



**CHAPIN**<sup>™</sup>  
**CONNECTIONS**



## Campbell's Corner

This fall has been chock-full of activity. As always we kick the fall off with year-end inventory. This year in Batavia the inventory control group did cycle counts throughout the entire year so we didn't have to shut down the last week of August. It was a good thing as we had many orders to ship!

Also, with the close of August brought a new labor agreement. I think this will be my sixth contract. Most likely I will be able to sign one more before my time runs out.

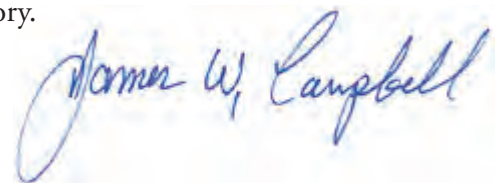
Along with the annual inventory we had our annual corn roast. I think I enjoy the cooking portion more than the eating of the fresh prepared food. It is always a lot of fun and the cooking team this year was the best ever!

As you all are aware, CMS (Chapin Management System) helps drive our company forward. This year was no exception. There was great effort from the very large team to bring home a positive outcome. This year we brought all the outside sales staff in to gain further knowledge of our CMS structure. This also allowed them to spend time with our directors and other personnel so they have that latest information on our products and programs.

Early in the fall the tool room and maintenance teams, finished building a very intricate bridge in the back 70 acres to connect both sides of the property. This was a dream of our dedicated and very loyal past Plant Superintendent Mark Volpe Sr. Mark also served as our Conservation Manager of our forever wild part of our property. We will be dedicating this bridge in his honor later this year.

In the past few weeks several of our friends and colleagues contracted COVID. I cannot ever emphasize the importance of washing your hands, staying six feet apart, and wearing a mask. If at all possible everyone should be vaccinated (health condition allowing). Some of us are fully vaccinated and some have already receive the booster. If you have a "needle phobia" I can personally tell you it does not hurt. If you are unfortunate and catch the COVID virus, it could be deadly to yourself and your family members. I have watched it create long term effects on a personal friend of mine.

We are off and running in the new fiscal year. With our new facilities in Kentucky we are looking forward to producing more sprayers than ever before in Chapin history.



James W. Campbell



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 [nmesler@chapinmfg.com](mailto:nmesler@chapinmfg.com).

—Nick Mesler

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# CHAPIN CLARENCE

## CONNECTIONS



As soon as the weather starts to cool off people remember that winter is coming. That makes fall the busiest time of year in Clarence as we try to build stock of salt spreaders for the coming storms. There are some fun things this time of year. Next door is the Great Pumpkin Farm. As a fun note there are no pumpkins grown there.

If the weather is good it does bring the opportunity to get fair food at lunch a few days a year. During the weekdays they normally let everyone in without a cover charge. Before you go headed out there be warned, everything is very expensive!

On Columbus/Ingenious Peoples Day they have their annual Pumpkin Drop. Here the winning biggest pumpkin is lifted up about 30 feet into the air and comes down and explodes.



## News & Updates from our Chapin Manufacturing location in Clarence, New York

by Bill Campbell



In the times before COVID they would open up the top of the big pumpkin and fill it with candy and let kids run up and get it. It was pretty fund since the huge mess meant allot of the kids were slipping and sliding all over the place to get the candy! We move lunch to coincide with the pumpkin drop, you can't tell from the picture but it's right at the back of the Clarence building. This year the pumpkin cans are also back there.

The weather has been very warm this fall so now that the pumpkins are out we are hoping for a strong winter to keep demand high going into 2022.



# CHAPIN KENTUCKY

## CONNECTIONS



Our Kentucky Facility is continuing to expand and grow. The last three months have been extremely busy. BM 10 has been recently added and the maintenance team has done a great job getting this into production in a very quick time frame. We have also been pushing to bring the Battenfled molder into production for the ATV tanks, testing is being completed now, and shortly we will be in full production.

We also just recently acquired four more dual head blow molders. We have started the process of setting these machines up to production ready status in the very near future; first one will be the next gen backpack in the next couple weeks, this will be followed by another molder for our traditional sprayers, and a third machine that will be set up to produce all our sprayer groups as well as some custom molding projects.

We are also in the process of acquiring a new facility in Danville Kentucky. This will primarily be set up as a central shipping warehouse for all our customers. This venture will continue to strengthen our position in the blow molding industry. As with any new venture there

is a lot of work to be completed but our teams both in NY and Kentucky have been working diligently in the planning phases, to ensure this process goes smoothly. With this accusation we are also investing in a fleet of trucks that will provide the needed flexibility to move our products and supply's between facilities and offset increasing shipping costs.

We would like to also congratulate two of our employees with Employee of the month for September. Donna Shearer first shift production And Lonnie VanWinkle SR. Each employee was awarded a nice certificate and a small gift to show our appreciation for the hard work.



by Doug Platt



### What their supervisors had to say:

*“After extreme consideration I would like to recommend Donna Shearer for employee of the month for the month of September. Donna has perfect attendance, she carefully checks her line according to the job order posted, she has trained two new employees and step one of training on both occasions was teaching the employees job order packets as our bible. Donna has a great attitude, she does everything she is asked to do and goes above and beyond by helping others without being asked to do so. She manages company time well by always staying busy if her line goes down she will clean then moves on to other lines and helps them lines until her line begins running again. Since being on BM 13 Donna has managed to catch three mistakes stopping us from having three quality issues. Donna has been complimented by her coworkers on the fantastic job she does. Donna is someone who puts absolute care into her work, she is very dependable. I make this recommendation because I truly believe that Donna is an employee that cares about Chapin International's core values, she cares about the product our customers receive and she gives 110% to make sure that Chapin remains number one at what we do.”*

### Brandon Hammock - First shift Production Supervisor

*“I would like to recommend Lonnie VanWinkle as employee of the month for the month of September. Lonnie comes to work every day and gives 100% to Chapin and his coworkers. Lonnie works on BM13 and at the start of every shift he goes straight to the line and checks the job order packet to verify we have the correct components that is how he has caught and corrected several quality issues. Lonnie manages time well even when his line goes down he will clean his line and then go help his coworkers on the lines next to him without having to be told to do so. He is respectful and well-liked by his coworkers. Lonnie is a valued employee and we appreciate his hard work and dedication to Chapin International.”*

### Tonia Hickson -Second Shift Supervisor

**Thank you Donna and Lonnie for a job well done!**

- Doug Platt  
Kentucky Plant Manager



## FALL IS IN THE AIR, AND IT'S TIME FOR NEW FEEDERS FROM HEATH.

The Heath feeder time has been hard at work the last year. It takes that long to bring a new item into our inventory and ready to sell. That time includes finding a product, reworking the product if needed, marketing, and artwork design. Once these steps are complete we can place the order. For this whole process, it takes around 120 days for the products to arrive.

The Heath feeder team is comprised of Jillana Yanus, Anntionette Crouch, Ken Daly, Betsy Hibbard, Heather Knight, Nick Mesler, and Steve Hickey.

**Here are the new fall feeders:**



**We also have some new custom feeders in the works too so keep an eye out for those!**



## News & Updates from our Heath Manufacturing location in Coopersville, Michigan

by Ken Daly & Steve Hickey



### ITS ALSO TIME TO GO TO WORK.

With all the activity of new products, we also have to add some capacity and workers to Heath. Heath recently moved from a two level warehouse to a single level warehouse in a different area, but an equal distance from the main facility in Coopersville. We do have the capacity to expand at that facility so as Heath continues to grow we will be able to accommodate the needed space changes.

We also added quite a few new people to our team so join me in welcoming all of these new hires!

**Anthony Wright - Supervisor - 2nd Shift**

**Elise Abernethy - Buyer**

**Ricky Behm - Supervisor - 3rd Shift**

**Amber Dombrowski - Production Leader 2nd Shift**

**Mykele Banks - Material Handler**

**Gerry Gifford - Driver/Material Handler**

**Jeff Pearson - Shipping Lead**

**Ethan Bowles - Packer 2nd Shift**

And lets not forget all our hard working regulars of the Heath staff. Here are some who had work anniversaries!

**Brian Leiter - Machine Operator**

**Brenda Clewley - Assembly Manager**

**Tyler Bazzett - Packer**

**Sandra Tripp - Assembly Tech**

**Kelsey Hardin - Office Admin**

**Shera Carroll - Customer Service**

**Joyce Kamradt - Customer Service Rep**

**Ken Tetzlaff - Supervisor**

**Ken Daly - General Manager**

**Carl Rauff - Machine Operator**

**Thanks to all of you who work hard everyday to make this team great!**

# CHAPIN OHIO

## CONNECTIONS



As Chapin Custom Molding starts the 2022 fiscal year we continue to be customer focused and dedicated to delivering a superior product that meets or exceeds the customers' expectations. CCM is driving towards these goals by reviewing our product portfolio, understanding and correcting underperforming parts, and concentrating on the products that make good fiscal sense. CCM continues to develop and set up systems to help evaluate new jobs that come up for bid.

This will be an excellence opportunity for us to tighten up our quality system and continue to build upon the quality system we have put in place.



Part of our drive for excellence is the maintenance of the ISO 9001 2015 certification. In October we will be bringing in an outside company to provide us with an internal audit. This will help us prepare for the surveillance audit that will be coming up later in the year.

## News & Updates from our Chapin Custom Molding location in Elyria, Ohio

by Melissa Brown & Michael Wolfert



As we finished out the 2021 fiscal year we had a successful inventory. We identified some action items that we will continue to work on. Much of the inventory success came because of the CCM's teamwork to keep the facility WIP items organized. Many people played a part in this and it was greatly appreciated.

As we continue into the cooler months and grow farther away from the pandemic, CCM is anticipating a larger workforce entering our facility. This will enable CCM to continue to provide a better on time delivery as the labor force gets on-boarded. We are excited about the possibilities that this new fiscal year will provide.



# WELCOME!

**Eliud Enrique Mojica, Jr, born September 7, 2021**

Father: Eliud Mojica

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

Chapin presents  
one share of Disney stock  
to each employee baby  
upon their arrival



# CHAPIN™ LIDHJE

## OHIO



Ndërkohë që Chapin Custom Moulding fillon vitin fiskal 2022, ne vazhdojmë të jemi të përqendruar tek klientët/et dhe të përkushtuar për të ofruar një produkt superior, që plotëson ose tejkalon pritshmëritë e tyre. CCM po përparon drejt këtyre qëllimeve, duke rishikuar portofolin tonë të produkteve, duke kuptuar dhe korrigjuar pjesët e dobëta dhe duke u përqendruar te produktet që marrin kuptim nga ana fiskale. CCM vazhdon të zhvillojë dhe krijojë sisteme për të ndihmuar në vlerësimin e vendeve të reja të punës, që dalin për ofertë.

auditimin e mbikëqyrjes, që do të ndodhë më vonë gjatë vitit. Kjo do të jetë një mundësi e shkëlqyer për ne, që të forcojmë sistemin tonë të cilësisë dhe të vazhdojmë të ndërtojmë mbi sistemin e cilësisë që kemi vendosur.



Pjesë e përpjekjes sonë për përsosmëri është mirëmbajtja e certifikimit ISO 9001 2015. Në tetor ne do të sjellim një kompani nga jashtë për të na siguruar një auditim të brendshëm. Kjo do të na ndihmojë të përgatitemi për

## Të Reja & Përditësime nga Lokacionet tona të Chapin Custom Molding në Elyria, Ohio

by Melissa Brown & Michael Wolfert



Ndërsa përfunduar vitin fiskal 2021, patëm një inventar të suksesshëm. Ne identifikuar disa pika veprimi, për të cilat do të vazhdojmë të punojmë. Pjesa më e madhe e suksesit të inventarit erdhi si rrjedhojë e punës ekipore të CCM, për të mbajtur të organizuar artikujt WIP të objektit. Shumë persona luajtën një rol në gjithë këtë, gjë që u vlerësua shumë.

Ndërsa vazhdojmë në muajt më të ftohtë dhe largohemi më shumë nga pandemia, CCM po parashikon që një forcë punëtore më e madhe të hyjë në objektin tonë. Kjo do t'i mundësojë CCM-së të vazhdojë të ofrojë një dërgesë më të mirë në kohë, kur fuqia punëtore të nisë punën. Ne jemi mëse të ngazëllyer për mundësitë që do të ofrojë ky vit i ri fiskal.



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# SALES MEETING 2021 RECAP

September 8th-10th brought the Chapin sales team back together again since fall of 2019, here at Batavia. Although all of our regional sales managers couldn't make the trip, we were thrilled to welcome back, John Kondo of California, John White of Illinois, Chuck Mattes of Tennessee, Betsy Hibbard of Minnesota, and Heather Knight of Michigan, for 3 days of in depth meetings for Chapin and Heath. Each day was packed with important topics such as, fiscal 2021 recaps, CMS goals, MSD pricing and budgets for 2022, personal account reviews, new product developments, customer service breakdown, competitive reviews, marketing updates and so much more.

On Friday the 10th, I had the pleasure of leading a department tour for the sales managers to visit other coworkers as well as seeing departmental changes made and meeting our newest members! The group especially enjoyed time spent in the engineering department, getting up to speed on all the new developments. Thank you engineering for taking time to explain all that you're working on, we appreciate you. Our successful few days ended with much laughter at the annual company corn roast when Steve Hickey got a back full of tent water!

Personal favorite parts about the trip:

*"Engineering updates" "Seeing everyone in person"*  
*"Meeting new people" "Steve was very informative on reporting 2021"*

Overall, our sales managers felt the meetings were very informative on recapping 2021 and preparing for 2022. Therefore, moving forward we plan on meeting in person twice annually. As a whole this was a great way to get all of the sales team on the same page in preparation for 2022. Now having a better understanding of challenges, goals, and the importance of teamwork needed from each department, Chapin has the tools to execute profound success this year!

## Special thanks to:

- Steve H and Chris for their preparation and planning of the itinerary as well as hosting the meetings
- Marketing for new product updates and putting together everyone's information into the PowerPoint
- Paul DiBenedetto for the breakdown on new products
- Bill Campbell for the in-depth competitive review updates
- Customer service for providing departmental updates
- All of the sales team for helping bring your updates to light

**Lastly, a big Thank you to everyone for making this year's sales manager meeting a wonderful success!**

# Santa's Sleigh is on the way!



Christmas shopping is always a challenge whether you are well organized and get it done in advance, or scramble to search for gifts at the last minute. Gift shopping is a commitment of time, energy, financial resources and creativity to find just the right gift for each of your recipients. More than ever, Christmas is going to require some planning this year, and if you haven't started yet, you are probably already a little late.

Manufacturing, shipping, and transportation constraints, and lack of labor will limit availability of supply and distribution of gifts in all merchandise categories, whether you shop in store or on line. Retailers and distributors have been trying to stock up in advance of the holiday season. The largest companies have the means to do this but still have not been able to purchase the variety and quantity they would prefer to have available. Small retailers have also been stocking up, like Bloomsbury Lane toy shop in Lancaster, NY. The owner bought extra inventory and acquired extra space to store it in advance of the Christmas season. The orders they placed have been filled up to 75% on average. The small clothing retailers I spoke with seemed less concerned about inventory and more concerned about moving product. Stock looked plentiful at the time but styles and sizes can disappear quickly so I bought a unique sweater for my niece that caught my eye after browsing around.



In-store shopping for clothes in general has been a dismal experience lately. Few stores remain open and the selection of merchandise looks picked over like shoppers stampeded through and bought everything or they haven't received a new shipment in months. Electronics stores have sparsely stocked shelves and supply will be limited throughout the season. Deals on small appliances should be taken advantage of early because of concerns about availability of those items too.

Shopping at small, local retailers is a good option for finding more unique gifts. Prices may be higher but cost of good have been rising steadily all across the board for all items and pre-Christmas deals are expected to be more limited and less generous this year. Consider products made by local artisans such as crafts, skin care products, chocolates, specialty food items, clothes, accessories, jewelry, furniture and toys.

Chapin and Heath have great gift items for those who love gardening, bird watching, or just need a new tool to make work around the house easier. Consider a general purpose stainless steel lawn and garden sprayer, a rose duster for those who love to tend roses and flowers, a hydroponic sprayer for indoor plants and a new MOE backpack for those who have a lot of property to take care of. The Chapin Commercial Duty 63900 is also a good option for the DIYers who tackle a variety of tasks around the home. Heath has a wide variety of innovative feeders which can be ordered. *Human Resources keeps a supply of Heath hummingbird, seed and suet feeders in Human Resources, along with a steady supply of suet.*



**So start shopping!** Make your list, start searching Amazon, look through your L.L.Bean catalog, get to your local stores and check out Chapin and Heath gift options. When you have it all done, then sit back, relax and enjoy the holiday season!



## Employee Spotlight: Jessica Maskell

By Ashley Newton

### Get To Know Jessica

Jessica is our Receiving Coordinator and most known for her big smile and overall positive attitude. She was born and raised in Elba NY, where she attended high school. While in high school she participated in Softball and Soccer. Jessica worked at subway from the age of 16, until she came to Chapin at the age of 21. When she's not at Chapin, she enjoys cooking and spending time with her son Kaiden and fiancé Josh, along with their 2 dogs Frankie and Mack!

### Duties at Chapin

Jessica coordinates the receipt and processing of all inbound freight systematically and physically. She monitors and guides the receiving process to ensure goods are available for production lines. She also reviews inventory transfers to other vendor partners and Chapin facilities. Along with all of that, she organizes our Chapin trucks for the daily paths. All while keeping her amazing smile!



### Thoughts on Chapin

She appreciates the structure that Chapin provides. When applying for jobs and deciding to join the workforce, she was looking for a company that she could retire from. A company that she could trust to be successful for the next 40 plus years of her career. She is grateful for all of the advancement opportunities that she has been able to make within this company.

Watching this company grow in the past 8 years blows her mind every day. Jessica is thankful to be a part of a company that never stops trying to reach

further to achieve greater goals. The changes and advancements this company has made are reassuring that the job security that Jessica was looking for is still there. Chapin has proven to be a company that she can see myself with for the remainder of her career.

### What co-workers say about Jessica:

*"Jessica is a beacon of positivity. She is not afraid of hard work and always puts others, and her job ahead of herself. Jessica has a determination to get things done and get them done the right way. She is always willing to help and has blossomed into a leader and advocate for training and dedication in our organization. She is a great story here at Chapin, showing how hard work and determination can lead to big things. Chapin is a better place to work because of Jessica."*

*"Jessica is full of positive energy and is always willing to learn new things and take on new challenges."*

*"Jessica is always willing to chip in and do what is needed to get the job done. She never complains and always brings positivity into the work she is doing."*





# Chapin Wellness Quarterly Update

Wellness has always been an important area for Chapin. We value our employees and their overall well being is critical. Some of the fun things we have done this Quarter to continue to promote the Wellness arena are:

## July: Get Moving/Step Challenge

Caribbean Step Challenge-40 participants

Arnold Wagner won 1st

Chet Miller won 2nd

We have 46 participants

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## August: Open Enrollment

Chapin Held Open enrollment at all locations

Chapin Strong Wellness Program was rolled out

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## September: Alzheimer Awareness

Chapin had a Flu Shot and COVID Vaccine Clinic

Chapin participated in the Alzheimer Walker to raise money and awareness

Our team raised \$2,505. We had 47 team members



# Novedades trimestrales de bienestar en Chapin

El bienestar siempre ha sido un área importante para Chapin. Valoramos a nuestros empleados, y su bienestar general es de importancia crítica. Algunas de las cosas divertidas que hicimos este trimestre para seguir promoviendo el bienestar fueron:

## **Julio: Desafío de moverse y caminar**

Desafío de pasos caribeños – 40 participantes  
Arnold Wagner ganó el 1.er lugar  
Chet Miller ganó el 2.º lugar  
Tenemos 46 participantes

## **Agosto: Inscripción abierta**

Chapin tuvo su inscripción abierta en todas las instalaciones.  
Se inició el programa de Bienestar Fuerte de Chapin.

## **Septiembre: Concientización del Alzheimer**

En Chapin tuvimos una clínica de vacunas contra la gripe y el COVID  
Chapin participó en la caminata por el Alzheimer para recaudar dinero y generar conciencia  
Nuestro equipo recaudó \$2,505. Tuvimos 47 miembros en el equipo.



# Përditësim Tremujor për Chapin Wellness

Mirëqenia ka zënë gjithmonë një vend të rëndësishëm për Chapin. Ne i vlerësojme punonjësit dhe punonjëset tona, dhe mirëqenia e tyre në tërësi është kritike për ne. Disa gjëra argëtuese që kemi bërë këtë Tremujor, për të vazhduar promovimin e arenës Wellness janë:

## **Korrik: Lëviz/Sfida e Hapave (Get Moving/Step Challenge)**

Sfida e Hapave për Caribbean - 40 pjesëmarrës/e

Arnold Wagner fitoi vendin e 1të

Chet Miller fitoi vendin e 2të

Ne kemi 46 pjesëmarrës/e

## **Gusht: Regjistrimet e Hapura**

Chapin Mban të Hapura regjistrimet në të gjitha lokacionet

U hap Programi Chapin Strong Wellness

## **Shtator: Ndërgjegjësim për Alzheimer**

Chapin pati të hapur një klinikë për vaksina kundër Gripit dhe COVID

Chapin mori pjesë në Ecjen për Alzheimer për të mbledhur fonde dhe rritur ndërgjegjësimin

Skuadra jonë mbledhi rreth 2,505 dollarë. Ne patëm 47 anëtarë dhe anëtare skuadre.





# PRODUCTION UPDATE:

## NEW BLOW MOLDER: BM-16



At the west end of blow molder row you may have noticed the activities centered around the installation of a new double head machine. Our latest addition, BM16, will be part of our most automated line yet.

As with other production lines, this one will have a robot unloading bottles from the molder, but that is where the similarities end. What will make this line stand out is the implementation of a robot to trim the flash from the neck and tail of the bottles. This same robot will then hand off the bottles to our tried and true bulkhead drilling operation.

From there, an automated screen printer will apply the retail artwork and then discharge the bottles for traditional assembly, packaging and palletizing. The goal is to have this new, robot enhanced line operational as soon as possible.

So please keep your eyes open as things will be changing almost on a daily basis.





# New For Bleach & Vinegar

—By Vince Vollo

There have been 2 sprayers in the Chapin backpack lineup that have performed quite well over the years. Both of these sprayers were different in design. Different because each were designed to appeal to European consumers and to those partial to its unique “Eurostyle” design. Chapin has had great success with these sprayers, but due to logistical challenges caused by current global trade obstacles and regulations, the cost of these two items have risen dramatically. In order to offer our customers a domestic alternative and avoid the inherent logistical importing challenges of the day, Chapin has developed domestic versions of these two sprayers giving customers an economical alternative.

platform as our 60100 sprayer. Its blue cap and bleach resistant seals distinguishes it as a bleach compatible sprayer. Ideal for cleaning up of mold and mildew on non-porous surfaces and other general cleaning projects that are larger in scope.



60175

The 60175 is the new US made alternative to the 61575 Bleach backpack sprayer. Now manufactured in our new Kentucky plant, this sprayer is built around the same



60105

The 60105 is the new US made alternative to the 61505 Horticultural Vinegar backpack sprayer. Like our new bleach sprayer it is built around our popular 60100 and wears a green cap and vinegar resistant seals making it ideal for broad area weed control and applications using horticultural vinegar solutions.

These new products are great alternatives to both the current Eurostyle backpacks and ensure that no void is left in the marketplace and consumers always have a Chapin sprayer to choose from that fits their needs. And best of all... they’re made in the USA!



## ***ARE TRADESHOWS BACK?***

***Or Going the Way of the Dodo?*** by Vince Vollo

Chapin uses trade shows to showcase new products, build relationships and to look for new retailers to work with. With the continuing challenges of the Covid-19 pandemic, trade shows may look and feel very different in 2022 than they have in the past. While the goal remains to boost profits and gain market share, safety has to be taken into account.

Although 2021 is rounding out with shows being back on the rise, many ask the question if tradeshow are really worth the investment when attendance can't be guaranteed. Some speculate that if 2022 sees a decline in Covid cases and the vaccination rates continue to rise, shows will see a great spike in attendance because people want to "get back to normal". As a manufacturer, Chapin has to measure its attendance at shows based on the knowledge drawn from our customer base. Our sales team can get a good gauge of what a show's performance will be by finding out if our customers plan to send their own people to the show. If we are hearing that our customers won't risk in person meetings and/or travel just yet, we can quickly determine if a show has merit, or if it is just too soon to participate.

Chapin participates in over 125 shows in a normal year. Ninety-five percent of these shows are dealer shows that our customers hold or sponsor. In some cases we are obligated to take part and some we can chose to participate if we see there is a good return on our investment. The other 5% of our shows are industry shows like the National Hardware Show, World of Concrete and the GIE (Green Industry Equipment Expo). These 3 shows, for example, are where we introduce new products and build brand awareness. In 2021 we opted out of the National Hardware Show (which was postponed to October) and the GIE, which we felt posed a high risk to the safety of all of us at Chapin because the infection rates were so high in Louisville at the time.

The shows that our team has attended, like the Ace, True Value, Tractor Supply and others all reported unexpectedly good attendance. Though restrictions were in place for most depending on the city, most show-goers were happy to follow the rules and were eager to be dealing face to face again.

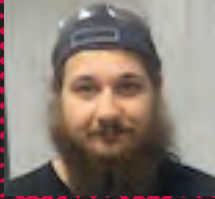
In terms of how large shows are handling a rebound from a very difficult year, I think a recent article on retailbound.com stated it well... there are “Two different approaches apparent when researching individual product conventions and shows. Either the organizers attempt to keep everything running as normally as possible with no real concessions for the pandemic situation or new guidelines and rules are in place specifically focused on Covid-19 precautions. For example, the Inspired Home Show, which was canceled in 2021, is scheduled in six different locations for the 2022 Chicago event with no specific instructions about vaccination status or mask wearing. The Consumer Electronics Show and the National Hardware Show take a more direct approach to health and safety questions. They will require vaccination status and masks or face coverings as determined by their event location mandates and recommendations.”

Speculating on whether 2022 will be “the year tradeshows return” is hard to say. And talk of show extinction has been heard in some circles, but either way, **Chapin will always put the safety of its people first.**



Source: <https://retailbound.com/how-will-product-trade-shows-look-in-2022/1>

# WELCOME TO CHAPIN



**Cody Amrheim,**  
*1st shift metals*



**Christopher Campbell,**  
*3rd shift shipping*



**Sahil H. Chaudhari,**  
*Manufacturing  
Engineer*



**Samantha Coffey,**  
*Customer Service,  
Product Tech*



**Twan Conway,**  
*1st shift metals*



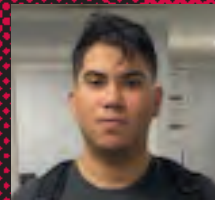
**Daniel Grewe,**  
*IT Network Engineer*



**Anthony Gugino,**  
*Production Supervisor,  
Plastics*



**Dean London,**  
*Production Supervisor,  
Plastics*



**Jesus Lopez,**  
*3rd shift plastics*



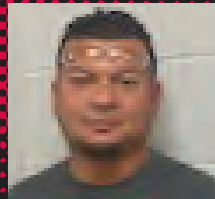
**Sandra Marsceill,**  
*1st shift sub  
assembly*



**Gregory Maynard,**  
*2nd shift  
maintenance*



**Timothy Meath,**  
*VP of Sales and  
Marketing*



**Manuel Merced-Pillot,**  
*1st shift shipping*



**Darryl Mitchell,**  
*1st shift metals*



**Robert Petrunger,**  
*National Sales  
Manager*



**James Richardson,**  
*2nd-shift plastics*



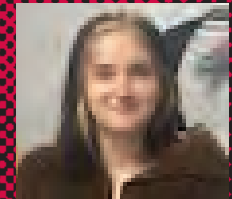
**Randy Rumble,**  
*3rd shift shipping*



**Cheryl Schiller,**  
*1st shift shipping*



**Adam Schwab,**  
*Shipping Clerk*



**Mya Snyder,**  
*1st shift plastics*



**Mike Torres,**  
*1st shift plastics*



**Tiffany Tuttle,**  
*1st Shift Plastics*



**Troy Wobschall,**  
*National Sales Manager*



**Kali Wright,**  
*Inside Sales Representative*



# MILESTONES

## ANNIVERSARIES ANIVERSARIOS:

20 years/años: Daniel Mast

25 years /años: Martin Kunes

## REFERRAL BONUSES BONOS POR RECOMENDACIÓN:



Tracie Rowland was referred  
by / fue referido por Rebecca Bender

Cheryl Schiller was referred  
by / fue referido por Brian Hull



Manuel Merced was referred  
by / fue referido por Christopher Lopez-Torres

Sandra Marscelli was referred  
by / fue referido por Mike Thompson



## WELCOME!

Harvey Palepu, born September 21, 2021  
Father: Raja Palepu

Chapin presents one share of Disney stock  
to each employee baby upon their arrival



# Corn Roast BBQ





# FALL RECIPES



## WALNUT LENTIL PATE (from bojongourmet.com)

### Ingredients:

- ½ cup green lentils
- 1 bay leaf
- 2 cups water
- ¾ cup walnuts
- 3 tablespoons of olive oil
- ½ of a medium onion, diced
- 2 whole peeled garlic cloves
- 1 ½ tablespoons white or yellow miso (soybean paste)
- ½ tablespoon of mirin (rice wine)
- ¼ teaspoon black pepper (You do not need salt. The miso is very salty.)
- ½ teaspoon dried basil

### Instructions:

1. Combine the water, lentils and bay leaf in a saucepan and heat until boiling. Turn the heat down and let the lentils simmer for 20 or 30 minutes until tender but not falling apart. Drain, remove the bay leaf and cool completely.
2. Preheat the oven to 350°. Spread the walnuts on a pan and toast for 6 to 8 minutes. Make sure they do not burn. Remove them from the oven and let cool.
3. Heat two tablespoons of the oil in a saucepan over medium heat. Sauté the onions and garlic until softened. Let cool. Remove the garlic cloves and crush them in a garlic press. Set aside.
4. Puree the walnuts in a food processor until the texture of nut butter. Add the lentils and continue to puree until the mixture forms a smooth paste. Add the onions, crushed garlic, miso, mirin, dried basil, black pepper and remaining tablespoon of oil. Puree until smooth.
5. Store in the refrigerator until ready to serve. Keeps in the refrigerator for up to three days.
6. Serve at room temperature with water crackers or plain baguette slices, and cranberry orange relish. You can make a quick, tart relish by finely chopping half a bag of cranberries, half of a navel orange including the rind, and 1 to 2 tablespoons of sugar to taste in a food processor.



## APPLE DUMPLINGS (from allrecipes.com)

### Ingredients:

- 1 (16 oz.) can of refrigerated biscuit dough (I used Pillsbury Grande Biscuit Dough)
- 4 apples peeled, cored and sliced into 8 pieces
- 1/3 cup butter
- 1/3 cup brown sugar + 1 tablespoon
- 1/3 cup white sugar
- ½ teaspoon cinnamon + 1/8 teaspoon
- 1 teaspoon vanilla extract
- ¼ cup water

### Instructions:

1. Preheat the oven to 350°F.
2. Butter a 13 in. x 9 in. baking pan.
3. Coat the apple slices with 1 tablespoon of brown sugar and 1/8 teaspoon of cinnamon
4. Separate the biscuit dough into 8 pieces. Press each piece into a round circle about 7 in. to 8 in. diameter. Wrap 4 slices of apple in each piece of dough and seal the edges. Place the dumplings seam side down in the pan.
5. Melt the butter in a small saucepan over low heat. Add a third cup sugar, a third cup brown sugar, the vanilla extract, and half teaspoon cinnamon and stir until blended. Add water to achieve a thick, but pourable consistency. Remove from heat.
6. Bake the dumplings for 15 minutes, then turn them and bake them for another 10 minutes.
7. Spoon the sauce over the dumplings and bake for another 10 minutes until golden.

*Best served warm with vanilla ice cream or whipped cream.*



## BUTTERNUT SQUASH RISOTTO

### Ingredients:

- 1 small butternut squash (about 1 lb.) peeled and cut into 1/2 in cubes (Wegmans offers 1 lb. packages of cut butternut squash which saves the time of cutting the squash)
- 4 tablespoons extra virgin olive oil
- 3 1/2 to 4 cups of low sodium chicken broth or “no chicken broth” (for vegetarians)
- 1/2 medium onion diced
- 1 cup Arborio rice
- 1/2 cup shredded parmesan cheese
- Salt and pepper to taste
- 20 sage leaves

### Instructions:

1. Preheat the oven to 400°. Place the butternut squash pieces in a bowl, sprinkle with salt and pepper, and toss with 1 tablespoon of olive oil. Spread the pieces on a pan and roast for 20 to 30 minutes until the squash is soft and the edges start to brown.
2. Heat one tablespoon of oil over medium heat and fry the sage leaves until they turn dark. Try to avoid browning the edges. Transfer the sage leaves to a paper towel to drain the oil.
3. Bring the broth to a boil in a saucepan and remove from the heat.
4. Heat the remaining 2 tablespoons of olive oil in a large saucepan over medium heat. Sauté the onion in the oil for a few minutes until softened. Stir in the Arborio rice until coated with oil. Gradually add about a cup of broth to the rice, stirring until it is nearly absorbed. The rice should be simmering, not boiling. Continue to add broth a half cup at a time, stirring almost constantly until it is absorbed. The rice is done when the texture is soft and slightly chewy to taste. The rice should be creamy, not watery. Add a few dashes of salt and pepper. Stir in the shredded parmesan cheese until evenly distributed in the rice.
5. The risotto should be served with the rice as a base, topped with roasted butternut squash and crumbled sage leaves as a garnish.
6. Makes 4 side dish servings or 2 to 3 main dish servings.

*If you like garlic, adding a bit of crushed garlic while sautéing the onion would add additional flavor.*





## Esquina de Campbell

Este verano ha estado lleno de actividad. Como siempre, arrancamos el otoño con el inventario de fin de año. Este año, en Batavia, el grupo de control de inventario hizo conteos cíclicos durante todo el año, para no tener que parar en la última semana de agosto. Y fue una buena idea, ¡porque tuvimos muchos pedidos que embarcar!

Además, con el final de agosto firmamos un nuevo contrato de trabajo. Creo que este será mi sexto contrato. Probablemente podré firmar uno más antes de que se me agote el tiempo.

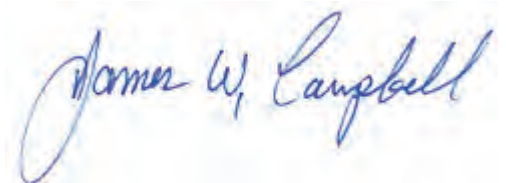
Junto con el inventario anual, tuvimos nuestra reunión anual con elotes asados. Creo que me gusta más cocinarlos que comer la comida recién preparada. Siempre es muy divertido, ¡y el equipo de cocineros de este año fue el mejor de la historia!

Como todos ustedes saben, el CMS (Sistema de Gestión de Chapin) ayuda a avanzar a nuestra compañía. Este año no fue la excepción. Un equipo muy grande hizo un gran esfuerzo para lograr un resultado positivo. Este año reunimos a todo el personal de ventas externas para que conocieran mejor la estructura de nuestro CMS. Eso también les permitió pasar tiempo con nuestros directores y otros miembros del personal, así que tienen la información más reciente sobre nuestros productos y programas.

A principios del otoño, la sala de herramientas y los equipos de mantenimiento terminaron de construir un puente muy complicado en los 70 acres traseros, para conectar ambos lados de la propiedad. Ese era un sueño de nuestro dedicado y muy leal ex superintendente de planta Mark Volpe Sr. Mark también fue nuestro gerente de conservación de la parte siempre silvestre de nuestra propiedad, Dedicaremos este puente en su honor antes de que termine el año.

En las últimas semanas, varios de nuestros amigos y colegas se contagiaron de COVID. No puedo enfatizar lo suficiente la importancia de lavarse las manos, mantenerse a seis pies de distancia, y usar un cubrebocas. Si es posible, todos debemos estar vacunados (si nuestro estado de salud lo permite). Algunos estamos completamente vacunados, y algunos ya han recibido la dosis de refuerzo. Si tienen "fobia a las agujas", puedo asegurarles por experiencia personal que no duele. Si tienen la mala fortuna de contraer el virus del COVID, podría ser mortal para ustedes y sus familiares. Lo he visto provocar efectos a largo plazo en un amigo personal.

Ya empezamos un nuevo año fiscal. Con nuestras nuevas instalaciones en Kentucky, produciremos más rociadores que nunca en la historia de Chapin.



James W. Campbell



# Cepi i Campbell-it

Kjo vjeshtë ka qenë plot me aktivitete. Si gjithmonë, ne e nisim vjeshtën me inventarin e fundvitit. Këtë vit në Batavia, grupi i kontrollit të inventarit bëri numërimin e ciklit gjatë gjithë vitit, kështu që nuk na u desh të mbyllnim dyert në javën e fundit të gushtit. Kjo ishte diçka shumë e mirë duke qenë që kishim urdhra për dërgesa!

Gjithashtu, mbyllja e gushtit solli një marrëveshje të re pune. Mendoj se kjo ka për të qenë kontrata e gjashtë. Me shumë mundësi do të jem në gjendje të nënshkruaj edhe një tjetër, para se të më mbarojë koha.

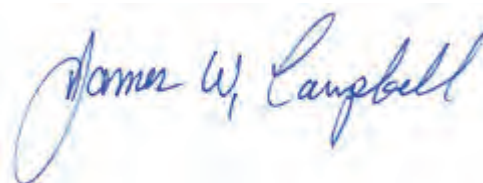
Së bashku me inventarin vjetor kaluam bashkë edhe festivalin e pjekjes së misrit. Unë mendoj se më pëlqen pjesa e gatimit, më shumë sesa ngrënia e ushqimit të freskët, të përgatitur. Është gjithmonë shumë argëtuese dhe ekipi i gatimit këtë vit ishte më i miri ndonjëherë!

Siç mund të jeni të gjithë/a të vetëdijshëm/e, CMS (Chapin Management System - Sistemi i Menazhimit Chapin) ndihmon që kompania jonë të ecë përpara. Ky vit nuk bënte përjashtim. Pati përpjekje të mëdha nga ekipi i madh në tërësi, për të sjellë në shtëpi një rezultat pozitiv. Këtë vit ne sollëm të gjithë stafin e jashtëm të shitjeve për të fituar njohuri të mëtejshme mbi strukturën tonë CMS. Kjo gjithashtu u mundësoi kohë me drejtorët/eshat tanë/tona dhe pjesën tjetër të personelit, në mënyrë që të kenë informacionin më të fundit mbi produktet dhe programet tona.

Në fillim të vjeshtës, dhoma e veglave dhe ekipet e mirëmbajtjes, përfunduan ndërtimin e një ure shumë të ndërlikuar në pjesën e pasme prej 70 hektarësh, për të lidhur të dy anët e pronës. Kjo ishte një ëndërr e ish-Mbikëqyrësit tonë, të përkushtuar dhe shumë besnik, të Bimëve, Mark Volpe Sr. Mark gjithashtu shërbeu si Menaxher i Konservimit të pjesës më të egër të pronës sonë. Ne do e dedikojmë këtë urë në nder të tij, më vonë këtë vit.

Në javët e fundit disa nga miqtë/mikeshat dhe kolegët/et tona u infektuan me COVID. Unë nuk mund të rresht së theksuari rëndësinë e larjes së duarve, qëndrimit dy metra larg dhe mbajtjes së maskës. Nëse është e mundur, të gjithë/a duhet të vaksinohen (nëse gjendja shëndetësore e lejon). Disa prej nesh janë vaksinuar plotësisht dhe disa tashmë kanë marrë dozën e dytë. Nëse keni një "fobi nga gjilpërat", unë personalisht mund t'ju them se nuk dhemb. Nëse fatkeqësisht, infektoheni me virusin COVID, mund të jetë vdekjeprurës për veten dhe anëtarët/et e familjes tuaj. I kam parë pasojat e virusit, me efekte afatgjata te një miku im personal.

Jemi tani duke u përqendruar në vitin e ri fiskal. Me ndërtesat tona të reja në Kentucky, po presim me padurim, të prodhojmë më shumë spërkatës se kurrë më parë në historinë e Chapin.





**CHAPIN**

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