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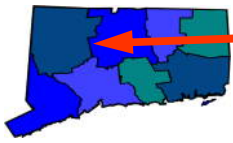


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Newington, CT



The Sousa Corp. was founded in 1963 when Norman W. Sousa, Sr. purchased the assets of The Bennett Metal Treating Company. Bennett Metal was founded by Mr. Bennett somewhere near the beginning of the 20th century. He was a unique and very industrious individual and was a one armed blacksmith. The company changed ownership to a Mr. John German who hired young Norman Sousa, Sr. in 1947. It didn't take Norman, Sr. long before he learned the heat-treating business and he was promoted to Manager.

Once again the Bennett Metal business was sold to new investor owners, Frederick H. Waterhouse, William J. Luby and Joseph B. Burns. Norman, Sr. ran the business and, knowing the customers, convinced the owners to improve the technology to keep pace with industry needs. In 1954 he implemented the purchase of a Dow integral quench furnace and from that step, the modernization began. The owners were just absentee, investment owners, who had other investment opportunities to attend to, so they put



An impressive line of carburizing furnaces fill the left wall of the shop, while the right side wall is a wall of state-of-the-art vacuum furnaces.



Norm Sousa, Jr. has been involved with the company for 43 years and now, third generation, Andrew, Amanda and Kate are stepping up to the plate.

the business up for sale. Norman, Sr. saw his opportunity and decided to take out a loan to buy the business. In 1963 Norman was the proud owner of a heat treating business, and The Sousa Corp. was born. He immediately added a C.I. Hayes bright hardening furnace, and the antiquated oil fired carburizing furnaces were replaced with two L&N Homocarb furnaces.

Norm, Jr. joined the company in 1971 and in the late 70s a new addition was put on the building. The added space allowed a second, larger Dow integral quench furnace, and Dow tempering furnaces to be added. Next came the addition of two vacuum furnaces, the black oxide finishing



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In the past 12 years, the family aspect of the business has also grown. Norman's son, Andrew Sousa, and son in law, Eric Eddy, now serve as Vice Presidents, and his daughters, Amanda Eddy and Kate Desjardins, are the business managers. Norman's other son in law, Damon Desjardins, also recently came on board. Thus, all of Norm's children are proud to carry on the tradition that their grandfather started.

In 2011 Sousa Investments LLC, comprised of Norman and his children, purchased a new facility in Newington, CT. The new building is much larger, over four times the size of the West

Hartford location, and more modern. Over the course of the next year the business was moved piece by piece, until finally closing



The right hand vacuum furnace is the newest addition to the shop with more and more customers wanting the bright and shiny heat treatment for their needs.

line, a Cincinnati Sub Zero freezer, a metallurgical lab with a Tukon Microhardness tester and a Kevex X-Ray spectrometer, which rounded out the equipment upgrades. Since buying the business in 1993, Norman has continued to expand and modernize the business. Two additional larger and more sophisticated Seco Warwick vacuum furnaces were added. The hardness testers were all upgraded to digital hardness testers, some with



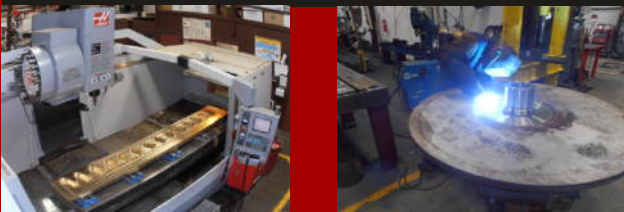
Andrew Sousa standing by the digital chart recorder for the Surface Combustion furnace.

Continued on page 9



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*Do the parts in the photo above look rather dark to you? They should!
Sousa Corp. offers a deep black oxide surface finish to AMS 2485 and other commercial specifications.*

its doors in West Hartford. Although it was sad to see the end of an era in West Hartford, the tradition will carry on in the same spirit that Norman, Sr. intended.



Parts are often racked to reduce distortion during the heat treat process as seen in this staging area.

Since moving, a brand new Surface Combustion integral quench carburizing and neutral hardening furnace was added that doubles the previous capacity. Also, a new black oxide line was installed that is safer and more environmentally friendly. All furnaces are now controlled by state of the art instrumentation with digital chart recorders.

What Sousa Corp. does is process metal parts to improve their hardness, strength, ductility or formability. They serve commercial, defense, aerospace, medical and automotive industries to name a few, and are an approved heat treat source

for numerous companies. The Sousa Corp is NADCAP accredited, the highest aerospace accreditation, for heat treating. They are ISO 9001:2000 and AS 9100 Registered.

They perform heat-treating and other metal processes on:

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- Carburizing
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- Stainless steel
- Nickel & Cobalt Alloys
- Copper, Brass and Bronze alloys
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Front row: Daughters Amanda Eddy and Kate Desjardins are business managers.

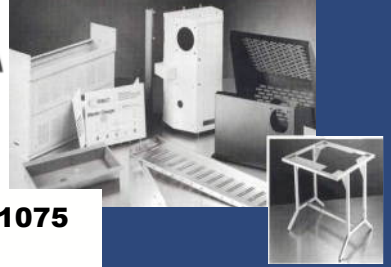
Back row: Son-in-law Eric Eddy and son Andrew Sousa are Vice Presidents. Norm. Jr., Owner and President.

Continued on page 11



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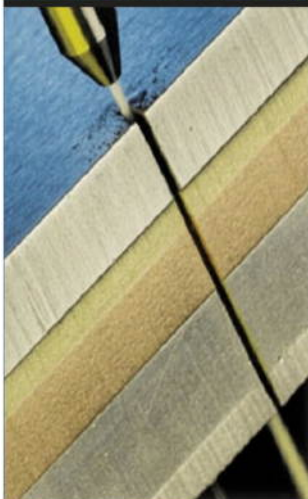
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- Martensitic Stainless Steels
- Austenitic Steels
- PH Stainless Steels
- Maraging Steel
- Tool Steels
- Ductile Iron
- Cast Iron
- Nickel Alloys
- Cobalt Alloys
- Titanium
- Aluminum
- Copper
- Bronze
- Brass

Thermal Processes that Sousa Corp routinely use, but are not limited to:

- ◆ Aluminum Heat Treating (Stress Relieve & Age)
- ◆ Bright Annealing and Hardening
- ◆ Carbon Restoration
- ◆ Carburizing & Carbonitriding
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- ◆ Neutral Hardening
- ◆ Non-Ferrous Heat Treating
- ◆ Normalizing

In addition to heat-treating, they do commercial black oxide processing on carbon steel parts. It provides a deep black oxide surface finish to AMS 2485 and commercial specifications. The black oxide line can handle 28" X 28" X 24" high.

They also offer material ID type testing using a Thermo Niton X-ray Spectrometer, laboratory services, metallography and microhardness testing, consulting advice on material selection, design and processing.

The Sousa Corp. is a Bronze Member of the Center for Heat Treating Excellence (CHTE), an active member of the Metal Treating Institute (MTI), the Heat Treat Network (HTN), and the National Association of Manufacturers (NAM). Many of the employees are members of several organizations, including the American Society of Materials (ASM) and the Society of Automotive Engineers (SAE).

The Sousa Corp. and its predecessors have been processing commercial, military and aircraft parts for over 100 years. They look forward to continued growth in services, and capabilities, to serve customers better as manufacturing changes at an ever increasing rate.

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This story ran the first time in 2013. The Sousa Corp. may have added other equipment or processes. We suggest you visit their website, or contact them directly.

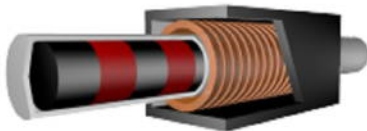




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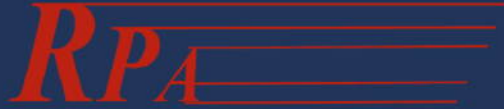
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You may wish to delay reading this until you have more free time.

1. I believe that if anything is worth doing, it would have been done already.
2. I shall never move quickly, except to avoid more work or find excuses.
3. I will never rush into a job without a lifetime of consideration.
4. I shall meet all of my deadlines directly in proportion to the amount of bodily injury I could expect to receive from missing them.
5. I firmly believe that tomorrow holds the possibility for new technologies, astounding discoveries, and a reprieve from my obligations.
6. I truly believe that all deadlines are unreasonable regardless of the amount of time given.
7. If at first I don't succeed, there is always next year.
8. I shall always decide not to decide unless of course, I decide to change my mind.
9. I shall always begin, start, initiate, take the first step, and/or write the first word, when I get around to it.
10. I will never put off until tomorrow, what I can forget about forever.



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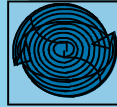


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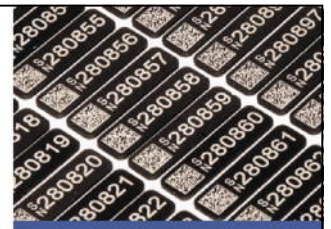


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PRESS RELEASE

MARENA INDUSTRIES SHOP EXPANSION

Marena Industries Inc. has expanded its office space through the acquisition of several adjoining properties to total 65,000 square feet, bringing the total square footage to over 100,000 sq. ft. One of the main reasons for this expansion is due to becoming the sole North American distributor for Fenix grind USA. Fenix grind USA occupies about 24,000 square feet of the new space as a show room and added production space for equipment service and rebuilds, as well as new equipment.



The rest of the space will be used for equipment and expansion for Marena Industries with several new pieces of equipment, such as a new Gray VTL that increases the capacity for 86 in. dia. by 50 in. ht., to 110 in. dia. to 100 in. ht.

For more information about Fenix grind USA go to www.fenixgrindusa.com or www.favrettousa.com. They are one of a few companies offering both service sales of Favretto replacement parts and equipment. They carry replacement parts and equipment for Favretto, Madison, Thompson, Brown and Sharp, and Blanchard machines.

Marena Industries, Inc. was started in 1960 by Ted Marena who saw a need for carbide tipped work rest blades and filled that need by starting his own machine shop in his basement in Hartford, CT. The shop grew and Ted needed bigger, more specialized equipment to continue its growth. He found sources through his Italian heritage that began a binding relationship in the machine tool market in 1978. Today the machine shop has continued to grow, producing small to large machine parts.

Marena Industries Inc. now offers a variety of machine services to the metal working industries and still produces the finest work rest blades. Fenix grind USA also offers a wide range of machine tools and service, including rebuilding older machine tools to today's standards. All that Marena offers may be seen at www.marenaind.com.

The facility is located at 433 School St., 425 Park Ave., 411 Park Ave., 385 Park Ave., 375 Park Ave., and 363 Park Ave. E. Hartford, CT 06108. They may be reached at 1-800-862-7362.



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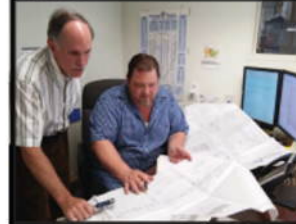
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