

# THE RADIANT RESEARCH

## CONNECTION

### Radian Becomes an Employee Owned Company

Radian Research embarks on a new beginning. The company was founded by Glenn Mayfield in 1982. As an inventor, Mr. Mayfield pioneered new con-



**Indiana State Treasurer Richard Mourdock with Radian CEO Tim Everidge**

cepts in the field of energy measurement. Since Mr. Mayfield's passing in 2007, I have been working to restructure the ownership in a manner that would allow the company, as well as Mr. Mayfield's legacy, to not only continue but to advance to new levels. After a great deal of research and efforts put forth by a multitude of attorneys, bankers, accountants and other associated individuals, the new structure of the company's ownership was finalized. With the unanimous support of the Board of Directors, Radian Research created a trust and implemented an Employee Stock Ownership Plan (ESOP). As of December 19, 2008, Radian Research, Inc. became a 100% ESOP corporation.

For Radian's employees, they have become beneficial owners. Every effort and contribution by every employee helps to advance the company while also

advancing the value of their personal retirement accounts from the ESOP. This new company ownership structure allows the employees to participate with an entrepreneurial spirit. I believe the new beginning for Radian Research will result in a better performing company whose employees take a personal stake in ensuring that we properly meet and exceed the needs of our customers. The company that Glenn Mayfield created with an idea of how a better performing energy reference standard could be developed has evolved into a worldwide leader of energy measurement and calibration instrumentation poised to continue and advance through the foreseeable future.

Respectfully,

Tim C. Everidge  
President and CEO



### Surprise ... Radian employees become owners!

At an employee meeting everyone opened packages to find their personalized ownership certificate. The State Treasurer and Lafayette Mayor along with local television and newspaper media were in attendance during CEO Tim Everidge's new ownership announcement to the employees.

## Making Room for Growth at Radian

Radian Research, Inc. has been very fortunate to achieve great success and outstanding growth over the past two years. This good fortune and growth has prompted the need to expand and improve our present headquarters in Lafayette, Indiana. The new changes will allow



Radian to operate more effectively while also providing a better atmosphere and work environment for all employees to enjoy. Although the intense construction activity caused some temporary inconvenience, anticipation and excitement of the final outcome made it all worthwhile.

Guests visiting Radian will be treated to a new front reception area that includes accent lighting and new furniture. This



beautifully decorated front entrance area will serve as the portal to Radian headquarters and will portray an identity worthy of Radian's leadership role in the industry.

Five new offices were added as part of the project. These offices house the Quality Manager, Manufacturing Manager, Production Supervisor, Inventory Supervisor, and Purchasing Agent. These offices are strategically located to provide easy access to corresponding activities.

A new engineering lab was built to support Radian's commitment to research and development engineering. The new lab provides an atmosphere conducive to world class engineering by encouraging interaction between engineers and technicians. The new lab houses state of the art equipment, features electrostatic discharge flooring and has a layout conducive to optimum work area safety.

The production area was optimized to provide better work flow and to improve communication between departments. Quality control has been relocated to provide better access for all. Access to production supervisors and the metrology lab has been greatly improved, again optimizing work flow.

The facility changes and improvements completed in 2008 are only the beginning. Further improvements are planned for 2009 in an ongoing effort to provide the absolute finest facility for the Radian Research team.

## Radian Hosts 30 Sales Representatives from 10 Countries



The primary focus of each sales meeting was to provide extensive training on the use and application of Radian products. Along with product training, sales reps were familiarized with Radian's support staff and had the opportunity to share their experiences with other sales agents; with the ultimate goal of better serving the customer. There were also evening dinner events that featured entertainment and awards presentations.

Awards were presented for lifetime achievement and outstanding sales

One of the greatest assets that Radian Research possesses is our Sales Representative Network. Radian has local sales representation in over 50 countries. This sales network is essential to effectively serving a worldwide customer base. Training and development of this sales network is one of the most important roles of Radian's Sales and Marketing team.



Radian hosted two major sales representative meetings in 2008. The North America Sales Meeting featured over twenty sales agents from the US and Canada. The Latin America Sales Meeting focused on sales agents throughout Central and South America, including Mexico. Both meetings were multi-day events held at Radian headquarters in Lafayette, Indiana.



performance in 2007. CB Associates from New Jersey tied with McAvoy & Markham from Southern California for Top Domestic Sales honors. Top honors for Overall Sales went to Marco Calderon and his team at Mabrex in Mexico. Special lifetime achievement awards were presented to Rod



Walker from Pacific Metering in Oregon and to Carlos Euscate of Edex in Peru.

## Radian's Chairman appointed to the Executive Council of the Inter-American Metrology System



**Ed Nemeroff**

Radian's Chairman of the Board of Directors, Ed Nemeroff, was appointed to the Executive Council of SIM (Sistema Interamericano de Metrologia). Ed is part of the US delegation and will be representing NCSLI to the SIM organization. NCSLI is the world's largest trade association dedicated to the field of measurement science. Ed has been involved with SIM on previous occasions and is a past President of NCSLI.

The Inter-American Metrology System (SIM) resulted from a broad agreement among national metrology organizations from all 34 member nations of the Organization of American States (OAS). SIM was created to promote international, particularly Inter-american, and regional cooperation in metrology. SIM is committed to the implementation of a Global Measurement System within the Americas, in which all users can have confidence. Working towards the establishment of a robust regional measuring system, SIM is essential for making the development of a free trade area in the Americas possible.

Active involvement in SIM is consistent with a Radian Research marketing initiative to promote laboratory reference systems and standards to National Metrology Institutes (NMIs) worldwide. Radian is very fortunate and proud to utilize Ed Nemeroff's

vast experience and knowledge in the area of international metrology to help better serve the NMI market worldwide. There are presently twenty NMIs that utilize Radian Research AC Energy reference standards. Radian's ultimate goal is to have a Radian reference standard at every NMI in the world.



## ISO 9001-2000 Certificate of Approval

Radian is pleased to announce that Lloyd's Registrar (LRQA) recently issued Radian Research its fourth consecutive ISO 9001 "Certificate of Approval" (Certificate UQA 0111569/B – Certificate Expiry: October 31, 2011). Radian received our first ISO 9001 certificate in October 1999. We are proud of this achievement and will continually strive to improve our quality system, products, and services.

*The Radian Research Connection is a newsletter published by Radian Research, Inc. Any comments or suggestions are welcome. Please address all information to Radian Research, Inc. Attn: Bob McIntyre 3852 Fortune Drive Lafayette, Indiana 47905 or email to bob@radianresearch.com*