



Local Feature

Building a Business
and Growing a Family



As the holidays approach, we love to hear and read about kindness and human compassion. I recently toured a large coatings plant and found the human side to be the actual story of success.

In 1996 Larry Boville Sr and his son, Larry Jr. began renovations of a chicken house on Leighty road near Smithville and marked the beginning of a new business. Boville Industrial Coatings is a remarkable Company that now fills two buildings and employs 38 people. The Company applies coatings to armor plating for military equipment, wheels for tow motors, visors for Peterbuilt trucks and just about anything else that needs a perfect, durable finish. While it is almost cliché to say our Company is as good as its people, this is where the real story exists with Senior and Larry Junior's Company.

Both Larry and father have a heart for people and search for the most troubled individuals to bring into their company and reform. Along the tour Larry pointed out one individual that is supervising a half-million dollar paint line. The manager came to Larry Junior five years ago and said to him, "I heard you give people second chances." He revealed his checkered past and said he was starting over but couldn't find anyone to hire him. Larry gave him that second chance. Larry is also proud of the loyal individuals that were found through the local career center. "When we add to our staff, I like to contact the vocational school and ask for the most troublesome individual they have" said Junior.

Larry Junior has a remarkable relationship with his father and passes that on to the individuals he mentors. It was common to see these young men greet Larry with a hug as we passed in the plant. "Some of these guys have never had anyone care for them or hold them accountable," said Larry. Making them come to work, taking them to court to avoid jail, shopping for an apartment to remove them from an abusive home typically does not fall under the employee employer relationship, but Larry Junior and his father do all of this and more out of love for these men.

The investment in people is propelling Boville Industrial Coatings to success as Senior and Larry Junior are watching sales grow with zero defects and a team that watches out for each other. The Boville's follow the motto: "Treat your customers like friends, treat your employees like family." Junior likes to say, "We're growing and making money and we want them to come along with us; after all, they're the ones with the paint on their hands and the sweat on their brows."

Inside Insurance: Automobile Crash Avoidance Technology

Technology is ushering in many advances that promise to make our time on the roadways safer. New technology, such as forward collision warning and lane departure warning, offer the most promising advances for improving highway safety by issuing audible or visual warnings that prompt drivers to take corrective action.

Forward collision warning systems operate in a number of ways depending on the auto manufacturer. In some models an alarm will sound, or flashing lights will warn drivers of an impending hazard. In other cases if a crash is imminent, safety belts will tighten and brakes will be applied automatically. While brakes are often applied in frontal or front-to-rear crashes, the time it usually takes for a driver to react is reduced, and the automatic braking function of the forward collision warning system should at least lessen the impact of the crash.

The lane departure warning system detects when a driver has drifted out of his or her travel lane and alerts the driver through vibration transmitted through the steering wheel.

Most occupant deaths occur in frontal crashes. If a fraction of the total number of frontal crashes each year could be avoided and the severity of these crashes reduced, these new technologies could substantially impact highway safety.



Hummel Holiday Recipe: by Kathy Mullen

With the holidays coming upon us, I thought you might enjoy a twist to the "traditional" pumpkin pie for Thanksgiving. This is a very different approach to the pumpkin at Thanksgiving. Try it out this year for your family's gathering. I am sure it will be a hit.

Pumpkin Dump Cake

30 oz can of pumpkin

2 eggs

$\frac{3}{4}$ c sugar

2 tsp pumpkin pie spice (or 1 tsp. cinnamon, $\frac{1}{2}$ tsp nutmeg, & $\frac{1}{2}$ tsp cloves)

1 can evaporated milk (1 $\frac{1}{2}$ cups)

1 box yellow cake mix

1 stick melted butter

Chopped pecans if desired

"Dump" first five ingredients in bowl and mix until blended with mixer. Pour batter into greased 9x13 pan. Sprinkle dry yellow cake mix over mix. Melt butter and pour over cake mix. Bake 1 hr. at 350 degrees, placing chopped pecans on top after first half hour.

* If using pie filling, that already has spices in it, do not add any more spices. Only use the dry spices if the pumpkin does not have spices in it.



Hummel Group

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Happy Thanksgiving!