

CHAPIN[®]
CONNECTIONS

Employee Newsletter | July 2019

CAMPBELL'S CORNER

Summer is here at last. It was a slow start to this year's growing seasons, but everything is in high gear now including Chapin.

We are well into our fourth quarter and year end is just around the corner. We have lots of fun events to look forward to. First is the Chapin family picnic with Dennis Moscicki's secret sauce on the chicken BBQ. This is the best time of year to catch up with retirees and have some outdoor fun while enjoying the summer weather. The following event we look forward to is "PHYSICAL INVENTORY". In just a short span of two days we count everything in the building and if we all did the correct things throughout the year we will be right on the number.

The best part of the shutdown/inventory is the corn roast. I promise you this year it will be bigger and better than ever before. This year I took a straw poll and the votes are in! Although Deb Zawadzki detested it, we are adding steamed clams along with our normal food selection and Deb's cowboy beans.

A couple short weeks after the picnic the annual charity golf tournament will arrive. We are doing all we can to bring in enough money to buy the local food pantry a room sized cooler so they can supply more days of food to the people who are in need of it.

There are a lot of planned projects that need to be finished by year end in the production area.

The new receiving area (the old shipping docks) is almost completed at the time of this writing. This new area will relieve a lot of congestion and allow QC to have a better look at the products coming in.

You may have noticed all the work going on in the old nurse's office. Human Resources is moving into the new area. The new layout will provide much needed privacy for employees when they have personal business to discuss with HR. There will also be some rearrangement in the production/purchasing department.

Last and most importantly the main break room is getting a facelift. Everything will be painted, new lights will be installed, new tables and chairs will be purchased and believe it or not a brand new air conditioner will be installed. This means we can retire the old 1960's beast sitting in the corner.

We should be in great shape to finish the year off and get a jump start on the New Year.

—Jim



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6



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14



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19

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.

—Nick Mesler

In this issue

Lose to Win Results	4
Walk at Lunch Photos	5
2019 Golf Charity Update	6-7
Summer Picnic Photos	8-9
Employee Spotlight	10
Product Spotlight	11
Employee Milestones	12
Graduations	13
Birds Nesting at Chapin	14-15
Tour de Cure	16
2019 NHS Wrap-up	17
86620 - Kegler Sr. Review	18
Summer Recipes	19



TOP 3 FINAL WEIGH-IN RESULTS

Ranked from highest percentage of weight loss to lowest

1

MISSION SLIMPOSSIBLE

Cindy Kegler
Maria Chavez
Scott Fisher
Dan Mast
Mike Hough

2

THE SLIMSON'S
Debbie Zawadzki
Becky Yauchzee
Amy Coopenberg
Brenda Milillo
Nick Mesler

3

WAIST MANAGEMENT
Jim Campbell
Bill Kegler
Chuck Mattes
Jen Lockemeyer



THANK YOU TO ALL WHO PARTICIPATED!

WALKING

AT LUNCH



2019 GOLF CHARITY UPDATE



Truth be told I'm not a golfer, but I have a great time not only participating in our tournament but working with the team that plans, prepares and runs the tournament. What a great group of people to work with. With the continued support of CEO Jim Campbell and Chapin, this year will be the 12th Annual Chapin Charity Golf Tournament. As I think back, this is not actually the 12th official tournament. We held 1 prior tournament at the Batavia Country Club. Still, the time has gone by rather quickly. I fondly remember and still laugh thinking about the Sponge Bob Ball challenge. If anyone likes a good story stop by and ask Chris Rumfola what happened to his Sponge Bob ball! Like all of the other events we have at Chapin throughout the year, it takes a lot of effort and dedication to make it a successful event and based

on the growth of the golf tournament I'd say it's been an overwhelming success. The Golf Tournament chairman, Norm Hubbard, has been in charge of the event almost since its inception and has done a remarkable job keeping the team focused and on track. The yearly success of this event means a great deal to our charity benefactors. If you have had the opportunity to talk with anyone that participates, I'm sure you have heard that this is one of the best run tournaments around.

When we begin our planning we ask organizations that are interested in becoming a benefactor to come to Chapin and give the golf committee a presentation about their organization and why they believe that they should be the recipient of the funds we raise. We as a committee like to be sure that the impact of the funds is going to be long lasting for the benefit of our community. Chapin has had a great history of supporting organizations and events throughout the Genesee county region and beyond that support the many values we all share, to be good stewards of our community by helping support those in need. Through our Charity Golf Tournament, and with the great support of our sponsors and golfers, many who return year after year we have raised over \$150,000. With that support we have been able to distribute the money to organizations like Crossroad's House, DAV, Boy Scouts of America, Girl Scouts of America, YWCA Domestic Violence Program, Justice For Children, Batavia Volunteers for Animals and Literacy Genesee just to name a few.





This year we have chosen the Salvation Army Emergency Food Bank as our charity benefactor. The Emergency Food Bank is currently able to provide those in need with 3 days' worth of meals to any size family once a month. A major limiting factor in this has been their ability to accept donations and store more perishable foods that require refrigeration. Our hope this year is that with our donation they will be able to install a walk in cooler allowing for more storage and pushing the daily meals plan out to a full 7 days. What a great thing for those folks in need and benefitting from this program, not to have to worry about where the next meal is coming from.

It's now June so the tournament is right around the corner on August 10th at Terry Hills. If you have not previously participated in this event I encourage you to please consider doing so. If you are not a golfer, remember I'm not but I pretend to be one once a year, come join us for this event. Heck, Chapin even gives all golfers a sleeve of balls so I don't have to worry about losing them! Again, I cannot say this enough, it's a great outing and another great organization in the community that will be receiving our support. If you really don't golf, please consider volunteering on the committee and at the tournament, we can always use the extra hands.

-Bill Kegler



CHAPIN

2019 FAMILY PICNIC





EMPLOYEE SPOTLIGHT: KEVIN BACON

by Jen Lockmeyer



It started back in September 1993, Kevin Bacon had only recently moved back to his hometown of Batavia, working construction, and applied to Chapin. Accustomed to hard work as a USAF Aircraft Mechanic, the idea of a job at Chapin appealed to Kevin because at least “it’s not outside”. A quiet individual who shies away from extra attention, Kevin has a Chapin story that most certainly should be highlighted.

Start at Chapin

Kevin started out in Delta – and in his first annual performance review Bill Kegler’s remarked that aside from his excellent attendance, Kevin “sometimes takes more than the required amount of time on a job because he is meticulous”. That theme carries through the later years – and while no one is perfect – it is clear that Kevin has maintained his work ethic – to produce the best quality products for the best sprayer company in the world. In late 1997, Jim Campbell strongly encouraged Kevin to consider the Apprenticeship program at Chapin. For those who are unfamiliar with our Apprenticeship program –it’s rigorous. Requiring 8000 hours of on-the-job training, as well as a minimum of 576 hours of classroom instruction, with plenty of practical and written exams to move on to the next level, an apprentice needs to be fully competent in Plastics Design, Materials, Electrical, Hydraulics, and Blueprint Reading. There are many more technical areas, but rest assured it’s a scholarly pursuit. Further, it takes dedication to be a Plastics Journeyman since it is a minimum of a four-year commitment. However, despite the rigor, in Spring 2003, Kevin had earned his NYS Journeyman’s Certificate, and a presentation in honor of his, as well as Dennis Moscicki’s, achievement was held at Chapin.

Favorite parts of Chapin

When asked what Kevin liked best about Chapin – he said that Chapin provides equal opportunity and that “anyone can excel here”. He also cited the company events and the people at Chapin that make it a great place to work. Kevin also remarked that Chapin cares about kids and that is close to his heart as well. He makes every effort to mentor two children, ages 8 and 14, about school, work and just making sure they stay focused on the right track. He also likes the Chapin Bowling parties and Christmas parties. Also unknown to most Chapin employees, Kevin was a veteran of the Gulf War – seeing time in both Desert Storm and Desert Shield. He learned to ski in the Alps while he was in Garmisch Germany, and has traveled far and wide. Some of the countries Kevin’s served in are: Korea, Holland, Spain, Japan, Philippines, and Turkey.

Life at Home

Kevin is a family-oriented man whose career at Chapin spans three decades. He serves as yet another example (well known by the many retirees who have similar experiences) that perseverance and continuous improvement yields the best result – not only for the person, but fortunately also to Chapin and its customers..



One last thing... if you’re driving around Batavia, keep your eye out for one of these cars- chances are it’s a creampuff restored by Kevin Bacon – not the movie star – but certainly one of Chapin’s Stars!

Product Spotlight

By Vince Vollo, Director of Marketing



CHAPIN® ProSeries II

Featured at this year's National Hardware Show was the 63600, Chapin's latest addition to its backpack sprayer lineup. What makes this sprayer stand apart from the current line of Chapin backpacks?



Chapin has developed a closed tank system with an internal, high efficiency pump (high efficiency because it produces pressure on both the up and

the down strokes). Being a completely internal pump, it is a match for competitive sprayers that claim to be a "no leak" system.

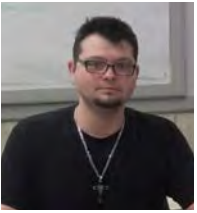
This new high efficiency internal pump can be serviced (no tools needed) in a fraction of the time that of similar models. The 63600 empowers our sales force to offer our retail customers a better alternative than other "no leak" competitive units.

Equipped with internal paddles to keep the product continuously mixed, padded shoulder straps and back pad, and 3-stage filtration (strainer basket, removable 3-D in tank filter and removable filter in shut-off). And... like our 61800 ProSeries™ backpack it is equipped with Viton® seals for maximum chemical resistance.

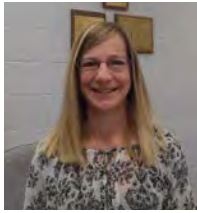
Something not so obvious is in its foundation. The 63600 is built upon a new style base rail that is molded into a modular back plate system. This doesn't add significant consumer benefit other than its looks, but allows for more flexibility and less waste in production. This is a great example of Chapin's Continuous Product Improvement Process in action allowing for more profitable manufacturing and improved consumer value.



WELCOME TO CHAPIN



Christopher Allison
Trimmer/Packer - 1st Shift



Karen Artz
Sales, Customer Marketing
Manager



Danny Carpenter
Trimmer/Packer - 2nd Shift



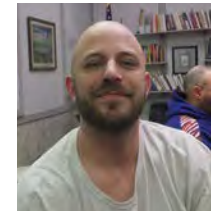
Louis Coleman
Trimmer/Packer - 1st Shift



Robert Cummings
Press Row Operator - 2nd Shift



Christopher Diers
Sub Assembly - 3rd Shift



Jason Giuliani
Metal Packing Line - 1st Shift



James Handcock
Trimmer/Packer - 3rd Shift



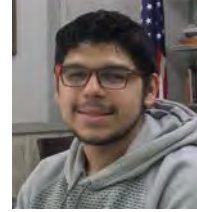
Damien Jost
Trimmer/Packer - 3rd Shift



Tyler Keffer
Trimmer/Packer - 2nd Shift



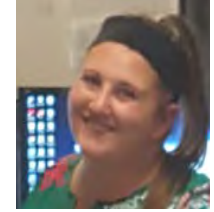
Rebecca Kepner
Weldline - 1st Shift



Manual Mendoza-Stymus
Press Row Operator - 1st Shift



Stephen Merritt
Manufacturing, Production
Supervisor - 2nd Shift



Jessica Paquette
Administrator, HR



Marylou Porter
Assistant Manager, HR



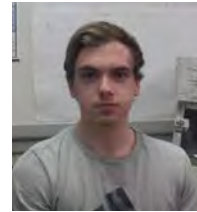
Elizabeth Ripton
Finance, Accounts Payable



Gabriel Ruiz Nunez
Trimmer/Packer - 2nd Shift,
Backpack



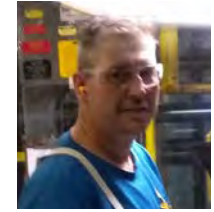
Francis Scullin
Shipping - 2nd Shift



Jacob Stokes
Trimmer/Packer - 1st Shift



Joseph Wagner
Planning/Domestic
Purchasing



Roman Warchol
Trimmer/Packer - 3rd Shift



Curtis Williams
Sub Assembly - 2nd Shift



Joseph Wynn
Trimmer/Packer - 1st Shift

ANNIVERSARIES

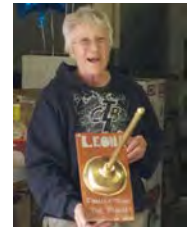
30 years
David Checlosky

5 years
Nicholas Esposito

25 years
Kevin Bacon

RETIREMENTS

Leona Stalker - Congrats Leona!



In January we announced we would be gifting to all our new Chapin babies One share of Disney stock upon their arrival!

Congratulations
Travis Oxencis



Hudson Oxencis

Congratulations
Joseph Cordaro

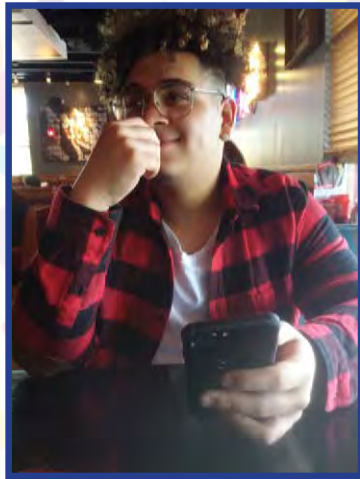


Greyson Joseph Cordaro

Congratulations Graduates!



MASON BATTAGLIA
Graduated Magna Cum Laude - Engineering Degree, from Alfred University



RYAN EDWARD MAJORS
Graduated from Greece Arcadia High School, and he will pursuing a degree in music and fashion at GCC in the Fall.



EMILY CHAVEZ
Graduated from Ithaca College



DAKOTA KEGLER
Graduated from RIT with a degree in Mechanical Engineering



ANTOUN "TONY" OBIED
Mechanical Engineering Intern with our Engineering Department graduated from RIT with a degree in Mechanical Engineering.



KAITLYN AND KENNEDY MEISENZAHL
Kennedy will be attending MCC for Liberal Arts under there 2+2 program and playing softball. She was heavily recruited by the coach to play for them. Kaitlyn will be attending Niagara Community College under there 2+2 program for teaching and then attending Buffalo State.



KATIE ANN EHRHART
Graduating from Pavilion Central High School top ten. She will be attending Keuka College in the fall working towards her Bachelor s degree for teaching in either history or art.



BIRD'S EYE VIEW

Bird's Nesting at Chapin

by Dave Morse, National Sales Manager Heath Outdoor Products

The Robin is one of the earliest North American bird species to lay eggs and normally has 3-5 light blue eggs per nesting.



Mother robin preparing her nest.



Warming her eggs.

Chapin had a rare opportunity to observe up close the start to finish (fledging) of a Robin nesting at of all places the Chapin's receptionist windowsill. Chrissy & Mallory's area. I was able to take these photos when they were growing, being feed and then finally fledging- leaving the nest.

It was a two-three week span in May with three eggs.

The windowsill is tinted so the Robin was unable to see in from the outside so she thought the sill would be a protective environment to start her family.

Chapin has had a lot of animal life appear in our courtyard in many years- an assortment of wild birds which we have put feeders out for, wild turkeys and even Hawks. This up close windowsill Robin nest was really exceptional.



Hungry newborns.



Mother feeding her babies.



Fledging robins out of the nest.



The Nest is still there and we are hoping maybe another family will be starting soon.

The Heath Bird Man
Dave Morse

TOUR[®] de CURE[®]

American Diabetes Association[®]

Ride. Run. Walk.

Article by Ed Horeth

I would like to call your attention to an upcoming event which takes place on **June 8th, 2019**. On that date, I am participating in the *Tour du Cure*, a fundraising effort for the American Diabetes Association. For me, the Tour du Cure represents a point in the road where a worthy philanthropic cause intersects with a decades-long personal passion. I have been a cycling enthusiast for many years, an activity I will always promote for its therapeutic value, its physical fitness benefits, and as an eco-friendly entertainment. So I was very psyched at the opportunity to apply my favorite pastime in the service of an important cause.

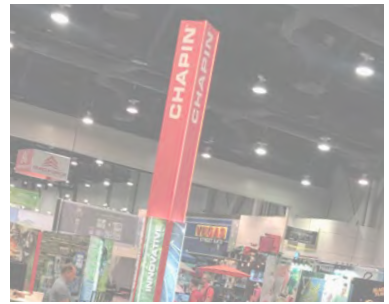
I first became aware of this fundraiser through the great people at Lattimore Physical Therapy, where I was undergoing treatment last year for injuries sustained in an auto accident, when I was struck by a car while cycling. It was during my rehabilitation there that I became acquainted with the people who are my teammates on the Tour du Cure for the second year running. Starting at the Xerox Complex in Webster, we will embark on a forty mile bike route on Saturday the 8th.

My personal goal in this endeavor is to raise \$1000. I am happy to report that, at the time of this writing, I have already raised \$1,140 with more than a week left to go. I would especially like to thank Jim Campbell, CEO of Chapin International, who generously sponsored me for \$500.

If anyone would like to make a contribution before the event, they can do so by contacting me. I will send you a link to my fundraising page. All donations are appreciated. I doubt anyone needs to be reminded what a serious health issue diabetes is in this country.



NATIONAL HARDWARE SHOW



2 0 1 9 W R A P U P

Show New Chapin products and they will buy!

The National Hardware show's 75th year, brought more than 20,000 industry professionals and 2,800 exhibitors, to the Las Vegas Convention Center for the *National Hardware Show*®. This year's Show drew worldwide attendance from members of the hardware & home improvement industry wanting to see new products, networking with exhibitors and other retailers, and much more.

Chapin was there, drawing in major Big Box customers, Co-ops, and Internet retailers. The booth was set up to be interactive, and several videos were shown next to the new products to give buyers a better understanding of what Chapin products could do. And this brought more potential sales for us.

The new MOE spot sprayers were our number one draw bringing in customers like Walmart.com, TSC and Pro Members. Our new #63600 internal pump Backpack was featured and drew in excited customers. This backpack will definitely get our customers attention. Our 48' Hydroponic mist sprayer, giving the finest misting nozzle ever was well received, The Auto Stop spreader was stopping traffic in the aisles showing a best of class, value in the market. Behind closed doors, we unveiled our new programmable backpack with the detachable container tank. Our VIP customers got their first glimpses of our new and innovative programmable backpack design. Every customer said it will be a great item to add on to their existing Chapin sprayer listings.



Thanks to everyone, Chapin continues to grow through INNOVATION. Our company is RESILIENT in the face of a changing global economy. Our methods are COMPREHENSIVE making it easy to do business with us. And we stand COMMITTED to satisfying our customers. This is what is bringing the customers to our booth. The next year sales should be tremendous.

Thanks to everyone at Chapin for making a contribution to our success!

FEEDBACK



My new Chapin pull behind spreader is a great product. The push spreader was getting to hard to push over my 2 acre lawn for this old retiree. What would take me almost a full day, only took an hour and a half.

Also, we Chapin retirees do appreciate receiving the employees Newsletter, letting us know what is going at Chapin.

Bill Kegler Sr.

CHAPIN HIRES DIRECT!

Instead of sending your friends to the temp agency, send them to Human Resources.

There's benefits to being hired direct!

- Higher starting wage
- Full Benefits after 30 days
- Eligible to attend all Company Events
- Fast track to union membership (90 days, not 135 days)
- And... **a referral bonus of \$500** for you if they get into the Union (i.e. stay employed for 90 days)

***Applications available at front desk or on-line at Chapinmfg.com/jobopportunities.
For more information, call Jess in HR at x3028***

Summer Recipes

what to do with your vegetables

By Teresa Wozniak, Marketing Analyst



Creamy Corn Pasta w/Basil or Mint (or Both!)

This recipe is from the **New York Times Cooking** website, created by **Melissa Clark**. I love it for the sweet corn taste and the accent of the fresh herbs.

1 2oz dry farfalle	3 tbsp unsalted butter
1 tbsp olive oil (+ drizzle)	1/2 cup grated Parmesan cheese
1 bunch of scallions (about 8)	1/3 cup torn basil or mint (extra for garnish)
2 large ears of corn (2 cups of kernels)	1/4 tsp red pepper flakes
1/2 tsp ground black pepper	fresh lemon juice (optional)

Directions

Cook pasta until 1 minute shy of al dente, according to the package directions. Drain, reserving 1/2 cup of pasta water.

Meanwhile, heat oil in large sauté pan over medium heat; add scallion whites and a pinch of salt and cook until soft, 3 minutes. Add 1/4 cup water and all but 1/4 cup corn; simmer until corn is heated through and almost tender, 3 to 5 minutes. Add 1/4 teaspoon salt and 1/4 teaspoon pepper, transfer to a blender, and purée mixture until smooth, adding a little extra water if needed to get a thick but pourable texture.

Heat the same skillet over high heat. Add butter and let melt. Add reserved 1/4 cup corn and cook until tender, 1 to 2 minutes. (It's O.K. if the butter browns; that deepens the flavor.) Add the corn purée and cook for 30 seconds to heat and combine the flavors.

Reduce heat to medium. Add pasta and half the reserved pasta cooking water, tossing to coat. Cook for 1 minute, then add a little more of the pasta cooking water if the mixture seems too thick. Stir in 1/4 cup of the scallion greens, the Parmesan, the herbs, the red pepper flakes, 1/4 teaspoon salt and 1/4 teaspoon pepper. Sprinkle with fresh lemon juice to taste. Transfer to warm pasta bowls and garnish with more scallions, herbs, a drizzle of olive oil and black pepper.



Veggie Sandwiches

These sandwiches feature **grilled or pan fried summer vegetables**. They are delicious and very filling.

1/2 cup fresh basil, chopped	2 crusty French Baguettes cut into 4in pieces and sliced in half lengthwise
1/2 cup fresh chives, chopped	3 small Zucchini (or 2 medium/1 overgrown)
2 avocados mashed and mixed with lemon juice	3 small yellow squash (or 1 medium)
1/2 cup olive oil mixed w/2 cloves of crushed garlic	Cut the zucchini and yellow squash lengthwise into 4in pieces
Red Pepper: 2 cut into quarters	

Directions

Before grilling or cooking the vegetables preheat the oven to 400F°.

Place the zucchini, squash and pepper strips on a baking sheet and brush them with extra virgin olive oil. Transfer the vegetables from the pan to the grill. Grill over medium heat for 2 minutes on each side or until browned.

If you don't want to fire up the grill the vegetables can also be cooked on a stove top. Coat the bottom of a pan with three tablespoons of extra virgin olive and brown the vegetables over medium heat, about 3 to 4 minutes each side. You will need to do this in batches so add extra olive oil with each batch.

Once the vegetables have been cooked cool them slightly and then cut the red pepper into strips about a 1/2" wide.

Place the sections of baguette open face on a baking sheet and brush them with the olive oil/garlic mixture. Toast the bread in the oven about 3 to 4 minutes, making sure that they brown lightly and don't burn.

Remove the bread from the oven. Once the baguette pieces are cool enough to touch start layering the sandwiches. Begin with a layer of avocado spread, then sprinkle with the chopped basil and chives. Add a layer of zucchini, a layer of yellow squash and then a couple of red pepper strips. Top with a piece of baguette and squash it down to keep everything together. Two baguettes can serve 3 or 4, depending on how hungry everyone is.



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