

# Dotson Dispatch



**Denny Dotson**

**Jean Bye**

**Jean Bye, on January 8, 2010, was promoted to President and CEO of The Dotson Company. Jean has 35 years of foundry experience and has been responsible for all plant, administration, IT and engineering activities for the past few years. Jean's passion is taking the eight wastes out of our customer's value stream and making the flow of orders through Dotson seem effortless to the customers.**

## 50th & Final Dotson Dispatch

It was 32 years ago on January 8th when, upon the death of my father, I became president of the company. For all of us with gray hair, it seems like yesterday.



Denny & Jerry Dotson in 1973

Looking back, what I remember most is that the employees rose to and met or exceeded every challenge. The company has been blessed, though all our 134 years, with people who are engaged and want to be involved in the continuous improvement of the company. It has been my good fortune to lead this amazing group.

Given enough time, organizations will take advantage of the leader's strengths and compensate for the weaknesses. Jean understands how true this statement is as she has been tasked with covering for my weaknesses. I was able to point the way and Jean made it happen with 18 consecutive profitable years. Together we have provided what the company needed.



Jean started working summers at the foundry in 1974. Her undergraduate degree is from Concordia and she has an MBA from Minnesota State University, Mankato. She is on the board of the

Ductile Iron Society and has been on many community boards. Jean with her husband Tim have three children.

In the Dotson Dispatch issue #1 of 50, dated December 1998, we highlighted a number of firsts in the history of company.

- The foundry was one of the first in Minnesota, founded in 1876.
- The world's first V-8 engine was designed and poured by the company in 1907.
- 1914 the company produced the first of 500 farm tractors.
- 1945 the "Little Giant" power forging hammer became the world's standard.
- 1967 first foundry in Minnesota to install pollution control system on cupolas.
- 1969 first Minnesota foundry to purchase a Hunter automatic molding machine.
- 1989 first foundry to use inline testing for Magnesium.
- 1997 first Minnesota iron foundry to be certified ISO9002.

The past ten years have also included many firsts for the company.

- 2001 first economic downturn without a major layoff, employees worked on training and projects.
- 2002 first automatic grinders in North American for low volume castings.
- 2004 first auto pouring in North American at a jobbing foundry


- 2007 first jobbing foundry with lean flow from molds to shipping box in 3 hours
- 2009 survived the recession's 41% sales downturn without a major layoff and earned a profit.

With Jean's leadership, the firsts will continue. In 2010 the company is starting up an onsite machining operation. The goal is to provide customers with a fully machined part in just hours longer than the rough casting lead time. In the coming years we will totally replace our melting operation. The goal for this project is to automate 100% of the charging portion and provide any type of metal at any time.

I took over a good company from my father and made it better, Jean has this same challenge. It is my deep belief that with Jean's leadership, drive and commitment, the company will go from "Good to Great" (as described by the author Jim Collins in his book).

Employees are the success core of any company. However, companies don't survive and grow without customer, supplier and community support. It has been my pleasure to work closely with all our stakeholders and I sincerely appreciate their contributions.

I will continue as Chairman of Dotson Iron Castings staying connected and enjoying the progress of an incredible team.

  
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