

February 18, 2009

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Could there be a pot of gold somewhere in Linde's City of Industry location?

Linde news archives for North America

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Dr. Reitzle addresses RBU North America employees



Dr. Wolfgang Reitzle, Linde Group CEO

Dr. Wolfgang Reitzle, CEO of The Linde Group addressed the employees of RBU North America on Wednesday, February 18 from Linde's North America headquarters in Murray Hill, New Jersey. Dr. Reitzle discussed Linde's position in the wake of the current global economic downturn. He also shared his vision of Linde becoming a High Performance Organization and explained why this objective is particularly important to Linde at this time.



Warren Arenz

Press Release: Linde names Warren Arenz head of safety, health, environment and quality

Murray Hill, New Jersey, U.S., February 11, 2009 – Linde North America has named Warren Arenz head of Safety, Health, Environment and Quality (SHEQ).

Linde North America is a member of The Linde Group, a world-leading gases and engineering company.

Arenz will be responsible for improving safety performance in Linde North America and for continuing Linde's certification under the American Chemistry Council's Responsible Care® program, a globally recognized management system aimed at helping companies improve performance in safety, health, environment and security. Arenz will be based at the company's North American headquarters in Murray Hill, New Jersey.

Pat Murphy, president of Linde North America, said, "Our SHEQ programs are designed to safeguard the health and wellbeing of our employees, customers, neighbors and partners. Warren's experience and leadership qualities will help Linde accomplish these goals."

Arenz joined Linde in 2001 as a plant manager in Dallas, Texas. Since then he has held various positions of increasing responsibility, including regional operations manager for the packaged gas business. Prior to his new position, he was U.S. operations manager for Linde's packaged electronic gases business as well as Linde's bulk and on-site electronic gases operations. Before joining Linde, Warren was operations, maintenance and quality manager for General Motors.

Arenz holds a Bachelors degree in industrial engineering from Texas A&M University and a Masters in Business Administration from the University of Phoenix.

2009 benefits open enrollment confirmation statements being mailed for U.S. employees

Statements showing the choices made during the benefits open enrollment period are being mailed to employee homes this week. There is a new look to these statements which have been designed to provide more information to employees in an easy to understand format.

Please take time to review this information and let Employee Services know if you see any differences between this statement and your selections no later than March 2, 2009 so that the proper changes can be made. Employee Services can be reached at (800) 833-9313, Option 1 and then Option 1 again, or by email at HRDirect.us@linde.com.

Complete travel and expense policy details now available on RBU Intranet

On December 11, 2008 a travel and expense communication was sent out to all North America employees outlining steps to significantly reduce travel costs. The communication included an abbreviated version of policy and was followed by seminars conducted by the finance team. These sessions generated a number of questions which are addressed in the policy document now posted on the RBU intranet.

Please use the link below to access the full policy.

[Travel & Expense Policy](#)

American Express announces increase in delinquency fee

Beginning April 21, 2009, the minimum Delinquency Fee will change from \$29 to \$39. All U.S. Corporate Card and Central Bill Accounts with billing statements closing on and after April 21, 2009 will be subject to a \$39 late fee, if applicable. Your account will be charged a flat rate of \$39 at approximately 45 days and each late fee assessed at approximately 60, 90, 120, etc. days past due will be the greater of \$39 or 2.99% of the amount that remains unpaid. Late fees will only be assessed when the amount of past due charges is greater than \$35.

Please be reminded that it is the employee's responsibility to keep the account current and that late/delinquency fees issued by American Express will not be reimbursed under any circumstance. Employees should submit expense reports in a timely manner and approving managers should approve in a timely manner to avoid these fees.

As a preventative method and to avoid delinquency fees, we recommend that you leverage services offered with account alerts through Manage Your Card Account (MYCA) on the American Express website. The current account alerts that are available to you are: Payment Due Date, Payment Received and Balance Update.

If you are not already enrolled in MYCA, please follow the steps below to register for account alerts.

1. Go to www.AmericanExpress.com/checkyourbill
2. On the left of the home page select "First Time User"
3. Follow the three steps to register your card in MYCA
4. Under the heading "Manage Your Card Account" to the right of the page
5. Select "Update email settings and select Alerts" and follow the instructions to set up alerts through email to notify you of statement availability – statements are available 24 – 48 hours after the cycle cut date

For more information, please contact American Express Customer Service at 1-800-528-2122.

Central Disbursement Services
Murray Hill, NJ



Managers from Supply South work together in a simulation lead by Matthew Wells to supply their customers through the most efficient and cost effective means possible.

Supply Organization South managers meet, plan and set out to execute

On February 10th and 11th the first meeting of managers from supply organization south was held in Atlanta, Georgia. The two-day event hosted by Tim Wren, head of customer supply south, brought together 30 managers with a combined experience level of nearly five hundred years. The group used the event to focus on strengthening the team and aligning their objectives with the Linde HPO vision.

Matt Wells, head of learning and development was on hand to facilitate an enlightening exercise on the importance of communication and team coordination. The exercise clearly demonstrated how high performance is deeply rooted in the team's ability to communicate effectively and execute efficiently.

Donna Sanders, head of human resources south facilitated a new manager assimilation activity that opened the floor up to a group discussion with questions and answers. One thing became clear. Safety is a chief concern for all managers as the new supply organization moves ahead.

Jason Lacasella, head of safety south discussed the enhanced role of SHEQ in the new supply organization. To ensure continuous improvement in this area, SHEQ will have a more visible role in day-to-day operations. Managers can expect increased face time with their team SHEQ representative and are encouraged to share new ideas and concerns.

"The objectives of the meeting were to promote teamwork across the region, ensure all managers have the vision of our new organization and promote living the four tenets of the supply organization every day," said Tim Wren, head of customer supply south. "We accomplished those objectives and as a result, we are more prepared to lead the organization forward together."

Fred Kinkin head of supply addressed the group providing a comprehensive review of the North American supply organization. Kinkin emphasized the imperative of becoming a high performance organization to remain competitive and achieve Linde's future vision. The managers left the meeting with new perspective, empowerment, and opportunities for driving increased efficiency and continuous improvement.



New agreement with Grainger is electrically charged

Procurement North America is announcing a new enhancement to the Grainger purchasing agreement for MRO (maintenance, repair, operations) products. The industrial supply company headquartered in Lake Forest, Illinois, will now provide Linde North America with consumable electrical supplies.

Faced with hundreds of suppliers, no preferred pricing arrangements, rising freight costs, a need for hard to find products, technical support and repair parts, procurement North America recognized the need to leverage our electrical spend and consolidate purchases. Grainger will provide a competitive total procurement package which will result in reduced costs, improved supplier quality and standardized delivery commitments.

Grainger will provide a wide variety of electrical products to Linde from well known manufacturers such as GE, Square D, Bussman and Thomas & Betts to name a few. With more than 17,000 employees, 2008 sales of \$6.9 billion and more than 400 U.S. locations, Grainger is well positioned to service both our electrical and MRO needs.

"Grainger is not a traditional electrical supply provider," explains Chris Glackin, procurement manager - tonnage & MRO. "However, their strength with electrical lines such as Square D, GE and Bussman make them an ideal choice for these types of consumable products."

Some of the highlights of the new Grainger electrical offering are:

- Fixed pricing until December 31, 2009 for all covered electrical supplies
- Significant savings based on our 2008 electrical purchases from Grainger and others
- Free freight on all ground shipments

Much of Linde North America is already using Grainger for MRO products. To ensure that the benefits of this new agreement and processes are well understood, Grainger and Linde procurement will host several information and training sessions via web cast. These sessions will provide an overview of Grainger's electrical products, training on the use of Grainger's website as well as an overview of the Grainger relationship and 2009 initiatives. The webex training schedule is listed below.

Tuesday, February 24th @ 10:00 a.m.

Dial in number: 888-221-0136 when prompted enter Pass Code 873823

Please click the link below to join the meeting:

[Webex - Tuesday, Feb 24th at 10 a.m.](#)

Password; linde2009

Tuesday, February 24th @ 2:00 p.m.

Dial in number: 888-221-0136 when prompted enter Pass Code 873823

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[Webex - Tuesday, Feb 24 at 2 p.m.](#)

Password; linde2009

Friday, February 27th @10:00 a.m.

Dial in number: 888-221-0136 when prompted enter Pass Code 873823

Please click the link below to join the meeting:

[Webex - Friday, Feb 27th at 10 a.m.](#)

Password; linde2009

Friday, February 27th @ 2:00 p.m.

Dial in number: 888-221-0136 when prompted enter Pass Code 873823

Please click the link below to join the meeting:

[Webex, Friday, Feb 27th at 2 p.m.](#)

Password; linde2009

If you have any questions, please call Chris Glackin, procurement manager, tonnage & MRO at 908-508-2999 or email chris.glackin@linde.com or Tim Mengel, MRO buyer at 724-285-6889 or email Tim.mengel@linde.com

Pot of gold in City of Industry?



Could there be a pot of gold somewhere in Linde's City of Industry location? There might actually be two! This shot of a double rainbow intersecting with Linde's coldbox was taken by Mike Colvin, cluster manager at COI.

Linde InSight Weekly is the electronic newsletter of Linde North America, publishing every Wednesday. Contributions are due the Monday prior to publishing.

If you have any questions regarding Linde InSight Weekly contact Bill Sahner in Corporate Communications, Murray Hill, at 908-771-4740.

The information in Linde InSight Weekly is company confidential and strictly for internal use only