



# Stemwinder

Dec. 16, 2008-Jan. 12, 2009

## STAYING STRONG, STAYING FOCUSED



People are no doubt regarding 2008 as an eventful year, with the yet-to-be-resolved economic crisis top of mind.

A vicious cycle of home foreclosures, upheaval of financial institutions, declining stock markets, cautious consumer spending, an ailing U.S. automotive industry and high unemployment have created problems that won't be solved overnight. It could take a couple of years to get back on an even keel.

Amid the economic uncertainties, 3Mers have continued to concentrate on growing the company. At the 2008 3M Investor Conference in St. Paul in

September, George Buckley, chairman of the board, president and CEO, emphasized the fact that 3M's long-term growth strategy remains the same. He reiterated that point at the 3M 2009 Outlook Meeting with securities analysts in New York City on Dec. 8.

"Our strategy of focusing on our core and selectively investing in growth is still appropriate. We're adjusting to a low-growth economy in the short term, while maintaining our long-term focus," said Buckley. He believes that sharp declines in sales will go on for several months, but eventually moderate in the second half of 2009.

"We think the model we've been following — the long-term approach to our marketplace, investing in building the core, making sure innovation is still sound and robust, serving our customers superbly, driving for cost-cutting and conserving cash — will best prepare us for opportunities that will unfold in due course," Buckley added.

This issue of *3M Stemwinder* features several articles recalling highlights of the year's accomplishments. Individually and combined, they have helped keep 3M focused on growth.

**3** Complementary acquisitions continued to open doors into new markets. They also helped 3M fill gaps in its product offerings, add new technologies and increase its manufacturing capacity. A chart of this year's acquisitions is on page 3.

**4** The story on page 4 outlines the progress being made in moving closer to customers. By steadily building manufacturing capacity around the world, 3M is able to shorten and simplify its supply chains. This leads to faster delivery and more consistent service.

**5** Relive some of the excitement and interest sparked by 3M's 2008 NASCAR sponsorship. The story on page 5 recounts some of the ways that this sponsorship generated sales and built customer relationships in more than 20 3M divisions.

**6** 3M began focusing on sustainability several decades before it became the trend. An article on page 6 reiterates 3M's challenging five-year environmental goals — the Corporate Environmental Targets for 2010 — and describes the progress so far. Then, on the following page, you'll find some anniversary milestones of 3M international companies.

**8** There were many causes for celebration in 2008. Highlights of the awards and recognition earned by 3M around the world can be found on page 8.

**10** New products always play a vital role in sustained growth. Each "Big Business" was asked to name three of its most promising products from among the array of products introduced in 2008. Take a look at these products on pages 10 through 12.

**13** Rounding out this "year in review" series of articles, turn to page 13 and find out which 3M products earned major design awards this year, and also to see some of the newer products that were highlighted at the 2008 3M Investor Conference.



News

Economic realities: what’s happening

*Editor’s note: This new, recurring feature is a compilation of business news reports designed to give readers perspectives on the current economic environment.*

In a Dec. 10 article titled “Wholesale inventories, sales plunge in October,” **Businessweek.com** reported “that wholesalers cut back on their inventories in October by the largest amount since the period following the 2001 terrorist attacks, while they watched their sales plunge by a record amount. Analysts predict more grim news in the months ahead as the current recession deepens. The Commerce Department reported that wholesalers, the companies in the supply chain between manufacturers and retailers, reduced their inventories by 1.1 percent in October, the biggest cutback since a similar drop in inventories in November 2001. The inventory decline was much bigger than the 0.2 percent decrease economists expected. Sales at the wholesale level plunged by 4.1 percent in October, the largest decline on record. The huge declines in inventories and sales provided further evidence that the economy is in a steep recession. Many analysts believe the current recession, which has already lasted 12 months, will drag on until the middle of next year. If it lasts past April, it will become the longest recession in the post-World War II period, surpassing recessions in the mid-1970s and early 1980s that both lasted 16 months. The financial crisis has taken its toll on Main Street with retail sales falling sharply, sending shock waves through the rest of the supply chain. The 1.1 percent drop in wholesale inventories reflected a 0.2 percent fall in stockpiles of durable goods such as autos and appliances, which are expected to last at least three years. Inventories of nondurable goods, products such as food, clothing and petroleum products, dropped by an even sharper 2.6 percent in October, a record amount.”

A Dec. 10 **Wall Street Journal** article titled “Democrats Claim Agreement on Auto Rescue Deal” reported, “congressional Democratic leaders and the White House have finalized a deal to spend \$15 billion on emergency loans for struggling U.S. automakers, congressional officials said. The White House did not go quite so far, saying it has made ‘very good progress.’ The measure

could see a House vote later that day and be enacted by week’s end. It would create a government ‘car czar’ to dole out the loans, with the power to force the carmakers into bankruptcy if they didn’t cut quick deals with labor unions, creditors and others to restructure their businesses and become viable. Congressional Republicans, left out of negotiations on the package, are expressing grave reservations and may seek to block it.”

**CNNMoney.com** reported Dec. 9 in an article titled “Another 15,000 job cuts” that the job toll continued that morning, as four major companies — Sony Corp., Danaher Corp., Wyndham Worldwide and Novellus Systems — announced cuts of more than 14,000 jobs. “Sony, Danaher and Wyndham announced job cuts totaling 13,700 positions. Novellus said it was cutting 10 percent of its global workforce without specifying a number of employees, but the company had a headcount of 3,678 staffers on Dec. 12, 2007. Sony [SNE], based in Tokyo, on Tuesday announced the most sweeping job-cutting plan of the three companies. Sony said it planned to ‘reduce headcount’ in its electronics business by 8,000 jobs by March 30, 2010. The cuts will be implemented worldwide, the company said, from a total workforce of 160,000, according to a Sept. 30 headcount. Sony, which produces a wide variety of consumer electronics, blamed ‘the acute downturn in the economic climate’ for the job cuts. The company also said it was reducing its seasonal and temporary staff. The Wyndham Hotel Group [WYN], based in Parsippany, N.J., said late Monday it would ‘eliminate’ about 4,000 positions through the first quarter of 2009. Wyndham’s hotels include Ramada, Days Inn and Super 8 chains. Danaher Corp [DHR, Fortune 500], a manufacturer based in Washington, said late Monday that it was ‘eliminating’ about 1,700 jobs and 13 facilities in the fourth quarter, to save about \$100 million in 2009. The company blamed the ‘current economic backdrop.’ Danaher makes tools, sensors and medical equipment. Novellus



[NVLS], a provider of equipment for the semiconductor industry, said on Tuesday that it was cutting one-tenth of its workforce ‘through a combination of attrition and layoffs.’ The company, based in San Jose, Calif., said the reductions would occur through Jan. 31, 2009.”

In a Dec. 10 article titled “Rio Tinto to cut 14,000 jobs,” **Reuters.com** reported, “Global miner Rio Tinto, saddled with nearly \$40 billion in net debt, said it would cut 13 percent of its workforce, slash capital spending by more than half and sell more assets as it battles a collapse in commodity prices. Rio, which mines a range of metals and minerals from aluminum and copper to gold and diamonds, has been under pressure to detail plans to cut borrowings since its share price slumped after larger rival BHP Billiton scrapped a \$66 billion takeover bid for the company last month.”

**Bloomberg.com** reported Dec. 9 in an article titled “U.S. Stocks Drop on Profit Outlook; FedEx Shares Retreat” that “U.S. stocks fell, halting a two-day advance, after companies from FedEx Corp. to Danaher Corp. forecast earnings that disappointed investors as the deepening recession crimps sales. FedEx, the second-biggest U.S. package-shipping company, lost 14 percent after projecting profit below analysts’ estimates amid a ‘significantly weaker’ economy. Danaher, maker of Craftsman tools, slid as much as 5.9 percent. The market’s declines

were limited as investors snapped up shares of technology and energy companies trading near their cheapest valuations on record, helping send Intel Corp. up 4.2 percent and National Oilwell Varco Inc. to a 10 percent rally. ‘You’re going to have to get used to this for the next three months; you’re going to see lowering of guidance,’ said Robert Lutts, president and chief investment officer at Cabot Money Management, which oversees \$400 million in Boston. ‘This is the real economy.’”

In a Dec.10 article titled “Crude Oil Rises on Speculation OPEC, Russia Will Coordinate Cut,” **Bloomberg.com** reported, “Crude oil rose on speculation that Russia may coordinate a production cut with OPEC next week to end the five-month slump in prices. Energy Minister Sergei Shmatko said Russia will announce proposals for reducing output by Dec. 17, when the Organization of Petroleum Exporting Countries meets, Interfax reported. OPEC, which pumps more than 40 percent of the world’s oil, may reduce its output limit by as much as 2.5 million barrels a day, billionaire hedge-fund manager Boone Pickens said yesterday. ‘It would be a boost to OPEC if they commit something forward,’ said Olivier Jakob, managing director of Zug, Switzerland-based PetroMatrix. ‘The cuts from Russia are already happening, producers are not making money.’”

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Worldwide

3M Stemwinder Dec 16 Issue Available Online

3M Source now has a link to an online issue of 3M Stemwinder. Look for it in the Announcements & Events category.

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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# Year in review

## Acquisitions lead to new growth

3M completed 16 acquisitions in 2008, with more than half occurring outside the United States. Making complementary acquisitions is an important component of 3M's four strategies to drive growth. This growth effort added talented employees, market access, new brands and technologies.

### 3M's 2008 closed acquisitions (as of Dec. 1)

Acquisition	Closing date	3M business unit	Products
Hitech Polymers, Inc., Hebron, Ky.	March 4, 2008	Dyneon LLC	Manufacturer of specialty thermoplastic polymers and provider of toll thermoplastic compounding services.
Aearo Technologies, Inc., Indianapolis, Ind.	April 1, 2008	Occupational Health and Environmental Safety Division	Manufacturer of personal protection and energy absorbing products.
Les Entreprises Solumed Inc., Laval, Quebec, Canada	April 1, 2008	Medical Division/3M Canada	Developer and marketer of leading-edge medical products designed to prevent infections in operating rooms and hospitals.
Kolors Kevarkian S.A., Buenos Aires, Argentina	April 1, 2008	Home Care Division/3M Argentina	Manufacturer of branded floor cleaning tools.
Quest Technologies Inc., Oconomowoc, Wis.	July 1, 2008	Occupational Health and Environmental Safety Division	Manufacturer of environmental monitoring equipment, including noise, heat stress and vibration monitors.
K&H Surface Technologies Pty. Ltd., Melbourne, Australia	July 1, 2008	Automotive Aftermarket Division	Manufacturer of automotive repair products for the professional and do-it-yourself automotive refinish markets.
IMTEC Corp., Ardmore, Okla.	July 2, 2008	3M ESPE Division	Manufacturer of dental implants and cone beam computed tomography (CBCT) scanning equipment for dental and medical radiology.
TOP-Service für Lingualtechnik GmbH, Bad Essen, Germany	Aug. 1, 2008	3M Unitek Corp.	Orthodontic technology and services company offering the novel Incognito brand system, a digital lingual orthodontic solution.
Polyfoam Products, Inc., Tomball, Texas	Aug. 28, 2008	Industrial Adhesives and Tapes Division	Structural adhesives company specializing in foam adhesives for tile roofing and other adhesive products for the building industry.
Dedication to Detail, Philadelphia, Penn.	Aug. 29, 2008	Automotive Aftermarket Division	Manufacturer of paint finishing systems including buffing and polishing pads.
Ligacon AG, Tagelswangen, Switzerland	Sept. 2, 2008	CUNO Incorporated	Manufacturer and supplier of filtration systems and filter elements for the pharmaceutical, biotech and general industrial markets.
EMFI S.A. and SAPO S.A., Haguenau, France	Oct. 1, 2008	Industrial Adhesives and Tapes Division	Manufacturers of polyurethane-based structural adhesives and sealants.
Meguiar's Inc., Irvine, Calif.	Oct. 2, 2008	Automotive Aftermarket Division	Manufacturer of car care products for cleaning and protecting automotive surfaces.
Food Diagnostics AS, Oslo, Norway	Nov. 7, 2008	Food Safety Department/3M Norway	Provider of food diagnostics products and services for the food safety industry.
Grafoplast S.p.A., Predosa, Italy	Nov. 25, 2008	Electrical Markets Division	Manufacturer of wire identification systems for the wire and cable market.
Financière Burgienne, Bourg-en-Bresse, France	Dec. 1, 2008	Traffic Safety Systems Division	Provider of finished license plates under the FAAB and FABRICAUTO brands in France.

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# Year in review



## Localization fuels global growth

*A year ago John Woodworth, senior vice president, Corporate Supply Chain Operations, discussed 3M's push to shorten supply chains. Here are his thoughts on what has been done so far, and future plans.*

**Q Over the past two years, 3M has steadily built manufacturing capacity around the world. Has this proven to be a smart strategy?**

**A** There are three reasons to build plants. One is to address capacity shortfalls in specific places — for example, at our Filtrete™ Furnace Filters factory in Juarez, Mexico. Another is to improve customer service, and we have been doing that consistently and steadily. Today, our on-time, in-full rates are well above 95 percent in all divisions. The third reason to build is in anticipation of growth, especially internationally. So yes, our strategy is working well and we're moving forward on all three fronts.



**Q Will 3M continue to invest in plant infrastructure over the next few years?**

**A** We are at a point where we will begin to spend slightly less each year. That's because we have stepped up to many of our supply chain challenges and are making significant progress. We're advancing toward our goal of an "80 percent regional" source of supply and have decreased the number of plant "touches" by 33 percent on all of our high-impact supply chains. So, as we make progress, our investment level will start to decrease.

**Q How might current global economic challenges affect 3M's manufacturing operations around the world?**

**A** Virtually no major, global company will go unaffected, though 3M is fortunate to have such a diverse product portfolio. When one of our businesses is down, another is up and we generally have great balance, given our total product offering.

**Q How many plants is 3M currently building and what is the affect on U.S. operations?**

**A** A year ago I talked about building 19 plants, based on our localization goals. Thirteen of them have been fully completed, under budget; five are near completion and are expected to finish under budget; and one is on hold due to soft end-market conditions. Our strategy to move closer to our customers is global and includes the United States. In fact, we're taking thousands of miles out of our supply chains by expanding our facilities in the United States, and moving capacity here when there is demand. Our localization strategy goes in both directions.

**Q What happens when you move operations from one place to another and leave behind unused capacity?**

**A** Typically the capacity is soon filled by a new, local demand. For example, when our optical business left Poland recently, the capacity was quickly filled by Aeero Technologies, an acquisition. It's a balancing act that we've become expert at globally, managing our capacity and shifting operations to the right locations for our businesses and especially our customers.

**Q A year ago you explained that 3M is building very large "super hub" facilities, where products for multiple businesses and divisions are manufactured. Is that still the strategy?**

**A** Yes, very much so. These large facilities do more than \$400 million in volume a year taking care of high-demand regional needs. They're very productive because their resources can be shared efficiently across businesses. Currently, 3M has 13 super hubs and we're building two more. We've made very good progress on our Singapore super hub and the one in Poland is progressing well.

**Q Is Lean Six Sigma still having a major impact on 3M's supply chain optimization efforts?**

**A** We certainly use Lean Six Sigma methodology and tools to optimize our plants and design new ones. In fact, both of our current super hub projects [in Singapore and Poland] are under cost and ahead of their time allocations, and in large part it is because of Lean Six Sigma projects that are

driving productivity and efficiency. George Buckley has said he doesn't see how we can meet our growth and business objectives without Lean Six Sigma, and I agree. We depend on it to increase efficiency and speed and decrease waste in all our supply chains.

**Q How do our supply chain improvements help create value for our customers?**

**A** How well we serve our customers is very much connected to our brand image in every region of the world. Currently, AMR Research Inc. ranks 3M 26th globally in terms of servicing our customers. We're very proud of that, because our brand promise includes very high quality products provided at very high service levels. That's why we're continually evolving to find the best way to serve our customers.

**Q 3M has a strong growth agenda. How do supply chain operations help facilitate growth worldwide?**

**A** Localization is critical to our global success. There is a natural growth sequence that starts with local manufacturing and it is followed by local research and development: this is a combination that leads to growth. China is a great example of this. When we are creating products for people in that culture and understand the voice of the market in a local sense, we enable growth. For instance, Chinese medicine combined with 3M technology can lead to local medical practices that hold a lot of promise.

**Q 3M is very committed to environmental health and safety in all of its operations. Does the localization strategy benefit these efforts, too?**

**A** Absolutely. Shorter supply chains and fewer shipping miles save a lot of fuel, and that's good for the environment. Also, when we design new plants we consider alternative energy sources: We built a passive solar wall in Perth, Canada, for example. In all of our new, expanded or improved facilities, we work to optimize the lighting, install the best possible heating and air conditioning equipment, use more and more soluble materials and generally lessen our environmental footprint.



# Year in review

## 3M’s NASCAR sales up 25 percent in 2008

*NASCAR sponsorship put 3M businesses in the victory lane with increased sales and happy customers.*

When the Construction and Home Improvement Markets Division organized its first-ever NASCAR promotion with Sherwin Williams this year, they hit a home run. For the Kansas 400 race in September, this division teamed up with the Automotive Aftermarket Division to sponsor and relabel the No. 16 3M Ford Fusion, giving it over to the Sherwin Williams brand (see photo below). The result: A top 3M customer enjoyed unprecedented access to NASCAR’s promotional power.

“Our goal was to drive traffic into Sherwin Williams’ 3,200 paint stores,” said Brad Tolles, national account manager, Construction and Home Improvement Markets. “We did something in tough economic times that our competitors couldn’t do, and it strengthened our relationship with Sherwin Williams all year long.”

### An overwhelming success

Construction and Home Improvement Markets created special displays of 3M masking tapes and masking systems for the paint stores. Sherwin Williams print ads focused on 3M products and NASCAR. And, during race weekend, the two 3M divisions hosted Sherwin Williams executives.

The promotional program generated \$4 million in new sales for Construction

and Home Improvement Markets.

“Greg Biffle ran a great race, and Sherwin Williams got terrific coverage, including photos in *Sports Illustrated* and *USA Today*,” Tolles noted.

### How divisions use the sponsorship

Twenty-one 3M divisions participated in NASCAR activities this year, creating 43 promotional programs. Altogether, 3M generated 25 percent more NASCAR business this year than in 2007.

The sponsorship was used by 3M divisions to launch new products, develop customer relationships and meet aggressive sales targets. NASCAR’s 75 million fans represent customers in virtually every 3M business. 3M Unitek Corp., for example, invited top orthodontists to its California facility to discuss the new iBraces™ System. The 3M Unitek team then spent Labor Day weekend with the orthodontists at the race track.

Who actually are NASCAR fans? Their average income is higher than that of fans in any other spectator sport except golf. Forty percent are women. Forty percent are white-collar professionals, including many business owners. And 72 percent are brand loyal. When making a buying decision, they are likely to choose NASCAR-affiliated products.

NASCAR races are broadcast in 130 countries. 3M Mexico and 3M Canada sponsored promotional activities at the NASCAR races held in Mexico City and Montreal. 3M Argentina used the 3M show car to augment its marketing activities.

### A ripple effect

The NASCAR sponsorship is big business for the Commercial Graphics Division, too. Look beyond the race-car graphics to the voluminous signage at the race track and you can see the potential. And all the promotional-grade materials provided for NASCAR tracks has opened an adjacent market in other short-term venues, where materials of this type are ideal — at retail store openings, for example.

And what takes place behind the scenes is also important.

“We’ve networked with other NASCAR sponsors,” said Rick Paukert, business development manager, Commercial Graphics, “and that access has opened the doors to new business with some major corporations.”

### American Red Cross wins, too

Thousands of Americans stood to gain when the 3M Foundation donated 3M’s No. 16 car to the American Red Cross for races in Alabama and Arizona. The track publicity, coupled with an online campaign at [redcrossracing.com](http://redcrossracing.com), has brought in more than 25,000 donations of blood so far and attracted some 29,000 fans to the site.



### Biffle is a top contender

NASCAR star Greg Biffle, driver of the No. 16 3M Ford Fusion, captured third place in the prestigious Sprint Cup series. He wrapped up an impressive season with two wins and landed in the top-five spot 12 times.

# Happy Holidays 3M!

Thanks for a great year; it’s been a pleasure partnering with you.  
Here’s to a prosperous 2009!



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# Year in review

## On the road to 2010 environmental goals

*The company is more than midway to success on its tough, global environmental targets for 2010.*

3M is reducing its environmental footprint more each day. From developing diaper tapes and Post-it® Notes that result in less environmental impact to reducing excess packaging for LCD TV screens, employees around the world are working to eliminate waste and pollution in all its forms.

3M has a long and strong tradition of environmental stewardship. As part of this tradition, the company has been setting corporate environmental goals to challenge divisions and employees to reduce 3M’s manufacturing footprint since 1990.

At the heart of 3M’s global environmental program is the desire to cut waste in big and small ways. Year after year, employees find innovative ways to do it. And, as it happens, millions of dollars are saved, which can be invested in 3M growth opportunities.

### Ambitious goals, impressive progress

And so it is with progress on 3M’s 2010 environmental goals. Ambitious goals for worldwide volatile organic compound (VOC) air emissions, waste reduction, energy efficiency and adding more 3M Pollution Prevention Pays (3P) projects call on all divisions and their employees to push beyond past achievements and further reduce the company’s impact on the environment.

How are we doing? “At this date,

we are well on our way to achieving the Corporate Environmental Targets for 2010, beginning in our baseline year 2005,” said Jean Sweeney, vice president, Environmental, Health and Safety Operations. “We’re making good progress in reducing the environmental impact of our manufacturing processes, and this is significantly powered by employee-driven 3P projects.

“We need to keep up the good work to sustain the gains and continue 3M’s journey toward sustainability,” Sweeney added.

Following are examples of midpoint progress towards the various goals.

### Air emissions example: 3M Brazil

Target and midpoint results: The global target is to reduce VOC air emissions based on net sales by 25 percent.

This is a big priority for 3M as a manufacturing company. Each division and country has specific targets that went into setting this corporate goal. The news is good. VOC emissions have already been reduced by 21 percent through mid-2008.

The development of solventless technologies is driving VOC reductions. For example, 3M Brazil replaced solvent-based inks that had been used since 1994 with a water-based formulation for frontal tape printers in making diaper tape. Because water-based ink behaves differently than the solvent one, many trials were required to perfect the four-color process. Credit for this 3P success story goes to a team of 31 machine operators. Reformulating the ink elimi-

nated 104 tons of VOC air emissions and saved 3M almost \$333,000 in the first year alone.

### Waste reduction example: 3M Cynthiana

Target and midpoint results: The global target is to reduce waste per net sales by 20 percent by eliminating waste at the source or finding ways to reuse it in operations. Progress on this target through mid-2008 shows an 18 percent decrease in waste.

3M is producing more — with less waste — than ever before. An Office Supplies Division team from the 3M Cynthiana, Ky., plant figured out how to produce a better quality pad of Post-it® Notes by adding moisturization during the manufacturing process to reduce curl. This 3P/Lean Six Sigma project, in the first year, saved more than 1.95 million square yards of paper, which adds up to 140 tons of paper.



Progress on environmental targets, 2005–2010		
	Goal	Results by mid-2008
Reduce volatile organic compound air emissions	25%	21%
Reduce waste	20%	18%
Improve energy efficiency	20%	19%
Completed 3P projects	800	1,169

Note: All targets and results are “indexed to net sales,” to take into account the company’s environmental progress even as production and sales increase.

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# Year in review

### Energy-efficiency example: 3M Canada

Target and midpoint results: With a target to improve 3M’s energy efficiency globally by 20 percent per net sales, the total has already reached 19 percent.

The momentum to save energy at all 3M sites continues to build. The 3M Perth, Canada, plant installed a new type of pollution control equipment that uses waste solvent to heat itself, instead of using natural gas. The new unit can also be turned on and off according to production times, whereas the old equipment had to be left on over weekends. The project resulted in natural gas energy savings of 11,111 MM Btu, and in the first year alone the elimination of 800 metric tons of greenhouse gas emissions.

### 3P project example: 3M China

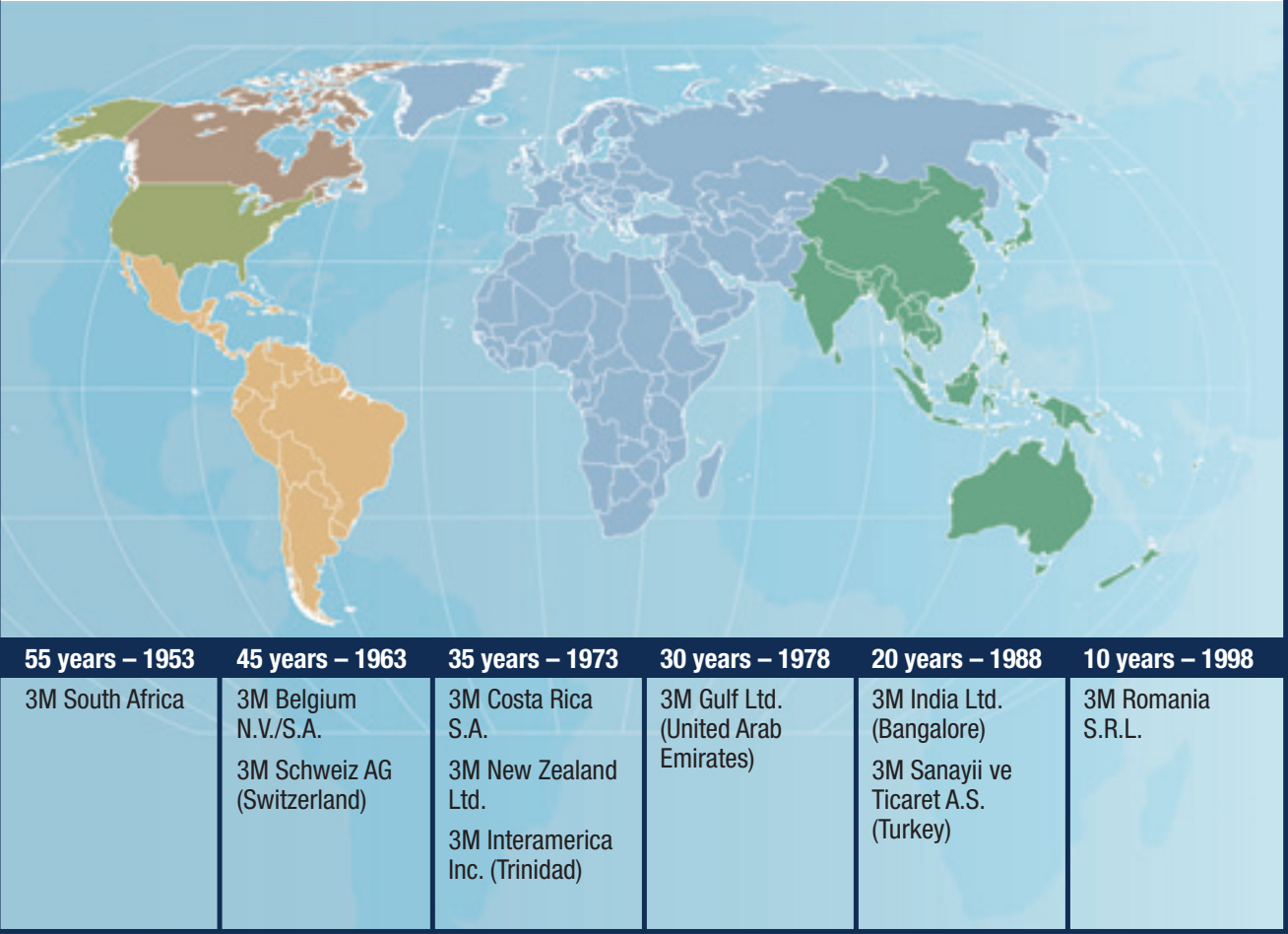
Target and midpoint results: 3M has already surpassed its 3P goal of 800 accepted projects from employee teams worldwide, with 1,169 completed projects so far, all contributing to 3M’s environmental footprint reductions in air emissions, waste and energy usage. Together, these projects prevented more than 136,000 tons of pollution in the first year of implementation.

In keeping with their environmental awareness, a 3P team at the 3M Suzhou, China, plant found a customer-pleasing way to reduce waste. They replaced PVC plastic packaging with hard cardboard for 27-inch, 32-inch and 42-inch LCD TV screens. Customers were pleased because the new packaging material is much easier to dispose of. As a result, 500 tons of plastic a year that would normally have gone to landfills was eliminated. And along the way, 3M enjoyed a first-year savings of \$435,000.

## International companies attain milestones

3M began establishing an international presence with its formation of an International Division in 1951. Six international companies were started that year.

Today, 3M has companies in more than 60 countries, and 3M products are sold in more than 200 countries. The following 3M international companies reached milestones in 2008:



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# Year in review

## Awards for 3M from around the world

Recognition came from many directions this year, reinforcing 3M's reputation as a diversified technology company that continually strives to provide innovative and practical solutions while maintaining a commitment to sustainability. This is a sample of awards and recognition for 2008.

### Recognition for reputation

3M is among America's favorite companies, according to results of the ninth annual Harris Interactive Reputation Quotient Survey. 3M ranked No. 4 on the list. The companies are evaluated on emotional appeal, products and services, social responsibility, vision and leadership, workplace environment and financial performance.

On the 2008 *Fortune* 500 listing of America's Largest Corporations, 3M ranked 100th overall, sixth in Minnesota and No. 1 in the Miscellaneous Industry category.

3M ranked No. 22 on the 2008 *Business Week*-Boston Consulting Group's list of the "World's 50 Most Innovative Companies." And 3M ranked No. 19 on *Fortune* magazine's list of "America's Most Admired Companies," with a No. 3 ranking in the Medical and Other Precision Equipment category.

3M received a Corporate Innovation Award from the American Institute of Chemical Engineers. This organization selected 3M as the recipient for having made a "real difference" in the marketplace and global community, and in the practice of chemical engineering.

For the third consecutive year, the 3M ESPE Division was named the "Most Innovative Company in the Dental Industry," according to the "2007 Dental Industry Review," a report published by The Anaheim Group.

The Great Place to Work Institute ranked 3M Spain eighth among the best places to work in that country in the category of 500 to 1,000 employees.

For the fifth consecutive year, 3M Germany was recognized by *Capital* business magazine as one of "Germany's Best Places to Work," ranking No. 2 in the category of 501 to 5,000 employees and No. 4 overall.



Claude Richard, right, receives the Employer of the Year award on behalf of the 3M Cesko team.

Year. The chapter promotes executive skill development, graduate business education among minorities and maintaining strong ties with the corporate community. The association partners with more than 400 corporations nationwide.

### Products, brands gain prominence

Scotch® Tape ranked No. 3 among the 2008 Top 20 Most Competitive Consumer Goods Companies in a study by wRatings Corp., an independent competitive research firm.



For a breakthrough made possible by the use of ultraviolet (UV) and electronic beam (EB) technologies, 3M and Mohawk Industries received an Emerging Technology Award for **Scotchgard™ Protector Advanced Repel Technology for Wood Flooring** from RadTech, the association for manufacturers using UV and EB technologies. Using the UV curing process, Mohawk incorporated Scotchgard™ Protector technology into the topcoat of its wood

floorings, giving them unprecedented stain, soil and mar resistance.

The **3M™ Clean Sanding System** received a 2008 Tekne Award in the Advanced Manufacturing Award/established company category. Presented by the Minnesota High Tech Association in partnership with Enterprise Minnesota and LifeScience Alley, Tekne Awards recognize the best and brightest in development, education, commercialization and management of technology. The 3M clean sanding system was developed by the Abrasive Systems Division to remove dust and debris during the process of modifying surfaces with abrasives.



### Acclaim for manufacturing and quality

The **3M Decatur, Ala., plant** was named 2008 Large Manufacturer of the Year by the Alabama Technology Network and The Business Council of Alabama for excellence in leadership, performance, profitability and workforce relations.

**3M Greece** received a quality award from TÜV Hellas, a renowned inspection and certification organization. This award recognized the company's commitment and dedication to quality at all levels.

### Environmental, health and safety achievements

The late **Joseph Ling**, staff vice president, Environmental Engineering and Pollution Control (in the 1970s through the early 1980s), was posthumously awarded the "Thomas W. Zosel Outstanding Individual Achievement Award" by the U.S. Environmental Protection Agency (EPA) for his work to promote pollution prevention worldwide. Ling launched 3M's Pollution Prevention Pays program in 1975. He was one of the first



to articulate and embrace a holistic approach to environmental management. This award is especially poignant because Ling and Tom Zosel, the person for whom the award was named, were 3M colleagues. Zosel was well-known for his creative approaches to addressing environmental issues. Like Ling's, his work contributed significantly to 3M's reputation as an environmental leader. Zosel's untimely death in 1999 at age 55 prevented him from seeing one of his final contributions implemented. He had been working with the EPA on the development of the Clean Air Excellence Awards Program. In recognition of his lifetime achievement, the EPA named this award after him.



For the fourth consecutive year, 3M received the 2008 Energy Star Award for sustained excellence in leadership and management from the EPA and the U.S. Department of Energy.

The **3M Cynthiana, Ky., plant** was recognized by the Kentucky Excellence in Environmental Leadership program for membership at the highest (master) level. Participants in this voluntary program complete projects that help improve and protect the environment, going above and beyond the state's requirements.

The **3M Nevada, Mo., plant** was recognized by the EPA's National Partnership for Environmental Priorities program for reducing the amount of lead chromate used to produce colored films. (These films are used for signage by customers of the 3M Graphics Market Center.) 3M Nevada's goal is to be the first in the graphics industry to become 100 percent lead-free, with products that perform as well as, if not better than, the lead formulations they replace. Through

September 2008, the plant's lead use is down by at least 40 percent, and more than 750 colored graphic film products have been reformulated.

**3M Nevada** was also recognized by the National Weather Service and the Missouri State Emergency Management Agency as a StormReady Facility. For this, the facility had to meet a number of criteria, including having a 24-hour warning point and emergency operations center and a formal hazardous weather plan. Eleven facilities and 1,100 communities nationwide have achieved this status.



The **3M Austin, Texas, plant** received a Star rating from the U.S. Occupational Safety and Health Administration (OSHA). The rating, part of OSHA's Voluntary Protection Programs, is given to work sites that show excellence in occupational safety and health and are committed to exceeding OSHA requirements.

The **3M Decatur, Ala., plant** received a 2008 Industry Leader Award from the National Safety Council. This award represents the top 5 percent of member companies that have met the criteria and qualified for the National Safety Council's 2008 Occupational Excellence Achievement Award.

**3M Colombia** was recognized for Environmental Excellence by the Colombian Environmental Ministry, the most important environmental institution in that country.

**3M Peru's distribution center**, near Lima, has obtained Environmental Certification ISO 14001:2004 and Occupational Health and Safety Certification OHSAS 18001:2007 for its management-integrated environmental, health and safety system.

### Kudos from customers

3M has earned recognition from an array of customers for the excellent working relationship they enjoy with the company, in addition to excellent products, service, marketing support and innovation. Here are some highlights:

- **3M Netherlands** was named "Supplier of the Year" by Corporate Express.
- Lyreco and Spicers, two large distributors of office products, recognized **3M Italy**. For the second year in a row 3M Italy received the "Lyreco Best Marketing Award." Spicers named 3M Italy its "Best Supplier for Marketing Activities."
- **3M Mexico** was named Wal-Mart's "Vendor of the Year."
- **3M Brazil** was named "Vendor of the Year" by Sam's Club.
- Target named 3M its "Partner of the Year."
- Staples named **the Post-it® team** "Best Category Manager."
- The **Energy and Advanced Materials Division** and the **Industrial Adhesives and Tapes Division** won Performance Excellence Awards from Boeing, for products used by Boeing in manufacturing aircraft.



Three companies were nominated for Corporate Express Supplier of the Year, and each had to give a presentation before Corporate Express employees voted for the winner. To stand out from the crowd, 3M Netherlands handed out red caps and conducted a 3M quiz, with a grand prize given to the person who answered the most questions correctly. Because of that creativity, and great service all year long, 3M Netherlands was named Supplier of the Year.



# Year in review

Dell recommends Windows Vista® Home Premium.



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Inspiron  
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# Year in review

## Top three products of 2008

The number of new product introductions has been on the rise. Highlighted here are the most important, profitable or notable products launched in 2008, according to 3M Stemwinder’s contacts in each Big B. Three are highlighted from each business.

### Consumer and Office Business

The **Scotch™ Fur Fighter™ Hair Remover** is a breakthrough solution in the never-ending battle against pet hair. Scotch™ Fur Fighter™ Hair Remover sheets use Microtrap™ Grippers, thousands of tiny soft rubber fingers specially designed to grip and trap pet hair embedded in your upholstery. 3M enjoyed a highly successful 2008 launch of the Scotch™ Fur Fighter™ Hair Remover, supported by a communications plan that included a national television campaign, on-air product demonstration on the “Martha Stewart Show” and sponsorship of Oprah Winfrey’s book club selection, “The Story of Edgar Sawtelle,” on Oprah.com. Visit the Web site (Scotch-FurFighter.com) for more information. **Where to buy:** Select mass retailers, craft stores, chain retailers, and grocery stores or visit Shop 3M (www.Shop3M.com).

**Scotch-Brite® Ultra NailSaver™ Absorbent Scrub Sponges** reshape the way you clean, with vivid colors, attractive designs, and the added benefits of protection and comfort while cleaning. These new, dual-action cleaning tools have powerful scrubbing and absorbent wiping layers, separated by a thick foam center layer with side grooves to protect users’ hands and fingernails from the mess. They are available in five scrubbing strengths, with a unique shape for each cleaning task. Visit the Web site (ultranailsaver.com) to learn more. **Where to buy:** Available at grocery, drug and hardware stores, mass retailers and at Shop 3M (www.Shop3M.com).

The **Post-it® Flags** product line had tremendous success last year co-sponsoring a webcast event featuring Oprah Winfrey’s book club selection, “A New Earth: Awakening to Your Life’s Purpose,” by Eckhart Tolle. For 2009, the new Post-it® Flag + product line is being featured as part of another book club webcast event being highlighted on “The Oprah Winfrey Show” and as part of a sponsorship program on the Web site (www.Oprah.com).



### Electro and Communications Business

**3M™ Optically Clear Adhesives** are highly specialized optically clear free-film adhesives that make it much easier for consumers to see images on cell phones and other flat-panel monitors and touch-screen displays. They are contaminant-free, resulting in improved bubble resistance in laminations exposed to high temperature and high humidity. **Where to buy:** Call (800) 251-8634 for sales assistance.

Used in local area copper networks around the world, the **3M™ Volition™ Keystone RJ45 Jack** can be installed without tools. It is optimized for maximum system performance and reliability and can be reused many times. The integral shutter protects the contacts from dirt and dust and provides reliability. **Where to buy:** Call (800) 426-8688 to order.

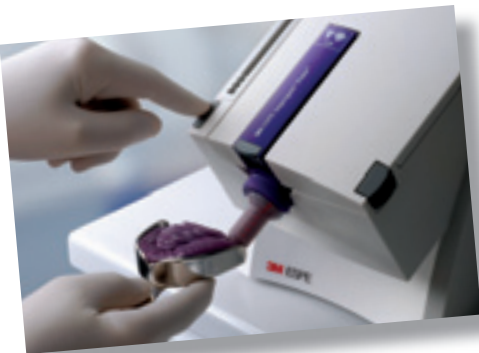


The **3M™ Silicone Cold Shrink Splice QS-2000E** is used for medium voltage applications by power utilities and industrial contractors on electrical power cables. **Where to buy:** Customer can contact their distributor, but please note that it is not available in North America.



### Health Care Business

Speed is essential when making dental impressions, and the **Pentamix™ 3 Automatic Mixing Unit** mixes and dispenses 3M ESPE Division dental impression materials faster than any automatic mixing unit on the market. It reduces mix time to about 15 seconds, giving dentists more time to make an accurate impression of a patient’s tooth before the material cures (in about one minute’s time). **Where to buy:** The next time you have a dental appointment, ask whether the dental office uses the Pentamix 3 unit, along with 3M™ ESPE™ Impregum™ Impression Material and 3M™ ESPE™ Imprint™ 3 VPS Impression Material.



**3M™ Tegaderm™ CHG (Chlorhexidine Gluconate) IV Securement Dressing** is an antimicrobial dressing that covers and protects catheter sites, and secures devices to the skin, including intravenous catheters. It is easy to use, dependable and effective. It uses a transparent, adhesive dressing that enables clinicians to see any early signs of inflammation or infection. The dressing is both breathable and absorbent. The integrated clear gel pad contains the highly effective antiseptic agent CHG, designed to help health care professionals reduce infections. **Where to buy:** It is used in hospitals, clinics and other health care settings.



It’s important to get the coding right on medical bills so that insurance companies and Medicare properly reimburse health care providers for the services they provide to patients. 3M furthers its commitment to hospital coding quality and efficiency with **3M™ Advanced Analyzer Software**, an add-on module to the 3M™ Coding and Reimbursement System. It helps health care coders identify a more precise and comprehensive set of codes, which is critical to proper reimbursement under the new Medicare-Severity DRG classification system. **Where to buy:** This product is available to hospitals and clinics from 3M’s Health Information Systems Division.



# Year in review

## Safety, Security and Protection Services Business



The **3M™ Wireless Communication System Model XT-1** is a new wireless headset system for restaurant employees to use when taking fast food orders in the drive-thru lane. The fully digital system provides unprecedented sound clarity and greater ease of use than ever, along with the industry’s first self-diagnostics and remote connectivity. With the 3M XT-1, the base station monitors headset activity and 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. **Where to buy:** Contact customer service at (800) 328-0033.



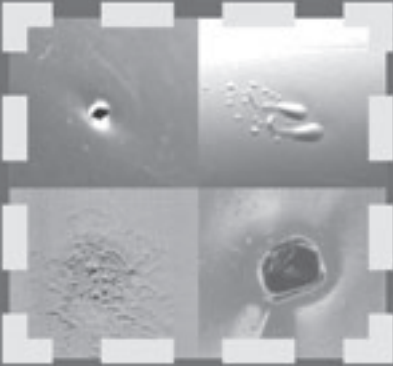
The **3M™ Detection System Select Series**, used with electromagnetic 3M™ Tattle-Tape™ Security Strips, reduces collection loss in libraries. Besides offering improved security functionality, the redesigned system allows librarians to change the look of the detection panels without having to replace them. Customers can choose from more than 30 design combinations. **Where to buy:** Customers can call 3M Library Systems at (800) 328-0067 to reach their sales consultant or contact their catalog supplier.

In 2008, the **3M™ Particulate Respirator 8612F** and **3M™ Particulate Respirator 8670F** For Use by the General Public in Public Health Medical Emergencies were the first respirators to be cleared by the U.S. Food and Drug Administration for use by the general public in case of a public health medical emergency, such as an influenza pandemic, to help reduce the wearer’s exposure to airborne germs. The respirators are NIOSH N95 certified for filtration efficiency. **Where to buy:** They can be purchased from the many distributors that carry 3M products or online through Shop 3M ([www.shop3m.com](http://www.shop3m.com)). They will also be available under the Nexcare™ brand in select retail pharmacies. Still have questions? Call (800) 234-8068.



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# Year in review

## Display and Graphics Business



### 3M™ Controltac™ Wrap Film with Comply™ v3 Adhesive IJ380Cv3

takes vehicle wraps to the next level. Vehicle wraps are a popular way to advertise, and this new product with proprietary film technology has unrivaled conformability and lifting resistance. It's fast and easy to install. No relief cuts are needed, yet it wraps into deep channels and concave areas on vehicles as small as cars or as large as buses and transit trains. **Where to buy:** Call (800) 374-6772 for more information.



### The new 3M™ Micro Professional MPro110

is a battery operated hand-held projector. It connects to most digital video devices to project movies, photos and files virtually anywhere. In the "Best of What's New 2008 Gadgets" feature in the December 2008 issue of *Popular Science* magazine, the MPro110 was the grand award winner in its category. (Last year, the iPhone captured the award.) **Where to buy:** Call (877) 515-1470, order online at Shop 3M ([www.Shop3M.com](http://www.Shop3M.com)) or go to the Web site ([www.3Mmpro.com/wheretobuy](http://www.3Mmpro.com/wheretobuy)) for a list of retailers.

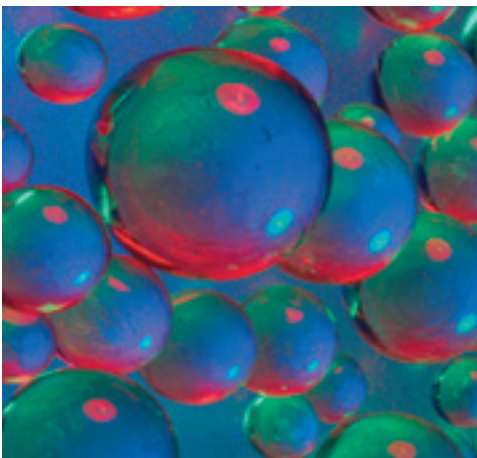


A new service offering within the Traffic Safety Systems Division, **3M™ Registration Fulfillment Services**, manages business data and transactions, and motor vehicle registration, renewal and fulfillment. For South Carolina's Department of Motor Vehicles (DMV), for example, the business oversees license plate production, matches plates to registration forms, and ships plates to motorists or local DMV branches. Thanks to the 3M™ Digital License Plate System, which uses a combination of software and hardware to print license plate graphics and manage data, the state is also experiencing lower mailing and raw material costs. 3M has more than 2 million plates to make for South Carolina and deliver by June 2009. **Where to buy:** Call (800) 553-1380 for information about this new service.

## Industrial and Transportation Business



Whether cutting, grinding, blending or finishing, the new **3M™ Power Tool** program features quality pneumatic tools designed to optimize tool and abrasive performance on these applications and more. The program contains a full line of air-powered finishing tools for orbital sanding featuring the 3M™ Clean Sanding System, as well as new tools, abrasives and abrasive accessories for metalworking operators. **Where to buy:** Customers should contact their local 3M distributor.



Virtually insoluble in water, **3M™ Glass Bubbles S38XHS** are high-strength-to-density-ratio hollow glass microspheres used to formulate thermal insulation coatings for deep-water crude oil pipelines for the oil and gas industry. The extra high strength of 3M glass bubbles S38XHS withstands both the high processing pressure of polymer extrusion and the pressures in deep-water pipelines, which helps oil operators reach greater depths. **Where to buy:** For more information, call Oil and Gas, Energy and Advanced Materials Division, at (800) 367-8905.



Before

Introduced to both professional auto body shops and retailers in 2008, the **3M™ Headlight Lens Restoration System** helps eliminate cloudy headlights quickly and cost-effectively. The professional system is used in auto repair centers; the retail version is a do-it-yourself product that retails for approximately \$20. Both systems use abrasives to help restore the clarity and shine of hazy, yellowed plastic lenses, including headlights, taillights, and fog and directional lights. The do-it-yourself system only requires a household drill to use. **Where to buy:** For the professional kit, contact your 3M Automotive Aftermarket distributor. The do-it-yourself retail version is available at AutoZone, NAPA or the Shop 3M Web site ([www.Shop3M.com](http://www.Shop3M.com)).



After



# Year in review

## Winning designs



The 3M™ Digital Media System 710 Projector (with 3M™ Vikuiti™ Super Close Projection) won Italy's oldest and most important design award, the Selezione XXI Premio Compasso d'Oro. This projector's innovative projection technology harnesses the power of light to deliver exceptionally large, clear, brilliant images from a projector placed very close to the screen.



The 3M™ Speedglas™ SL Welding Helmet won an IDEA Gold Award in the Commercial and Industrial category. As the world's lightest welding helmet, this product brings a new standard of eye protection and comfort for welders.



The Filtrete™ Ultra Slim Air Purifier by 3M took honorable mention in the Product Design category of the international “red dot awards.” Only four inches thick, this unit is 98 percent effective in capturing large airborne allergens passing through the filter.

The look and functionality of a product — its design — is what attracts buyers.

“Design is both a creative process and a business-building tool,” said Mauro Porcini, manager, global design, Consumer and Office Business, based at the 3M Design Center, 3M Italy. “And the product is the obvious output of this strategy.”

Porcini would know. 3M's consumer products are designed under his direction. And many of these have been recognized as exceptionally well designed. Porcini himself views awards as “evidence and official recognition — for us and our customers — that 3M's Consumer and Office design strategy is delivering excellent results, not just for end-users but also in the eyes of experts and opinion leaders.”

Again in 2008, 3M received accolades for product design. These include a number of major design awards for a variety of products from several of 3M's “Big Businesses.” Following are some highlights.

Two 3M products were among the winners of the 2008 International Design Excellence Awards (IDEAs): the 3M™ Speedglas™ SL Welding Helmet and the 3M™ ESPET™ Lava™ Chairside Oral Scanner C.O.S. This design competition — one of the world's most prestigious — is sponsored by the Industrial Designers Society of America and *Business Week* magazine.

Two products from the Home Care Division are 2007 Good Design award recipients (named in 2008). **Scotch-Brite™ Stainless Steel Cleaner** — an elegant ergonomic tool for cleaning metal surfaces — was a winner in the Household Products category. The **3M™ Flat Surface Lint Roller** — specially



designed for cleaning curtains, upholstery and other fabrics — was a winner in the Personal category.

The Good Design award is another of the world's most prestigious international awards, recognizing new product design and graphics. The competition is sponsored by the Chicago Athenaeum: Museum of Architecture and Design in conjunction with the European Centre for Architecture, Art, Design and Urban Studies, and the Metropolitan Arts Press.

The 3M Design Center in Italy was presented the Selezione XXI Premio Compasso d'Oro — the oldest and most important Italian design award — for the **3M™ Digital Media System 710 Projector** (with 3M™ Vikuiti™ Super Close Projection). This award is presented every three years and recipients are selected from among the products singled out for inclusion in the ADI (Association of Industrial Design) Design Index in the previous three years.

Taking honorable mention in the international 2008 “red dot design award” product design category is the **Filtrete™ Ultra Slim Air Purifier by 3M**, which was described as “superbly designed in every detail.” With more than 10,000 submissions from 60 countries, this ranks among the largest and most renowned design competitions.

The **Scotch-Brite™ Cook Top Cleaner**, for glass or ceramic cook tops, received a New Product Award from *Quick & Simple* magazine. To win this award, products must be innovative, clever and ground-breaking, and they must save time and money for consumers. In other words, they must be easy to use and affordably priced.



### More great design

Here is a look at some of the eye-catching products that were featured at the 2008 3M Investor Conference in St. Paul in September.

The Scotch® Easy-Grip Packaging Tape Dispenser offers an easier way to seal boxes and packages for shipping, moving and storage. It is lighter than metal pistol-grip dispensers and features a soft-touch handle. The sleek design encloses the tape, to keep it clean.



Scotch® Scissors combine high design and performance.

The Post-it® Flag + Highlighter features two useful items in one.



The sleek, modern design of these 3M™ Task Lights from 3M Taiwan is especially appealing to students.





News

Lights, camera, action!

A Post-it® Notes YouTube video contest draws clever entries and enhances brand awareness globally.

The recent Post-it® Notes video contest, “A Million Uses and Counting,” attracted more than 600 entries and millions of YouTube viewers worldwide.

Sponsored by the Office Supplies Division, the contest was launched earlier this year to generate new excitement for the brand and introduce consumers to the broad Post-it® Notes product line. YouTube viewers were invited to submit original videos sharing how they creatively use Post-it® Notes.

A multifunctional cross section of Office Supplies employees pared the hundreds of entries down to 10 finalists, and then YouTube Post-it® Notes channel visitors were invited to vote for their favorites. More than 20,000 did so.

Receiving the most votes was “Honey Do” by miniCooperHarris. Second- and third-place winners were “Post-it Motion” by maddogza and “Post-it-ology 101 — There’s a Note for That” by jordypa. The first-place winner received \$10,000, and the second- and third-place winners received \$2,500 and \$1,500, respectively. All 10 finalist videos can be seen on the YouTube Post-it® Notes channel ([www.youtube.com/postitnotes](http://www.youtube.com/postitnotes)). Scroll down the page and click on the titles in “Favorites.”

**‘Honey Do’ sweeps all before it**

“Honey Do” depicts a husband bidding his wife farewell as she leaves for the evening. As she goes, the wife hands her husband a Post-it® Note reminding him to take the laundry from the dryer. He then finds Post-it® Notes throughout the house directing him to various activities. For instance, the laundry basket bears a Post-it® Note directing him to “Dinner in fridge,” where he finds a note telling him, “Cook at 350 degrees and feed the cat.” In the end the husband welcomes his wife home wearing a Post-it® Note saying “Kiss me,” and the voiceover says, “What do you need to remember? Post-it® Notes — there’s a note for that.”

**Innovative marketing**

Millions of people saw the videos on the Web, but the promotion’s real success derives from the engagement of these visitors, according to Jack Truong, vice president and general manager, Office Supplies Division.

“With traditional one-way media, the message can get lost,” said Truong. “By taking advantage of new, interactive media to reach our market — young professionals, students, office workers — we invite them to learn more about our products and engage their attention. In addition, TV commercials communicate to consumers at night. This new medium reaches them at work, when they’re in the mood to buy office supplies online.”

**Enhanced credibility**

Truong added that putting the winning videos on the Web made them more fun, engaging and believable for consumers, because they came from other consumers, not 3M.

“This enhanced consumers’ loyalty, trust and familiarity with the brand,” he said.

And because the Internet has no boundaries, Office Supplies reached a global audience. On Sept. 13, the Post-it® brand had a “24-hour global takeover of the YouTube home page,” Truong noted. “This event drew more than 97 million YouTube viewers, more than half of whom came from over 200 countries outside the United States.”

(Concurrent with the video contest, 3M and Office Depot co-sponsored a Post-it® Products art contest for Office Depot employees, and that, too, drew several creative entries.)

“The videos gave us an unprecedented look into the lives of consumers — how they are using our product and what makes it indispensable to them,” said Truong. “Their creativity gave us some marketing ideas and also allowed us to see whether our marketing messages are sticking. I’m pleased to say they stick very well.”



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# No gift is too unwieldy for Alton DuLaney

What do a candy dish, a set of golf clubs and a baby grand piano have in common? All three were gifts that contestants were challenged to wrap with a flourish in the 12th annual Scotch Brand Most Gifted Wrapper contest, sponsored by 3M.

Amid throngs of holiday revelers at New York City’s Rockefeller Center on Dec. 5, Alton DuLaney out-wrapped seven other gift-wrapping experts to earn the “Scotch Brand Most Gifted Wrapper” title for 2008 — and a \$10,000 cash prize. DuLaney works at Kate’s Paperie in New York City. His gift-wrapping motto is: “Crisp corners, tight folds and no exposed edges.”

He advised, “Always measure your paper carefully and use a Scotch™ Paper Cutter for clean lines.”

The first runner-up, Megumi Lorna Inouye from San Francisco, Calif., received a \$2,500 cash prize. The other six contestants received smaller cash prizes. Contestants were judged on three criteria: appearance of the wrapped packages, and technique and speed of the contestants.

The judging panel consisted of three experts in the art of gift-wrapping: Wanda Wen, co-owner of Soolip Paperie & Press and wrapper for many of Hollywood’s A-list celebrities; Mark Ski, former producer for “Martha Stewart Living” and Gina Tepper, gift-wrapping expert from GiftDecorating.com.

Armed with Scotch® Pop-Up Tape, Alton DuLaney and his worthy competitors wrapped the ultimate in odd-shaped gifts — a three-tiered candy dish, a set of golf clubs in a caddy bag and, finally, a baby grand piano — with flair and style. DuLaney earned the “Scotch Brand Most Gifted Wrapper” title for 2008.





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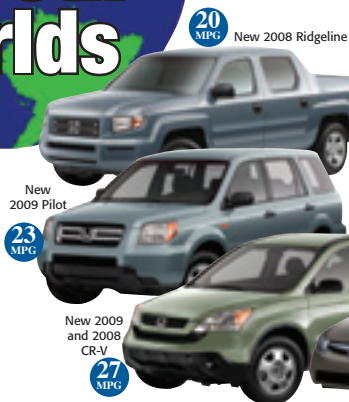
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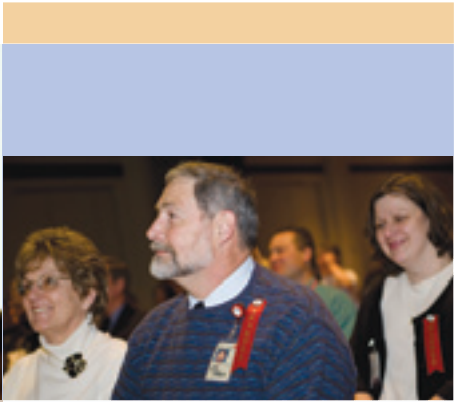
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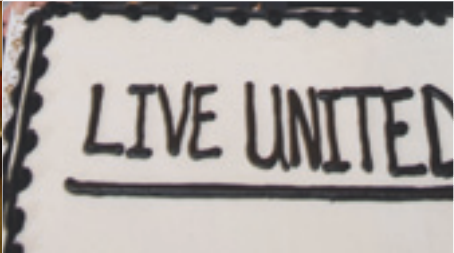
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# Community



## Participation reaches new heights



### Quick look

#### 2008 United Way giving

Total employee and retiree contributions.....	\$4.8 million
Twin Cities area .....	\$3,092,149
Austin area .....	\$361,886
Other U.S. sites .....	\$1,366,953
Volunteer hours .....	11,835

3Mers raised \$4.8 million for United Way's work and trumped it with a record 11,835 volunteer hours.

Pledges totaling \$4,820,989 to 3M's United Way campaign were bolstered by a special effort of philanthropy in this time of belt-tightening. Drawing on their own energy, 3Mers donated a record 11,835 hours of hands-on volunteerism with United Way agencies.

Volunteerism with Caring Connection opportunities far exceeded the goal of 10,500 hours set at the beginning of the 3M campaign. Several divisions, including Stationery Products and Abrasive Systems, also exceeded their own United Way giving and volunteerism goals.

"Employees really embraced the idea that during these hard economic times, need goes up," said Cordell Hardy, product engineering supervisor, Stationery Products Division, and campaign leader. "We saw our teams multiplying their community impact by volunteering at United Way agencies and then coming back to give financially. As people saw the good they did through volunteering, they were motivated all the more to donate," Hardy said.

The Abrasive Systems Division, winner of one of five overall Campaign Leadership Awards, could boast that 65 percent of its employees participated in 12 Caring Connection community events. Playing off the corporate theme of "Live United," the division adopted "Standing United" as their rallying cry. "We ran a streamlined campaign this year tying our United Way support to the strength of our business, brand and

employee pride in the division," said campaign leader Dan Cunningham, business manager, Abrasive Systems.

#### Uptick in need

Indeed, need is growing. Food shelf usage in the Greater Twin Cities area is up 60 percent this year, while food supplies are down 30 percent. There is a 27 percent increase over last year in the number of homeless families — with more than 9,000 people homeless every night.

Citing these dire statistics and thanking 3M donors who help "ensure that there is a safety net to catch any of us if we fall into hardship" was Randi Yoder, senior vice president, Donor Relations, Greater Twin Cities United Way. She accepted a \$1.1 million

check from Alex Cirillo, vice president, Community Affairs, and 3M Foundation vice president. It was the second half of the foundation's \$2.2 million commitment made in 2007.

Campaign leaders, donors, volunteers and 3M executives attending the United Way and Community Volunteer Awards Celebration held earlier this month cheered when the 2008 grand totals were announced.

"Whether in Austin, St. Paul or in any one of our 3M plant communities, our employees looked beyond the current economic situation and gave to help others have a better life," said Joe Harlan, executive vice president, Electro and Communications Business, 3M Austin Center.

### United Way Campaign Leadership Awards

Twenty-two campaign teams from 3M sites across the nation vied for five coveted 3M United Way Campaign Leadership Awards. Winners were chosen by a non-3M selection panel. Each winning team received a trophy and a \$1,000 or \$2,000 3M Foundation grant for the United Way agency of their choice.

#### Division Campaign Leadership Award

Abrasive Systems Division — campaign leader Dan Cunningham  
**Grant:** \$2,000 to the Boys and Girls Club of the Twin Cities

#### Site Campaign Leadership Award

3M Greenville, S.C., plant — campaign leaders Kevin and Sandra Rice  
**Grant:** \$2,000 to United Way of Greenville County

#### Division Campaign Emerge Award

Manufacturing and Supply Chain Services and Lean Six Sigma — campaign leaders Jolene Bonte and Marge Sagstetter  
**Grant:** \$1,000 to CommonBond

#### Site Campaign Emerge Award

3M Little Rock, Ark., plant — campaign leader Terri White  
**Grant:** \$1,000 to Heart of Arkansas United Way

#### Judges' Choice Award

3M Austin Center, Electro and Communications Business, Supply Chain, Sourcing, GCS — campaign leaders Jerry Dattilo and Ken Barnes  
**Grant:** \$1,000 to SafePlace of Austin

### Community Volunteer Awards

Each year the 25 employees and retirees receiving 3M's highest award for community service continue to amaze and inspire. Cumulatively, they served 80 different organizations last year, reaching an estimated 10,000 youth and adults in need in 3M communities nationwide. Each Community Volunteer Award includes a trophy and \$1,000 from the 3M Foundation to the nonprofit organization of the recipient's choice.

#### Cheers to these volunteer stars:

##### Employees

Joe Atkins, Prairie du Chien, Wis.  
Tami Brown, Washington, D.C.  
Sharon Bryse, St. Paul, Minn.  
Gloria Byrd, Cordova, Ill.  
Pam Fisher, St. Paul, Minn.  
Angela Gonzalez, Austin, Texas  
Annette Haag, Northridge, Calif.  
Lisa Janty, Cumberland, Wis.  
Jennifer Kamarainen, St. Paul, Minn.  
Ajay Khosla, Decatur, Ala.  
Bernadine Knaeble, St. Paul, Minn.  
John Roisen, Forest City, Iowa  
Manisha Sarkar, Austin, Texas  
Terry Spawn, St. Paul, Minn.  
Philip Terry, Decatur, Ala.

##### Retirees

Sharell Babin, Maplewood, Minn.  
Karen Eckman, Shoreview, Minn.  
Duane Hansen, White Bear Lake, Minn.  
Lester Heggernes, Oak Park Heights, Minn.  
Gordy Kircher, St. Croix Beach, Minn.  
Robert Kirk, St. Paul, Minn.  
Mark Lindgren, Story City, Iowa  
James Ramberg, Birchwood, Minn.  
John Sells, Sauk Centre, Minn.  
Marie Storhaug, Oakdale, Minn.



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Juris Doctorate, 1981, Hamline University of Law, St. Paul, MN  
Bachelor of Science, 1978, University of Wisconsin-Superior, Superior, WI

**Business Experience**  
1995 to present, Financial Advisor,  
Ameriprise Financial Services, Inc., Duluth, MN  
1985-1995, region director of advanced financial planning,  
Ameriprise Financial Services, Inc., Minneapolis, MN



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Chartered Retirement Planning Counselor™, 2001  
Bachelor of Science-Accounting, 1992,  
University of Wisconsin-River Falls, River Falls, WI

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Coping with grief during the holidays

The holidays are often an especially difficult time for those who have recently lost a loved one.

The first holiday after a loss is usually very painful. New traditions have not yet developed, and the old traditions may be a painful reminder of the loss. In addition, the festiveness and merriment of the season is in sharp contrast to how a grieving person feels. This can create a sense of isolation and loneliness.

Some people find that the poignancy of the season brings up memories and feelings of grief about losses that occurred long ago. These unexpected feelings of grief that previously felt resolved can be unsettling.

Tips for coping

There are a number of things you can do to help deal with your grief during the holidays, including:

- Draw support from those who understand your loss and are sensitive to your needs. Let these people know how they can support you.
- Evaluate your expectations and shorten your “to-do” list. Think about what specific holiday traditions would be most helpful for you to keep and discuss this with family members, who may have different needs and expectations.
- Consider ways to honor your loved one. Ideas include lighting a candle and setting an extra place at the table, offering a toast to your loved one, including the person in a mealtime

prayer, decorating a tree with a special ornament, hanging a stocking with your loved one’s name on it, or donating to a favorite charity in memory of your loved one.

- Acknowledge small pleasures and moments of holiday spirit. Remind yourself that enjoying the holidays does not mean you are no longer grieving.
- Pay particular attention to self-care. Make sure you are getting adequate rest and exercise, and proper nutrition.

How to help others

If you know someone who has experienced the loss of a loved one, let the person know you are mindful of his or her loss. Take the person’s lead about how much to talk about the loss. People often appreciate that their loss and grief is acknowledged, even though they may not want to talk much about it.

How 3M can help

People who have had a loss may benefit from talking with a supportive professional who understands the grieving process. 3M Employee Assistance Program (EAP) professionals provide confidential personal consultation for an array of personal, work and family concerns, including coping with loss.

For additional information on coping with grief or to access personal confidential consultation services contact the EAP professional serving your 3M location [at 3M Center call (651) 736-1375], or the 3M EAP at (877) 321-7252.

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If you have high blood pressure, high cholesterol, a family history of diabetes or are overweight, you may be at risk for type 2 diabetes. Lifestyle changes, such as healthy meal selections, increase in physical activity and weight control, can delay or even prevent the onset of type 2 diabetes.

Employees: Be sure to take advantage of the upcoming wellness screenings and health assessments, at no cost to you, where you can have your blood sugar tested. If you participate in both, you can earn \$100. To learn more, log on to 3M Source and follow these links from the home page: Life & Career, For a Healthier You, Wellness Screenings and Health Assessment.



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# Home & Life

## Cha-cha or hip-hop your way to fitness

*With styles and classes to suit all ages, dance may be one of the most fun ways to put more physical activity into your life.*

Which sounds like a more fun way to add physical activity to your life-style: using a stair-climbing machine or dancing?

Don't underestimate the value of "fun" when choosing a new way to exercise. It might be the needed incentive to sticking with an exercise program.

"It's important to find something you enjoy," said Kelly Nichols, a personal trainer at the Minneapolis Club and a dance instructor at Legacy Dance Studio in Oakdale, Minn. "That's best for a long-term commitment and results."

### Benefits of dance

As with any form of exercise, try to dance at least 30 minutes a day, most days of the week, Nichols said. Dancing offers cardiovascular benefits as well as improved muscle strength and toning, flexibility, balance, coordination and posture. (You may wish to alternate it with other forms of exercise, such as walking or bicycling.)

These benefits can't be overestimated as people age. "For adults, posture and balance decline with age," Nichols said. And many people have posture problems related to computer use.

"Because dancing is low impact, it's an excellent way to improve health conditions and recover from back or



leg injuries, or surgery," said Marcy McHenry, who, with her husband, owns Dancers Studio, with locations in St. Paul and Woodbury, Minn.

### Dance away stress

Dancing can improve your performance in other sports, too. For example, the agility and balance gained from dancing can help skiers. "Better balance, flexibility, strength and endur-

ance are huge benefits to golfers, too," Nichols said.

Besides the purely physical gains, said McHenry, dancing has positive psychological effects and can boost your social life and bring stress relief. "Dance brings such joy to people," she noted. "It can add so much to people's lives. You can see a transformation in their being."

With the popularity of television

shows such as "Dancing with the Stars" and "So You Think You Can Dance," Dancers Studio has seen increased interest in its ballroom dance classes. Other types of dance frequently taught include the waltz, Viennese waltz, tango, fox trot, cha-cha, rumba, East Coast swing, West Coast swing, mambo, bolero and salsa.

Dancing with a partner is fun, McHenry said, as is simply moving to the music. Newcomers needn't bring a partner, as instructors can serve as dance partners.

"We make it fun and easy," McHenry said. "The fox trot, for example, is very easy, so it may be a good place to start. The movement is like walking. The waltz uses a basic step, too." Others she suggested for beginners are the rumba and tango. "The tango is flashy, fun and entertaining, and simple to learn."

### Grab your dancing shoes

Many children start dance classes as young as age 3. "But you can enjoy benefits from dancing at any age," said McHenry.

One of Nichols' clients is an 85-year-old woman with whom she practices simple, gentle ballet movements.

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# Home & Life

## 3M Stemwinder holiday sweepstakes prize winners

Over 525 employees and retirees were awarded prizes through this year's 3M Stemwinder holiday drawing. The prizes, provided by 3M Stemwinder advertisers, are a way of thanking readers for their support.

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Craig Oster  
Bev Roeder (retiree)  
Cheryl Rowe (retiree)  
Kathy Tibesar (retiree)

**Axel's Bonfire**

*\$25 gift card*  
Henry Boudreau  
Annabelle Boulais (retiree)  
Terry Bourgoin  
Ron Davis (retiree)  
Jan DeFlorin  
Linda Deklotz  
Ronald Krienke  
Stacie Monn  
Kay Root (retiree)  
Ben Ross

**Brave New Workshop Comedy Theatre**

*Passes to any performance*  
Deanna Dahl (retiree)  
Deb Dengler  
Patricia Dillon (retiree)  
Mary Dow-Bunnell  
Jody Downing  
Sharon Egan  
Cleta Galvez  
Angela Gambeski  
Lorna Glatz (retiree)

Lynn Johnson  
George Keller (retiree)  
Jim Kvitrud  
Eric LeVander  
Jerry Peterson (retiree)  
Merrie Powell  
Candy Ruport  
Deb Rutledge  
Kathy Sorensen (retiree)  
Tracy Sorenson  
Vicki Spies

**Buck Hill**

*Gift certificate for one 2-hour tubing session*  
Wendee McCoy

*Voucher for all-day area ticket*  
Annie Blackmun  
Anna Spah

**Chihuahua Chocolates**

*Gift box of chocolates*  
Lori Edgett  
Shirley Gartner  
Theresa Hanestad  
Jodi Linder

**Cravings Wine Bar & Grill**

*\$25 gift card*  
Cindy Braasch  
Jim Christensen  
Gina Detviler  
Joan Fritz (retiree)  
Jerry Hall  
Sally Jacques (retiree)

Fred Lindner (retiree)  
Molly McCloskey  
Paulette Muffelman  
Mary Jo Person

**Culver's**

*Value basket coupons*  
Robert Armbruster (retiree)  
Michael Bailey  
Lydia Cahill  
Russ Edmonds  
Jean Flack (retiree)  
Danith Fryar  
Kim Gazda  
Thomas Hooker (retiree)  
Bryan Hoovestol  
Mary Harrison (retiree)  
Karen Jackson  
Lari Kangas  
Joanie Marlette (retiree)  
Linda Olson (retiree)  
Alice Robinson (retiree)  
Gayle Rolland  
Bruce Shackleton (retiree)  
Debbie Sjogren  
John Thurmes (retiree)  
Marilee Vickberg (retiree)

*One quart frozen custard each month for a Year*  
Bob Kamrath  
Geoff Morris

**Dunn Bros Coffee**

*\$25 gift card*  
Michael Jones (retiree)  
Tana Prokosch  
Romel Rauch  
Jessica Tronson  
Bob Tulgren

**Edgewater Resort, Waterpark Hotel and Conference Center**

*One night Lakeview Room gift certificate*  
Paulette Carter  
John Griep  
Suzanne Olson  
DeAnn Olstad

**Eko Backen**

*Gift certificate for 2 admissions*  
Brenda Biljan  
James Gumbusky (retiree)  
Marsha Morris  
Kathy Redmann  
Chuck Stakston

(Continued on page 22)



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OR 2009 ACURA PURCHASE\***

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Acura**

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jeff.holmquist@lutherauto.com





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REBATE - \$1250 DEALER DISCOUNT  
SALE PRICE

**\$23,156**

\*See dealer for details. Lease based on 10k miles per year. \$1299 due at signing, plus tax, title, and license. Security deposit waived. On approved credit. Subject to vehicle insurance and vehicle availability. Price includes all dealer discounts. Rebate to dealer. Offer ends 12/31/08. \*\*See dealer for details. Rebate to dealer. Offer ends 12/31/08.

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sam.shouman@lutherauto.com



# Home & Life

**Ordway Center for the  
Performing Arts**

*"White Christmas," Dec. 30*

Steven Gordon  
Jean Hoffer  
Tom Hunt  
Melissa Nelson  
Geraldine McBride  
Toni Peterson  
Geri Richie  
Gerald Sporre (retiree)  
Cheryl Suess

## Pack & Mail

*\$25 gift certificates*

Darrell Anderson (retiree)  
Thomas Brace  
Ryan Grutt  
Misato Hirano  
Sally Juhl (retiree)  
Steve Maleitzke  
Doug Pysher  
Jim Stefely  
Sandy Stevens (retiree)  
Teri Stirens

## Potbelly Sandwich Works

### Complimentary sandwich coupons

JoAnne Addyman  
Mike Aden  
Anna Anderson  
Dave Anderson (retiree)  
Robert Anderson (retiree)  
Bob Anfang (retiree)  
James Baker  
Brenda Balderas  
Susan Barbato (retiree)  
Brad Barondeau  
Denise Barrera  
Bob Barton (retiree)  
Raymond Beane (retiree)  
Adam Becker

Larry Berg  
Rory Berry  
Robert Boetcher (retiree)  
Gregory Boettner (retiree)  
Jo Borchers  
Vicki Brathal  
Frank Braunig (retiree)  
Charles Buck (retiree)  
Norm Carlson (retiree)  
Robert Carlson (retiree)  
Mike Carroll  
Shelly Carroll  
Jennifer Cartony  
Elva Christiansen (retiree)  
Linda Dahlin (retiree)  
Cathie Danielson  
Ed Devaney (retiree)  
Charles Draeger (retiree)  
Antonia Eleria (retiree)  
Glenn Enstad  
Duane Erickson (retiree)  
Gordie Erickson (retiree)  
Donald Ervin  
Chou Eyberg  
Suzanne Ferrara  
Joanne Fitch  
Paul Flaherty  
Beth Flanum  
Doreen Flatley  
Teresa Frey  
Julie Fugle  
Corinne Gabler  
Gayle Garrison  
William Givans  
Helen Godbout (retiree)  
Liz Goebel  
Kusum Gosain  
Elain Graffunder  
Shelly Gruber  
Carmen Gurrola  
David Haider  
Dan Hakes  
Patti Halbakken (retiree)

Ronald Halverson (retiree)  
Duane Harder (retiree)  
Brad Harvieux  
Jean Hauan  
Charles Herpolsheimer (retiree)  
Pam Highstrom  
Teresa Hoopman (retiree)  
Dan Horzewski  
Vinh Hua  
Lyle Huges (retiree)  
Nora Ivory (retiree)  
Cliff Jacoby  
Debbie Jenny  
Gerald Johnson (retiree)  
Marlene Johnson (retiree)  
Judy Jones  
Marcella Jorgenson (retiree)  
Samantha Kanne  
Donis Kassen  
Peggy Kircher (retiree)  
Craig Knudson  
Kathy Krinke  
Monica Kryzer  
Peggy Lahr  
Carolyn Larrabee (retiree)  
Stephen Larsen  
Barb Larson (retiree)  
Curtis Larson (retiree)  
Mary Jo Lewis  
Kelley Limberg  
Wayne Lindbom (retiree)  
Debra Lund  
Joseph Massa (retiree)  
Jon Mattson  
Dan Meier  
Elizabeth Michaelson (retiree)  
Melinda Mitchell  
Craig Moeckly  
William Murphy (retiree)  
Bill Nelson (retiree)  
Susan Nelson  
Mary Ohland (retiree)  
Joan Olseen

Donald Olson (retiree)  
Julie Otto  
Ruth Ottoson (retiree)  
Shelly Pagel  
Mike Patek  
David Pauly  
Clarence Pechman (retiree)  
Nancy Peltier  
Adelaide Petersen (retiree)  
Katherine Petersen (retiree)  
Julie Peterson  
Theodore Peterson (retiree)  
Debbie Port  
Lois Purrington (retiree)  
Sue Reinert  
Ronald Reis, Sr. (retiree)  
Delores Reische (retiree)  
Ramona Richardson (retiree)  
Paul Richtman  
Bernard Riemann (retiree)  
Steve Roberts  
Dick Rondeau (retiree)  
Kevin Rosemann  
John Ruffing (retiree)  
Kristin Sandberg  
Joe Saragend  
Ellen Saveland (retiree)  
Sue Scheid  
Robert Schiller  
Duane Schmieg  
William Schwietz (retiree)  
Terry Scott (retiree)  
Janine Seiffert  
Mike Semonick  
Marie Sheffler (retiree)  
Peter Sills (retiree)  
Clare Snyder  
Kris Sridhar  
James Stewart (retiree)  
Mary Strenke  
Dawn Terry  
Khalid Thakur  
Bob Thompson (retiree)

Michael Toner (retiree)  
Sue Truhlar (retiree)  
Stanley Valento (retiree)  
Cindy Vannelli  
Kim Volner  
Kate Wagner  
Heather Webb

**Radiance Med Spa**

*\$350 gift certificate for 3 laser hair removal treatments*  
Debbie Anderson

*\$349 gift certificate for one photofacial treatment*  
Juanita Stipe

## Rejuvenate Medi-Spa

*\$50 gift certificates*  
 Jerrol Anderson (retiree)  
 Karen Fredrickson (retiree)  
 Brian Koenings  
 Amy Krohn  
 Mike Lewandowski  
 Patricia Lynch (retiree)  
 Jeff Meier  
 Tinker Pedersen  
 Joe Potocnik  
 Jeri Vall

## Reveal Cosmetic Laser Center

Gift certificate for one gel peel  
Dean Bakke

*Gift certificate for one photofacial treatment*  
Gretchen Fitzenberger

*Gift certificate for one microdermabrasion*  
Tim McGlynn



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3. inspired, creative in-house design 4. detailed, passionate craftsmen  
5. meticulous project management 6. remarkable lasting impressions

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# Home & Life

**Salon Ambiance**

Gift certificate for haircut and style  
Sue Tako

Gift certificate for haircut, style and brow wax  
Joan Detloff  
Jeffrey Tane

**Sarpino's**

Gift card  
Philip Dzubay (retiree)  
David Frost  
Debra Gaborik-Snyder  
Willis Johnson (retiree)  
Sandra Kelly  
Bill Kesting  
Cindy LaClair  
Diane Madsen  
Dan Nelson  
Julian Plombon (retiree)

**Science Museum of Minnesota**

Voucher for Omnitheater and Exhibit Hall admission  
Scott Capistrant  
Jerome Cherel  
Galen Fitzel  
Patti Schwanz  
Doug Smith  
Todd Staffaroni

**Sheraton Woodbury**

One-night stay in a traditional room  
Bruce Peyton  
Dan Silver (retiree)

**Sonnie's**

\$50 gift card  
Karla Eischens  
Teri Garrity  
Bradley Guth  
Mary Hitzemann (retiree)  
Candy Kaiser  
Barbara Kidwell  
Melissa Kohel  
Ron Kruse  
Myra McBride  
Jenny Schwamb

**Sportsman's Warehouse**

\$25 gift card  
Tom Bakke  
Phyllis Camitsch  
Cindy Eix  
Maurice Freeman (retiree)  
George Gonzalez  
Sandy Grezek (retiree)  
Jim Halverson  
Paul Hansen  
Stan Kadlec  
Kraig Krueger  
Jack Lai  
Connie McDonnell (retiree)  
Dan Nottestad  
David Owen  
Tom Pepinski  
Becky Reed  
Barb Rubbelke  
Joseph Schwaab (retiree)  
Mary Jo Schwab  
Ryan Simmers

**Sprint**

Sprint Sanyo cell phone and one month of service  
Rainier DeVera  
Wendy Thompson

**Snap Fitness**

Three-month membership  
Lori O'Shea

**St. Croix Off Broadway Dinner Theatre**

Gift certificate for dinner theatre  
Rob Griffin  
Cheryl Ryman  
Daniel Spilde

**St. James Hotel**

One-night stay for two in a standard room  
Alexis Bachmeier (retiree)  
Bill Lerach  
Terry Ross

**StoneRidge Golf Course**

\$25 gift card  
Barbara Carlson (retiree)  
Kellie Gruber  
Martin Lanoux  
Wendy Larson  
Carol Ott  
Scott Wood

**Sundara Inn & Spa**

\$250 gift certificate  
Rose Lasiuk  
Roxanne Lindback

**Trollhaugen Winter Recreation Area**

Gift certificates for lift tickets  
Gary Eastlund  
Amy Johnson  
Rick LaClair  
Mary McDonough  
Jennifer Phernetton  
Jackie Vick

**Vitality Pilates**

\$50 gift certificate  
Lorna Arndt  
Ron Henk  
Shelly Possert

\$80 gift certificate  
Doreen Purpur

4 private pilates sessions  
Kimberly Tostrud

**Welch Village**

Voucher for one daily ticket  
Diane Duffy  
Julie Kenow  
Ronald Wylie Jr.

**White Bear Gift Basket**

Chocolate gift basket  
Jean Carter  
Tom Olsen

**Wigwam Resort**

Gift certificate towards any fishing or lodging package  
Kraig Thorn  
Heidi Tunak

**Wild Child Hair**

Gift certificate for one child's haircut  
Beth Ackerknecht  
Denise Borglund  
Jo Cernohous  
Dawn Lumberg  
James Lundberg  
Dean Marlette (retiree)  
Mary Rada  
Kayo Roehm  
Karen Roemhildt (retiree)

**Wild Mountain**

Gift certificate lift tickets  
Linda Anderson (retiree)  
Andre Fentress  
Gail Flores  
Carol Fohrman  
Martha Garcia  
Fred Gustafson  
Mary Jo Hannasch  
Bob Harris  
Sandy Hoffman  
Tom Kreuzer  
Travis Kreuziger  
Laura Kurtz  
Leo Kuglin (retiree)  
Dan Lanik  
Sandy Libby  
Roni LeRoy (retiree)  
Patti Leslie  
Kim Lewis  
Jim McKeown (retiree)  
Julie Nygren  
Pam Radziszewski

**Yarusso Bros.**

\$25 gift certificate  
Linda Frisle  
Brian Peterson  
Monica Rominski  
Cheryl Skrypez  
Ryan Stahl

**YMCA**  
10-visit gift card  
Meridee Hable  
Bruce Zellmer (retiree)

20-visit gift card  
Katie Allen



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Let's Talk Dinner Plans 

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Let's Talk Dinner Plans 

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# People & Events

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**ATTENTION EMPLOYEES & RETIREES**

The 3M Bulletin Board features a listing of meetings, events, classes, group activities, etc. If you would like a brief notice, send it to Judie Birk, 3M Stemwinder, Building 225-01-S-15, or fax to (651) 575-0468. Deadline is noon on Friday, 11 days prior to issue date. There is no cost for this service.

## Training

**2008 Corporate Sales Classes**  
**Where:** Classes held in Building 225-2N Training Room E  
**Deadline:** You must cancel 15 days in advance to avoid a cancellation fee.  
**Contact:** Cathie Grebowski at (651) 737-1657  
**Web site:** gln.mmm.com/Saba/Web/Main (under Catalog Search, type in “Customer Focused” and select the Search button). Select the blue register button next to the class you are interested in attending. (You may be prompted to enter your password, if so, it is the same at your WINS logon.)

**3M Marketing University — Developing Your Potential for Success**  
**What:** Marketing University offers a multitude of classes to help you strengthen/develop your marketing professional skills.  
**Contact:** Linda Salava, (651) 736-2159  
**Web site:** 3MSource.mmm.com/marketingu OR Type “Marketing” into the 3M Source search bar and click on the “3M US: Marketing University” link. You can also get to Marketing University from the Marketing Community Center site.

**Desktop Software Education**  
**What:** Sessions are interactive demonstrations designed to provide you with the knowledge, skills and ability to utilize your desktop applications in a productive and efficient manner.  
**When:** Wednesday (during training weeks) at 8:15 a.m.  
**Where:** We’re Live in 225! Bring your breakfast/coffee to our in-person session at 3M Center, Building 225-2 Café Section A, or attend from your desk/computer. Most sessions are a click and phone call away. Visit our Web site and click on the Schedule link for details.  
**Cost:** Sessions are free to attend.  
**Reservations:** No registration is required.  
**Contact:** icourseregistration@mmm.com  
**Web site:** intranet.mmm.com/athena/education

## Meetings/Seminars

**“Controlling Back Pain”**  
**What:** Back pain is the most costly musculoskeletal medical problem in the United States, second only to the common cold as the reason for physician visits, and the number three reason for all surgery visits. Back pain remains a common cause of work disability, with enormous social costs to employers, insurers and families. Attend the following seminar to learn how to better manage back pain.  
**When:** Jan. 21, 11:30 a.m.–12:30 p.m.  
**Where:** Building 224-1, Americas Room  
**Presenter:** A leading Twin Cities’ physician and representatives from CarolComplete.

**“Controlling Children’s Asthma”**  
**What:** Managing your child’s asthma is important for his/her health. Nearly 9 percent of American children ages 0–17 have asthma causing them to miss over 13 million days of school, not to mention causing one million emergency room visits and hospitalizations a year. As these children grow to become adults, asthma can affect

slightly over 7 percent of the adult population and cause adults to miss an accumulated 10 million days of work. Attend the following seminar to learn how to better manage your child’s asthma or others who have asthma.  
**When:** Jan. 14, 11:30 a.m.–12:30 p.m.  
**Where:** Building 225-2N, Corporate Auditorium  
**Presenter:** A leading Twin Cities’ physician and representatives from CarolComplete.

**“Controlling Heart Disease”**  
**What:** An estimated one in three American adults has one or more types of cardiovascular (heart) disease. Heart disease, also referred to as coronary artery disease, is so prevalent in the United States that in 2004, it caused one in every 5 deaths. Those who have survived a heart attack have a chance of illness and death that is 1.5 to 15 times higher than that of the general population. Attend the following seminar to learn how to better manage heart disease.  
**When:** Jan. 28, 11:30 a.m.–12:30 p.m.  
**Where:** Building 225-2N, Corporate Auditorium  
**Presenter:** A leading Twin Cities’ physician and representatives from CarolComplete.

**“Controlling Type 2 Diabetes”**  
**What:** According to the Centers for Disease Control and Prevention (CDC) in 2007, diabetes affected nearly 24 million people; that’s approximately 8 percent of the total population. Data also indicates not all patients receive the recommended diabetes care needed to manage their health. The CDC states only 37 percent of adults diagnosed with diabetes have HbA1c levels in the optimal range and nearly one-third of diabetes patients do not have an eye or foot exam annually. Attend the following seminar to learn how to better manage this condition and yield better results.  
**When:** Jan. 7, 11:30 a.m.–12:30 p.m.  
**Where:** Building 224-1, Americas Room  
**Presenter:** A leading Twin Cities’ physician and representatives from CarolComplete.

**“Supporting Military Families: Our Neighbors and Co-workers”**  
**What:** 25,000 Minnesotans have been deployed to the Middle East to participate in combat operations since 9/11. Each of these veterans has a family. The military family endures tremendous stress before, during and after a combat deployment. Helping these families insures that returning combat veterans have “a home” to return to and a family to help them adjust following combat. Learn the unique challenges military families face and how you can help co-workers and neighbors that have loved ones serving in the military.  
**When:** Jan. 8, 11:30 a.m.–12:30 p.m.  
**Where:** Building 224-1, Orient Room  
**Contact:** Presenter: Chaplain (LTC) John Morris, Minnesota National Guard

## Groups

**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.

# Bulletin Board

**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

**3M GRIT (Grass Roots Innovation Team)**  
**What:** An informal networking forum with members internal and external to 3M. Our vision is to empower the creative potential of individuals across all career paths. If you have an interest in creativity and innovation in the workplace, this organization is for you.  
**When:** Second Tuesday of every month (evening metalogue), 5-7 p.m. and last Wednesday of every month (lunch metalogue), 11:30 a.m.-12:30 p.m. Other sponsored events by notification.  
**Where:** Sgt. Peppers in Oakdale  
**Contact:** Teri Fick, (651) 575-3182

**3M Lactation Committee**  
**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.  
**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  
**Web site:** intranet.mmm.com/lactation

**3M Language Society**  
**What:** We provide the opportunity for 3M employees, retirees, contract workers, and their family members to study foreign language at the St. Paul campus. The majority of classes are offered over the lunch hour. The Society features 66 classes of different levels of fluency for 17 different foreign languages. Sessions begin in September and end in May of the following year.  
**When:** Weekly foreign language classes for 3M employees, retirees, contract workers and the families of these groups.  
**Where:** 3M Campus/St. Paul  
**Contact:** (651) 733-3688; e-mail: languagesociety@mmm.com  
**Web site:** atlas.mmm.com/languageservices-society

**AAUW at 3M Center**  
**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.  
**When:** Branch meetings held on a rotating schedule  
**Contact:** Terry Marquardt, (651) 737-2392 or e-mail

**Al-Anon at 3M**  
**When:** Monday, 11:30 a.m.-12:30 p.m.  
**Contact:** Shannon at (651) 733-3610 or Amy at (651) 733-5432.



# People & Events

## Bulletin Board

**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

**Bible Study/Prayer Groups**  
**When:** Wednesday, 11:30 a.m.-noon  
**Where:** Building 42-4E Conference Room  
**Contact:** Bruce, (651) 778-4980 or Karl, (651) 778-5506

**Bible Study/Prayer Groups**  
**What:** Various bible study groups  
**Where:** Published list available on 3M Lifescapes  
**Web site:** mmglab1/christiangatherings

**Bible Study/Prayer Groups**  
**What:** Pray the rosary. Bring your lunch and join us.  
**When:** Thursdays, noon  
**Where:** Call for location  
**Contact:** Theresa Ecker, (651) 733-4336, or Judy Skenandore, (651) 733-9800

**Disability Advisory Committee**  
**What:** The Disability Advisory Committee meets monthly during the lunch hour. Feel free to bring your lunch.  
**When:** Meets fourth Thursday of each month, 11:30 a.m.-1 p.m.  
**Where:** See Web site for details on location and call-in number.  
**Web site:** 3MSource.mmm.com/disability

**Employee/Retiree Social Group**  
**What:** Old Log Theatre, “Unnecessary Farce”  
**When:** Wednesday, Jan. 14  
**Where:** Jimmy’s  
**Contact:** Elva Christiansen at (651) 653-7940 or Carol Winch - Longmuir at (651) 736-4247.

**Employee/Retiree Social Group**  
**What:** Upcoming events for 2009  
**When:** Tuesday, May 19, Spring Fling at Jimmy’s  
Wednesday, Aug. 19, at the Chanhassen Dinner Theatre to see “Joseph”  
Tuesday, Oct. 13, Fall Fling at Prom  
**Contact:** Elva Christiansen at (651) 653-7940 or Carol Winch - Longmuir at (651) 736-4247.

**People Like Us (PLUS)**  
**What:** An employee resource group that serves as a network for gay, lesbian, bisexual, transgender (GLBT), and all 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.  
**When:** Steering committee meetings held second Tuesday of each month, 1-2 p.m. Contact PLUS for room and phone conference details.  
**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  
**Membership:** To join, attend a meeting.  
**Cost:** \$186 for 17-week session. You can join any week at a prorated cost. If there is a “series special,” you will only receive the special if you join the first two weeks.  
**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

### 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.

### Vanpools

- 3M Center and Main Plant
  - Available to 3M employees
  - Payroll deductible
  - 7 and 12 passenger 3M vans
  - Monthly rate
  - Generally pick up at your home
  - Contact driver
- 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  
**Mac Groveland/St. Clair**  
Ken Jarmon (3-8864) \$115  
**Minneapolis S.W.**  
L. Peter Erickson (7-3303) \$120  
**N. Branch/Stacy/Wyoming**  
Tim Chelstrom (6-2769) \$155  
**New Richmond/Somerset area**  
David Ender (6-7198) \$140  
**River Falls South**  
Sandy Holldorf (3-5507) \$130  
**River Falls (flex 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



## Feel Confident In Experienced Hands

### There is a reason customers like you choose Wells Fargo Home Mortgage.

For over 150 years, the Wells Fargo name has stood for reliability, integrity and pioneering innovations that help people manage their money and grow their assets.

What could speak louder to our stability, experience, capabilities and integrity? And what better home financing provider could you rely on to help 3M employees choose the home financing that’s tailored to fit their current needs and future goals. With a wide array of financing options, **The Employee Mortgage Program®** from Wells Fargo Home Mortgage provides:

- Down payment options and/or assistance that can make homeownership possible
- A full selection of fixed- and adjustable-rate mortgages with a wide range of repayment schedules
- New construction loans for buyers looking to purchase a newly built home

**Call 1-800-644-8083 for more information.**

**Or visit us online and start your application today!**

**[www.employeefinancialsolutions.com/3M8000](http://www.employeefinancialsolutions.com/3M8000)**







Please call **Jim Hayes**  
Event Coordinator  
at Kline Nissan  
**651.398.1080**  
nissanjimhayes@yahoo.com

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VPP (vehicle Purchase Plan) for all 3M employees will save **TONS** plus current national rebates!

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**0% FINANCING**



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\*O.A.C. for a limited time only.

\*Must finance with NMAC



# People & Events

## People on the move

The actual number of new appointments in **November** for employees in the Twin Cities metro area, Austin and among U.S. sales employees was **120**.  
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.

Submit your announcement online:  
[intranet.mmm.com/cmpa/publications/onthemove.html](http://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.

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.

### Consumer and Office Business



**M. Jeannine Currie** to marketing operations manager, Mounting and Fastening Markets Department

### Corporate Services and International Operations



**Ryan Kracht** to senior project engineer, Engineering



**Michael Svendsen** to senior project engineer, Engineering

**No Photo**  
**Ruth Charles** to advanced contract specialist, Corporate Research and Development Services

### Electro and Communications Business



**Kelly Hamilton** to advanced manufacturing technology engineer, Electronics Markets Materials Division

**No Photo**  
**Dianna Markie** to supply chain customer operations, Electronics Markets Materials Division

### Safety, Security and Protection Services Business



**Andrew Waller** to senior biologist, Building and Commercial Services Division

### Industrial and Transportation Business



**Chris Van Fossen** to product support engineer, Aerospace and Aircraft Maintenance Department

*Come home to Andersen.*



**Andersen** WINDOWS • DOORS **AW**

**Featherstone Oaks**  
**Model Home Located at**  
133 Summit Point Drive  
Hastings, MN 55033

**Private 12-Lot Site**  
**Rambler Style Detached**  
**Luxury Villa Homes**  
**with Distinction.**



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*Instant holiday joy.*

**19%** Savings for employees of 3M.

off select regularly priced Sprint service plans. Requires 2-year agreement.

**Samsung Rant™**

*Don't hold your opinion inside. With a full sliding keyboard, the Samsung Rant™ is built for text, email and IM. Only on the Now Network™.*

**\$49<sup>99</sup>**

After \$50 mail-in rebate. Reg. price \$299.99. Requires eligible upgrade (or new line activation) and 2-year agreement.

**Hurry! Offer ends 01/10/09**  
or while supplies last!



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May require up to a \$36 activation fee, credit approval & deposit. \$200 early termination fee applies. **Individual Cable Offer:** Applies to individual cable lines eligible for a discount under their employer's service agreement. **Phone Offer:** Offer ends 01/10/09. While supplies last. Taxes excluded. No cash back. Requires activation at the time of purchase. **Mail-In Rebate:** Requires purchase & activation by 01/10/09. Line must be active 30 consecutive days. Allow 10 to 14 weeks for rebate. **Upgrade:** Existing customers in good standing with service on the same device for more than 30 consecutive months currently activated on a service plan of \$34.99 or higher may be eligible. See in-store rebate form or [sprint.com/upgrade](http://sprint.com/upgrade) for details. **IMP Email Discount:** Discount available to eligible employees of the company participating in the IMP program. Subject to change according to the company's agreement with Sprint. Available on select plans only. Discount applies to monthly service charges only. **Other Terms:** Coverage not available everywhere. Nationwide Sprint network reaches over 260 million people. Sprint Mobile Broadband network reaches over 240 million people. Offer not available in all metropolitan locations or for all phone/networks. Pricing, offer terms, fees & features may vary for existing customers not eligible for upgrade. Other restrictions apply. See store or [sprint.com](http://sprint.com) for details. ©2008 Sprint. Sprint and the logo are trademarks of Sprint. Other marks are the property of their respective owners.



# People & Events

## January Anniversaries

### 40 YEARS



**Lyle Bowyer**, Energy Markets (06)



**Gary Maier**, Corporate Research and Development (23)

No Photo

**Barbara Anderson**, Consumer and Office Business (02)

**Dale Hamilton**, Materials Resource (17)

**Jerrold Peterson**, Electrical Markets (06)

**Dennis Thiel**, Engineering (27)

### 35 YEARS



**Bradley Fong**, Engineering (02)



**Daniel Japuntich**, Safety, Security and Protection Services Business (01)



**W. Perry Jones**, Corporate Security (09)



**Gregory Hoffman**, Information Technology (31)



**Randall Koza**, Industrial Adhesives and Tapes (14)



**Todd Schmitz**, Administrative Services (22)



**Christine Van Fossen**, Aerospace and Aircraft Maintenance (21)

No Photo

**Gregory Berg**, Abrasive Systems (21)

**Linda Brandt**, Industrial and Transportation Business (18)

**Terry Collins**, Industrial and Transportation Business (07)

**William Driscoll**, Industrial Adhesives and Tapes (28)

**Michael Erdahl**, Industrial and Transportation Business (07)

**George Fleet**, Construction and Home Improvement Markets (02)

**Mark Gaetz**, Environmental, Health and Safety (23)

**Donald Hess**, Information Technology (16)

**Dr. John Huizinga**, Display and Graphics Business (01)

**Alfred Luebbbers**, Industrial and Transportation Business (07)

**Gerald Mueller**, Stationery Products (28)

**Mary Mullins**, Finance (10)

**Frank Obermeier**, Industrial and Transportation Business (07)

**Craig Schwartz**, Electronics Markets Materials (14)

**Timothy Smith**, Engineering (02)

**Vernon Stibbins**, Administrative Services (14)

**Dominic Tallarico**, Industrial and Transportation Business (14)

**Margaret Thompson**, Electronic Solutions (07)

**Sandra Waxon**, Human Resources (02)

**Dennis Weiler**, Electronic Solutions (14)

**David Windorski**, Office Supplies (11)

**John Woodworth**, Executive (14)

# Happy Holidays

**Neighbors, Inc.**  
218 13th Avenue S. South St. Paul  
651-455-1508  
neighbors.org

Make a donation to Neighbors, Inc. Bring in your receipt, and when you buy a vehicle, **Fury will donate \$100 to Neighbors** IN YOUR NAME

## Together we can help our Neighbors

### Fury Parts Department

Bring in a canned or boxed non-perishable food item to fill our RAM truck for Neighbors and get **10% off your order**

### FURY BODY SHOP

*Benefit*  
**\$50**  
Paintless Dent or Buff & Minor Scratch Repair.  
Coupon good for the first \$50 of PDR work on your vehicle or towards free buffing of a minor scratch.  
*Buffing may not remove all scratches.*

### FURY BODY SHOP

*Value Dollars*  
**\$250**  
Coupon good on auto body repairs on \$2,500 or more, applied against your invoice for Body Work and/or Painting.

### FURY SERVICE DEPARTMENT

Fix your car in December and any dollars you spend can be applied to a new car purchased through March, 2009.  
**Help us reach our goal of filling our sleigh with household items for Neighbors.**  
Drop off your donation of diapers, laundry soap, toothpaste, etc. in the sleigh in our Service Drive.

2009 Ram Truck

### DECEMBER 1 — JANUARY 3 Hot Cider & Cookies

**Employee Sponsored Mitten Tree**  
Everyone is welcome to join us in decorating our tree with new hats, scarves and gloves to be donated to Neighbors. We will be collecting items through January 6, 2009

### NEW CAR YEAR-END SELL-A-THON

DODGE CHRYSLER Jeep  
**EMPLOYEE PRICING PLUS PROGRAM**  
through Dec. 2008 - on select models

### WOW

2008 AVENGER, SEBRING CALIBER, PT CRUISER  
**\$9988**  
FOR A VERY LIMITED TIME  
**USED CARS**  
We are rolling back prices to 1988 (low mileage with balance of factory warranty)

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# People & Events

## January Anniversaries

### 30 YEARS



**Denise Bohrer,** Finance (25)



**James Dike,** Commercial Graphics (29)



**Bill Dodge,** Corporate Research and Development (25)



**Robert Drost,** Medical (15)



**Kathleen Fournelle,** Industrial Adhesives and Tapes (28)



**Debra Gese,** Industrial and Transportation Business (02)



**Lance Gore,** 3M ESPE (02)



**Carol Hatcher,** Traffic Safety Systems (20)



**David Lundin,** Industrial and Transportation Business (15)



**Edward Manor,** Abrasive Systems (15)



**Mark Ronayne,** Engineering (29)



**David Shumaker,** 3M ESPE (02)



**Michael Tyau,** International (02)



**Dr. Robin Wright,** Corporate Research and Development (03)

**No photo**  
**James Adams,** Electronic Solutions (15)

**George Amo,** Construction and Home Improvement Markets (22)

**Wayne Berger,** Medical (22)

**Alan Bertram,** Corporate Research and Development (31)

**Eric Borchers,** Optical Systems (01)

**Carl Brahce,** Electro and Communications Business (08)

**William Brann,** Automotive (29)

**John Buncher,** Engineering (15)

**Marilyn Engebretson,** Engineering (02)

**Bruce Gilman,** Sourcing Operations (15)

**Earl Good,** Occupational Health and Environmental Safety (15)

**Michael Grether,** Electrical Markets (23)

**Richard Hardy,** Occupational Health and Environmental Safety (15)

**Daniel Henkel,** Engineering (29)

**John Hill,** Information Technology (31)

**James Imbertson,** Traffic Safety Systems (22)

**Paul Johnson,** Occupational Health and Environmental Safety (12)

**Thomas Johnston,** Information Technology (12)

**Dr. Marvin Jones,** Occupational Health and Environmental Safety (09)

**Jeffrey Keyes,** Engineering (02)

**Francis Lambert,** Commercial Graphics (22)

**Alan Loquasto,** Supply Chain Services and Operations (08)

**Robert Loscalzo,** Stationery Products (15)

**Tani Maruyama,** Safety, Security and Protection Services Business (15)

**John Mauch,** Information Technology (08)

**Mikel Morgan,** Construction and Home Improvement Markets (15)

**Gregory Nelson,** Drug Delivery Systems (22)

**Diane O'Neill,** Administrative Services (08)

**Armin Paff,** Electronic Solutions (16)

**Brian Peterson,** Information Technology (02)

**Stephen Polski,** Commercial Graphics (29)

**Antonio Ramirez,** Information Technology (11)

**Carmelo Riel,** Industrial and Transportation Business (02)

**Cynthia Rowan,** Industrial and Transportation Business (10)

**June Rowley,** Abrasive Systems (29)

**Kim Ryan,** Finance (22)

**Margaret Sagstetter,** Lean Six Sigma (15)

**Barry Santerre,** Industrial and Transportation Business (23)

**Kathryn Schmidt,** Administrative Services (08)

**Margaret Schultz,** Industrial and Transportation Business (15)

**Jeffrey Sherwood,** Industrial and Transportation Business (15)

**Peggy Shubert,** Administrative Services (04)

**Edward Smith,** Information Technology (11)

**Dr. Terry Smith,** Corporate Research and Development (08)

**Robert Snow,** Information Technology (22)

**Valerie Spahr,** Engineering (20)

**Jimmy Taylor,** Construction and Home Improvement Markets (15)

**Terry Vanderloop,** Electro and Communications Business (08)

**Thomas Wiggins,** Automotive (08)

**Allison Wolff,** Home Care (02)



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We've moved 6 times with 3M and helped others for 20 years!



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15 rolling acres w soft contemporary on highest point. Open flr plan. Maple trim, cabinets & flr. 1 level living w quality WO. Porch & sunroom. Quick commute to 94. 3BR/3BA.  
4311 Neal Avenue S. \$725,000



#### 13.5 Acres w Garages for 8+

Classic saltbox of executive proportions. Circular drive, tennis ct, adjacent to nature preserve. 2 master suites. Full WO apt w garage. Main floor office & laundry. 6BR/5BA.  
15172 Afton Hills Lane \$599,000



#### Cabin on The St. Croix

Hardwood floors, full board knotty pine paneling, beams & wood burning FP. Lg deck to river. Wooded lot at end of cul-de-sac. Needs maintenance. Limited expansion. 3BR/2BA.  
2990 Itasca Avenue S. \$399,000



#### Hobby Farm with 9.8 Acres

Plenty of rm for horses. Enjoy house as is, remodel or build new. Wooded perimeter on 3 sides. Grt storage: 2 detached garages, tool & storage shed, summer por, etc.. 2BR/1BA.  
15222 Afton Boulevard S. \$349,000



#### Great Privacy on 2.5 Acres

Only 1/2 mile to Afton State Park. Updated w great style: SS appliances, marble flrs, slate wall, contemporary paint, 2 lg decks, new roof, septic & paved driveway. 3BR/2BA.  
14721 70th Street \$330,000



#### 9+ Acres-Total Seclusion

Gorgeous rolling land w abundant gardens & pond view. Updated home has stone flrs & FP's, huge windows, architectural. 50 X 40 horse barn + paddock & riding ring. 4BR/2BA.  
15580 15th Street S. \$689,000



#### Immaculate 4 Level Townhome

New carpet, paint, vinyl siding, roof & kitchen appliances. Wooded views from vaulted 3 season porch. Loft for den or 3rd BR. 3 story fireplace. Clubhouse, pool & tennis. 2BR/2BA.  
529 Sterling Street S. \$220,000



#### Timeless Style & Quality

Cudd built in Interlachen Woods. Private backyard. Open flr plan updated w granite, SS appliances, custom paint. Main flr den, laundry & 4 season porch. All BR's up. 4BR/3BA.  
1619 Quail Ridge Road \$529,000



#### Quick Commute to 3M

Authentic 1856 farmhouse restored & updated. Tastefully added FR, screened porch & master suite. Original details. New roofs on granary & red barn. Rolling 18.8 acres. 4BR/2BA.  
12916 15th Street S. \$749,900

**EZ AirPark**  
Park, Ride, Relax.

Our NEW self-pay station makes your exits Quick & Easy!

**\$1 off\* per day**

\*for 3M Employees only

**Offsite Airport Parking & Shuttle Service** serving the Lindbergh & Humphrey Terminals.

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- Safe, clean & well-lit lot
- Friendly, helpful staff.
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2990 Itasca Avenue S. \$399,000

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12916 15th Street S. \$749,900



# People & Events

## January Anniversaries

### 25 YEARS



**David Albers**, Home Care (16)



**Naomi Bliss**, Information Technology (30)



**Steven Clemens**, Sourcing Operations (16)



**Debra Comer**, Industrial and Transportation Business (06)



**Mariann Cyr**, Corporate Research and Development (03)



**David Dye**, Engineering (09)



**Rodney Evenson**, Industrial and Transportation Business (17)



**Bryan Feisel**, Corporate Research and Development (03)



**Dr. Alan Hulme-Lowe**, Display and Graphics Business (01)



**Dennis Nelson**, Supply Chain Services and Operations (16)



**James Orella**, Information Technology (25)



**Gregory Piserchia**, Automotive (16)



**John Reinhardt**, Industrial and Transportation Business (16)



**Rhonda Roop**, Industrial and Transportation Business (16)



**Scott Simons**, Corporate Research and Development (13)



**Tracey Smith**, Human Resources (29)



**John Yorkovich**, Track and Trace Solutions (03)

**No Photo**  
**Pamela Bjorkman**, Engineering (09)

**Ester Bloomer**, 3M Dyneon (09)

**Susan Brabeck**, Supply Chain Services and Operations (05)

**William Brown**, Industrial Mineral (09)

**Michael Cassady**, Industrial and Transportation Business (23)

**Darryl Chandler**, Engineering (16)

**Robert Freeberg**, Construction and Home Improvement Markets (23)

**Kevin Habas**, Medical (26)

**Joel Haffely**, Information Technology (04)

**Darcee Hahn**, Industrial Mineral Products (01)

**Richard Hansen**, Materials Resource (06)

**Warren Johnson**, Traffic Safety Systems (19)

**Susan Lewis**, Medical (03)

**Kimberly Lommen**, Office Supplies (14)

**Dr. Mieczyslaw Mazurek**, Display and Graphics Business (03)

**Michael McLaughlin**, Medical (01)

**Rebecca McNally**, Drug Delivery Systems (16)

**T. Mitchum**, Office Supplies (30)

**Michael Murphy**, Automotive Aftermarket (23)

**Deborah Peppard**, Health Information Systems (03)

**Tony Racek**, Automotive (06)

**Edward Ryan**, Automotive Aftermarket (23)

**Peggy Schwartz**, Home Care (24)

**Timothy Solin**, Optical Systems (05)

**Neal Thomas**, Administrative Services (03)

**Jeffrey Varjabedian**, Automotive (23)

**Lisa Webster**, Finance (10)

**David Williams**, Engineering (03)

**Debra Wion**, Engineering (15)

**Melanie Zahler**, Medical (26)

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People & Events

January Anniversaries

20 years

- Susan Beach**, Environmental, Health and Safety (09)

**Allen Begeman**, Human Resources (30)

**David Berquist**, Track and Trace Solutions (03)

**Barbara Birrell**, Projection Systems (11)

**Mary Brown**, New Business Ventures (11)

**Brett Caslow**, Automotive Aftermarket (09)

**Stephanie Castiglione**, Electronics Markets Materials (14)

**Cristelle Clay**, Electronic Solutions (01)
- Timothy Connelly**, Engineering (05)

**Susan Dacko**, Office of Intellectual Property Counsel (03)

**Mark Dochniak**, Engineering (19)

**Christine Dominiak**, Information Technology (06)

**Lauren Douville**, Administrative Services (03)

**John Durkot**, Information Technology (03)

**David Elmer**, Automotive Aftermarket (09)

**L. Erickson**, Optical Systems (16)
- Barbara Fipp**, Corporate Research and Development (09)

**Steven Flicker**, Engineering (09)

**Jeffrey Fontaine**, Corporate Research and Development (16)

**Ken Fritz**, Finance (23)

**Nelson Gebben**, Engineering (06)

**Colette Goderstad**, Drug Delivery Systems (25)

**Richard Hafner**, Engineering (16)

**Dr. Gopal Haregoppa**, Orthodontic Products (09)
- Gretchen Hauble**, Home Care (28)

**Kevin Hinz**, Consumer and Office Business (30)

**Jeffrey Hood**, Medical (23)

**Celeste Hughes**, Corporate Marketing and Public Affairs (19)

**Bruce Junker**, Engineering (23)

**Martin Kenner**, Security Systems (03)

**Laurie Kinney**, Information Technology (09)

**Dhanesh Kumar**, Engineering (05)
- Scott Kuzel**, Film Manufacturing and Supply Chain Operations (04)

**Rebecca LaPlante**, Corporate Communications and Public Relations (31)

**Deborah Lilly**, Construction and Home Improvement Markets (27)

**Paul Maturen**, Occupational Health and Environmental Safety (13)

**Julie McCarthy**, Industrial and Transportation Business (23)

**Dr. William Merrill**, Corporate Research and Development (30)
- Richard Mitchell**, Industrial and Transportation Business (03)

**Sharon Mork**, Medical (03)

**Mary Beth Neddersen**, 3M ESPE (19)

**Steven Neu**, Electronic Solutions (23)

**Steven Nielsen**, Electronics Markets Materials (23)

**Shari Puckett**, Energy Markets (03)

**Carter Reese**, Office Supplies (15)

**Joe Rosales**, Electro and Communications Business (16)
- Michael Ruegsegger**, Optical Systems (19)

**Michael Sivigny**, Drug Delivery Systems (30)

**James Smith**, Information Technology (03)

**Karl Snyder**, Automotive (09)

**Stephen Soberg**, Information Technology (09)

**Charles Spisak**, Corporate Research and Development (03)

**Charles Stanley**, Information Technology (03)

**Stephen Stark**, Industrial Adhesives and Tapes (09)
- Kimberly Thorson**, Finance (03)

**Jeannie Tran**, Communication Markets (09)

**Dr. Jack Truong**, Office Supplies (16)

**Todd Vandenavond**, Sourcing Operations (03)

**Annette Vorwerk**, Occupational Health and Environmental Safety (21)

**Joseph Weiss**, Construction and Home Improvement Markets (23)

**Jean Wendlandt**, Industrial Adhesives and Tapes (10)

15 years

- Robert Barr**, Commercial Graphics (03)

**Robert Bodsberg**, Industrial and Transportation Business (31)
- Luiz Claudio Castro**, Construction and Home Improvement Markets (03)

**Michelle Conklin**, Abrasive Systems (27)
- Jay Esch**, Corporate Research and Development (14)

**LaVerne Eubanks**, Office Supplies (17)

**Dr. Mark Gehlsen**, Optical Systems (03)
- Margery Kosch**, Materials Resource (25)

**A. Lindgren**, Office Supplies (05)

**David Mahoney**, Electrical Markets (17)
- Lisa Molinaro**, Home Care (23)

**Scott Nelson**, Drug Delivery Systems (31)

**Ilyess Romdhane**, Corporate Research and Development (10)
- Mary Smith**, Administrative Services (17)


**Suzanne Strom**, Office Supplies (30)

**Pang Thao-Yang**, Human Resources (10)
- Robert Theilen**, CUNO Incorporated (01)

**Lawrence Zazzera**, Electronics Markets Materials (03)

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People & Events

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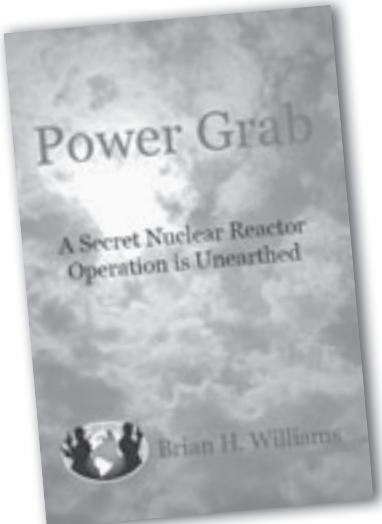
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**Author, 3M retiree in 2001, has recently published his first in a series of novels:**

*“U.S. military intelligence is masked in traditional secrecy. Power Grab takes a peek behind its mask and attempts to give the elusive phantom a face.”*

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Of Bloomington  
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BLOOMINGTON, MN  
**CRAIG LAMMERS 952-888-5555**

Retirements

- Sandy J. Aken, January 1 (31)

Randall W. Allen, December 1 (40)

Barbara R. Eggers, December 1 (34)

Joan H. Frank, December 1 (15)

Jean (J.P.) P. Goetstouwers, January 1 (37)

Betty J. Hanegraaf, January 1 (34)

Todd W. Johnson, January 1 (23)

Kim G. Koski, January 1 (13)

Elizabeth A. Michealson, December 1 (38)

Bill Nelson, December 1 (23)

Ev Osten, January 1 (41)

Lorin R. Robinson, December 1 (24)

Lyn B. Sandeen, January 1 (35)

Susan M. Schaffer, December 1 (27)

Lucinda A. Schaffner, December 1 (20)

Roxanne S. Sittlow, January 1 (34)

Peggy A. Spofford, January 1 (34)

Gary W. Symes, November 1 (35)

John R. Tapp, October 1 (26)

Jan K. Wentzel, January 1 (16)

Bill Zapata, December 1 (36 )

**3M Retirement Information Meetings**  
**When:** Once per month  
**Where:** Corporate Auditorium (Building 225-2N) at 3M Center in St. Paul; also available by telephone or on Sametime  
**What:** Retirement Information Meetings for nonunion employees participating in the Portfolio I retirement program who are considering retirement. Conducted by the 3M Total compensation Resource Center, each meeting will provide an overview of 3M retirement benefits, how to elect retirement and what to expect after retirement, as well as a question-and-answer period. No sign-up is required. Employees can go to 3M Source to review and print the meeting schedule, telephone and Sametime access instructions, the presentation and other information prior to the meeting (paper copies will not be provided).  
**For more information:** Log on to 3M Source and follow these links from the home page: Life & Career, Retirement (401(k), Pension, Retiree Medical), Retirement, 2008 Retirement Information Meetings.

Retirement date	Submission deadline	Stemwinder issue date
Feb. 1	Jan. 5	Jan. 13
March 1	Feb. 2	Feb. 10
April 1	March 2	March 10
May 1	April 6	April 14
June 1	May 4	May 12
July 1	June 1	June 9
Aug. 1	July 6	July 14
Sept. 1	Aug. 3	Aug. 11
Oct. 1	Aug. 31	Sept. 8
Nov. 1	Oct. 5	Oct. 13
Dec. 1	Nov. 2	Nov. 10
Jan. 1, 2010	Nov. 30	Dec. 8

**Submit your retirement announcement online:** intranet.mmm.com/cmpa/publications or search intranet keyword ‘Stemwinder Retirements.’  
**Contact:** Barb Breault at (651) 737-4262  
**Who's eligible —** Retirement announcements are 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.

If you submit your retirement announcement to *3M Stemwinder* after the deadline it will appear in the next available issue.

Deaths

If you need to report a retiree death, contact 3M FIRST Line Center at 1-888-611-5500.

The following retiree deaths were reported to 3M between Sept. 1-30

- Antony, Virgil P.

Archer, Ralph R.

Baughn, Luther

Beckham, Samuel B.

Berardi, Daniel M.

Bongard, John A.

Bradt, Arnold L.

Brown, Donald A.

Brown, Floyd W.

Burr, Margaret M.

Carr, Leon C.

Crawford, Bernard J.

Dodge, Lucille A.

Drasen, Joan E.

Harms, Esther K.

Hawkinson, Jerry L.

Hoolihan, James G.

Hoover, James B.

Horsfall, Hugh J.

Irwin, Rex R.

Johnson, Donald J.

Kielma, Harry J.

Koehn, Frederick W.

Kolbeck, Richard P.

Lasher, Arthur

Lee, Elizabeth A.

Link, James

Matson, Charles E.

McMaster, Joseph

Moore, Charles

Neilson, Joseph E.

O’Hanlon, Vera C.

Olson, Harold P.

Olson, Willis J.

Owen, Richard

Parrish, Richard A.

Petek, Olga T.

Peterson, Carol M.

Plante, Cynthia F.

Pollock, Wendell F.

Prince, Gordon R.

Raney, Woody W.

Rodolakis, Rita

Rupert, Helga

Rutherford, George

Schlicht, Patrick J.

Schmid, Jack R.

Searles, James A.

Shoop, James L.

Skalicky, Francis E.

Strhele, Hertha L.

Sturzenbecher, Marian C.

Vanauken, Robert L.

VanZuiden, Randy L.

Witte, Mary A.



# People & Events

# The Hamline MBA


Info Session

Tuesday, January 13

6 p.m.

Hamline University  
Saint Paul Campus  
Law/Graduate Schools Building  
Room 106

RSVP at:  
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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

3Msource.mmm.com/wps/myportal/3M/en\_US/life-at-3m/US-groups-deals/3m-club-st-paul/

Tartan Park will be closed Dec. 22- Jan. 2 — Happy Holidays!

Events and Dining  
Specials at Tartan Park

**Casino Night**  
**When:** Saturday, Jan. 31, 6 to 9:30 p.m.  
**Where:** Tartan Park Clubhouse  
**Cost:** \$20 – Order form available at all 3M Club ticket windows and on the 3M Club Web site.  
**Contact:** (651) 733-3466

**Lutefisk for Lunch**  
**What:** Come celebrate the holidays with a traditional meal of Lutefisk. A buffet will be offered with additional entree, soup and salad.  
**When:** Weekday Dec. 19 from 11:15 a.m. to 1:30 p.m.  
**Where:** Tartan Park Clubhouse  
**Cost:** \$10.50 per person  
**Contact:** (651) 733-3476 for reservations or visit the 3M Club web site for more details.

**Lutefisk Lovers (and their friends) Holiday Buffet**  
**What:** Menu includes lutefisk, Swedish meatballs, pork loin with apple chutney, oyster stew, lefse and more.  
**When:** Friday, Dec. 19, 5-8:30 p.m.  
**Cost:** \$15.95 adults; \$6.95 children 5-10  
**Contact:** (651) 733-3476 for reservations or visit the 3M Club Web site for more details.

**Make Your 2009 Plans Now**  
**What:** 27-hole golf course and beautiful picnic pavilions  
**When:** Available in season  
**Picnic reservations:** (651) 737-8902  
**Golf tournament reservations:** (651) 733-3480  
**Web site:** Visit the 3M Club Web site for more details

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# People & Events

## 3M Club

**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, hockey and more
- Discounted tickets: sports and events
- 3M Club subsidized events
- To join 3M Club, call Kris Hallis at (651) 736-0653 or visit the 3M Club Web site located on 3M Source, Life and Career.

**3M Club Office at Tartan Park**  
11455 20th St. N., Lake Elmo, MN 55042  
**Phone:** (651) 733-3466  
**Fax:** (651) 736-0506  
**New seasonal hours of operation:**  
Oct. 1-April 30 — Monday through Thursday:  
9 a.m.-1:30 p.m.; Friday: 9 a.m.-noon  
(Holiday hours — closed Dec. 22-Jan. 2)

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

**3M Club Ticket Windows**  
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. (Holiday hours - Dec. 24 and Dec. 31 will close at 1 p.m.)  
**Building 275 ticket area (located in company store) —** Wednesday and Friday, 10:30 a.m.- 1:30 p.m. (Holiday hours - Dec. 19, 10 a.m.-2 p.m.; closed Dec. 24 and Dec. 31)

For information on all listings, visit the our Web site:  
**3Msource.mmm.com/wps/myportal/3M/en\_US/life-at-3m/US-groups-deals/3m-club-st-paul/**

## New from 3M Club

**3M Photo Calendars 2009**  
**What:** Calendar features winning photographs from 3M employees around the world. Division or department orders and personal orders welcome.  
**Cost:** \$7.50 each  
**Contact:** Order forms available on the 3M Club Web site or call the 3M Club office at (651) 737-8902

## 3M Club Employee Discount Program

**3M Club Discounts**  
**What:** Tickets, coupons and discounts  
**Where:** 3M Club ticket window or 3M Club Web site  
**Contact:** (651) 733-3466  
**3M Club Perks**  
**What:** National discount shopping site  
Holiday bonus points offer. Visit their Web site for details.  
**Web site:** 3m.corporateperks.com  
(Password: 3MCLUB)

**Corporate Shopping Co.**  
**What:** Discount shopping Web site  
**Contact:** 3M Club, (651) 733-3466  
**Web site:** values.corpshoppingco.com  
(Password protected, and you create your own profile when you register.)

**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)  
**Contact:** Christal Hoffman at (651) 736-2716  
**Web site:** Current offerings available online only at: www.broadwayacrossamerica.com/groupsales/  
**Password:** mmmtickets

**Employee Printing Services**  
**What:** Save up to 40 percent on wedding invitations, thank-you notes, anniversary invitations, napkins, accessories, etc. Sample books and order forms available at all ticket locations.  
**Web site:** www.employeeprinting.com (use company I.D. “1441030” and password “EPS”)

**GE Marketplace**  
**What:** Shopping discount  
**Web site:** https://www.register2buy.com  
(Authorization code: MMEXTTG)

**Guthrie**  
**What:** 20 percent to 50 percent discount on selected performances and season packages.  
**Contact:** Call (612) 377-2224 and ask for “CA” pricing

**Guthrie Theater presents “Shadowlands”**  
**When:** Now through Dec. 21  
**Cost:** To purchase tickets, call the Guthrie at (612) 377-2224 and request 20 percent corporate discount.  
**Web site:** www.guthrietheater.org/

**Hennepin Theatre District Offers Discount Theater Tickets**  
**What:** Priority seating, discounted prices, no TicketMaster fees  
**When:** Ongoing  
**Where:** Orpheum, State, Pantages theaters  
**Contact:** (651) 737-2716  
**Web site:** www.broadwayacrossamerica.com/groupsales/  
Password: mmmtickets

**HP and Compaq Discounts via the Employee Purchase Program (epp)**  
**Web site:** www.hpshopping.com/epp  
(Company Code: 3616)

**MERSC**  
**What:** Minnesota Employee Recreation and Services Council (MERSC). MERSC offers a multitude of shopping discounts.  
**Web site:** www.mersc.org

**Minnesota Children’s Museum**  
**What:** Corporate discount card. Save \$2 on each museum admission. Cards are available at all 3M Club ticket locations or call (651) 733-3466. 3M employees are also eligible for a \$5 discount on museum membership.  
**Contact:** Membership levels, pricing and benefits, call (651) 225-6004, visit Web site or e-mail membership@mcm.org.  
**Web site:** www.mcm.org

**Minnesota Opera**  
**What:** Receive 10 percent off unlimited number of individual tickets to any production.  
**Contact:** Ordway, (651) 224-4222, identify yourself as a 3M employee and give the sponsor discount “C” to receive discount.

**Minnesota Zoo**  
**What:** Discount cards available at all 3M Club ticket windows.  
**Cost:** \$2 off adult zoo admission, \$1 off child and senior zoo admission, and \$1 off IMAX admission  
**Contact:** (651) 733-3466

**Penumbra Theatre Company**  
**What:** 3M employees will receive a special discount for performances at Penumbra Theatre Co.  
**Cost:** Tickets for all shows in the 2008-09 season are \$20. Use ticket code “3M” when ordering tickets.  
**Contact:** Call the Box Office a (651) 224-3180 or order online at www.penumbra theatre.org

**Science Museum of Minnesota**  
**What:** 15 percent discount. Show proof of employment when purchasing tickets.  
**Contact:** (651) 733-3466

**Sesame Street Live – Elmo’s Green Thumb!**  
**When:** Saturday, Jan. 17, 10:30 a.m.  
**Where:** Target Center, Section 136, lower level  
**Cost:** \$17.25 each — Order form available at all 3M Club ticket windows and on the 3M Club Web site.  
**Contact:** (651) 733-3466

**Stars on Ice**  
**When:** Sunday, Feb. 22, 3 p.m.  
**Where:** Xcel Energy Center, Section 113  
**Cost:** \$20  
**Contact:** (651) 736-2716

**World’s Toughest Rodeo**  
**When:** Saturday, Jan. 31  
**Where:** Xcel Energy Center, Section 115  
**Cost:** \$29 adults; \$18 children 12 and under  
**Contact:** Christal Hoffman (651) 736-2716

## 3M Club Activity Clubs

**American Legion Post 599**  
**What:** American Legion Post 599 is looking for new members. Veterans of all wars are eligible. Participate in civil and social functions. Meet new friends with similar interest. Founded by 3M in 1945.  
**When:** Call for meeting times  
**Contact:** Len Jablonski, (651) 779-6299

**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  
**Contact:** Brian Ronningen, (651) 733-6498  
**Web site:** www.geocities.com/ourchessclub/

**Clown Club**  
**What:** Provides opportunities for people who work at 3M (including retirees and family members) to pursue their interest in clowning. Skills you can learn and share with others include costuming and makeup, face painting, creating balloon animals, performing magic, juggling, and acting in skits.  
**When:** Second Wednesday of each month  
**Where:** Building 222-2 Cafeteria  
**Hours:** 4:45 to 6 p.m.  
**Contact:** Mary Urban, (651) 733-6388  
**Web site:** home.comcast.net/~getaclown/

**Dog Obedience Training Club (DOTC)**  
**What:** Level 1 Beginner, Puppy, Level 2 Intermediate  
**When:** Sundays, 4-7 p.m., Jan. 4-Feb. 22  
**Where:** Pet Junction in Shoreview (I-694 and Rice Street)  
**Membership:** DOTC members, family, friend; at least 15-years-old  
**Contact:** See the 3M Club Activity Calendar for contact information.

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.				
Nickelodeon Universe .....	\$28.00	___ Metro Dining Club Cards .....	\$20.00	___
Muller Family Theaters.....	\$6.50	___ Happenings Books.....	\$30.00	___
Regal/United Artist .....	\$6.50	___ Underwater Adventures		
AMC .....	\$6.50	___ Adult (13 & older yrs.).....	\$11.00	___
		___ Child (3-12 yrs.) .....	\$6.50	
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

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Sometimes the market reacts poorly to world events, but just because the market reacts doesn't mean you should. Still, if current events are making you feel uncertain about your finances, you should schedule a complimentary portfolio review. That way, you can make sure you're in control of where you want to go and how you get there.

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14041 Burnhaven Drive, #140  
Burnsville, MN 55337  
952-892-7533

Tony McNeil  
13786 Frontier Ct. Ste. 105  
Burnsville, MN 55337  
952-431-3853

COTTAGE GROVE

Pete Danilaitis  
7420 80th St. So Suite 202  
Cottage Grove, MN 55016  
651-459-1513

HUDSON, WI

Ron Jenkins, AAMS  
1810 Crest View Drive, Ste. 2A  
Hudson, WI 54016  
715-377-9812 • 1-877-377-9812

Ronald Weiler  
325 Vine Street  
Hudson, WI 54016  
715-386-7337 • 1-800-440-7337

LAKE ELMO

John Mead, AAMS  
10390 39th St. N., Ste. 5  
Lake Elmo, MN 55042  
651-777-7603

MAPLEWOOD

Richard Dunn Jr.  
1690 North McKnight Rd. Ste. E  
Maplewood, MN 55109  
651-770-2252

MARINE ON ST CROIX

Kathelen L Weinberg & Heidi R Gemuenden  
41 Judd Street  
Marine On St Croix, MN 55047  
651-433-1776

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Bob Barmore  
201 Silver Lake Road  
New Brighton, MN 55112  
651-633-8998

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Oakdale, MN 55128  
651-501-4629

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River Falls, WI 54022  
715-426-6652 • 1-800-443-8730

ST. PAUL

Brian Muller, AAMS  
615 Grand Avenue  
St. Paul, MN 55102  
651-224-3072

SOUTH ST. PAUL

Steve Doody, AAMS  
100 Bridgepoint Dr, #130  
South St. Paul, MN 55075  
651-451-4793

STILLWATER

Bonnie L. Bakke, AAMS  
275 South Third Street, Ste. 102  
Stillwater, MN 55082  
651-439-9062

WHITE BEAR LAKE

Chuck Edson  
2208 3rd St.  
White Bear Lake, MN 55110  
651-429-1210

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Woodbury, MN 55125  
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Genealogy Club

What: Tom Rice, professional genealogy researcher, author and lecturer, will present "Using the Family History Library Online Catalog to Best Advantage."  
When: Tuesday, Feb. 10, 5 p.m.  
Where: Building 275 Baltic Room  
Membership: Interest in family history and genealogy. Beginners always welcome.  
Contact: Ted Whitney at (651) 735-2504  
Web site: mmmgeneclub.org/

Home Improvement Club

What: We will have a guest speaker from Lamperts, a building materials supplier. Come and hear about kitchen remodeling and design and what to look for when choosing kitchen cabinets.  
When: Friday, Jan. 9, 11:30 a.m.-12:30 p.m.  
Where: Building 275 Baltic Room  
Membership: Everyone is welcome  
Contact: Sherry Holtmeyer, (651) 458-2518

MiniMunchers

What: Split the pot! First-quarter MiniMunchers contest. Lose 10 lbs. and split \$500. Annual dues are \$10. New members get first four weeks free.  
When: Begins the week of January 5, and runs through the week of April 6.  
Contact: Jo Borchers, (651) 736-3898 or via e-mail

Outdoor Club

What: Upcoming meetings:  
Jan. 21 — Presentation topic is "Travels to Machu Picchu" by John Wayne Koethe;  
Feb. 11 — Topic is "Volunteer Trail Clearing in the Boundary Waters" by Steve Cinnamon  
March 18 — Kate Havelin, local author of The Best Hikes of the Twin Cities will present.  
When: 11:30 a.m.-12:30 p.m.  
Where: Building 235-D220  
Membership: All are welcome  
Contact: Martin Kubik, (651) 778-5285 or e-mail: bwcakubik@mmm.com or Joel Gardner, (651) 778-4007 or e-mail: jgardner@mmm.com  
Web site: bwac.homestead.com/

Pool Club

What: Now accepting registrations for the 2008/09 season which runs from Sept. 29 through March. Play is every Monday evening at the Rack Em Up Billiards in Oakdale. The game is Straight Pool (14.1 Continuous). A handicap system is used so all skill levels are welcome.  
Contact: Call Paul Gorgos, (651) 730-4468 or Jim Blasko, (651) 733-1873, for more information  
Web site: www.fryar.org/pool

Quilting Club

What: Learn, exchange ideas and share quilting knowledge during monthly meetings and open quilting sessions. We offer demos, classes and a place to gather with other quilters.  
When: Monthly lunchtime meetings in Building 225 and open quilting nights in Building 275  
Contact: Diane Wicker, (651) 733-2322  
Web site: intranet.mmm.com/activityclubs/quilting

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

Scrapbooking Club

What: Annual membership drive. There will be Make-and-Take projects from 5 p.m. to 7 p.m. and a crop until midnight.  
When: Friday, Jan. 9  
Where: Building 222 Cafeteria  
Membership: 3M employees, retirees, spouses/dependents and sponsored guests  
Contact: Barbara Flanagan (651) 736-9003  
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

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.symphonyinfo.org

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

Tartan Toastmasters Club

What: Improve your public speaking skills in a nonthreatening environment through practice and critique. Multiple educational paths create challenges for every level of speaker, from novice to expert.  
When: Tuesdays at 11:30 a.m. to 12:30 p.m.  
Where: Building 225-4S-Conference Room  
Contact: Katie Dailey, (651) 737-3138  
Web site: intranet.mmm.com/activityclubs/tartan/

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 Conference Room C-1  
Contact: Randy Brown, (651) 737-9428; Teri Bennett, (651) 733-0007  
Web site: intranet.mmm.com/activityclubs/windchimes/



# Buying & Selling

## Classified ads

### 3M Stemwinder Want ads/Classified ads discontinued

In response to a recent readership survey and a general decline in want ad submissions — due to the popularity of on-line ad services such as craigslist and eBay — 3M Stemwinder has discontinued the employee and retiree Want ad/Classified ad program.

Questions: 651-737-2266

Classified ads for future issues that were submitted and paid for prior to Oct. 21 will continue to run in 3M Stemwinder through the Jan. 13, 2009 issue. However, no new ads will be accepted.

### Real Estate

**Fount. Hills, AZ,**furn 2BR condo, pool+ jac. mthly Nov-May \$1900 612-940-8935

### Rentals

**Hudson. Personal** office and lab space, ideal for retirees and employees in transition. Call Jim 651-491-2486

### Services

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**Construction** - Bsmts, Decks, Framing, Concrete, Tile, Shtrock 651-470-7258

**Handyman** all areas, quality work for home remodeling needs 651-731-9853

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

**Rivertown Flooring,** Tile, wood, carpet Call for free estimate. 651-303-2142



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