



CHAPIN[®] CONNECTIONS

Employee Newsletter | Fall 2018

Campbell's Corner

My corner this month is very short, however it may be the most important one I ever wrote. It is all about communication. People seem to be confused on the issue of communication or at least, the schools and media have conditioned us to believe that volume is what good communication is about. My own opinion and what I try to do at all times are simply three rules that you will read about below.

Think when you speak:

The three imperative parameters when communicating!

1

Honesty

2

Sincerity

3

Transparency

If these three items are present in every direction you give, conversation you have, or correspondence you write, then your intent will be never to deceive.

James W. Campbell
President/CEO
Chapin Manufacturing
July 31, 2018

THERE ARE ONLY TWO
MISTAKES ONE CAN MAKE
ALONG THE ROAD TO TRUTH;
NOT GOING ALL THE WAY,
AND NOT STARTING.

BUDDHA

THOU SHALT
NOT BEAR FALSE
WITNESS AGAINST
THY NEIGHBOR

GOD

I have found that being honest
is the best technique I can use.
Right up front, tell people what
you're trying to accomplish
and what you're willing to
sacrifice to accomplish it.

Lee Iacocca

What I consider the
most enviable of
all titles, the character
of an honest man.

George Washington

Truth never
damages a cause
that is just.

Mahatma Gandhi



We'd love to hear from you.

Articles and updates in *Chapin Connections* are written by employees. Your thoughts, ideas, and observations are not only welcomed, but needed.

To submit ideas, articles, photos—or if you have questions—feel free to email wsmith@chapinmfg.com.

—Walter Smith

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WE DID IT AGAIN!

In case you haven't heard, we broke the last year's incredible mark of \$15,000 raised. It was an awesome day with an even more amazing outcome. Mother Nature was on our side, providing a spectacular day in the 80's with lots of sunshine... and **Chapin raised \$32,650 for the Justice for Children Advocacy Center!**

Our growing event had 220 smiling participants putting their hearts and souls (along with their wallets) into raising \$16,3250 through sponsorships, cash donations, 50/50 and a live auction. Once the amount raised at was announced, our CEO, Jim Campbell, added a matching contribution from Chapin to bring the total to \$32,650. This overwhelming amount drew a loud cheer with both smiles and tears from those in attendance. The representatives from Justice for Children were in a state of shock! This was a truly proud day for Chapin and everyone who played a part in the event.

The Chapin Charity Golf Tournament has steadily grown over the years in number of participants and amount raised for charity. According to Terry Hills management, the tournament trails only the Jim Kelly Hunters Hope Tournament in number of participants. The golf committee and volunteers put in countless hours preparing for the event. Committee members for this year's tournament were Jim Campbell, Deb Zawadzki, Jenna Burke, Sue Conway, Chris Rumfola, Bill Kegler, Doug Platt, Walter Smith, Eric Frank, Shelly D'Alba, Sue Stone, and Ian Weatherbee. The day of the tournament, Justice for Children volunteers, other Chapin employees, family members and friends pitched in to make a memorable experience for everyone.

The day started out with a putting contest that was won



Chapin presented the Justice for Children Advocacy Center with a check for \$32,650 following this year's Chapin Charity Golf Tournament. Pictured, from left, are Norm Hubbard; Jason Armbrewster, Justice for Children President; Theresa Asmus-Roth, Justice for Children Program Coordinator; Debbie Zawadzki and Chris Rumfola.

by Ralph Barnes from Ontario Plastics in Rochester. Max Pies provided a lounge chair for the winning prize.

Once everyone was registered and had lunch, the golfers headed out on the course. The four-person scramble event was divided into three divisions: Chapin Division, Business Division and Mixed Division. On the course everyone had chances to win lots of prizes for longest drive, closest to the pin and closest to the line. Castilone Dodge (Jeep Cherokee), Ken Barrett (Equinox) and Toyota of Batavia (Camry) offered chances for a hole in one on various holes. Each golfer had chances on two different holes for the cars. No winners were recorded but a few were very close!

When the golf was over, everyone enjoyed the buffet dinner provided by Terry Hills Restaurant and Banquet Facilities. About 250 participants and volunteers attended the dinner. During the dinner, pictures taken at the event were projected up on a big screen for everyone to see themselves in action. The awards for the day were highlighted with three division winners, contest winners, 50/50 drawing, live auction items, and a winner of the set of Taylor Made M4's, valued at over \$2,500, was drawn. The big winner was Paul Baney.

All participants received at gift or gift card of at least \$25 as a prize and way to say "thank you."

DIVISION WINNERS



BUSINESS DIVISION: 55 (-17) 4 Eagles! 9 birdies 2 pars. Spectacular score! *Guest Jack Marnalse, Tim Seals, Ken Barrett (Ken Barrett Chevrolet), and Dave Marnalse (Formosa Plastics).*



CHAPIN DIVISION: 56 (-16) 16 birdies 2 pars. *Guest Tom Conners, Rod Linstrom, Tom Gantress, and Mike Sheehan (Chapin)*



MIXED DIVISION: 61 (-11) 11 birdies 7 pars. *Dan Jefferies, Marj Jefferies (D & M Precision), Gene Teide, and Mike Cuttcliffe (guest not in picture)*



Putting Contest/Chair winner Ralph Barnes from Ontario Plastics in Rochester.

Next year's event is already in the planning stage. Expectations are going to be very high. Please join us supporting this fantastic charity event. **Mark your calendars for August 10, 2019!** Register Early! We expect to fill up quickly. For information on the tournament contact Norm Hubbard nhubbard@chapinmfg.com or 585-409-7575. Look for us on Facebook or at www.chapinmfg.com for the golf link.



WE DID IT!



Once again we hit another milestone producing more sprayers in 2018 than ever before in Chapin history. The big year-end celebration is the famous Chapin Corn Roast, held near the end of our annual physical inventory. When you have spent all day counting parts, you need a break! The corn was fantastic (thanks to the Corn Roast Crew) and we can't forget to mention the "Great Rumfolio," also known as Chris Rumfola, who was flipping the burgers on the grill to perfection.



**WE WOULD LIKE TO THANK EVERYONE
FOR A GREAT YEAR AND WE LOOK FORWARD
TO NEXT YEAR AND ANOTHER WONDERFUL CORN ROAST!**



This year, Chapin began giving one share of Disney stock to each employee baby upon their arrival!

Welcome!



"We keep moving forward, opening new doors, and doing new things, because we're curious and curiosity keeps leading us down new paths."

Walt Disney



Jakoby Joseph Landon Lomoro
Employee/Father: David Lomoro

Mother: Teri Spinney

Born: August 8, 2018



The weather was hot, but so were the prizes from the drawing. **Congratulations to the following gift card winners:**

OLIVER'S CANDIES

- Deb Siuta
- Leona Stalker
- Jack Baron
- Nina Potapova
- Travis Bartz
- Will Lawrence
- Scott Fisher
- Jeff Stephany
- Joes Prouty
- Chris Schneck
- Brian Dorman
- Jesse Meyer
- Walter Smith
- Mike Thompson

SUNNY'S RESTAURANT

- Rudy Tydelski
- Patty Miles
- Zack Dubois
- Ron Odessa
- Victoria Hinckley
- Brandon Treat
- Amy Coopenberg
- Nina Ball
- Marc Adduci
- Steven Otis

TF BROWN'S

- Laurie Slocum
- Morgan Allis
- Nathan Rahmlow
- Michelle VanOrden
- Chris Ace
- Josh Blanco
- Jackie Fite
- Tami Moore
- James Hall
- Bryan Johnson
- Brian Vlietstra
- Jesse Walker
- Eric Ficarella
- Doug Goodwin
- Ron Tiede
- Katie Smith
- Shawn Diehl

O'LACY'S

- Barry Rickett
- Dave Graham
- Mike Sheehan
- Cindy Kegler
- Ian Weatherbee
- Casey Newton
- Mike Hough



EMPLOYEE SPOTLIGHT: DEB SIUTA

by Chris Rumfola



The Hardest Working Crew in Showbiz: At this year's National Hardware Show in Vegas, Chris Rumfola (center) poses with Deb Siuta (right) and Brenda Milillo (left).

Hopefully, in your time at Chapin, you've had the opportunity to meet Deb Siuta. Whether in a professional situation or leisure, you probably walked away saying to yourself – “Wow, what a friendly, knowledgeable, kind hearted person”...and you'd be right!

Deb's day typically begins between 6 and 7AM and finishes up between 7 and 11PM, depending on the needs of the day. Those needs come from her responsibilities in Demand Planning, Customer Service and Sales Support & Reporting.

IN THE BEGINNING

Deb began her career at Chapin in September of 1980 as a part time/seasonal employee. Seasonal employees at that time worked from September through May, which gave Deb time for her children in the summer. That lasted for a few years until Chapin Management offered her a position working with the Engineering Department compiling a chemical compatibility chart for usage with sprayers. From there, the progression in her career has included Customer Service Rep, Senior Customer Service Rep, Customer Service Manager and currently Sales Support Manager.

Some of Deb's key responsibilities include working on the Software Change Implementation Team (twice in her career), where she worked very closely with the Information Technology (IT) Department to optimize the software for Chapin's needs. Included with her responsibilities as a Customer Service Manager and Demand Planner, she

provides appropriate data to the Chapin Sales Team, enabling them to make coordinated decisions to meet customer needs, etc.

Deb's responsibilities take her far beyond the office. She's been known to assist the Sales Team at numerous shows including Ace, Orgill, National Hardware Show and—most importantly—the World of Concrete Show. Deb will help set-up, work the show & tear it down afterwards. And her level of product knowledge is second to none. Whether a customer has a question on a whole good or part, Deb share's her expertise.

FAMILY

And yes, Deb shares time with her immediate family. Together with her husband Ray, you can see them cruising the countryside on Ray's Harley Davidson CVO. They enjoy experiencing the changes in the fall foliage on two wheels. Deb & Ray also travel down to Atlanta, Georgia on or near holidays where their two sons are busy raising their families...Stop One is for Ray (Jr.) and wife Lisa together with their daughters Maddie & Ella and Stop Two is for Eric and wife Ashley.

Make no mistake...Granddaughters Maddie & Ella are a great joy for both Deb and Ray. On occasion, the girls will fly up to Rochester airport where the loving open arms of Grandma are at the ready. They will stay for up to 3 weeks at a time before heading back home.

WORK ETHIC

Throughout her 38 years at Chapin, Deb has proven herself as a vital part of the Chapin Team. She is the “GO TO” person for Customer Service, Forecasting, CMS and most of all: Sales. We greatly appreciate her for all she does.

And personally, I'd like to thank Deb for committing to the next 10 – 15 years at Chapin so we can retire together... I couldn't imagine working here without her!



Paul starting up the ridge at the Ben Myers Ridge-A-Thon in Taos, New Mexico, March 2012

GET TO KNOW: Paul Texeira

by Doug Wolk



I'd like to welcome Paul Teixeira to Chapin International. As of September 1st, Paul is our E-Commerce Manager, focusing on our Internet customers and the Chapin website. With more than 30 years of experience, he comes from a broad and varied sales and e-commerce background, working for companies like Lego, Parker Pen, and Sentry Safe. Recently, he managed e-commerce for Kärcher NA, which makes pressure washers, among other items.

Paul has been happily married to his wife Rene for 32 years and has five children consisting of three cats and two dogs. In addition to adopting rescued pets, he has been a destination volunteer at the Best Friends Animal Sanctuary in Kanab, Utah. At Best Friends, he walked the "Victory dogs" (the dogs formerly owned by Michael Vick), curried goats and horses, and fed and rubbed the bellies of pot-bellied pigs.

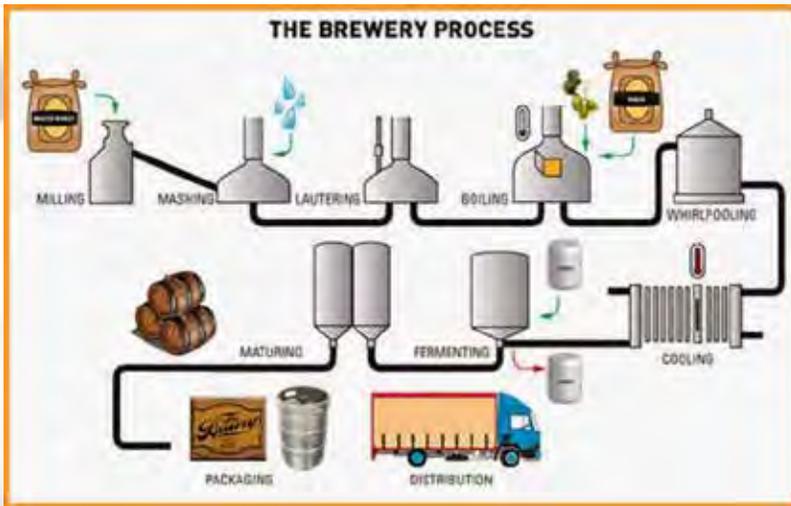
He has traveled extensively in Europe and along the Amazon and its tributaries in Central and South America. Paul is an avid outdoor enthusiast who enjoys mountain biking, skiing, and climbing in the mountains. From his current residence in Golden, Colorado, he has climbed all the Colorado peaks over 14,000 feet, some more than once. He has also volunteered as a Colorado Peak Steward.

In addition, he's climbed 3 of the 7 highest summits of the world. He's also an enthusiastic birdwatcher and amateur photographer.

Help me in welcoming Paul to Chapin!

THE BEER SECTION: MAKING.

Stepping Up Your Brew Game _____ by Bill Campbell



A few editions back, I wrote a bit about how to brew beer at home. This time I thought it would be interesting to look at the commercial side of things. There is no change in how the beer is made, but the equipment gets bigger, somewhat more complex, more automated, and very expensive.

I have done brewing equipment design, installation and purchasing for 1,000 gallon batches down to 5 gallon batches. At right, is a picture of a system I worked on that you may be familiar with. This brew house is now installed at Eli Fish Brewing on Main Street in Batavia NY.

While it may look different, the same steps taken at home are done at the brewery. Crushed grain goes into the vessel on the left. This is called the 'mash tun'. In a '2 vessel' system, the mash tun and the lauter tun have been combined into one vessel. This saves money and space for a small brewer. A bigger brewery normally has a 4 or more vessel systems like the example drawing above. Unless there is a need for more than three batches in a 24-hour period, there isn't a need for dedicated vessels.

In this first vessel, the grains are 'mashed in' and allowed to do a conversion from starches to sugar. One of the

nicest parts on a commercial system is the rakes inside that stir and fold the grains over to insure an evenly hydrated mass. It beats using a spoon! Generally, this step takes about 30-40 minutes. Once the conversion is complete the new sugar water is called Wort and is ready to head over to the next vessel.

The vessel on the right is called the 'boil kettle'. Like the other, it has also been combined with the 'whirlpool'. Once the boil kettle is full the beer undergoes a boil. This can be a quick boil for some beer or a few hours depending on how much water needs to come out. This is the vessel where hops are added, and sometimes additional ingredients.

After that, the wort will pass through a heat exchanger to cool it off and combine with yeast to make beer. It may or may not be conditioned, depending on the brew, then into a can or keg before hitting your belly.



If you have any questions about brewing feel free to drop me a line. I'm always happy to talk about it.

AND ENJOYING-A GOOD BREW

Craft Beer: Go with the Flow

by Dave Dubiel

Wow, what a great time, in history, it is to be alive and be a beer lover! You guessed it, I am a craft beer lover and enthusiast.

What is craft beer? The Craft Brewers Association considers a craft brewer to be one that produces 6 million barrels or less and has less than 25% ownership from an alcohol industry member. However, I have a much simpler method: if a brewer is spending millions of dollars on TV ads to convince you to drink their beer, it is most likely not craft beer!

According to craftbeer.com, as of early this year there were more than 6000 breweries nationwide with estimated revenues of \$26 billion dollars, employing over 135,000 people. The New York State Brewers Association has 2016 data listing 320 breweries in NY state alone, which I'm sure has increased since then.

Enough with the boring statistics, why do I love craft beer? Craft beer is custom-brewed and hand-crafted with usually local ingredients, creating unique flavors with a quality and freshness that you really can taste. With each brewery making their own interpretations of classic beer styles, it is not hard to get tired of sampling as many as you can! Small batches allow brewers to experiment with hand-crafted beers producing some very unique flavors. My most memorable flavors are a Honey-Lilac IPA, A Vanilla Orange Blossom that tasted exactly like a cream-suckle, a beer brewed with spruce tips that had a very piney taste, a tequila sour that made my eyes feel like they popped an inch out of my head and a Habanero IPA that had an incredible flavor profile that started with the smell and taste of grapefruit (from the hops) moving to a delicious beer flavor ending with a bitter hop bite. After all that, just as you were putting your glass down, the burn from the habanero kicked in. Now that is mad science!

Craft brewing also provides local economic activity promoting tourism. No matter where I travel to, I try to seek out a brewery to sample the local offerings. Many breweries use locally-grown grains and hops and supply



Mr. Dubiel, in his element.

spent grains to area farms who then provide provisions for food pairings served back at the brew houses, very much aligning with current farm to table trends. It is a good thing to Drink Local.

Since moving to New York, I have visited over 30 craft breweries and counting. Along with the beer, many provide great food, local bands and all-in-all a really good atmosphere. No matter what your favorite beer style is, go seek out a craft brewery, sample a selection with a flight of beers, usually consisting of 4-6 small tasters, and enjoy the experience. If you become a regular, many offer a "mug club" with your own mug and perks to, of course, drink more beer. It's hard to go wrong.

If you don't know where to start, check out the web site for the New York State Brewers Association and get information on the NY Beer Trail and information on upcoming beer festivals. Also check out a series on WXXI TV called *Brewed in NY* where they travel to different parts of NY and talk to brewers and owners about their business philosophies and passion for brewing.

Please know that life is too short to drink bad beer. Cheers!



CHAPIN SPRAYERS HELPS OUT THE BLUE MAN GROUP ON-STAGE

by Vince Vollo, *Chapin Director of Marketing*

The Blue Man Group recently contacted Chapin for permission to show our sprayers in an upcoming documentary they are producing. The documentary will show the behind-the-scenes footage of past Blue Man Group performances as they have grown in popularity over the years.

Now, if you haven't seen the Blue Man Group, it is hard to appreciate their insane antics from just one photo, but I will try to explain. They blend a dynamic visual stage show with intense humor, all backed by a very percussive sonic experience. Their stage show relies on well-designed props to support the on-stage illusions designed to catch the audience by surprise. They have employed a Chapin SureSpray sprayer to spray a banana solution during their act. Look closely at the photo above and you will see that Blue Man #3 is expelling a wide stream of Banana substance from

the center of his Chest. Another testament to our product versatility!

Over the years I've have heard of a lot of creative ways to use a Chapin sprayer (by the way, not all of these uses are things we can condone). These include:

- cooling off sports teams
- filling the Christmas tree stand with water
- a makeshift shower at camp
- stoke (add oxygen) to a camp fire
- keeping one filled with windshield wiper fluid incase your lines freeze up
- to blow up balloons

And I've even been known to use a Chapin sprayer to blow dust out of my keyboard. But now the Blue Man Group has topped them all!



HAVE TENT, WILL HIRE PROMOTING THE BRAND AND SEEKING WORKERS AT THE BATAVIA FARMERS MARKET

by Sue Conway, *Manager, Human Resources*

Farmers' markets ... a summertime staple in so many communities, and we had our very own Batavia Farmers' Market held for a number of weeks this past summer right here in town. Taking place this past July, the Batavia Farmers' Market provided something for everyone – delicious food for a handy mid-day lunch, local home-grown produce, businesses demonstrating and promoting their respective products and services, and job opportunities.

Wait a minute ... did you say, "job opportunities"? You mean selling a delicious slice of pizza, right? While the pizza vendor may have been looking for some help, I was referring to Chapin job opportunities – or more specifically, career opportunities. Throughout the weeks of the Farmers' Market, Chapin was represented by several Batavia office employees at our Chapin booth. Promoting our excellent products was one reason we were there – promoting Chapin as a great place to start or continue a career was another important element to our attendance. It was gratifying to talk to the visitors

to our booth and share what Chapin is all about ... the pride of being part of a company that for over 130 years has been making top-quality products sold worldwide, and providing employment opportunities to so many throughout that time. More than once, someone shared how they had multiple family members who had been Chapin employees over the years and even retired from the Company. While those stories were great to hear, the best visitors were those that asked us what Chapin was all about. That gave us a chance to fill them in on our thriving business ... and the ongoing need we have to bring in good people who want to be a part of Chapin's success.

While the Batavia Farmers' Market is over – and alas, summer too -- let's keep those conversations going. Brag about the long-term success of Chapin -- there's not many companies anymore that can say they've been around as long as Chapin has. Brag about what you do at Chapin. Talk us up! Help Chapin continue to be as much of a long-term staple as those summer farmers' markets are.

Fun Fall Activities

submitted by Amy Coopenberg

One of the good things about living in New York is the change of seasons. Fall can be a stress-free time of year. You don't need to worry about holiday shopping, you can go out and enjoy the fresh air and colorful scenery. There are many great fall activities to do in our area. The arts and craft festivals are at the top of my list. I also enjoy visiting local farms to pick up fresh cider and donuts.

FESTIVALS:

Apple Festival (Hilton)

September 29th and 30th

Grape Festival (Naples)

September 29th and 30th

Appleumpkin Festival (Wyoming)

September 29th and 30th

Letchworth Arts & Crafts Festival (Letchworth State Park)

October 6th, 7th and 8th

FARM ACTIVITIES:

Enjoy corn mazes, hayrides, pumpkin painting and pick your own apples. Just to list a few popular farms to visit:

Stokoe Farms & Vizcarra Vinyards (Scottsville)

Becker Farms (Gasport)

The Great Pumpkin Farm (Clarence)

WINE TASTING:

Cayuga Wine Trail, Lake Ontario Wine Trail, Seneca Lake Wine Trail, Keuka Lake Wine Trail, Finger Lakes Winery Tours and many, many more winerys in our area to visit.

FALL FOLIAGE TROLLEY

(East River Rd. W. Henrietta):

Enjoy a vintage Trolley car ride to the pumpkin patch where you get a free baby pumpkin to decorate and enjoy cider and donuts. Saturday, October 20th and Sundays September 16-October 28th.

HAUNTED HAYRIDES:

Becker Farms Haunted Hayrides (Gasport)

VerHulst Haunted Hayrides (Spencerport)

Haunted Hayrides of Greater Rochester (Williamson)

FIT FOR FALL

by Doug Wolk



With the summer months behind us and Fall's cooler temperatures approaching, the opportunity to enjoy outdoor activities starts with getting out there. Fall is a great time to spend outdoors because it is not too hot and the snow has not yet begun to fly. New York State has some of the best fall foliage you can observe anywhere. Wildlife viewing increases during the fall season and Lake Ontario and its tributaries are a fisherman's dream. Here are a few ideas that will help you stay fit this fall and enjoy the great outdoors.

- **Take a hike.** Our state is blessed with three spectacular mountain ranges: the Adirondacks, the Catskills, and part of the Appalachian range. All of them offer numerous hiking trails for all levels of fitness.
- **Get on your bike and ride.** There are numerous bike trails throughout our area that provide safe, vehicle free environments. You can go to www.traillink.com where you will find detailed maps of all trails that are available. You can also just hop on your bike and cruise your neighborhood.
- **Take a walk or jog.** The cooler temperatures make walking and jogging much more enjoyable.
- **Visit a local farm near you.** Farms provide fun family activities. You can pick apples and pumpkins. All of that bending and stretching is good exercise. A good

corn maze will get you off the couch and into the fresh air for an enjoyable and challenging afternoon of fun, not to mention you will burn a few calories in the process.

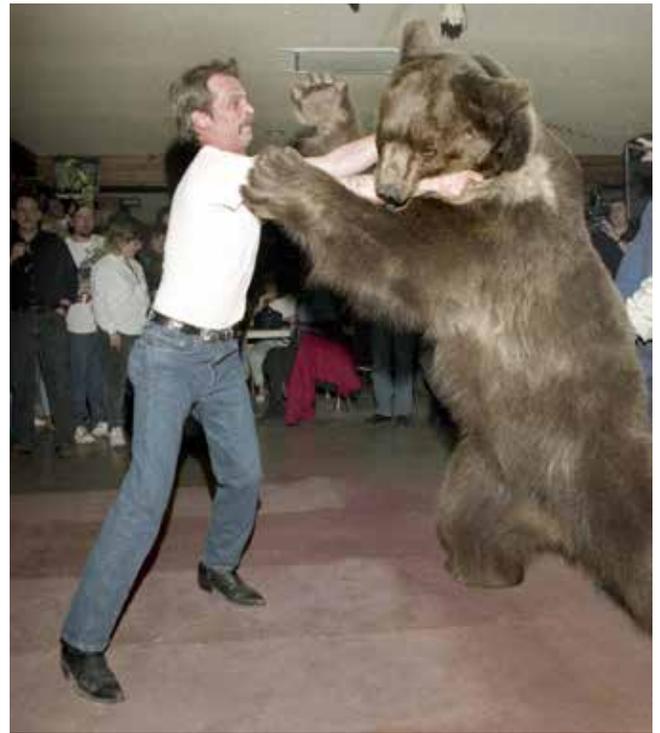
- **Get your yard cleaned up for winter.** Although this doesn't sound like much fun, if you approach it with the idea of getting exercise and burning some serious calories, it may help you to know that raking and bagging leaves can burn between 200 and 300 calories an hour. Fall is also the perfect time to prepare your lawn for winter by applying a good weed and feed fertilizer with your Chapin spreader. Although pushing a Chapin spreader makes the task at hand much easier than other spreaders, you'll still manage to get your heart pumping. If this sounds like fun, you are welcome to come to my house and rake away.
- **Walk the dog.** Let's not forget that our pets need exercise too!
- **Advice for the avid hunters and fishermen.** Start walking daily. Many of your favorite hunting and fishing areas require strenuous hiking to and from your lucky spot. Walking on an incline or stairs will help prepare you to get to those hard-to-reach spots.

Fall is a beautiful time of the year so let's get out there and really take advantage of this season!

STRANGE — BUT — TRUE

STATE LAWS

by Christine Morgan, Purchasing Department



Bear Wrestling: probably unwise anywhere, definitely a bad move in Missouri.

I hope that, like me, you get a laugh from these head-scratching state laws. Who knows, you may find these helpful to know when travelling.

- In Alabama it's illegal to drive blindfolded. I'm hoping other States would find this to be an issue too.
- In Arizona still, to this day, you would find yourself in the slammer if you get caught letting your donkey sleep in the bathtub. Why you might ask. Well in the 1920's, a local dam broke, flooding a rancher's home. The rancher's donkey had become accustomed to sleeping in the bathtub, which filled with water and whisked him miles away. After working to rescue the animal, the town passed this law.
- In 1957, California placed into law that any person may possess any number of live frogs to use in frog-jumping contests, but if such a frog dies or is killed, it must be destroyed as soon as possible, and may not be eaten or otherwise used for any purpose.
- In Connecticut it's unlawful to claim a pickle unless it bounces. According to our friends at Country Living, in the 1800s, a group of men wrongfully sold cucumbers marked as pickles. To right this wrong, officials declared that a pickle is legitimate only if it bounces. Modern Connecticut state law still holds that a legally labeled pickle must be able to bounce.
- In Louisiana sending an unprompted pizza is considered harassment, in the Pelican State, or else you may be handing over a \$500 fine.
- Missouri has banned bear wrestling. We all love a good bear hug now and then, but the real deal is outlawed in Missouri. This law was initiated on November 3, 1998, due to animal cruelty violations.
- To top-off my choice of topic article you may like to know that it is considered a third-degree felony for individuals other than "peace officers" and security personnel to hurl a missile at a bus or bus terminal in the State of Utah.

CHRISTMAS PARTIES

It is never too early to start planning for the Holiday Season.
This year we are very excited about our two Company Christmas parties.
Please mark your calendars and be on the lookout for more details to follow!



**The Adult
Christmas
Party
December 1,
2018**

The Company (Adults only) Christmas Party will be held on December 1, 2018 at Terry Hills Golf Course (5122 Clinton Street Road, Batavia). Terry Hills always does an amazing job putting on a festive event. We are looking forward to seeing everyone in their holiday best!

The Children's Party will be held on Saturday, December 8, 2018 and will be held at a new venue this year: Northgate Free Methodist Church – South Campus (350 Bank Street Batavia) from 10:00 a.m. to 12:00 p.m.

We are very excited to announce that Nels Ross – the Inspirational Oddball will be performing. If you have never seen Nels, you and your kids are in for a huge treat. In addition to Nels, there will be a special guest appearance by the Big Man in the Red Suit and kids activities.



**The Kids
Christmas
Party
December 8,
2018**

Product Spotlight

84700A BAG SEEDER

Chapin's versatile bag seeder is ideal for seeding, over seeding, early planting when it's too wet for a push seeder spreader, and spot treatments.

- **25-Pound capacity heavy-duty, waterproof, zipper-top bag**
- **Compatible with a variety of seeds and granular fertilizers**
- **Enclosed gear box for protection from the elements**
- **Calibrated flow rate adjuster and easy on/off control**
- **Padded, adjustable shoulder strap and convenient application chart (on bottom of spreader)**

We have a GameKeeper branded seeder at Walmart, in selected stores. Those stores are in states where due to CWD (Chronic Wasting Disease) feeding and using attractants for deer are banned. Walmart expanded their food plot offering to offset this ban. Chapin has up to 5 items in these stores for Food Plot maintenance. These products are under the GameKeeper/Mossy Oak license.

The 84700A is easy to use: simply fill and turn the crank to spread seed.

by Steve Hickey



MILESTONES

RETIREMENTS

Ray Rulifson, *Quality Control Supervisor* - 15 Years

ANNIVERSARIES

35 YEARS: **Dennis Zuch**

30 YEARS: **Roy Clarke, James Worthington**

WELCOME TO CHAPIN!



Ramadhani Bahizire
Trimmer Packer



Angel Beiter
VP, Finance



Brandon Boyle
Junior Programmer



Regina "Reggy" Claypool
QC Supervisor



Robert Confer, Jr.
Production Supervisor



James Cooper
Trimmer Packer



Jason Cramer
Trimmer Packer



Marah Flomo
Trimmer Packer



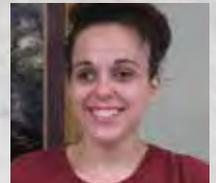
Mallory Galloway
Receptionist - AM



Lamin Massaquoi
Trimmer Packer



Nick Mesler
Sr. Graphic Designer



Lacey Muntz
Trimmer Packer



Jordan Prentice
Trimmer Packer



Edith Roberts
Trimmer Packer



Jose Rodriguez-Montanez
Help Desk Specialist



Paul Teixeira
E-Commerce Manager



Benjamin Travers
Shipping Supervisor - 2nd Shift



Geoffrey Wang
Industrial Design Engineer

FLAVORS OF FALL

submitted by Becky Yauchzee



Pumpkin Gingerbread

Ingredients

- 3 cups sugar
- 1 cup vegetable oil
- 4 eggs
- 2/3 cup water
- 1 (15 ounce) can pumpkin puree
- 2 teaspoons ground ginger
- 1 teaspoon ground allspice
- 1 teaspoon ground cinnamon
- 1 teaspoon ground cloves
- 3 1/2 cups all-purpose flour
- 2 teaspoons baking soda
- 1 1/2 teaspoons salt
- 1/2 teaspoon baking powder

Directions

1. Preheat oven to 350 degrees F (175 degrees C). Lightly grease two 9x5 inch loaf pans.
2. In a large mixing, combine sugar, oil and eggs; beat until smooth. Add water and beat until well blended. Stir in pumpkin, ginger, allspice cinnamon, and clove.
3. In medium bowl, combine flour, soda, salt, and baking powder. Add dry ingredients to pumpkin mixture and blend just until all ingredients are mixed. Divide batter between prepared pans.
4. Bake in preheated oven until toothpick comes out clean, about 1 hour.

Double Layer Pumpkin Cheesecake

Ingredients

- 2 (8 ounce) packages cream cheese, softened
- 1/2 cup white sugar
- 1/2 teaspoon vanilla extract
- 2 eggs
- 1 (9 inch) prepared graham cracker crust
- 1/2 cup pumpkin puree
- 1/2 teaspoon ground cinnamon
- 1 pinch ground cloves
- 1 pinch ground nutmeg
- 1/2 cup frozen whipped topping, thawed

Directions

1. Preheat oven to 325 degrees F (165 degrees C).
2. In a large bowl, combine cream cheese, sugar and vanilla. Beat until smooth. Blend in eggs one at a time. Remove 1 cup of batter and spread into bottom of crust; set aside.
3. Add pumpkin, cinnamon, cloves and nutmeg to the remaining batter and stir gently until well blended. Carefully spread over the batter in the crust.
4. Bake in preheated oven for 35 to 40 minutes, or until center is almost set. Allow to cool, then refrigerate for 3 hours or overnight. Cover with whipped topping before serving.

Glazed Apple Cream Pie

Ingredients

- 1/2 cup white sugar
- 1/2 cup milk
- 1/2 cup heavy cream
- 1/4 cup butter
- 2 tablespoons cornstarch
- 2 tablespoons milk
- 1 teaspoon vanilla extract
- 2 tart apples - peeled, cored and sliced
- 1 tablespoon all-purpose flour
- 1/4 teaspoon ground cinnamon
- 1 (15 ounce) package pastry for double-crust pie
- 1/2 cup confectioners' sugar
- 1 tablespoon milk
- 1/4 teaspoon vanilla extract
- 1 tablespoon butter, softened



Directions

1. In a medium saucepan over medium heat, combine 1/2 cup sugar, 1/2 cup milk, 1/2 cup cream, and 1/4 cup butter. Heat until butter is melted, stirring occasionally. In a small bowl, whisk together the cornstarch, 2 tablespoons milk, and vanilla; stir into saucepan. Cook until thickened, stirring constantly. Remove from heat, and set aside to cool slightly.
2. Preheat oven to 400 degrees F (200 degrees C). In a medium bowl, combine the apples, flour, and cinnamon. Mix well.
3. Line a 9 inch pie pan with pie dough. Pour thickened filling mixture into pastry-lined pie pan. Arrange apple mixture evenly over filling. Top with second crust, seal and flute the edges. Cut slits in top crust.
4. Bake for 30 to 40 minutes, or until crust is golden brown and apples are tender. Cool for at least 30 minutes.
5. In small bowl, combine confectioners' sugar, 1 tablespoon milk, 1/4 teaspoon vanilla, and 1 tablespoon softened butter. Blend until smooth; pour evenly over warm pie. Refrigerate for AT LEAST 1 1/2 hours before serving (longer is better).

Bloomin' Baked Apple

Ingredients

- 2 Honeycrisp apples (or other crisp apples)
- 2 tbsp butter
- 3 tbsp brown sugar, packed
- 1 tbsp flour
- 1 tsp cinnamon
- 4 caramels
- Optional toppings: vanilla ice cream, caramel sauce and cinnamon



Directions

1. Preheat oven to 375 degrees
2. To get the blooming apple look, you need to cut the apples. Slice off top 1/4 to 1/3 of the apples. Scoop out the core. Use a thin knife to make two, deep circular cuts around the center of the apple. Next, turn the apple over and make narrow cuts all the way around the apple. Flip it back over and you can see all of the cuts.
Use this link for pictures on how to properly slice apple to achieve the blooming effect: <https://www.thegunnysack.com/bloomin-baked-apples-recipe/>
3. Place apples in an oven safe dish and put two caramels into the center of each apple.
4. Heat butter and brown sugar in the microwave for 30 seconds, stir and continue heating for an additional 30 seconds. Stir in flour and cinnamon. Divide the mixture over the top the two sliced apples.
5. Bake at 375 for 25-30 minutes. (Check apples after 25 minutes and continue cooking until tender. Some apples can take 45 min to 1 hour to soften.)
6. Remove from the oven and use a large spoon to move the apples into bowls.
7. Top with scoop of ice cream, drizzle with caramel and sprinkle with cinnamon. The ice cream will cause caramel in the center to harden so eat quickly or put the ice cream on the side.

FITBIT CONTEST



by Debbie Zawadzki

Are you a FitBit owner? Would you like to be a FitBit owner?

If you answered yes to one of those questions, I have a contest for you!

Several of my friends have been talking about how much they enjoy their FitBit. I thought I wanted one, but until a few weeks ago I was still on the fence if I would really use it. I wasn't sure I needed it, and I wasn't sure if I should spend the money. Then I came to work and Amy Coopenberg showed me hers. Within a couple days I broke down and purchased one for myself. At the time of writing this article, I have had my FitBit for a month, and am totally addicted to it.

For those of you that are unaware, a FitBit is a health and fitness tracker that you wear while you go about your daily activities. The FitBit syncs to your smart phone via bluetooth.



Now for the good part – **THE CONTEST**. This is a very simple way for Chapin employees to have a chance to win a FitBit.

If you own a FitBit: simply write down what you use it for.

If you don't own a FitBit: write down what you would do with it if you had one.

Submit your entries to dzawadzki@chapinmfg.com or hand write it and leave with the HR office (don't forget your name on your entry).

Entries are due by Monday December 3. The winner will be listed in the winter newsletter along with a follow-up FitBit article. Very simple!

7 REASONS WHY YOU SHOULD INVEST IN A FITBIT

1. The FitBit Holds You Accountable

When you get a FitBit you set up your health and fitness goals. Your goals are adjustable and you can change them at anytime. The FitBit cheers you on and tells you when you're getting close to certain goals for the day.

2. The FitBit comes with a support system

The friends function doesn't seem like it would be as important as a lot of other functions in the app, but I find it very rewarding. I can see the 7 day steps for myself and my friends. You can also set up fun walking challenges with your friends for a little healthy competition.

3. The FitBit Gets You Moving

I find myself taking extra steps so I can meet my goals. I use my FitBit to track my exercise. It has three options to track: walking, running, and hiking. But you can also log exercise. If you do 30 minutes of yoga, you can log it, and the app knows exactly how many calories were burned.

4. The FitBit Encourages Better Food Choices

I hate counting calories. It's tedious, especially if you cook without measuring ingredients. I would rather move more than count calories, so while I don't use the FitBit to count calories, I do use it as a food log. You can log what you eat, and what time of day you ate it. The result has been healthier

choices. I don't like looking at my food log and seeing I ate a handful of Cheez Its and a baby Butterfinger for dinner. Like most people, it's hard to know exactly what I eat if I don't write it down.

5. The FitBit Decreases Dehydration

I've always been good about drinking water throughout the day. My FitBit even has a water log. It's an easy reminder to achieve your daily water intake goal.

6. The FitBit Will Make You Healthier

The FitBit isn't a magic cure for all your ailments. The FitBit won't make you kick your carb addiction, and it won't make you shrink a dress size, but it does arm you with the information you need to make healthier decisions. We are

fortunate enough to live in an era where almost everything is trackable. If something can be tracked, it can be improved.

Through the FitBit Web Dashboard you can set up custom trackers. Instead of just tracking your distance walked, number of steps, and calorie intake, you can also track your blood pressure and heart rate.

7. The FitBit just makes it all seem manageable.

Most people struggle with wellness. The FitBit can help you feel like you can actually become a healthier person, even if it's just one step at a time. It's all in the effort you put forth.



Wellness

Chapin continues to participate in activities to enrich the health and wellbeing of its employees. Please visit the Wellness Boards to find seasonal recipes and health tips. Thank you to all who participated in the step challenge during physical inventory. Our winners, Zach Dubois and Mark Volpe walked an average 40,461 steps over two days. That's more than 9 miles each day! Chapin also proudly participated in the Walk to End Alzheimer's on September 22, 2018.

Look for future wellness events, including bowling, road races and step challenges.

401k Changes

Chapin is excited to announce a new retirement and savings initiative. Starting on September 1, 2018 all Union employees receive an amount equal to 1% of their earnings contributed to a 401(k) account. Chapin will continue to match 50% of the first 4% that Union employees contribute to the Chapin 401(k) Savings and Retirement Plan. Starting January 1, 2019, Chapin employees will also be able to contribute to a Roth account. A Roth IRA is a special retirement account that you fund with post-tax income. Once you have done this, all future withdrawals that follow Roth IRA regulations are tax free.

Consider the following example to illustrate the benefits of an employer non-elective contribution and a match program:

Employee X earns \$35,000 annually. The employee contributes 4% of her earnings to a 401(k) account. 4% is approximately \$26.92 per week. Because the money is taken pre-tax, the \$26.92 only costs \$20.00 in actual dollars. Chapin contributes an additional \$20.00 (1% + 50% of 4%). \$46.92 is deposited into the employee's account each week, which costs the employee only \$20 in actual dollars. \$46.92 for \$20 makes fantastic financial sense. At the end of one year, the employee has \$2,500 invested and saved for retirement. Over the course of a 40 year career, that is more than \$100,000 (without accounting for investment growth).

Contract Negotiations - Bargaining Unit Perspective

On September 1, 2018, Chapin entered into a new Agreement with the International Brotherhood of

Boilermakers, Iron Ship Builders, Blacksmiths, Forgers & Helpers, Local S-82. The Agreement lasts for three years until August 21, 2021. The negotiations went favorably for both parties and everyone was pleased to be finished negotiating in early July. Chapin wanted to present the perspective of a member of the bargaining unit. Jimmy Solomonidis sat down with Jenna Burke to discuss his thoughts on the Agreement. This is the second Agreement to which Jimmy has been a party. Jimmy shared that long-time employees were really pleased that the hourly rate over the term of the contract was larger than it had been in years past. Employees were also motivated by the automatic 401(k) contributions because it is a great way to get started in the 401(k) and then increase contributions over time as employees became comfortable investing. Jimmy shared that employees were pleased that certain violations of the company rules will be removed from personnel records after a period of time. This provides peace of mind to long term employees who have violations that are several years old. Lastly, Jimmy praised the Union Board and Union President, Craig Gates for representing and negotiating for the interests of the union members.

Chapin looks forward to many more years of harmonious relations with the union and its members.

Referral & Mentoring Bonuses

Chapin Human Resources is introducing two different ways for current employees to earn cash.

The first is a \$100 bonus for Union employees who refer a friend, family member, neighbor or former co-worker for employment. There is no limit to how many people you can refer. Once the new employee successfully completes 90 days of employment, the bonus will be paid.

The second way to earn extra cash is to be a "mentor" for temporary employees. Mentors are matched up with mentees and are responsible for answering questions, demonstrating to temporary employees safe and efficient ways to perform duties and showing them around the facility. Once the temporary employee successfully completes 45 days of employment, the mentor and the mentee each receive \$50. Once the temporary employee successfully completes 90 days of employment, the mentor and the mentee each receive an additional \$100.

El rincón de Campbell

Mi rincón este mes es muy corto, sin embargo, puede ser el más importante que haya escrito. Se trata de la comunicación. La gente parece estar confundida sobre el tema de la comunicación o, al menos, las escuelas y los medios de comunicación nos han condicionado a creer que el volumen es de lo que se trata la buena comunicación. Mi opinión y lo que trato de hacer en todo momento son simplemente tres reglas que leerás a continuación.

Piensa cuando hablas: ***¡Los tres parámetros imperativos a la hora de comunicarse!***

1

Honestidad

2

Sinceridad

3

Transparencia

Si estos tres elementos están presentes en cada dirección que da, en la conversación que tiene o en la correspondencia que escribe, entonces su intención nunca será engañar.

James W. Campbell
Presidente y CEO
Chapin Manufacturing
July 31, 2018

THERE ARE ONLY TWO
MISTAKES ONE CAN MAKE
ALONG THE ROAD TO TRUTH;
NOT GOING ALL THE WAY,
AND NOT STARTING.

BUDDHA

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The following articles are in Spanish to better accommodate our non-English-speaking employees

Bienestar

Chapin continúa participando en actividades para enriquecer la salud y el bienestar de sus empleados. Visite las tablas de bienestar para encontrar recetas de la temporada y consejos de salud. Gracias a todos los que participaron en el desafío paso durante el inventario físico. Nuestros ganadores, Zach Dubois y Mark Volpe caminaron un promedio de 40,461 pasos en dos días. ¡Eso es más de 9 millas por día! Chapin también participó con orgullo en el Walk to End Alzheimer's el 22 de septiembre de 2018.

Busque futuros eventos de bienestar, incluidos bolos, carreras de ruta y desafíos de pasos.

401k Cambios

Chapin se complace en anunciar una nueva iniciativa de jubilación y ahorro. Mirando fijamente el 1 de septiembre de 2018, todos los empleados del Sindicato reciben una cantidad igual al 1% de sus ganancias contribuidas a una cuenta 401 (k). Chapin continuará igualando el 50% del primer 4% que los empleados del Sindicato contribuyen al Plan de Retiro y Ahorro 401 (k) de Chapin. A partir del 1 de enero de 2019, los empleados de Chapin también podrán contribuir a una cuenta Roth. Una Roth IRA es una cuenta de jubilación especial que usted financia con ingresos después de impuestos. Una vez que haya hecho esto, todos los retiros futuros que sigan las regulaciones Roth IRA son libres de impuestos.

Considere el siguiente ejemplo para ilustrar los beneficios de una contribución no electiva del empleador y un programa de emparejamiento:

Empleado X gana \$ 35,000 anualmente. El empleado contribuye con el 4% de sus ganancias a una cuenta 401 (k). 4% es aproximadamente \$ 26.92 por semana. Debido a que el dinero se toma antes de impuestos, los \$ 26.92 solo cuestan \$ 20.00 en dólares reales. Chapin contribuye con \$ 20.00 adicionales (1% + 50% de 4%). \$ 46.92 se deposita en la cuenta del empleado cada semana, lo que le cuesta al empleado solo \$ 20 en dólares reales. \$ 46.92 por \$ 20 tiene un fantástico sentido financiero. Al final de un año, el empleado tiene \$ 2,500 invertidos y ahorrados para la jubilación. En el transcurso de una carrera de 40 años, eso es más de \$ 100,000 (sin considerar el crecimiento de la inversión).

Negociaciones Contractuales:

Perspectiva de la Unidad Negociadora

El 1 de septiembre de 2018, Chapin firmó un nuevo Acuerdo con la Hermandad Internacional de Boilermakers, Iron Ship Builders, Blacksmiths, Forgers & Helpers, Local S-82. El acuerdo tiene una duración de tres años hasta el 21 de agosto de 2021. Las negociaciones fueron favorables para ambas partes y todos estuvieron contentos de haber terminado de negociar a principios de julio. Chapin quería presentar la perspectiva de un miembro de la unidad de negociación. Jimmy Solomonidis se sentó con Jenna Burke para discutir sus pensamientos sobre el Acuerdo. Este es el segundo Acuerdo del que Jimmy ha sido parte. Jimmy compartió que los empleados de larga data estaban realmente complacidos de que la tarifa por hora durante el plazo del contrato fuera más grande de lo que había sido en años anteriores. Los empleados también se sintieron motivados por las contribuciones automáticas 401 (k) porque es una excelente manera de comenzar en el plan 401 (k) y luego aumentar las contribuciones a lo largo del tiempo a medida que los empleados se sientan cómodos invirtiendo. Jimmy compartió que los empleados estaban complacidos de que ciertas violaciones de las reglas de la compañía se eliminen de los registros de personal después de un período de tiempo. Esto proporciona tranquilidad a los empleados a largo plazo que tienen infracciones que tienen varios años. Por último, Jimmy elogió a Union Board y al presidente del sindicato, Craig Gates, por representar y negociar por los intereses de los miembros del sindicato.

Chapin espera muchos años más de relaciones armoniosas con el sindicato y sus miembros.

Bonos de Recomendación y Tutoría

Chapin Human Resources está presentando dos formas diferentes para que los empleados actuales ganen dinero en efectivo.

El primero es un bono de \$ 100 para los empleados del Sindicato que envían a un amigo, familiar, vecino o ex compañero de trabajo para obtener un empleo. No hay límite para la cantidad de personas a las que puede recomendar. Una vez que el nuevo empleado complete con éxito los 90 días de empleo, se pagará la bonificación.

La segunda forma de ganar dinero extra es ser un "mentor" para los empleados temporales. Los mentores se juntan

con aprendices y son responsables de responder preguntas, demostrando a los empleados temporales maneras seguras y eficientes de realizar tareas y mostrarlas en las instalaciones. Una vez que el empleado temporal completa con éxito 45 días de empleo, el mentor y el aprendiz reciben cada uno \$50. Una vez que el empleado temporal exitoso completa 90 días de empleo, el mentor y el aprendiz reciben cada uno \$100 adicionales.

PARA NUESTROS VETERANOS



Recordemos el servicio de nuestros veteranos, y renuevemos nuestra promesa nacional de cumplir con nuestras obligaciones sagradas con nuestros veteranos y sus familias que se han sacrificado tanto para que podamos vivir libres.

Chapin reconoce a todos los hombres y mujeres que son o han sido miembros de las fuerzas armadas. Nos gustaría tomar un momento para agradecer a los extraordinarios empleados de Chapin que han protegido a la nación. Chapin tiene más de diez empleados que son veteranos o miembros actuales de las fuerzas armadas y estamos eternamente agradecidos por su valentía y valor.

Gracias.

FIESTAS de NAVIDAD

Nunca es demasiado temprano para comenzar a planificar la temporada navideña.

Este año estamos muy entusiasmados con nuestras dos fiestas de Navidad de la compañía. ¡Marque sus calendarios y esté atento para obtener más detalles!



Fiesta de Navidad para Adultos **1 Diciembre 2018**



La Fiesta de Navidad de la Compañía (solo para adultos) tendrá lugar el 1 de Diciembre de 2018 en el campo de golf de Terry Hills (5122 Clinton Street Road, Batavia).

Terry Hills siempre hace un trabajo increíble organizando un evento festivo. ¡Esperamos ver a todos en sus vacaciones lo mejor posible!



Fiesta de Navidad para Niños **8 Diciembre 2018**



La Fiesta de los Niños se llevará a cabo el sábado 8 de diciembre de 2018 y se llevará a cabo en un nuevo lugar este año. La fiesta se llevará a cabo en Northgate Free Methodist Church - South Campus (350 Bank Street Batavia) de 10:00 a.m. a 12:00 p.m.

Estamos muy contentos de anunciar que **Nels Ross: el Oddball Inspirador** se presentará. Si nunca has visto a Nels, a ti y a tus hijos les espera un gran placer. Además de Nels, habrá una aparición especial de parte de The Big Man en Red Suit (menciona esa cita de película: “¡SANTA, lo conozco!”) Y actividades para niños.

TO OUR VETERANS



Let us remember the service of our veterans, and let us renew our national promise to fulfill our sacred obligations to our veterans and their families who have sacrificed so much so that we can live free.

Chapin recognizes all of the men and women who are or who have been members of the armed services. We would like to take a moment to offer thanks to the extraordinary Chapin employees who have protected the nation. Chapin has more than ten employees who are veterans or current members of the armed services and we are forever grateful for their bravery and valor.

Thank you.

CHAPIN

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