurts,” a type of interval training.

Many people develop a workout program that includes both cardiovascular exercises and strength training so that the benefits of both types of exercise are realized. With cardio spurts, the cardio work is interspersed throughout a strength training session.

“Adding cardio spurts to a workout keeps the heart rate higher,” said Samantha Zumdahl, health fitness professional, Building 275 3M Fitness Center. “You burn more calories with the additional cardio work and it improves your body’s cardiovascular efficiency,” she said.

Burn extra calories

“You do burn more calories with interval training,” Zumdahl added. “Keeping the heart rate elevated means you’ll burn more calories after the workout, too.”

Working in cardio spurts can be done in a number of ways. For example, first warm up on a treadmill, exercise bicycle or other equipment to get the heart into the target range. Then perform a set of resistance exercises followed by five to 10 minutes of cardio work to bump the heart rate back up to the target range. That’s followed by more resistance training and more cardio work.

Cooling down is an important way to end a workout, Zumdahl said. She recommends stretching after cooling down to reduce soreness the next day. “Don’t stretch at the beginning of your workout unless you have first warmed up for five to 10 minutes,” she said.

Zumdahl also advises exercisers not to do weight training two days in a row, or at least not to work the same muscles two days in a row. The body needs time to rest and repair. Either skip a day or focus on the upper body work one day and the lower body the next.

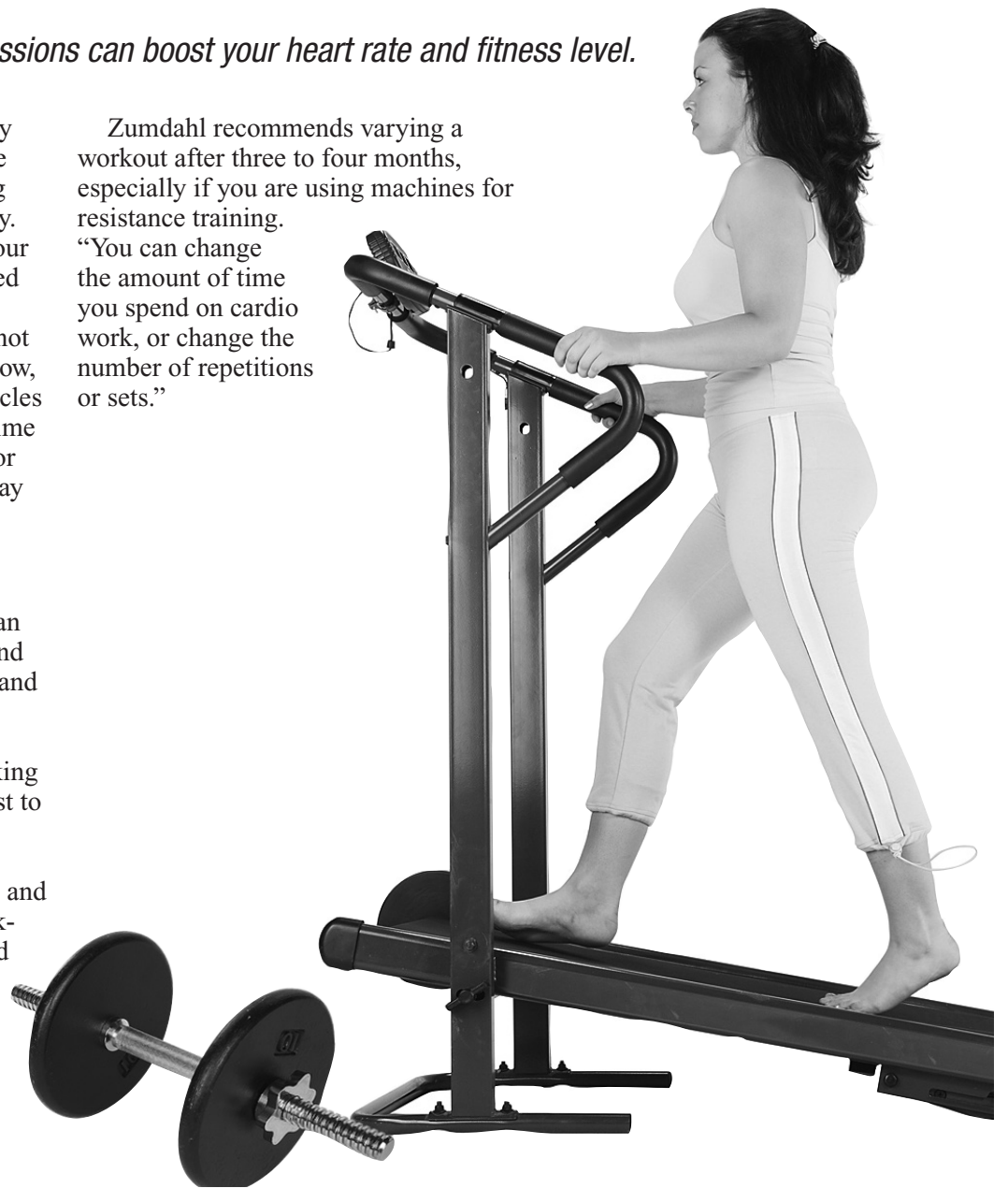
Helpful for any fitness level

Cardio spurts can be tailored for any fitness level. Personal trainers can advise clients on target heart rates and develop a fitness program of cardio and resistance work.

“If you’re not familiar with the machines or with free weights, working with a trainer is a good idea – at least to set up a routine,” Zumdahl said.

How soon you see results will depend on your starting fitness level and the pace and frequency of your workouts. Regular fitness devotees should see results in a couple of months, according to Zumdahl. “But it’s not always the big things that are important. What you may notice first is that the workouts become easier,” she said.

Zumdahl recommends varying a workout after three to four months, especially if you are using machines for resistance training. “You can change the amount of time you spend on cardio work, or change the number of repetitions or sets.”



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How 3M can help

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3M™ Interior Transparent Weather Sealing Tape can be installed around both windows and doors. It is flexible and conformable, working to seal cracks and eliminate drafts.

The 3M™ Window Films Prestige Series offers customers all the benefits of heavily tinted or reflective film with none of the drawbacks. The film blocks 99.9 percent of the sun's harmful UV rays, protecting skin from sun exposure and reducing fading on expensive furnishings. It also significantly blocks infrared light, reducing up to 66 percent of the sun's heat coming through the window, which, in turn, reduces energy costs. The 3M window films in the prestige series are sold and installed through more than 6,000 window film dealers nationwide.



online: www.3M.com/prestige

Do the windows in your home fog up or ice up in winter? Do they rattle when a truck drives by? Do the curtains move even when the windows are shut? It may be time to bite the bullet and replace those windows.

About half of the 71 million windows sold in the United States last year were replacement windows, according to the Window and Door Manufacturers Association (WDMA).

How do you know it's time?

Jim Conway, marketing director for Renewal by Andersen (www.renewalbyandersen.com), Bayport, Minn., said the following are clues that your windows might have passed their useful life:

- Windows are warped or rotted.
- Windows are chipping, deteriorating or have water stains on the window frame or the area around the window.
- You're frustrated with windows that are difficult to open and close.
- Air leaks in, out or around the windows, causing cold drafts in the house.
- You see ice building up or a frosty glaze on the interior of the windows.
- Condensation or fogging occurs between glass panes, making windows impossible to clean.
- Excessive outside noise comes through the windows.

If those signs aren't enough to force a decision, consider that replacement windows could save you money on utility bills. According to Energy Star, the average American household spends \$1,900 annually on energy

bills, and up to half of that amount is spent on heating and cooling the home. Energy Star is a joint program of the U.S. Environmental Protection Agency and the U.S. Department of Energy. Its focus is on helping consumers save money and on protecting the environment through energy-efficient products and practices.

Conway relayed Energy Star estimates that replacing inefficient single-pane windows with Energy Star-qualified windows could save up to 15 percent on energy bills. In addition, people who purchase and install Energy Star-qualified windows in 2007 may be eligible to receive a one-time credit of up to \$200 on their federal income tax.

Remodeling magazine estimates that a homeowner may recoup as much as 83.7 percent of the cost of installing low-maintenance replacement windows at resale. That means on an \$8,000 window replacement project, homeowners may recoup \$6,696 at the time of sale.

Replacement window options

Conway described six main categories of replacement windows:

- **Double-hung windows** — The classic window style, double-hung windows are the most popular type of window in the Midwest.
- **Casement windows** — often called “crank-out” windows — allow the most ventilation of any window style. They are recommended for use over cabinets, counters or areas where opening and closing requires a reach, Conway said.

- **Gliding/sliding windows** — Gliding windows are a great solution, Conway said, when a projecting window may interfere with walkways, patios, decks or landscaping.
- **Bay/bow windows** — Bay windows can make your home feel larger and brighter.
- **Picture/combo windows** — Picture windows offer the most energy efficiency because you can't open them. A picture window combined with an operable window will give you ventilation.
- **Awning windows** — Awning windows can be opened outward from the bottom. Typically found above a kitchen sink or over a fixed window, they can be open even on rainy days.

Where to start

So how do you find the right windows for your home?

Choosing a reputable window manufacturer and installer is important, as are pricing and warranties, said Rick Perry, director of industry standards, WDMA (www.wdma.com). “Ninety percent of the problems have to do with installation,” he noted. “Check with the Better Business Bureau. Or look for WDMA members as a starting point.”

Read the labels

The material of the window frame is important to achieving energy efficiency, as are such factors as the number of panes, the type of glass, spacer material, gas fills and more.

When comparing replacement windows, the lower the “U-Factor”

the better, according to Energy Star. The **U-Factor** measures the rate of heat transfer — that is, how well the window insulates. U-Factor values usually range from 0.25 to 1.25.

“Two simple ways to check a window's energy efficiency and performance are to look for an Energy Star label and a National Fenestration Rating Council label, which show its thermal insulating properties,” Perry said.

To learn more

Visit the **Energy Star Web site** to learn about energy-efficient replacement windows, any available federal tax credits related to your purchase, and the estimated savings by city for replacing single-pane windows with Energy Star-rated models. The **Efficient Windows Collaborative Web site** is another good source of information on replacement windows.

online: www.energystar.gov
www.efficientwindows.org

Home & Life



To learn more

The 3M Club Downhill Ski Club meets every third Thursday of the month at Sgt. Peppers in Oakdale, Minn. Club membership is generally less than \$25 per person, per year. For first-year 3M employees, membership is free. For more information on joining the 3M Club Downhill Ski Club or to learn more about upcoming ski trips, visit the club's Web site.

online: www.hootline.com

The 3M Club Downhill Ski Club offers a lot of fun for the price.

Shorter days, longer nights, colder temperatures — they all signal the coming of winter. For outdoor fitness enthusiasts, winter can mean interminable months of waiting for the return of spring — that is, unless you are interested in winter sports such as skiing and snowboarding. These fun-filled activities are the core of the 3M Club Downhill Ski Club.

For more than half a century, the 3M Club Downhill Ski Club has been offering downhill skiers — and more recently, snowboarders — an opportunity to enjoy winter sports with other 3M employees and retirees and their guests.

“We currently have 120 members in the club [ages 21 and up]. Some of our members have been in the club for over 40 years,” said Mike Falco, manager, Environmental, Health and Safety, Research and Development, and president of the 3M Club Downhill Ski Club.

“The club is a 3M-affiliated winter sports club with a diverse membership,” Falco said. “Members range in age and skiing ability, from novices to experts. And while we do not offer formal ski instruction, some of our members are current or former instructors and are happy to help those who are just beginning.”

As Falco explained, the club is

oriented to winter sports, including downhill skiing, snowboarding and some cross-country skiing. In addition to offering monthly club meetings, the club takes ski trips to locales in the Western states and Canada, as well as local or weekend trips.

“The club’s season runs from September through April, and there are social events throughout the year,” Falco said. These include summer socials, wine tastings, a holiday party and monthly “happy hours.”

“For those interested in group skiing events, it would be difficult to find a better situation when you consider the quality and price of the trips, and the

friendly nature of the group,” he added. “Our club offers a great opportunity for networking and socializing.”

Indeed, as a relatively new skier, Falco describes the club experience as memorable and enjoyable.

“My best early memory was our weeklong trip to Telluride [Colo.],” he said. “This was my first ski trip in the western United States. The snow conditions were excellent, I had great condo mates — they made breakfast every morning — and the overall ski experience was excellent. Since then, I have had other great trips locally, as well as to Colorado.”



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Home & Life

Create your own family Web site



Make a baby Web site



Make a wedding Web site



Make a birthday Web site



Make a reunion Web site



Make a family Web site

Wondering how to keep in touch with your family members as they head off to college, get married or begin new jobs across the country? Many of today's "cyber families" are making the most of the Internet and creating their own family Web sites.

A family Web site is a great way to share news of graduations, promotions, sports awards, dance recitals, children's artwork and more. It's not that difficult to create and maintain, and worth the effort you put into it. After all, this is your opportunity to share your family's joys and triumphs with the ones you love, and bring everybody closer throughout the year.

"Most families use personal Web sites to avoid sending recurring e-mails to a family mailing list," said Rob Walling, author of the technology blog Software by Rob (www.softwarebyrob.com) and owner of The Numa Group, a Web consulting firm. "There are a few problems with recurring e-mails:

spam filters, problems with opening attachments, attachments that are too large, and keeping the e-mail address list up to date. Having a family Web site helps solve these issues, and because everything is maintained in one place it is archived forever so you won't have to sift through e-mails trying to find pictures from last year."

When creating a family Web site there are some key issues you need to consider:

For one, make sure your site address (URL) is familiar or easy for your family and friends to remember. Furthermore, create a site that can offer many possible links and pages that you can include.

Good service. As more families become interested in creating family Web sites, reputable Web site providers are becoming more plentiful, too. In addition to free family Web sites, such as MyFamily.com, there are Web sites that offer family Web site packages

for a fee, such as MyGreatBigFamily.com, and they provide tutorials and help desks to get you started.

Keep it safe. When it comes to the Internet, safety is top of mind for many families, especially for families thinking of putting personal information and photos online. "There are definitely safety and privacy issues to take into consideration," Walling said. "I would not publish family data unless it is password-protected. I also would not include contact information beyond an e-mail address [no phone number or physical address]."

The best free family Web site offering that Walling has encountered is MyFamily.com, which, he said, is easy to set up, easy to use and looks great. And even better, MyFamily.com provides password-protected Web sites.

"With technical knowledge it is possible to set up a site completely on your own, but the features and security provided by MyFamily.com or one

of the other providers makes it very tempting to stick to the companies that are offering these free sites," Walling said. "The bottom line: do you want to spend your time dealing with technical issues, or adding and updating your family's content?"

If you choose to create your own family Web site from scratch, Digital family.com offers a wealth of tips, tricks and tutorials on creating Web sites, blogs and online photo albums.

For families interested in creating online albums, rather than full Web sites, check out MyPhotoAlbum.com or Snapfish.com. These sites allow families to create great-looking online albums, and the availability of unlimited album themes, backgrounds, styles and virtual frames enables users to make each online album unique.

For more information on creating a family Web site, check out the book "Creating Family Web Sites for Dummies," by Janine C. Warner.



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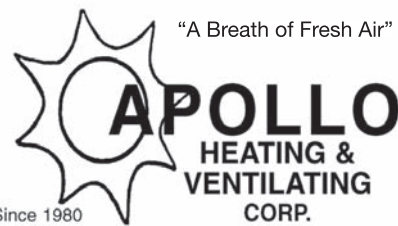
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Training

Desktop Software Education
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When: Tuesday, Nov. 6 — Free special event
Time: 11:30 a.m.-12:30 p.m.
Where: Building 224-1 European Room
Details: Lots of people know how to use PowerPoint, but how many can use it effectively? What can you do to separate your PowerPoint presentations from thousands of others, while still maintaining a clear focus? This seminar will discuss the necessary skills to best grab (and keep) an audience's attention. By using real-world examples, learn what all presentations need to have and the common mistakes they need to avoid. Also learn how best to inform and entertain an audience and how to effectively use animation and sound.
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Workshop	Date	Time	Presenter(s)
Session 5: Design for EMC (Electromagnetic Compatibility)	Oct. 23	10 a.m.-12:30 p.m.	Bob Heller
Session 6: Design for Reliability	Oct. 30	9 a.m.-1 p.m.	Don Drozdenko
Session 7: Evolving Global Environmental Regulations and Environmental Impact Reduction	Nov. 7	9:30 a.m.-1 p.m.	Bernard Gonzalez Don Carolla

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- 1) Go to: gln.mmm.com/
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 - 3) Find the session of interest by clicking on the "Learning Catalog" tab, and then clicking on the Class Only link underneath on the left-hand menu

Meetings/Seminars

Lunch & Learn Classes

Title: "Emotional Intelligence: Street Smarts for Success"
When: Oct. 29, 11:30 a.m.-12:30 p.m.
Where: Building 224-1N, Orient Room
What: In the past, it was believed that academic achievement and intellectual potential (IQ) had a lot to do with success. We now know that this is not the case. Recent research has uncovered a new dimension for success. It is called "Emotional Intelligence," and it is highly linked to personal and professional accomplishment. In this class, participants will explore their own EQ and discover a blueprint for achieving success in their relationships, in their health and in their professional careers. Participants will learn the six key factors that help people manage their emotional lives with intelligence.
Presenter: Karl Mulle

be discussed. This seminar will be of interest to people who have diabetes, who have a family member with diabetes, who are at risk for diabetes or anyone interested in a basic update about diabetes.
Presenter: Arlene Monk

Title: "Living Well With Diabetes"
When: Nov. 7, 11:30 a.m.-12:30 p.m.
Where: Building 275-1 Caribbean Room
What: This presentation provides an overview of diabetes, how it is diagnosed, risk factors, prevention and treatment options. Basic nutrition and exercise recommendations will also

Title: "Make Stress Management a Habit"
When: Nov. 14, 11:30 a.m.-12:30 p.m.
Where: Building 275-1 Caribbean Room
Note: This class has been previously recorded and webstreamed.
What: Stress is a natural part of life and can be motivating and exciting if it's managed effectively. Stress can have a negative impact on personal effectiveness and health when demands and challenges outweigh coping skills and the positives in life. This session will focus on techniques for managing the daily stressors that we all experience. As a participant, you will learn how the body reacts to stress, specific skills and habits for managing stress, and what resources are available to help you. Participants also will have an opportunity to experience and practice stress management techniques that help calm the body and relax the mind.
Presenter: Thomas Jacobs

Bulletin Board

Retiree Year-end Gathering

What: A fun afternoon with refreshments, program, retiree volunteer awards, entertainment by the 3M Visiting Wizards and the 3M Mellow Fellows. Open to all retirees and guests. No reservations needed.

When: Friday, Dec. 7, 1-3 p.m.

Where: Building 224 European and Americas Room

Contact: Carol Winch-Longmuir, CARES, at (651) 736-4247

AARP Driver Safety Program

What: The following class is open to 3M employees/retirees and spouses who have not taken the initial eight-hour driving course. Saves 10 percent on your car insurance after completing the class.

Class dates: Nov. 12-13. Class is four hours

Where: Building 224-1N New Employee Orientation Room from 5:15-9:15 p.m. Class must be booked in advance

Contact: CARES Office at (651) 736-4247

Groups

3M Language Society

When: Weekly foreign language classes for 3M employees, retirees and their family members.

Where: 3M Campus/St. Paul

Contact: (651) 733-3688

E-mail: languagesociety@mmm.com

What: We provide the opportunity for 3M employees and retirees to study foreign language at the St. Paul campus. The majority of classes are offered over the lunch hour. Features 52 classes of different levels of fluency for 16 different foreign languages.

Web site: atlas.mmm.com/languageservices-society

3M GRIT (Grass Roots Innovation Team)

When: Monthly core team meetings held first Monday of each month, 11:30 a.m.-12:30 p.m. Monthly socials, breakfast, noon hour and after work hours, and ongoing formal programs with guest speakers.

Contact: Teri Fick, (651) 575-3182

What: An informal networking forum similar to Tech Forum. Our vision is to empower the creative potential of all individuals across business units and across career paths. The mission is to raise the innovation level within 3M. If you have an interest in creativity and innovation in the workplace, this organization is for you.

3M Lactation Committee

When: Meetings are held the second Monday of even-numbered months at noon.

Where: Building 225-2N-B1

Contact: Kathy Schakel-Carlson, (651) 733-6253; and Shirley Chen-Leary, (651) 733-5858, co-chairs; or Tanya Beckwith, room key administrator, (651) 733-9034

What: A network of resources for nursing mothers. The committee administers 3M's Lactation Program and is made up of current and former nursing moms, as well as representatives from relevant corporate departments. Meetings are for networking, idea generation and problem resolution about breastfeeding at 3M.

Web site: intranet.mmm.com/lactation

AI-Anon at 3M

When: Monday, 11:30 a.m.-12:30 p.m.

Contact: Shannon at (651) 733-3610 or Nancy at (651) 737-1104

AAUW at 3M Center

When: Branch meetings held on a rotating schedule

Contact: Terry Marquardt, (651) 737-2392 or e-mail

What: This is a local branch of a national organization, the American Association of University Women, which promotes equity for women,

education and self-development over the life span, and positive societal change. In addition to the monthly programs, interest groups are focused on networking, mentoring, diversity and educational equity.

Bible Study/Prayer Groups

When: Thursdays, 11:30 a.m.-12:30 p.m.

Where: Building 225 — call for location

Contact: Joe, (651) 733-7157

When: Wednesday, 11:30 a.m.-noon

Where: Building 42-4E Conference Room

Contact: Bruce, (651) 778-4980 or Karl, (651) 778-5506

When: Various bible study groups

Where: Published list available on 3M Lifescapes

Web site: mmglab1/christiangatherings

When: Thursdays, noon

Where: Call for location

Contact: Theresa Ecker, (651) 733-4336, or Judy Skenandore (651) 733-9800

What: Pray the rosary. Bring your lunch.

People Like Us (PLUS)

When: Steering committee meetings held second Tuesday of each month, 2:30-4 p.m. Phone conferencing available upon request.

What: An employee resource group that serves as a network for gay, lesbian, bisexual and transgender (GLBT) employees. We foster general awareness of 3M's GLBT employees and their contributions, and serve as an advisor to 3M Human Resources and management on GLBT issues.

Contact: 3mplus@mmm.com

Weight Watchers at Work

When: Every Thursday, either 11:15-11:45 a.m. or 12:15-12:45 p.m.

Where: Building 223-1N, Corporate Conference Room

Cost: \$195 for 15 weeks + 1 week free. A three-part payment plan is available — join any week at a prorated cost.

To Join: Attend a meeting

Contact: (651) 737-9222

Westwinds Toastmasters International

When: Thursday, 11:30 a.m.-12:30 p.m.

Where: Building 42-1W

Contact: Misato Hirano (651) 778-4056 or Michele Cozart, (651) 575-6625

3M Engineering E-CAP Consulting Service

What: We can help you with manufacturability of your product: cutting it up (converting); putting it together (automated assembly); protecting and displaying it (packaging).

When: Consulting sessions available every Friday

Contact: (651) 733-6501

Miscellaneous

Stockholders' Addresses

Contact: Stockholders who have moved should notify Wells Fargo Shareowner Services, in addition to 3M, of their new address. Changes of address may be made by either writing to Wells Fargo, 161 N. Concord Exchange, South St. Paul, MN 55075, or by calling (651) 450-4064 or 1-800-656-5432. Notifying Wells Fargo will ensure dividends, proxy statements and other information will be sent to the right address.

3M CARES

What: Get involved in community events and programs. Volunteer with 3M CARES (Community Action Retired Employee Services).

Contact: (651) 736-4247 for more details.

The Hamline MBA

Info Sessions

Tuesday, November 6

11:30 a.m.-1 p.m.

Downtown Minneapolis

Monday, November 12

6 p.m.-7:30 p.m.

Hamline Saint Paul Campus
Law/Grad Building, Room 106

www.hamline.edu/mba

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People & Events

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The actual number of new appointments in **September** for employees in the Twin Cities metro area, Austin and among U.S. sales employees was 172.

Notice of individual job changes or new appointments are not published automatically in *3M Stemwinder*. It is strictly a voluntary process. If you wish to have a recent job change or new appointment published, follow the instructions below.

To learn more ...

Submit your announcement online:
intranet.mmm.com/cmpa/publications/onthemove.html

If you wish to have your photo published along with your announcement, attach a digital photo when you submit your announcement online, or send a black-and-white portrait photo, preferably head and shoulders, to People On The Move/ 3M Stemwinder, Building 225-1S-15.

Questions?

Contact Barb Breault, People on the Move coordinator, (651) 737-4262

Who's eligible

People On The Move is open to all employees in the Twin Cities area, 3M Austin Center, U.S. sales employees and all international employees who report directly to St. Paul management.

People on the move

Consumer and Office Business



Becky Jetto to technical service manager, Stationery Products Division



Jennifer Lindberg to marketing administrator, Promotional Markets and Print Media Department

Corporate Services and International Operations



Tim Dissmore to advanced systems engineering specialist, Corporate Services



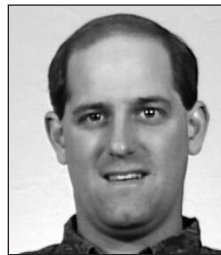
Tannie Morrison to business risk mitigation and investigations manager, Corporate Security Services



Bob Nordby to senior design engineer, Engineering



Sarah Northrop to senior toxicologist, Medical Department



John Schoenherr to Lean Six Sigma, Marketing and Sales



Daniel Vogt to senior technologist, Administrative Services

No Photo

- Bridget Eddy** to senior support analyst, Information Technology
- Bob Friedges** to lead security and integrity analyst, Information Technology
- Brad Homan** to advanced package engineer, Package Engineering
- Eric Zilley** to senior intellectual property liaison specialist, Legal Affairs and General Counsel

Display and Graphics Business



Sharon Benjamin to lead senior research specialist, Optical Systems Division



Brandon Berg to manufacturing technology manager, Optical Systems Division



A.J. Freking to project manager, Optical Systems Division



Laurie Jacobsen to quality assurance coordinator, Optical Systems Division



Nathan Naismith to advanced quality engineer, Optical Systems Division



Jason Raleigh to database administrator, Optical Systems Division



Kari Schill to administrative assistant, Optical Systems Division



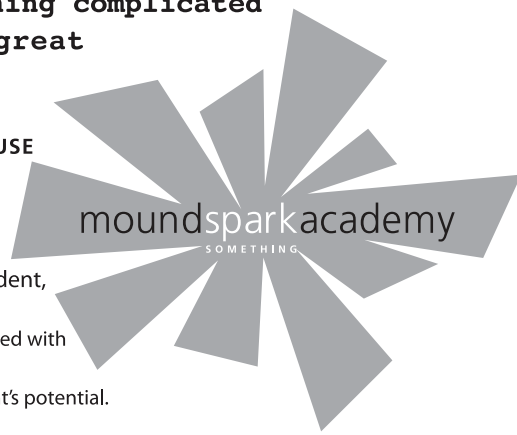
Celina Zamarron to quality assurance engineer, Optical Systems Division

No Photo

Heather Mann to communications administrator, Traffic Safety Systems Division

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conquer something complicated
become something great

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People & Events

People on the move

Health Care Business

No Photo

Janice Escobar to contract administration supervisor, Medical Division

Norma LaFavor to resident engineering specialist, Drug Delivery Systems Division

Julie Stahl to senior clinical research specialist, Medical Division

Industrial and Transportation Business



Bret Anderson to key account manager, Aerospace and Aircraft Maintenance Department



Georgia Bachmeier to administrative assistant, Abrasive Systems Division



John Donofrio to integrated supply manager, Industrial and Transportation Business



Troy Ferrero to market development manager, Aerospace and Aircraft Maintenance Department



Jeff Janssen to division scientist, Automotive Aftermarket Division



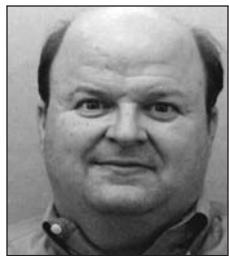
Kim-Thoa Janssen to business development manager, Industrial and Transportation Business



Paul Neary to key account manager, Aerospace and Aircraft Maintenance Department



Leif Owens to manufacturing manager, Renewable Energy EBO



David Soenen to manufacturing and supply chain manager, Aerospace and Aircraft Maintenance Department



John Taraldsen to supply chain manager, Aerospace and Aircraft Maintenance Department



Jeffrey Travis to business development manager, Aerospace and Aircraft Maintenance Department



Benjamin Wright to market development manager, Aerospace and Aircraft Maintenance Department

No Photo

Jon Bast to field market development supervisor, Industrial Adhesives and Tapes Division

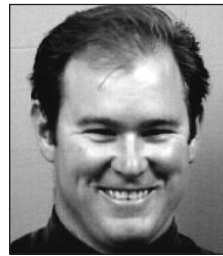
Rachel Lucking to product engineering specialist, Automotive Division

Carl Piplick to market development manager, Marine and Specialty Vehicle Market Center

Shirin Saadat to technical director, Aerospace and Aircraft Maintenance Department

For advertising inquiries, call Carl Gillen or Rachel Christopherson at (612) 548-3180

Safety, Security and Protection Services Business



John Brady to senior technical supervisor, Research and Development, Safety, Security and Protection Services Business



Joan Henry to commercialization manager, Occupational Health and Environmental Safety Division



Jason Larsen to sales consultant, Track and Trace Solutions EBO



Rick J. Mason to sales consultant, Track and Trace Solutions EBO



Skip Preston to advanced environmental, health, safety, and regulatory engineer, Building and Commercial Services Division



Pam J. Putzier to senior administrative assistant, Track and Trace Solutions EBO



Cristina Thomas to laboratory manager, Research and Development, Safety, Security and Protection Services Business

No Photo

Gregory King to product development specialist, Building and Commercial Services Division

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\$100 minimum opening deposit required to open new checking account. A qualifying Direct Deposit is a Direct Deposit of your salary, pension, Social Security or other regular monthly income of \$100 or more electronically deposited to your account. Direct Deposits must be made by you employer or an outside agency. To qualify for the \$50 bonus, you must be an employee of 3M and open a new Wells Fargo checking account (using Company Code 120843) with a minimum opening deposit of \$100. New accounts must be opened between 6/4/2007 and 12/31/2007. To receive the \$50 bonus, a qualifying Direct Deposit must be received within 90 days of account opening and the bonus will be deposited into your new checking account no later than 60 days thereafter. Offer expires 12/31/2007. Limit one \$50 bonus per customer. The bonus is available with all Wells Fargo Membership checking accounts, including non interest-earning accounts. © 2007 Wells Fargo Bank, N.A. All rights reserved. Member FDIC.

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People & Events



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Tartan Park



Tartan Park — A 3M Club Facility

Reservations — (651) 733-3476
Lunch Buffet — Monday-Friday, 11:15 a.m.-1:30 p.m.
Monday-Saturday evenings — available for banquets, weddings and special events
Conference Center/Meetings — (651) 733-0783
Banquets/Weddings — (651) 733-0783
Golf Shop and reservations — (651) 733-3480
Picnic Reservations — (651) 737-8902

intranet.mmm.com/3MClub or search Intranet keyword "Tartan Park"

Tartan Park has the following facilities:

Meetings-Events-Banquets-Receptions
Whether you're planning a meeting (large, small, or private) or a special party, banquet, or reception, our planning staff can help coordinate all the details. Tartan Park has a variety of rooms and seating arrangements designated to accommodate almost any type of function. In addition to meeting rooms for your business needs, we welcome personal, civic, professional and community events. As part of the effort to improve 3M's internal meeting venues and to minimize external spend, there will no longer be a meeting room department recharge fee for business units reserving meeting space at Tartan Park.

Lunch Buffet Served Daily
What: Lunch buffet featuring three entrées, soup du jour, salad bar, Chef's choice of seasonal vegetable and potato.
When: Monday through Friday — serving 11:15 a.m.-1:30 p.m.
Cost: \$9.95/person
Reservations: (651) 733-3476

Land and Sea Buffet Special
What: Featuring Atlantic snow crab clusters and deep-fried fantail shrimp, chef's choice of third entree, cold seafood pasta salad, mixed greens with toppings, chef's choice of potato, seasonal fresh vegetables, freshly baked rolls and butter.
When: Serving 5-8:30 p.m. on the following Fridays: Nov. 9 and Dec. 7
Cost: \$21.95 per person. A special menu available for children 10 years and under. MDC cards are not accepted on this special.
Reservations: (651) 733-3476

Tartan Snack Bar Open
Hours: Monday through Friday, 10 a.m.-5:30 p.m., Saturday, 10 a.m.-5 p.m. Sunday, 10 a.m.-4 p.m.

Dining Specials

Fabulous Five-Course Wine Dinner
What: Dinner featuring wines from Raymond Estate Winery of Napa Valley
When: Saturday, Nov. 17, 6:30 p.m. reception, 7 p.m. dinner
Where: Tartan Park Clubhouse
Cost: \$75 per person
Reservations: Lynne Johnson at (651) 733-0783 (limited to first 90 people)

Dinner with Santa
When: Dec. 10 and 11
Hours: 5 p.m. to 7:30 p.m.
Where: Tartan Park Clubhouse
Cost: Age 4 and under \$2.95; age 5 to 10 \$6.95; adults \$12.95. Price includes visit from Santa, treats and picture.
Reservations: (651) 733-3476
See the 3M Club Web site for menu.

Beer Tasting at Tartan Park
What: Minnesota and Wisconsin beers, plus appetizers
When: Thursday, Nov. 8, 6-9 p.m.
Cost: \$10 before or \$12 after Nov. 1
Reservations: (651) 733-3476

Golf

Tartan Park Golf Course is beautiful in the autumn. Visit the Tartan Park Golf Web site for information. For tee times or questions, contact the golf shop: (651) 733-3480


Fall Golf Specials
What: 18-hole round for \$20; nine-hole round for \$10; discounts on cart rental. (Restrictions may apply)
Where: Tartan Park Red Course
When: Through the end of season
Contact: Golf Shop at (651) 733-3480

Family Fun Golf
What: 9 holes of golf
Where: Tartan Park Red Course
When: Saturdays and Sundays after 1 p.m.
Details: 3M Club members/adults pay \$10 each. Dependent children ages 6 to 12 play free!
Contact: Golf Shop at (651) 733-3480 to reserve your tee time.
Snack Bar Special: Present your Family Fun Golf receipt for a hot dog and fountain beverage for \$2.50

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People & Events

3M Club



A fun fall celebration

Several hundred people recently attended the first-ever OktoberFest at Tartan Park. A great time was had by all, dancing to the tunes of Craig Ebel & his band, DyVersa Co., one of the region's most popular polka bands. Ebel is also the well-known host of radio's, "It's Polka Time!" The spectacular family fun included dancing demos and lessons, games, delicious German food and a full range of German beers and wines. Everyone joined in the fun. Plans are already under way for an even bigger and better OktoberFest next year. It is scheduled for Sept. 27, 2008.



3M Club of St. Paul Inc. is open to all St. Paul area 3M employees, their dependent family members and retirees. Membership benefits include:

- Use of Tartan Park facilities
- Activity clubs: see the 3M Club Web site for a complete listing or contact the 3M Club office.
- Sports: golf, tennis, softball, bocce ball, volleyball, basketball, and more
- Discounted tickets: sports and events
- 3M Club subsidized events
- To join 3M Club, call Kris Hallis at (651) 736-0653.

3M Club Office at Tartan Park
11455 20th St. N., Lake Elmo, MN 55042
Phone: (651) 733-3466
Fax: (651) 736-0506
Monday through Friday — Fall hours are from 8 a.m.-1:30 p.m.

Tickets for events listed below may be ordered on the form in this section or on the 3M Club Web site.

3M Club Ticket Hours
You must give us your US number when purchasing tickets. Retirees must use their gold card.
Building 225-2 Skyway — Novation Credit Union area, Monday through Friday, 7:30 a.m.-4 p.m.
Building 275 ticket area — Wednesday and Friday, 10:30 a.m.-1:30 p.m.

For information on all listings, visit the our Web site:
intranet.mmm.com/3MClub

New from 3M Club

Childrens Holiday Party
What: Children/Family Entertainment
When: Saturday, Dec. 8
Where: Tartan Park Clubhouse
Featuring: Tom Hegg, author of "Peef and the Baby Sister"
Cost: \$4.50 per child; \$2 per adult. Details and registration forms available on the 3M Club Web site or at all 3M Club Ticket Windows.
Contact: Connie Hill at (651) 737-8902

ValleySCARE
What: Teenage/Family Entertainment
When: Weekends in October, plus Oct. 29, 30 and 31
Where: Valleyfair Amusement Park
Cost: \$24.50; parking pass: \$7.50
Available at all 3M Club Ticket Windows.

Trans-Siberian Orchestra
What: Musical/Theatrical Entertainment
When: Saturday, Dec. 15, 3 p.m. or 8 p.m.
Where: Target Center, Lower level.
Cost: \$49 per ticket. Order forms available on the 3M Club Web site or at all ticket windows.
Contact: 3M Club at (651) 733-3466

OktoberFest 12 oz. Souvenir Mugs
What: For sale
When: Now until gone
Where: 3M Club Ticket Windows
Cost: \$3 each
Contact: (651) 733-3466

Winter Sports Leagues — Players Wanted
What: Basketball and Volleyball
When: Leagues begin week of Nov. 5
Contact: Connie Hill at (651) 737-8902



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jeff.holmquist@LutherAuto.com

People & Events

3M Club

Amerigo & Amerigo

What: Jewelry
When: Nov. 1-2, 11 a.m.-1 p.m.
Where: Building 222 Cafeteria
When: Nov. 5-6, 11 a.m.-1 p.m.
Where: Building 275 Atrium

GemSational

What: Jewelry
When: Nov. 14-15, 10 a.m.-3 p.m.
Where: Building 275 Atrium

LeatherBee's

What: Leather and gift items
When: Nov. 27-29, 10:30 a.m.-3 p.m.
Where: Building 222 Cafeteria
Contact: (651) 733-3466

Doodlebops

What: Childrens Entertainment
When: Friday, April 4, 2008, 3 p.m. and 6:30 p.m.
Where: Xcel Energy Center
Contact: 3M Club at (651) 736-2716

Guthrie

What: 20 percent discount
Contact: Call (612) 377-2224 and ask for "CA" pricing

Celtic Woman

What: Theater
Where: Theater at the Xcel Energy Center (half house show), Section 109, Rows 13-23
When: Friday, Nov. 16, 8 p.m.
Cost: \$57 (regularly \$59 plus handling)
Contact: 3M Club at (651) 733-3466 to order tickets.

Gophers Football

When: North Dakota; Nov. 3, Illinois (homecoming); Nov. 17, Wisconsin
Details: Call (612) 624-8080 and ask for "3M Club Section." Sorry, we do not know what section is being offered.
Contact: 3M Club at (651) 733-3466.

2008 3M Club Photo Calendar

What: Preview the photos appearing on the calendar. The 3M Club Photo Calendars make great gifts.
When: Available to order now. Pick up an order form at any 3M Club ticket window or at the 3M Club Web site.
Cost: \$7.50 each

2008 Happenings Books on Sale

What: Entertainment savings
Cost: \$30, available at 3M Club Tartan Park ticket window or by mail order.
Contact: 3M Club at (651) 733-3466

Saint Paul Chamber Orchestra Special

What: Two-for-One ticket offer on selected performances:
 Handel and Haydn, Nov. 23, 8 p.m.
 Mendelssohn's Italian Symphony, Nov. 30, 8 p.m.
Contact: (651) 291-1144 and mention "Corporate Leadership Program"

U.S. Figure Skating Championships

When: Jan. 20-27, 2008
Where: Xcel Energy Center
Web site: www.xcelenergycenter.com/Friends oftheXcelEnergyCenter/index.jsp
Contact: Christal Hoffman at (651) 736-2716

Discount Theatre Tickets

What: Tickets offered at discounts to 3M Club members. Priority seating. No TicketMaster charges.
Where: Hennepin Theatre District (Orpheum, State and Pantages theaters)
Available online only at: www.broadway acrossamerica.com/groupsales/
Password: mmmtickets
Contact: Christal Hoffman at (651) 736-2716

3M Club Employee Discount Program

MERSC

What: Minnesota Employee Recreation and Services Council (MERSC). MERSC offers a multitude of shopping discounts.
Web site: www.mersc.org/?loc=5

3M Club Perks

What: Nationwide Discount Shopping Site for 3M Club members
Web site: 3M.corporateperks.com/
Password: 3MCLUB

Deals

What: Tickets, coupons, details on everything listed here.
Where: Any 3M Club ticket window location or 3M Club Web site
Contact: 3M Club at (651) 733-3466

HP and Compaq Discounts via the Employee Purchase Program (epp)

Web site: www.hpshopping.com/epp
Company Code: 3616

Corporate Shopping Co.

What: Discount shopping Web site
Web site: values.corpshoppingco.com/affiliates/corpshop
Password: create your own when logging in the first time.

Announcements in this section can be submitted to Judie Birk, 3M Stemwinder, Building 225-01-S-15 via Lotus Notes or fax (651) 575-0468. Deadline for all notices is noon on Fridays, 11 days prior to issue date.

3M Club Activity Clubs

3M Aikido Club

What: 10-week basic Aikido class, one class per week
Costs: \$80 for Fitness Center members or \$100 for nonmembers
Instructor: Peter Price (Nidan)
When: Tuesdays, starting Oct. 23, 5:15-6:30 p.m.
Where: Building 220, 3M Fitness Center
Contact: Shawn Fox at (651) 736-3762 or Jason Flora at (651) 737-4425.

Camera Club

What: Learn new techniques, see interesting programs, discuss ways to improve your images (print, slide or digital) at one of the Twin Cities' finest camera clubs.
When: Second Tuesday, September through April, 7 p.m.
Where: Building 225-1S Conference Room
Membership: Visitors welcome
Contact: Mike Prokosch, (651) 733-2868

Chess Club

What: The 3M Chess Club promotes the game of chess through casual play for all levels of players.
When: Tuesdays, 5:30 p.m.
Where: Building 225-2N Room C
Membership: All interested players, from beginner to expert, are encouraged to join.
Contact: Brian Ronningen, (651) 733-6498
Web site: www.geocities.com/ourchessclub/

Downhill Ski Club

What: The club offers a wide variety of events, many of which do not involve skiing! For those of you who want to travel and ski with a great group of people. Come to an event.

Where: See Web site for dates, places and times of events.
Contact: Mike Falco, (651) 736-2908, or Mary Christiano, (651) 736-0753
Web site: www.3Mskiclub.org

Genealogy Club

What: Paul Clark, experienced family genealogist, will present "How to Start Finding Your Roots."
When: Tuesday, Nov. 13, 5 p.m.
Where: Building 275 Baltic Room
Membership: Interest in family history and genealogy. Beginners always welcome.
Contact: Michael Tumey at (651) 733-8055
Web site: mmmgeneclub.org/

MiniMunchers

What: Fourth-quarter MiniMunchers contest. Lose 8 pounds and qualify to win \$25. Annual dues is \$5.
When: Begins the week of Sept. 24 and runs through the week of Dec. 17.
Contact: Jo Borchers at (651) 736-3898 or via e-mail.

Pool Club

What: Now accepting registrations for the 2007/08 season which runs from October through April. Play is every Monday or Tuesday evening at the Whisky Rack in N. St. Paul. The game is Straight Pool (14.1 Continuous). A handicap system is used so all skill levels are welcome.
Contact: Paul Gorgos at (651) 730-4468 or Jim Blasko at (651) 733-1873, for more information.
Web site: www.fryar.org/pool.

Quilting Club

What: Provide members an opportunity and gathering place to share ideas and exchange knowledge, while creating memorable treasures and experiences.
Where: Building 275 Baltic Room
When: Meetings on the first Friday and third Thursday of each month
Contact: Elizabeth Sargent (651) 733-2816
Web site: iintranet.mmm.com/activityclubs/quilting/index.htm

Rod and Custom Club

What: A club for car enthusiasts who enjoy working on, driving and sharing expertise.
When: A yearly list of events is available by request. Events include picnics, steak fry, hosting car club events including Woodbury Days Car Show or just cruising.
Contact: John Rutherford, (651) 653-7099, or Dick Rath, (651) 714-5067

Rubber Stamping Club

What: Learn about card making by rubber stamping on paper and other materials.
When: Third Tuesday every month, 11:30 a.m.-12:15 p.m.
Where: Building 270, Room N224/233
Membership: Employees, retirees, spouses
Contact: Barbara Flanagan, (651) 736-9003
Web site: intranet.mmm.com/activityclubs/rsc

Scrapbook Club

What: We have a monthly scrapping night, workshops, retreats, and make and takes. See our Web site for a schedule of events and membership form.
When: Monthly crops on last Friday, 5 p.m.-midnight. For monthly meetings, see Web site "Events" for days and locations.
Where: Monthly crops held in Building 222 Cafeteria
Membership: 3M employees, retirees, spouses and sponsored guests
Contact: Pam Kukacka at (651) 575-4905
Web site: intranet.mmm.com/activityclubs/sbc/

SineWave Men's Vocal Ensemble

What: Sinewave is a men's chorus that performs regionally and in our community for public concerts. We sing music from the 1920s to today.
When: Thursdays, 5:30-7:30 p.m. from September through June
Where: Building 42-1 (across from the 3M Fitness Center)
Membership: Stouthearted men who are 3M employees, retirees, family or friends
Contact: Nathan Gergen, (651) 226-1505 or nlgergen@aol.com

3M CLUB TICKET ORDER FORM FAX: (651) 736-0506

Tickets available at all 3M Club ticket locations or by sending attached form. Price listed is for each ticket.

Mann Theaters.....\$6.00	Underwater Adventures
Muller Family Theaters.....\$6.00	Adult (18-61 yrs.)\$11.00
Regal/United Artist.....\$6.50	Child (3-12 yrs.)\$6.50
AMC\$6.00	Senior/Teen (13-17 & 62+yrs).....\$8.00
Park at MOA (formerly Camp Snoopy)	Happenings Books\$30.00
Unlimited rides\$18.50	Valleyfair
Metro Dining Club Cards.....\$20.00	Discount price.....\$24.50
Oktoberfest.....\$5.00	62 & older/3 yrs & older & less than 48" tall\$11.95
	Parking\$7.50

Other events: _____

Cost of ticket: \$ _____ Number of tickets: _____ Total \$ enclosed: _____

Ticket to be returned to:

Name _____

Phone _____ 3M Club/Employee No. _____

Department _____ Building _____ Floor/Stop _____

Home address _____

City _____ State _____ ZIP _____

Dept. charge _____ or check payable to 3M Club or charge card number (Visa/MasterCard/American Express) No. _____

Expiration date _____ Signature _____

Fax or send order to 3M Club, Building 766-01-01 or 11455 20th St. N., Lake Elmo, MN 55042

People & Events

3M Club

3M Club Sounds of Harmony

What: Mixed show chorus that sings a variety of musical styles, including pop, Broadway, jazz, patriotic and seasonal.

When: Tuesdays, 5:30-7:30 p.m.

Where: Building 42-1

Membership: 3M employees who like to sing. We perform a Holiday and Spring Show as well as business meetings, senior homes, etc. Come check us out at our first rehearsal on Sept. 4.

Contact: Valerie Ruiz (651) 737-3715 or Deanna Stebbing (651) 439-9698.

Symphony Orchestra

What: Perform in a large musical ensemble. Keep music in your life and continue developing your skills.

When: Tuesdays, 6-8 pm, September through early June

Where: Maplewood Community Center Theater, White Bear Avenue and County Road B

Membership: 3M employees, retirees, dependents and occasional guests.

Contact: Dwight Erickson, (651) 736-2830

Web site: www.symphoninfo.org

Table Tennis Club

What: Ping Pong is so much fun you won't believe it. If you haven't played since you were a kid, the league assigns a handicap to each player so the less-experienced players can challenge the more-experienced players.

When: Fall league runs from Sept. 6-May 1 on Thursday nights. Gym opens at 6 p.m.

Where: Capitol City Adventist School, 1220 S. Mcknight Road

Contact: Peter Leung, (651) 733-0413

Web site: intranet.mmm.com/activityclubs/tabletennis-league/

Tai Chi Club

What: 'Moving Meditation' Improve your balance, concentration, coping skills, expanded vision.

When: Monday evenings 5-6:30 p.m.

Where: Building 224-1 Foyer (near Universe Room)

Membership: All levels of ability welcome.

Contact: Barb Walczak (651) 575-6635 or Thu-Van Tran (651) 736-0748

Thread Arts Club

What: Recruiting new crafty members that knit, crochet, needlework, latch hook, sew, weave

When: Monday's 11:30 a.m.-12:30 p.m.

Where: Building 275 Cafeteria

Membership: Free. Come to a relaxing crafting atmosphere and keep up to date with trends and techniques.

Contact: Kris Godbey (651) 733-9146

Web site: www.theminingthreadartsclub.com

Toastmasters — Wind Chimes

What: A self-paced program with weekly meetings where members can practice speaking and leadership skills in a friendly, supportive atmosphere.

When: Tuesdays, 11:30 a.m.-12:30 p.m.

Where: Building 230 Cafeteria Room C-1

Membership: Any 3M employee interested in learning how to present and communicate.

Contact: Randy Brown, (651) 737-9428; Teri Bennett, (651) 733-0007

Web site: intranet.mmm.com/activityclubs/windchimes/

Tartan Toastmasters Club

What: Improve your public speaking skills in a nonthreatening environment through practice and critique.

When: Tuesdays at 11:30 a.m. to 12:30 p.m.

Where: Building 225-4S-Conference Room

Membership: Fun and supportive group of people interested in improving their leadership and public speaking skills.

Contact: Katie Dailey, (651) 737-3138

Web site: intranet.mmm.com/activityclubs/tartan/

3M team captures world tournament title

The 3M men's softball team sponsored by Luther Auto recently won the 2007 USSSA Corporate World Tournament in Columbus, Ind. The Twin Cities team was founded in 1996 and has since won 10 Minnesota state titles and two world championships. The team boasts a 67-10 record, two league championships, a state championship and the world championship for its 2007 season.



The Luther Auto/3M Corporate World Championship team members, front row, from left, are Todd Munson, Dusty Salsbury, Brian Morris, Greg Leverty, Scott Meyer and Jon Etter. Back row, from left, are Chris Aune, Rusty Ferguson, Mike Zasada, Matt Domarus, Mark Litwinow, Ken Halford and Toby Thorsheim. Not shown are Bob Atkin and Tom Wierzbicki.

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10 minutes to 3M, a few steps to the golf course! Live maintenance free, let assoc. cut grass and shovel snow. Immac. 2000 sq. ft. 2bed/2bath home located on quiet cul-de-sac. Sold fully furnished makes a great rental opportunity.
\$259,900

Andy McCrohan
TheMLSonline
952-200-9239

5 MINUTES TO 3M



WOODBURY TOWNHOUSE
2 bedroom, 1.5 Bath, 2 car garage, gas fireplace, fresh paint & carpet. Private patio. All appliances, 2nd level laundry. Great storage/closets: bedroom walk-in, linen & pantry all with wire-rack shelving. Quiet, worry-free living, well maintained. Abundant walking/biking paths along scenic lakes & tranquil ponds.
Great value FSB0: \$169,169. MLS# 3450132

Pat Sutherland, PE
651-739-9416

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IF THE PARADE OF HOMES HAD YOU EXCITED...SEE THIS MAHTOMEDI NEW CONSTRUCTION
2 acre mature woodland setting. Immediate possession! 4940 FSF, 5 BR/4 BA, sophisticated tranquility, with space for all your dreams. Must-see interior! A 3Mer's retreat... \$869,900

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Liana Palaikis PhD
651-336-8323
KELLER WILLIAMS

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COUNTRY LIVING
5 acres with pond, 3 bedroom, 2 bath, family sized kitchen, large family room. Tiered deck, patio with water feature, south facing sun porch, screen porch. Pole building with stalls, heated workshop. 22 miles to building 42.
8350 140th Avenue NE, Forest Lake, MN
MLS# 3439865 \$349,900

Call for details
651-464-5363

STUNNING 2 STORY ON 5+ ACRES!



Absolutely gorgeous 2-story on 5+ beautifully landscaped acres. Well appointed sun drenched rooms, home designed with a 'kiss of souther charm'. Home boasts lots of extras and is in Turn-Key condition. Large garden shed, HUGE 3 car garage and much more await you here!!

Carol Toner
612-414-5050

COLDWELL BANKER BURNET



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848 Gabriel Rd - \$269,900

Contact Crystal Wickard
651-210-3181

counselor
realtors, inc.

GREAT MAPLEWOOD LOCATION!



5 MINUTES TO 3M
New Construction Arts & Crafts inspired townhomes in Towns of New Century. 2/3 BR 2 BA with open floor plans, fireplace, 9 ft ceilings, double garage. Starting at \$174,900.

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Realty 100, inc.

Chris Ames
651-238-6500

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Carl Gillen
612.548.3188

carl.gillen@tigeroak.com

Buying & Selling

Want ads

Car Parts

2000 Buick Park Ave shop manuals, \$120 new sell for \$40. 651-735-9134
New 15" Procomp wheels & tires, 33x12.50R15LT \$1500 new, asking \$1100 OBO. 715-425-7930
Topper Raven cab hi, 01 SB Dodge quad xcrv/ red approx 79.5X70 \$300 BO. 651-429-5971

Entertainment

3 Celtic Women tickets for 11/16 at the Excel, face value, sec 113, row 17. 651-426-9908
Free, 22 inch color console TV, 20 + yrs old, wks fine. 651-387-6693
Free, piano, Whitney by Kimball, good condition. 651-739-3273
Guitar, Gibson Epiphone Les Paul pee wee, like new \$75. 651-738-1075

Miscellaneous

Bing & Grondahl Copenhagen porcelain collector plates, 1960's & 70's \$25 ea. 651-457-4375
BR Set, dbl, maple, twin 2 beds, 2 dressers, desk, night stand, chair \$500. 651-459-3860
Bridesmaid gown, Alfred Angelo, size 12, blk, style 6223, never worn \$135/bo. 715-549-5523
Firewood, premium well seasoned/dried oak \$275/full cord. 651-439-4296
Free fire wood, assorted, you haul. 651-437-7058
GAP faux fur coat, black, girls size 5, \$20.00, excellent condition. 651-214-5503
Hot Tub 1990 Baja. ~88"x88"x36", new cover & enclosure \$2500/BO. 715-386-7508
Queen 4 poster bed frame \$75/BO, boys mountain stunt bike 15sp w/spoke bars \$50. 738-3826
Rubber Torsion trailer axle oal 76" Dexter sealed bearings 5 stud hub \$99.00. 651-426-5089
Sectional Sofa, 6 seats/4 are recliners, 2 tables \$200 obo. 651-260-2281
Toshiba 42" HD compatible 1080i wide proj TV, excel cond, sharp pic \$350/obo. 651-329-330
Wedding Gown sz 16-18, never worn, lost wt, ivory \$400 651-739-2482. dsc0124@comcast.net.
Wedding Gown Maggie Sottero like strapless, sz 10-12. \$299/bo. Call 651-334-1893 for pics

Pets

3/4 Siamese 1/4 Rag Doll kittens, 3 females \$100 can email pictures. 715-248-7066
AKC choc Lab pups, champ lines, shots, \$500F, \$450M. mnlabpups@yahoo.com 651-308-7625
Free 3 yr neu male blk/wht outdoor cat, to good home/barn. mdpaloney1@aol.com for pics

Sports and Recreation

01 Camp Trlr, su brk, 27ft, lk new, slide out, lo mi, slps 4, new batt \$14,900. 651-437-3236
01 Kasea 4 wheeler, 150cc, 5 spd, 4 cycle, new brakes, \$1250 BO. 651-492-9719
03 Honda Magna, blue, 750cc, 8000 miles, saddle bags, original owner \$4500. 651-592-8573
04 Polaris 500 Sportsman ATV <400mi, xtras, wshld, racks, winch, mint \$4700. 651-503-9819
05 25 hp Merc four stroke, 93 Lund 16.5' & shore trail, troll mtr. \$3,200. 651-436-3349
12' aluminum row boat and trailer \$300 ask for Paul. 651-429-3741
1999 Triton 2 place alum covered snowmobile trailer \$1500 or BO. 651-459-5350
2003 9' 6" Lance pickup camper, excellent cond, fully loaded \$12,500 firm. 715-466-2353
2006 Honda CRF50 mini bike, 3.1 HP, low mileage, factory adult stride \$1,000. 715-425-5322
57 Elgin 9.9 hps boat motor, short shaft, \$40. 651-779-7661
97 Floe Pro-100 plus alum ramp trlr w/bars, spare, new mfr instal wood \$995. 651-455-1389
Alumacraft 14' & 15' boats olvdrab \$500/600, 12' fg duck \$300, trl, decoys, misc. 651-777-1642
Bike, stay in shape over the winter, LifeCycle brand, low usage, lk new \$795. 651-426-5881
Heavy duty camper cble jacks, set of 2, cost new \$393 sell for \$250 Jim. 651-777-7854
Home gym, Weider Pro 9940 dual stack weight mach, good cond \$100 or offer. 715-386-5026
MN Wild tickets, great seats, section 107, row 19, aisle seats, 2. 651-341-8004
Parker comp EZDraw LF, all you need hunt/target, all best stuff \$375. 715-425-2256
Ping Pong table and set, folds, reasonable. 651-770-5772
Pontoon Trailer Triton model 18, new never used, cost \$2000 sell \$1700. 651-777-6910
Revolution Hydroslide knee board, like new, call. 507-536-9270
TaylorMade Superquad driver, brand new, still wrapped, 9.50 stiff flex \$340. 651-738-0408

Vehicles

2, 65 Ford Galaxie 500, 4dr, 1 complete, 1 no motor/trans BO. 651-462-7293
76 Ford F600, 15ft PTO driven dump bed, low miles, great shape, box like new. 651-233-6889
86 Fiero GT, PW, PL, AC, sun roof, V-6, 130K mi, \$2000 OBO. 651-283-0458
86 Ford L8000 sgl axel dump truck, 10 ft Hydrotum plow, new paint \$7500/BO. 651-735-0655
87 Mercedes 300D, 80,800 miles, exc cond \$4200. 651-776-5654
93 Ford F150 XLT 4x4, 1 owner, pwr, topper, fair cond, 163k, \$3000 obo. 612-384-9044
94 Nissan Maxima GXE sedan 4D V6 3L, 191K, B/O \$800. 612-386-9582
94 Subaru Legacy, AWD wagon, red, AT, AC, ABS, PS, cruise, ex con, \$2300/BO. 651-484-8191
95 Acura Integra, 4dr, 5 spd, 145,000 miles \$3,000. 651-426-4684
98 Dodge Avenger ES, 137K, auto, loaded, \$2,500 OBO. 651-714-8638
99 Chev Venture ext van, \$3,595, 127K miles, cloth, pwr 3rd door, runs great. 651-270-1204
00 Olds Bravada, tan, AWD, leather, like new, many extras, 127k mi, \$5000 obo. 612-201-6851
01 Accord EXL \$5795 109K, 2dr manu, prior slyg, lthr, HP tires, 30 mpg, 6 CD. 651-226-0078
01 Honda Accord LX, gold, V6, auto, 4dr, 56K, xcel cond, 1 owner \$10,700B/O. 651-329-3300
01 Mercury Sable GS 70K mi. southern car \$6K, Hyundai, 04 Sonata 27K mi, \$12K. 763-754-1933
02 Porsche 911, red, immaculate, ext. wrnty, 6 spd, full lthr, stored winter. 651-303-2185
02 Trailblazer LTZ, blk 102K, lthr heated seats, Bose, new tires/brakes \$9.8K. 612-804 6821
04 Chev Express conv van, 58K mi, mint interior, lthr, 15" TV DVD \$25,900. 651-436-7714
04 Saturn Ion, 40,000 mi, sun rf, blue, gr cond, powr, auto \$9,500. 651-335-4789
05 BMW 330xi AWD 30K mi \$28K 86 Nissan 300ZX 56K mi \$8K all opts/org conds. 651-797-4643
05 Dodge Grand Caravan SXT, 16Kmi, 3.8L V6 auto, Stow'nGo, \$17,500, call Gary. 651-484-8165
05 silverado SS, 16000 mi, factory 20" rims, hd cover, very cln \$31500.00 firm. 507-240-2431
07 Chrysler 300 Touring, htd leather seats & more, 500 mi, must sell. \$24,000. 651-260-7737

Wanted

17 ft. Grumman sq stern canoe. 651-429-0174
2 desks and chairs, free. 651-774-6104
Bruce Springsteen tickets for Nov. 2, need two. 651-738-0406
Buying U.S. coins and collections, appraisals. 651-768-0281
Grandma needs crib in good condition. 651-777-8928
House mate(s) 5 minutes from 3M Center mshonk@comcast.net 651-295-5497
Lifetime Fitness founders membership. 651-459-3227
Push Lawn sweeper in good condition. 651-774-6104
Roman chair in good condition. 218-927-9962
U.S. & foreign coins, paper currency, coin collections. 651-458-0508
Wanted, 2 used Hydrobikes, water bike, in good condition. 651-426-2090
Wanted, 5' x 7' or larger metal trailer, please call. 651-439-9640
Wild Tickets, upper deck. 651-738-1590.
Wood Chipper, looking for 10 hp+ reliable model in good condition. 715-377-7997
World War 2 era military items/souvenirs, U.S., German, Japanese, etc. 651-459-9775

Yard and Household

12 hp Sears Craftsman 38 in lawn tractor w/rear bagger gd cond \$50 phone. 651-436-5269
1930/40 Classic colonial revival camelback sofa, 3 front cabriole legs \$1,950. 715-531-0210
36" John Deere snow thrower, fits models 160 thru 185, used 2 seasons. 612-670-9356
3/4" thick X 45"D rnd bvl edge glass, makes beau tbl on pedestal base \$100. 651-730-7025
Antq Hoosier cabinet, excellent condition \$1500. 651-492-5654
Beanie Babies, 50+, exc cond \$1.00/each. 651-452-3540
Beautiful hi top pub table and chairs, glass top, must see. \$250 651-653-1969
Berhardt coffe table, Ethan Allen settee/couch, both beautiful, can send pics. 651-454-2690
Brown swivel recliner, leather with ottoman, like new \$75.00. 715-386-7065
Coin laundry, washer \$400 and two dryers \$200 each, must sell you move. 651-485-7662

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Purchase one entree (up to \$8.50), get the second of equal or lesser value FREE with purchase of 2 beverages. Value up to \$8.50

Let's Talk Dinner Plans  Not valid with any other offers or discounts. Open 24 hours 7 days a week. Expires November 30, 2007.

BUY ONE ENTREE GET ONE FREE

Purchase one entree (up to \$8.50), get the second of equal or lesser value FREE with purchase of 2 beverages. Value up to \$8.50

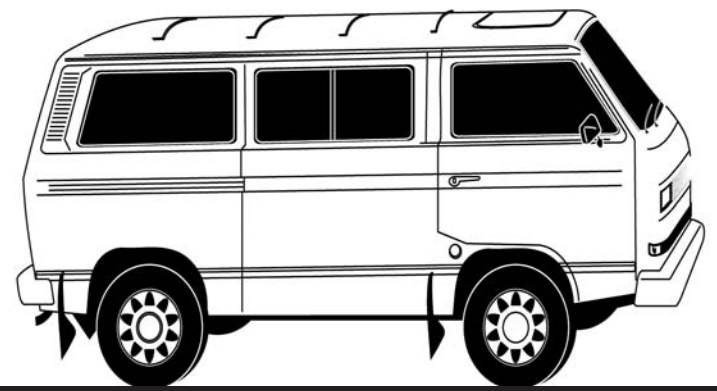
Let's Talk Dinner Plans  Not valid with any other offers or discounts. Open 24 hours 7 days a week. Expires November 30, 2007.

Buying & Selling

Want ads

Collectibles, Dept 56 houses, Hummels, Sno baby, Prec Mom, Mem of Yest. 651-777-9213
Colonial couch, love seat, & recliner, fair cond, brown/beige/orange \$60 OBO. 651-702-9199
Crib by Baby Italia, pecan, convert w/side rail, ex cond, newer matt \$90. 612-275-2353
Desk \$5, glass aquarium \$10, TV stand \$5, boys bike, Magna 10sp \$45. 651-351-0381
Desk, 60" x 30", solid walnut, 6 drawers, 2 breadboards pictures \$50 bo. 651-439-8597
Desk, roll top \$50 computer table & printer stand \$30. 651-484-9196
Dining Room table, 8 chairs, cherry, ball and claw, 2 lvs \$350. 952-920-2522
DR Set, maple, 64X42 tbl to 100 w/3 lvs, pads, 6 chrs \$850 hutch avail. 651-770-8335
End table \$30.00 globe floor lamp \$40.00 651-778-0251
Exec Desk 60"x33", solid walnut, 6 drwrs+2 pullout writing surfaces \$150/bo. 651-773-2175
Expressions custom sofa, dark moss green, strommen@cvtel.net 651-438-0939
Free-Carpet, wht/gld/blk mix, some wear, grt 4 cabin, jute pad 11x22, 13x18, 3x17. 651-492-9719
Free white kitchen cabinets from remodeling, must all go as set. 651-430-1154
Freezer, chest, GE 7 cu.ft, new in 2002, used 1 year, owners manual \$100. 651-274-5553
Freezer, Kenmore 11.7 cu ft. ~10yrs old, excellent shape \$150.00. 651-768-8228
Free, storm/screen door, 36X80, alum. 651-738-1414
Hoover upright vacuum with power drive, with extra bulb, bags & belts \$25. 651-439-0584
Hot Tub, 6 person, Sovereign model I, 3 yrs old, \$3500. 651-308-5096
HP Deskjet F4180 color printer/scanner/copier, new in box \$30. 651-777-1847
John Deere snowblower, 5HP, 3 speed & rev \$175. 651-335-5760
Kids dressers \$20.00 & \$30.00 toybox/bench \$50 each painted different color. 763-571-1565
Kitchen stools, green & beige cushions, non swivel, lk new \$80/pr. 651-769-2518
Large Mirror, 50X30, fancy, ex cond, bevelled edges \$25. 715-822-2727
Love seat & sofa, floral print \$50ea 2 twin hide a beds & ottoman \$1000 set. 651-731-2966
Maytag port D/W, excellent cond. \$200.00/BO, will deliver w/in 30 mi. 651-216-1305

Metal front door with windows, hardware and matching sidelights \$50. 651-436-7838
Must Sell, dinette sets, desk, dresser, baby crib, call to see. 651-731-4583
New 5X6X8 ft cypress timbers \$15 ea also used Pentem desk top computers. 651-436-7950
Oak dining table w/6 chairs, 60inch w/2 leaves, good condition \$250 or BO. 436-1652
Oak entertainment center 55wx52hx16d w/ glass doors & drawers \$175. 651-735-3522
Oak entertainment ctr, fits 32 inch TV, mint condition \$175.00 320-358-1049
Queen BR set, solid wd, dresser/mir, chest, nite stnd, hbrd, vg cond \$395/bo. 651-730-0014
Sand blaster, gravity feed, great condition \$35 call. 612-964-0472
School desk, 1960s, lift-up desktop/attached seat, great for kids' play \$10. 651-454-1927
Snowblower, 828, 8hp, like new, used 10hr \$900 Dan. 507-525-3237
Sofa Sleep & love seat, ivory \$400, coffee tbl, sq Qn Ann \$250 ex con. Blando1@Comcast.net
Soft side queen waterbed, dual bladder, heaters, 6-drawer pedestal \$100/BO. 651-766-8820
Tractor JDX748, 68hr w/47 snowblwr 5hr \$10.5K, cab, deck & summer access xtra. 651-494-7634
Trundle Bed, white/brass \$75. 651-748-8850
Twin Bed with storage, white, nt. stand, 5 drawer chest \$190/ BO. 651-731-7714
Walnut Hutch 16DX50WX68H, 2 sliding glass drs, top 2 swinging drs, btm \$125. 651-459-6550
Wards 8HP 2 stage snow blower, 26" w/chains, runs good \$200 no tor. 651-488-2869
Wingback Chairs, pair dark sage, maple trim, great condition \$150 for pair. 651-778-8354



Vanpools

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Baldwin

B. Mortel (3-5381) \$135

Baldwin Route #2

Cheryl Voelker (7-2955) \$155

Baldwin/Glenwood City

Joan Johnson (5-8165) \$150

Blaine

Mick Stoffel (3-7932) \$135

Edina SE/Mpls SW

Jim Prichard (3-9950) \$125

Ellsworth

Rita Anderson (6-0196) \$150

Forest Lake

Chris Webb (6-9888) \$140

Highland Park

Ken Jarmon (3-9937) \$115

Lake Como Area

Ken Johnson (5-6929) \$115

Lindstrom/Chisago City

Jeff Whinnery (6-6170) \$150

N. Branch/Stacy/Wyoming

Tim Chelstrom (6-2769) \$155

Mac Groveland/St. Clair

Ken Jarmon (3-8864) \$115

Minneapolis S.W.

L. Peter Erickson (7-3303) \$120

River Falls South

Sandy Holldorf (3-5507) \$130

River Falls (f ex hours 7 a.m.-3:45 p.m.)

John Gaustad (3-1739) \$125

Roseville/N. Maplewood/Lake Phalen/E.

St. Paul

Michael Wiehe (3-8512) \$120

St. Croix Falls to 3M Center

Melanie Hess (7-0896) \$155

St. Paul Park/Cottage Grove (W of Hwy. 61)/Newport

Dave Wazniak (5-5729) \$115

Woodbury/Copper Oaks/ Victoria Pl/

Royal Oaks/ Woodlane Hills/Windwood

Mike Scanlan (3-7451) \$110

Contact: Tom Seidenkranz, fleet coordinator, (651) 733-4556

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 Place – Maplewood Inn
 RSVP – 651-773-6777

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<p>Afton</p> <p>5 Acres on Short Cul-de-Sac No min sq footage for home. Use your builder. Wooded perimeter. Near Afton State Park. Yes, you can have horses. Stillwater schools. Quick access to cities. 48XX Norcrest \$325,000</p>	<p>Afton</p> <p>Acreage in Favorite Neighborhood Totally updated home & meticulously cared for. Gorgeous rolling lot: Perimeter of mature trees, open space for yard games, spectacular perennial gardens. 3BR/2BA. 15326 Afton Hills DR. \$397,000</p>	<p>Stillwater</p> <p>One Level Living in End Unit Newer TH is across the street from a large park. Well cared for with fresh paint. Patio, Gas FP & Master Suite w WI Closet. All appliances included. 2BR/2BA. 1201 Bergmann Drive \$175,000</p>
<p>Woodbury</p> <p>Beautifully Updated Inside & Out Great curb appeal thanks to new James Hardie Siding, stone accent & fresh landscaping. Fully fenced yard. Stamped concrete patio. Kitchen w new SS & granite. 4BR/3BA. 3351 Charleston Drive \$530,000</p>	<p>Afton</p> <p>Authentic 1856 Farmhouse Lovingly restored & updated. Tastefully added FR, screened porch & master suite. Many original details. Granary & red barn. Gorgeous rolling 18.8 acres. 4BR/2BA. 12916 15th Street \$895,000</p>	<p>St. Paul</p> <p>Wooded Lot in Cities Secluded backyard has wooded perimeter. Custom built with huge vaulted ceilings, transom windows & a wall of glass. Finish LL & earn quick equity. 4BR, 2BA. 624 Wiggins Road \$246,000</p>
<p>Lakeland</p> <p>Great Location Corner lot on short cul-de-sac & backs to city park! Mature trees offer privacy. Multi level deck. Easy living flr plan. New carpet on LL & new laundry. 4BR/2BA. 16094 2nd Street \$259,000</p>	<p>Woodbury</p> <p>On 13th Fairway - Prestwick All 3 levels enjoy fab views! Sunroom, 2 level deck & grt privacy. New mechanicals, appliances & landscaping. On short cul-de-sac. Oversized tandem 3 car. 4BR/3BA. 3563 Rae Lane \$465,000</p>	<p>Woodbury</p> <p>Spacious 1 Level Living Located in Woodbury's Evergreen. Neutral décor was freshly painted in 2007. Open floor plan, vaulted ceilings & large windows. Den & 4 season porch. 1BR, 2BA. 1736 Kerry Lane \$249,000</p>

Buying & Selling

Classified ads



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Miscellaneous

Estate sale items available by appointment or requesting a picture: DR set, collectible glass & silver, sports items, electronics, etc. 651-481-8948

Real Estate

5BR/4BA, 3 acres, 2 stry, 4 Car gar, New appls, Stillwater, Near River, Reduced \$439,000/ Poss 1yr Lease. 651-689-1032

9 acres wooded 260' front Snake River 5 miles E of Pine City. 651-735-6945(H)

Comp updated 1927 NSP Hm 3BR/2BA 2200sqft 2+car gar \$280s. 612-991-3500

Home 4 rent Interlachen Wdbry 4BR 2FR 2 full bth+3/4bth+1/2bth \$4500/mo. 651-714-8077

Lots 4 Sale, Apple River Flowage 5 One-Acre Lots w/100' of Shoreline 8 miles of boating/fishing Amery WI Private Dead-End Road \$125,000/lot Call Now. 651-731-2466

Menomonie, WI. 55 mi E of St. Paul, Creek, Pond, Grt landscape, small barn grnhse, 5bd, 3ba, 2fpl, 2 fam,scrn por vlt ceil, hdwd flrs, acerage, db gar, new driveway, \$339K Cell. 651-246-9813

Timeshare Causeway on Gull, slps 8, Hot tub,pools,tennis,golf nearby,Unit 23 fixed wk 33 Aug \$8900. 952-903-5062

Townhome 3 mi to 3M, end unit-pond, frplc, cath ceilg, huge mstr bdrm-bath. 651-779-0781

Wanted, Real Estate Fixer Uppers Any Condition, Area, Size or Style Residential, Apartments, Commercial Ugly OK, Cash Fast. 651-260-7767

Woodbury End unit Townhome \$214,900 1650 SF 2BR 1.5BA loft 2 car garage Maple, Slate, FP. 612-384-0401

Rentals

Beautiful Vacation Condo in Orlando,FL Minutes away from Disney Attractions Low rates, Many to choose from grandpalmsresorts@comcast.net

Bonita Springs, FL 2BR/2BA den, beautiful carriage house, w/gar, golf/ tennis/swim/sun \$3500/mo+ 651-247-6890

Cancun 2BR/2BA, slps 6, extras, \$1800 Mar. 8-15 or Mar. 29-Apr. 5, 2008.. 760-728-7297

Fountn Hls,AZ-Furnish 2BR condo, pool+jac,mthly Nov-May \$1900. 612-940-8935

Common abbreviations

AC air conditioner	furn furniture	pd paid
Acc Accord	furn furnished	pr pair
AWD all wheel drive	gal gallon	PT part time
alum aluminum	gar garage	pass passenger
& and	grdn garden	perf perfect
antq antique	ga gauge	pc piece
avail available	grt great	plc place
auto automatic	gd good	Ply Plymouth
AT auto transmission	HD hard drive	Pont Pontiac
bsmt basement	hatch hatchback	prtbl portable
BA bathroom	hdbd headboard	lbs pounds
batt battery	HP horsepower	pwr power
BO best offer	hdwr hardware	PB power brakes
BR bedroom	hvy heavy	PS power steering
btr better	hi high	pref prefer
blk black	hsbrkn housebroken	pvt private
B&W black & white	hshold household	PV pick-up
bkcase bookcase	hyd hydraulics	qn queen
brn brown	IB inboard	rmblr rambler
Cad Cadillac	immed immediately	reas reasonable
cass cassette	incl include	rvdf rear window defrost
ctr center	int interior	recvr receiver
chr chair	IO inboard/outboard	ref reference
Chev Chevrolet	kg king	refrig refrigerator
chg change	lg large	reg regular
Chrys Chrysler	lthr leather	rmdl remodel/remodeled
cln clean	lv leave	reqd required
clths clothes	lt light	rm room
convert convertible	lk like	rmmate roommate
cvr cover	lv live	scr screen
CC cruise control	LR living room	sgl single
cyl cylinder	lo low	sz size
cond condition	lv love (seat)	slps sleeps
cf cubic foot	M male	sm small
ci cubic inches	maint maintain	spkr speaker
dk dark	matt mattress	spd speed
dept department	mech mechanical	sf square foot
DR dining room	med medium	snrf sunroof
dr door	mb megabyte	suspnsn suspension
dbl double	Merc Mercury	swvl swivel
drv driver	msg message	tbl table
dplx duplex	mi miles	trlr trailer
ea each	min minimum	trans transmission
elec electric	misc miscellaneous	trpl triple
eng engine	mdl model	util utility/utilities
equip equipment	mnrf moonroof	v very
eves evenings	mo month	VW Volkswagen
exc excellent	mtr motor	wgn wagon
ext extended	mtn mountain	wrnty warranty
xtra extra	nr near	wk week
xlg extra large	need need	wknd weekend
FR family room	neg negotiable	wts weights
F female	neut neutered	wht white
fbrgls fiberglass	nsmkr nonsmoker	w/ with
fin finished	occssn occassion	w/wo with or without
fplc fireplace	Olds Oldsmobile	w/o without
4WD four wheel drive	opt option	wds woods
frnt front	orig original	yd yard
FWD front wheel drive	OB outboard	yr year
FT full time	pkg package	

Buying & Selling

Classified ads

Mesa, Az-Las Sendas Comm. Furn 2BR 2BA Condo, Pool + Jac Avail Dec-Mar \$2000 mo. 952-884-2085

Newer 3 BR house, 3-car gar, 2-1/2 bath, So. of Hudson. 715-262-3515

Okdl 2BR Dupl, gar, Idry, NS, NP, AC \$850 mo Free mo w/dmg dep & 1 yr lse, util incl. 651-777-1897

On Lake Superior cottage nr Split Rock light-house, Beaver Bay, parks, trails, Northlands decor, sleeps 6, full kitchen, pvt whirlpool tub, Indoor swim pool. Year round fun. Owners 651-777-0343 for web and brochure

Townhouse near 3M HQ-3 bdrm, 2 ba, f/p 6 mo. lease, small pets ok. \$1250/mo 178 Bridlewood Dr. Ph 651-485-5934

Townhouse near 3M. 1BR, 1ba, gr level, corner unit, FP, \$650. 612-812-6566.

Upper Duplex, Nice for mid age adults, No pets, 2BR, AC, Htd, \$650+Damage Deposit. 651-735-4268

Vac. condo Orlando FL Westgate 5* 2mi Disney 2/3 bdrm sleeps 10-16 Feb/Mar U pick wk \$750/\$1000 neg. 320-587-8782

Winter storage space avail. 36x54 bldg RVs, Boats, Campers, Cars. 715-338-4646

Services

AZ Paint & Repair, 20 yrs, Refs, Ins, Quality & Care. 651-430-2445.

Band plays 50/60's rock or jazz. High energy, reasonable \$ Ken. 651-426-9568

Constr remodel & repair, no job to small Radon remed NEHA cert. Mn DH listed Garret at geofrost.com, 651-592-9650.

Construction, Bsmts, Decks, Framing Trim, Drywall, Concrete. 651-470-7258

Estate Planning, Woodbury, Revocable Trusts, Wills, Probate. 651-739-8554

Event Catering By Dolce Vita Ask About The 3M Discount. Call 612-251-0043 or Email dolcevitacater@hotmail.com

Free Fall Clean up! Sign up for lawn mowing for next summer and get a free fall cleanup. No more raking leaves. Give One Call Property Care a call today for details. www.onecallpropertycare.com 651-434-5434

Handyman Spec., Journeyman Carpenter, Kitchens, Baths, Plumbing, Tile, Remodel, Bobcat/Backhoe, 20 yrs expr, Lic/Ins, Rick Regnier. 651-653-3865

Handyman, Quality work for all home remodeling needs. 651-730-6124

Home Cleaning at reasonable rates, 27 years experience, References upon request. 763-571-1565

Int/Ext Painting, ceiling texturing/ repair 3M discounts, 20 yrs exp serving 3Mr's free estimates. 651-260-4436

Quality Painting/Rock/Tape/Spraytex Framing/Finishing 3M Refs. 651-426-0535

Remodeling, Kitch, Baths, Lower Level Finish, Tile, Paint, Handyman. 3M Disc. Lic & Ins Dave. 651-494-8307

Roofing/Siding/Gutters/Decks Lic/Insured/ Quality Work BBB and Angies List Members Apex Const. 612-242-7883

Storage, Inside, boats, trailers, RVs etc. Nov.-Apr. \$10/FT, NE Metro Location. 651-775-7325

Tutor & Test Prep help, 11+ yrs exp with a masters degree, exp with learning disb. 651-731-2498

3M Stemwinder Issue Dates

Publication Dates	Want ad/Classified Deadline dates 10 a.m.
Nov 6.	Oct 30
Nov 20.	Nov 13
Dec 4.	Nov 27
Dec 18.	Dec 11

All employees must submit their Free Want Ads or Paid Classified Ads ONLINE: Intranet search keyword **Stemwinder want ads** (intranet.mmm.com/cmpa/publications/wantads.html)

Free Want Ad restrictions

- Only **one** ad per employee per issue.
- No business ads are allowed, including those related to an outside activity of a 3Mer or family member.
- No ads for the sale or rental of property (including time share) or ongoing revenue/business enterprise.

Rules for both Free Want Ads and Paid Classified Ads

- All employees with intranet access **must** submit ads online.
- Retirees and employees without intranet access, use forms below.
- No ads are allowed for non-3Mers or employees acting on their behalf.
- Only home phone number or home e-mail address will be used in ad (No office phone number or office e-mail address will be published).
- Late ads will be held for publication the following issue.
- 3M does not take responsibility for quality of merchandise, prices or activities of items advertised.
- 3M Stemwinder reserves the right to refuse any ad.
- A character is a letter, number, punctuation mark or space.
- Phone numbers and e-mail addresses are to be included in character count and placed at the end of the want ad. Use 12 digits for home phone number, such as 651-555-5555.

Questions, call (651) 737-2266

Paid Classified Ad restrictions

- Payment must accompany the order. Ads without payment will not run until payment is received. Checks must be made payable for the proper amount. Make checks payable to 3M. No cash accepted. No refunds.
- No phone ads or faxed ads.

Free Want Ads

Free Want Ads are a free service for employees and retirees of 3M. See fax number and address below to fax or mail your ad. Ads must be received at 3M by 10 a.m. on Tuesday, seven days preceding date of issue. No ads taken over phone.

Name _____ Date _____
Employee No. _____ Department _____
3M Phone _____ Home Phone _____

Check One

- | | | |
|--|--|---|
| <input type="checkbox"/> Car Parts | <input type="checkbox"/> Pets | <input type="checkbox"/> Wanted |
| <input type="checkbox"/> Entertainment | <input type="checkbox"/> Rides | <input type="checkbox"/> Yard and Household |
| <input type="checkbox"/> Garage Sales | <input type="checkbox"/> Sports and Rec. | |
| <input type="checkbox"/> Misc. | <input type="checkbox"/> Vehicles | |

Want Ads are limited to a total of 90 characters (shown). Your 12-digit phone number or e-mail address needs to be included in the character count. Ads will be placed as submitted, so print clearly. Add punctuation and spaces.

FAX*: (651) 575-0468 Mail*: 3M Stemwinder Want Ads
3M Center, Building 225-01-S-15
St. Paul, MN 55144

*Employees must submit ads ONLINE (see above).

Paid Classified Ads

Paid Classified Ads are open to employees and retirees for those categories not approved for free ads, i.e., sales or rental of property, outside activities/services which generate income, etc. Ads and payment must be received at 3M by 10 a.m. on Tuesday, seven days preceding date of issue. See address below to mail your ad.

Name _____ Date _____
Employee No. _____ Department _____
3M Phone _____ Home Phone _____

Check One:

- | | |
|--------------------------------------|---------------------------------------|
| <input type="checkbox"/> Real Estate | <input type="checkbox"/> Services |
| <input type="checkbox"/> Rentals | <input type="checkbox"/> Misc. (paid) |

Costs:

\$10 for first 76 characters;
\$3 for each additional 38 characters

Space shown is 19 characters per line; 114 characters total shown here. For character counts above 114, attach separate piece of paper. Phone numbers are to be included in character count. Ads will be placed as submitted, so print clearly! Add punctuation and spaces.

Mail*: 3M Stemwinder Want Ads (HOME PHONE NUMBER)
3M Center, Building 225-01-S-15
St. Paul, MN 55144

*Employees must submit ads ONLINE (see above).



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