



In remembrance of Mark Volpe

January 14, 1950 - November 15, 2018

Campbell's corner this month is about my friend and past plant manager Mark Volpe. As I write this I am filled with both sadness and honor to be writing about him. As many of you know Mark passed away in November after a long courageous battle with cancer.

Mark had an extensive career in manufacturing. He worked in almost every department at Chapin. Mark started with Chapin in 1983 in what is now known as the defunct heater department. Most employees do not remember or are not aware that Chapin used to build ceramic heaters. It was a short run for a couple of years.

Mark held several different positions while working in the hourly ranks. Most of these positions were assembly or fabrication. Mark was also very involved in union leadership and at one time held the position of Union President. He moved to supervision more than 25 years ago rising through the ranks to the top position of plant manager from which he retired from in 2016.

I have spent literally thousands of hours working with Mark. He was a person of enormous good character. He believed all work has dignity and it is imperative that all employees are treated fairly. Chapin owes Mark a great deal of recognition. As the company grew at a very high rate within the last 15 years, he always found a way to deliver to our customer's satisfaction. He held virtually all management positons within the company. He also showed great concern for his staff along with his assistant Steve Lee. Those two men made a tremendous team. There are many instances where Mark's people needed time off or were having difficulties in their personal life and Mark would give up his personal time so his coworkers could be off.

I think back over the years how Mark would mentor employees that were struggling. He would give his personal attention to that certain individual to guide them in the proper direction. He always had one person work with him directly when doing projects in the shop. It may have been straightening out the second floor, rearranging products in racks, or cleaning a specific area. The person he would choose to work with would often be someone who was struggling in their personal life. He was very compassionate and would mentor these individuals while they worked side by side. Over the years Mark not only was a tremendous plant manager, he also helped scores of people to lead better, more productive lives.

Many of you might remember seeing Mark cleaning the factory floors. He said it helped him organize his thoughts. I believe this was true, but he really did like to sweep!

As I read what I have already written I am not capturing Mark the way he should be framed. He was a religious man, a family man, a caring husband, parent and grandparent, and a friend to many people. Mark was not one dimensional. He had many sides and put great effort into all his roles. Mark did have a slight temper as he had little time for individuals who did not try. I knew when Mark was getting upset with me. He would stand very straight, hike his pants way up, and become very agitated and start waving his hands. He normally finished the lecture with "how stupid is that". I must admit that more than 90% of the time he was absolutely correct. He had a great sense of humor and many times he made light of difficult situations that were anything but pleasant. He definitely was a peace maker as he negotiated union contracts for 30 years on both sides of the table. Mark was a true gentleman. I never witnessed Mark take unfair advantage of anyone. He truly was a man of character and belief and he lived his life that way each day. I am not well practiced in the art of writing a memorial and feel I am not doing justice in communicating the great person Mark Volpe was. One major thing I learned from Mark is that life is truly a journey. Mark did not start out with all these traits, he acquired them throughout his years. This thought gives me hope and motivation, as I still have time to improve myself and to help others. Mark was a humble man and he was fond of saying "a person can decide to take their rewards on earth or receive their rewards in the afterlife. How would you choose?"

I will close now with one last thought that I keep on my desk that was given to me by Mark.

"The habits of a vigorous person are formed by contending with difficulties".

—Jim













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

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Committee Update

The Chapin Health and Wellness Committee recently wrapped up its big Maintain Don't Gain event on January 7, but don't worry - there are many more events and challenges coming up.



Red Cross Blood Drive

On January 3, 2019, we held a Blood Drive on site. We had many employees sign up to give blood and the American Red Cross was extremely grateful for our donors' generosity.



Maintain Dont Gain

The Maintain Don't Gain challenge asks employees to keep their weight steady from Thanksgiving through New Year - not an easy feat! Participants weigh in before Thanksgiving to obtain a starting weights and then again after New Years. Anyone who holds steady (or loses weight) is entered into a drawing for a \$100 gift card of their choice. This year, Megan Curry was the winner of the challenge and the gift card.



Strike Out for Crossroads House

On February 16, 2019, six teams of Chapin employees will participate in the "Strike Out for Crossroads House" bowling tournament at Mancusos. The teams are filled up, but employees are welcome to go and cheer on the bowlers. Support a great cause and get moving at the same time!



Lose to Win Challenge

Starting in May, we will again be holding the Lose to Win challenge. Chapin employees form team members and the teams that loses the most weight (based on percentage) over the course of the challenge wins. Look for announcements regarding the dates and start assembling your teams and coming up with creative team names.



Blue Cross Blue Shield's National Walk

Chapin will also be participating in Blue Cross Blue Shield's National Walk at Lunch Day on April 24, 2019. Start the spring with some healthy habits by lacing up a pair of sneakers and taking a brisk walk at lunch.

The Wellness Committee is also exploring participating in a race event during the summer months. There are a number of excellent "Couch to 5K" programs online and we encourage employees who are interested in running a race this summer to start training as soon as the weather warms up a little.

As always, please be sure to check the Wellness Boards for recipes, tips and announcements.

If anyone is interested in participating in the Wellness Committee, or has ideas for future events, please stop by HR to discuss. Be heathy and well.

We wish you



























THALL BUCH THBILLORE EEKOLKIE

by Teresa Wozniak



f you need to get something done inside, outside or around any Chapin facility and you don't know who to ask, your go-to person will be Doug Platt. Doug's role at Chapin covers a wide range of responsibilities. He is our Facilities Manager overseeing building repairs, maintenance, heating and cooling, and supplies purchasing at all Chapin locations including the headquarters in Batavia, Chapin Custom Molding in Ohio and Heath in Michigan. He also handles tenant issues with our neighbors OATKA and Upstate Milk Cooperative. Along with facilities management, Doug is in charge of employee health and safety standards and protocols, and compliance with environmental regulations at all locations.

Another key aspect of Doug's position is support for production machinery including maintenance and repairs, assisting in building new machines, purchasing machine parts, and researching and designing new tools.

Life at Chapin

Doug enjoys his work at Chapin for a number of reasons: "What I like is every day is a little different. I like working with the machine shop – we work well as a team. We get the resources we need. We talk to Jim and he makes sure we get the tools and parts we need to be successful."

The main challenges of the position are to be proactive and take preventive measures to ensure safety and prevent accidents, anticipate facility and maintenance

needs, and keep track of changing environmental regulations.

Doug acquired his engineering and management skills as an Electronic Tech in the U.S. Navy, in supervisory positions at Delco, ITT and Valeo, and on the job while working here at Chapin. Doug's first job at Chapin was third shift supervisor. He then ran the Metal Department and was eventually offered his current position. Doug has acquired

additional skills and experience while meeting the day to day challenges of facilities maintenance and safety, and pursuing online training in safety and environmental regulations.

II like working with the machine shopwe work well as a team

Life at Home

Outside of work, Doug has avid interests in boxing and running. He runs a boxing club to train athletes in the sport. He also trains runners, and completed 6 marathons himself before a hip replacement ended his running days.

Doug has been married 26 years and has 2 sons and a daughter. One son is an army veteran and the other graduated from welding school. His daughter is a beautician. Doug enjoys spending time with his 2 grandchildren, ages 12 and 9. He is also a proud pet parent to 2 cats and a dog.

We appreciate everything you do for us Doug! Thanks for being a part of the Chapin Team!





Chapin 61590 Smart Electronic Backpack sprayer is a brand new backpack sprayer designed to meet the needs of professionals who need the maximum capability with minimal waste. The two tank system helps keep your water and concentrate separate with a 4 gallon tank for water and an integrated 40oz tank for concentrate with a gauge on top to easily read how much is inside the tank. The water and chemical concentrate mix before reaching the pump.

The smart backpack in powered by a 24V Chapin Lithium-Ion battery which will give you up to 50 gallons of spray on one charge. The large dial on the side of the back pack has seven settings that range from loz chemical for each gallon of water sprayed (setting 1) to 15oz of chemical per gallon (setting 7). Since this is a battery operated back pack sprayer there's no need for manual pumping. The side control panel lets you adjust the power of the spray, monitor the battery level and set the pace setter feature that helps users maintain a consistent walking pace. These features are designed to help provide more consistent coverage with less waste of product.

The pressure control feature has five pressure settings





where setting 1 is the lowest pressure output and setting 5 is the highest. This is useful because it allows customers to control the flow rate when spraying.

The pace setter feature on the control panel creates a repetitive beeping sound that can assist the user with maintaining a consistent walking speed. The user simply completes one full pace each time the control panel beeps. There are four different speeds to choose from ranging from 0.5MPH to 2.

Just pour in the concentrate and let the sprayer do the rest Chapin's New 61590 Smart Electronic Back pack.



Kyle Bretherton MATERIAL HANDLERS SHIPPING



Luis Bruno TRIMMER PACKER BACKPACK



William Costello PRODUCTION SUPERVISOR



Michelle Crews ACCOUNTING MANAGER (SHARED SERVICES)



John DiMare CONTROLLER - OUTSIDE BUSINESS UNITS



David Heschke TRIMMER PACKER



Kevin Hinckley Jr TRIMMER PACKER



Dustin Huffer TRIMMER PACKER



Gregory Janiga TRIMMER PACKER



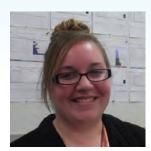
Kyle Kilby TRIMMER PACKER



Kenneth Matos PLANT



Leigh Menzel BUYERPLANNER



Farrah Nolan CUSTOMER SERVICE REP



James Payne VP OUTDOOR PRODUCTS



Frank Pombert TRIMMER PACKER



Keith Quigley MATERIAL HANDLERS SHIPPING



Omar Sabree-Ervin TRIMMER PACKER



Gary Scozzafava MANUFACTURING ENGINEER



Eric Snell MAINTENANCE TOOL ROOM



Cynthia Thompson TRIMMER PACKER



David Torres Calderon TRIMMER PACKER BACKPACK



Carolyn Trott TRIMMER PACKER



Jesus Vargas-Speed PRESS ROW METAL



Brandi Watts OCTECHNICIAN

Anniversaries

15 years Michael Hough Casey Newton **Brandon Treat**

25 years

Kevin Bacon David Checlosky Joseph Stellrecht Jeffery Stephany

Welcome to the World!

Avalon Jacen Kula November 4, 2018

Employee/Father: Tom Kula Mother: Jennifer Kula



Mayson Robert-Michael Vosburgh October 25, 2018

EmployeeMother: Kasandra Irvine Father: Aaron Vosburgh





The Importance of feeding birds over the winter months

by Sue Conway, Human Resources



or those who have seen Mary Poppins, there's a classic cold weather scene of an elderly woman sitting on some steps feeding birds, and the lyrics above are from the accompanying song from the movie. Her message is accurate - the birds are hungry during the winter as there's not as much for them to eat ... we need to help them out.

Throughout the warmer months, birds will typically feed naturally on various protein-rich insects, and we've all no doubt seen them avidly going after worms when it's rained or they're around otherwise damp soil. However, when it gets colder outside, and this natural food supply begins to diminish, birds could use our assistance with supplementing their diets. While stores can offer a multitude of bird food selections, there are certain types that you may want to consider and that birds may benefit from the most.

According to the Cornell Laboratory of Ornithology in Ithaca, black oil sunflower seeds are one of the most universal favorites of many types of birds throughout the winter. shell is simple to break open with their beaks, and the kernel inside provides a nutritious, high-in-fat option for their diet. This bird food option is readily available in stores in our area, and I can attest to its popularity – there is a steady bird-traffic pattern to my sunflower seed feeder the second I fill it. It's not long thereafter when I need to refill it!

Birdseed mixes are another very popular option that most variety stores carry all year These mixes prove to be interesting, though. They typically contain a mix of various seeds - sunflower (with or without the shell), millet, corn, milo (a cereal grain), flax, and wheat. You would like to think that "beggars shouldn't be choosers", but oftentimes birds may opt to sort through and clear out much of the seed options in these mixes, with a focus on the sunflower seeds alone. Not to worry, though, whatever gets scattered to the ground will still be gobbled by other visitors – doves, pigeons, squirrels, and even deer, if they're in your area.



Speaking of squirrels, while they can be a bit of a challenge when you're trying to focus on feeding the birds, they can be grateful as well for your meal contributions. Whole or cracked corn and peanuts in the shell are a couple of favorites that they enjoy -- but they're pretty happy snacking on whatever the birds like as well.

One very important diet supplement that you can provide for your backyard visitors throughout the winter months is suet. Suet is typically made from beef fat, and when mixed with seeds and grains, will provide substantial calories for increased body fat and energy levels. While many recipes can be found to make it yourself, a convenient alternative is pre-made suet cakes. Simply hanging the suet cake by a string to a tree branch or placing it inside a suet cage will provide birds easy access to this nutritious food source.

When we're all indoors throughout the winter months aiming to stay warm, don't forget about helping to keep our outdoor bird neighbors warm and well fed, also. If you have little ones at home, it's a great activity to have them help with, too. No doubt most of that cup of sunflower seeds will land on the ground instead of in the feeder (a 3 year old's aim isn't always exact!), but they'll be happy they could do their part in feeding their bird friends. And in case you haven't heard - Chapin can help you do this. If you've never visited our "Bird Store" next to the Human



Resources office, definitely do so! At wonderfully discounted prices, you can purchase numerous Heath Outdoor Products that the birds will love - a variety of bird feeders, suet cages -- including those delicious suet cakes - and there's even specialty items for those squirrel visitors who could use some snacks, too, over the winter. Be sure to stop by – your feathered friends will be very happy you did!

P.S. In case you were wondering, a "tuppence" is the equivalent of two *pennies in the UK:*)

2019 **GOLF CHARITY** RECIPIENT





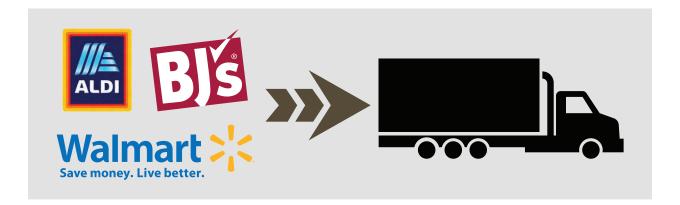
The Salvation Army Emergency Food Bank has been selected as the benefactor of the 2019 Chapin Charity Golf Tournament. Everyone knows that the Salvation Army provides many services to those in need. Behind the scenes the efforts go unnoticed unless you have ever been in need. No one will ever be turned away that walks through the door. It could be just to stop in to pick up bread for the day or groceries. Salvation Army even provides special emergency services. The need for help in our area is much greater than one would think. We sometimes take for granted what we have, that others must look for help or go without.

The Salvation Army Emergency Food Bank has been giving a tremendous effort to the assistance of individuals and families. Currently the Food Pantry provides three days of groceries to families requiring services. The Salvation Army team lead by Lt. Bradley Moore and Capt. Rachel N. Moore served 2,121 families last year through our Emergency Family Services office along with providing 59,164 total meals through the food pantry. Foodlink of Rochester is a major provider of food products. Services have also been provided through donations from Walmart, Aldi's, BJ's and Tops. A wide variety of items that are fresh, frozen and shelf stable are provided to residents of Genesee County.

When individuals and families come in for assistance, they are met by a counselor to assess their special needs. A plan is put in place not only to provide food. Each situation is evaluated for a plan that fits the need with a direction to eliminate the need for help in the future.

The goal for The Salvation Army Emergency Food Bank will be to increase a three-day monthly plan to a seven-day monthly plan. Through donations from the community, a generous supply of shelf stable items as well as canned goods are available. Secured agreements with local retails to donate produce as well as frozen proteins to meet needs. Currently standard upright refrigerators and upright freezers are used to accommodate food storage. The donation through the Chapin Charity Golf Tournament will allow installation of a walk in cooler and freezer allowing the increase capacity from the current 3 days of groceries to 7 days.





So, our GOAL for the 12th Annual Chapin Charity Golf Tournament will be to provide the funds to The Salvation Army Emergency Food **Bank to complete this mission.** Chapin has been up to the task in the past. We look forward to this challenge to be able to provide a service that the impact will be felt for a long time.

On August 10, 2019 the 12th Annual Chapin Charity Golf Tournament will be held at Terry Hills Golf Course. We look forward to your support and participation to make this a successful event. Be looking for more information at our web site (www.chapinchairtygolf.com) and Facebook Chapin Charity Golf Page. Remember this fact, every dollar donated here in Genesee County stays right here in Genesee County.

Thank you! Norm Hubbard Golf Tournament Director







A critical part of healthy eating is keeping food safe. Individuals in their own homes can reduce contaminants and keep food safe to eat by following safe food handling processes. Four basic food safety principles work together to reduce the risk of foodborne illness.



Wash hands and surfaces often



Don't crosscontaminate



Cook to the right temperature



Refrigerate promptly

These four principles are the cornerstone to promote food safety to educate consumers on how to handle and prepare food safely.

10 tips to reduce the risk of foodborne illness

- Wash hands with soap and water. Wet hands with clean running water and apply soap. Use warm water if it is available. Rub hands together to make a lather and scrub all parts of the hand for 20 seconds. Rinse hands thoroughly and dry using a clean paper towel. If possible, use a paper towel to turn off the faucet.
- Sanitize surfaces. Surfaces should be washed with hot, soapy water. A solution of 1 tablespoon of liquid chlorine bleach per gallon of water can be used to sanitize surfaces.
- **Clean sweep refrigerated foods once a week.** At least once a week, throw out refrigerated foods that should no longer be eaten. Cooked leftovers should be discarded after 4 days; raw poultry and ground meats, 1 to 2 days.
- **Keep appliances clean.** Clean the inside and the outside of appliances. Pay particular attention to buttons and handles where cross-contamination to hands can occur.
- **Rinse produce.** Rinse fresh vegetables and fruits under running water just before eating, cutting, or cooking. Even if you plan to peel or cut the produce before eating, is it important to thoroughly rinse it first to prevent microbes from transferring from the outside to the inside of the produce.
- **Separate foods when shopping.** Place raw seafood, meat, and poultry in plastic bags. Store them below ready-to-eat foods in your refrigerator.
- **Separate food when preparing and serving.** Always use a clean cutting board for fresh produce and a separate one for raw seafood, meat, and poultry. Never place cooked food back on the same plate or cutting board that previously held raw food.
- **Use a food thermometer when cooking.** A food thermometer should be used to ensure that food is safely cooked and that cooked food is held at safe temperatures until eaten.

Cook food to safe internal temperatures. One effective way to prevent illness is to check the internal temperate of seafood, meat, poultry, and egg dishes. Cook all raw beef, pork, lamb, chops, and roasts to a safe minimum internal temperature of 145° F. For safety and quality, allow meat to rest for at least 3 minutes before carving or eating. Cook all raw ground beef, pork, lamb and veal to an internal temperature of 160° F. Cook all poultry, including ground turkey and chicken, to an internal temperature of 165° F.

Keep foods at safe temperatures. Hold cold foods at 40° F or below. Keep hot foods at 140° F or above. Foods are no longer safe to eat when they have been in the danger zone between 40-140° F for more than 2 hours (1 hour if the temperature was above 90° F).

How to Store Food in the Refrigerator

Decay, mold, and odors can spread among foods in the refrigerator. Follow these tips to keep foods-including leftovers-fresher longer and reduce the risk of contamination.

Meat, Fish, and Poultry

Keep all fresh meat, fish, and poultry in its store wrapping. (Re-wrapping increases the risk of exposing the food to harmful bacteria). If the item didn't come in a Styrofoam tray, slide a plate underneath it to catch any drippings.

Dairy

- Leave cottage cheese, yogurt, sour cream, milk, and cream in the containers they came in. But after transferring milk to a pitcher or sour cream to a serving bowl, don't return them to the original containers. Instead, tightly cover the pitcher or bowl with plastic wrap.
- Store hard cheeses in the store wrapping until you use them, then wrap them in wax paper, foil, or loose plastic.
- Plastic milk bottles make more sense than cardboard cartons, since bacteria can grow near the cardboard spout and enter a glass of milk every time you pour. Nevertheless, as long as you use the milk within its shelf life, it should be safe to drink.

Fruits and Vegetables

- Keep fruits and vegetables separate and store like with like: apples with apples, carrots with carrots. Fruits and vegetables give off different gases that can cause others to deteriorate.
- Store fruits and vegetables susceptible to drying out in perforated or unsealed plastic bags to maintain a moist environment yet still allow air to circulate.
- Don't wash produce before refrigerating it. The dampness can make it mold and rot more quickly.

Leftovers

- Store all leftovers in airtight, leak-proof clear containers or wraps.
- Divide leftovers into small, flat containers so that they cool faster. (Some bacteria spores survive the cooking process and may germinate if the food is at room temperature long enough).
- Refrigerate leftovers within two hours of cooking.
- Remove the stuffing from the turkey and refrigerate it in a separate container. Left together, they may not cool fast enough, which can be unsafe.
- Don't refrigerate any foods in cans. Once a can is opened, residual metal on the rim can leach into food and leave a
- Don't stuff the refrigerator too full. Cool air needs to circulate to keep food at a safe temperature.

CHAPIN KEY SUPPLIER OF THE YEAR 2018

Congratulations Chapin Employees!! We have been honored with the award for Key Supplier At Pro Group.

Team Effort is what gave us the recognition from Pro Hardware for 2018. From Manufacturing, shipping, accounting, customer service, marketing, and sales. It takes a whole organization, to give above and beyond service that are customers want.

More than 350 distributors and 434 manufacturers attended the annual Executive Planning Conference (EPC) and participated in more than 2,600 one-on-one sessions. During those sessions, distributors and manufacturers discussed topics ranging from new product and program launches, prior year fill-rates, order turn-around time, promotional effectiveness and new business opportunities.

Each member votes on the winners based on sales, turnover, shipping, fill rates, promotions, and overall support from the manufacturers to its distributors throughout the year. Chapin was the overall Key Supplier for the year alone with 6 other suppliers.

Suppliers of the Year:

- Tools: Stanley Black & Decker
- Plumbing: Oatey SCS
- Hardware: Master Lock Company
- Paint Sundries: DAP Products Inc.
- Electrical: World & Main
- Lawn and Garden: Swan Products, LLC
- Key Supplier of the Year: Chapin International



PRO Group, Inc. (www.pro-group.com) is a multidivisional international merchandising and marketing organization with corporate headquarters in Denver. Its operating units include PRO Hardware, Garden Master, FARM MART and GOLDEN-LINK. With over 350 distributors operating over 140 distribution centers serving all 50 states, the Group's combined sales volume exceeds \$6 billion through its member distributors and an alliance with the VAL-TEST Group.

With your continued support we can continue to be recognized by our customers in the Retail and Industrial business as the company with exceptional service and satisfaction.

Thanks for your support! John White National Retails Sales Manager

fitbit

Congratulations to the FitBit contest winners

Nick Mesler and Bill Kegler!



Thank you to all who participated in the FitBit contest that was announced in the last newsletter. If you are a FitBit owner and are up for a healthy workday or weekend challenge, ask your family, friends and co-workers if they would like to challenge you. It's a fun way to help keep you motivated to get up and walk!

Listed below is the feedback I would like to share with you that was received from the contest participants.

No I don't have a Fitbit, but if I did I would...

track my pulse, heart rate, blood pressure and daily activity.

use it to participate in friendly challenges with my department and others in the building.

take it to Planet Fitness with me.

be most interested in tracking my sleep pattern. Although I exercise regularly, I currently have no idea of time spent moving whether walking or intense cardio, calories burned or my heart rate range. Would love that information to help push me to achieve an even higher level of fitness.

be included in the challenges I overhear my co-workers talking about that they participate in. Sounds fun!

Yes I have a FitBit and I...

use it to show my heart rate and steps per day. I never knew what a personal average day step goal was until I started wearing my FitBit. use it to track my activity level and use that information to try and increase my steps each week.

use it to help keep me motived to keep moving and also helps me think twice about eating junk food. I use the daily food intake log to help me manage the amount of calories I take in each day.

bought it because I thought it was an inexpensive way to track my sleep patterns. I also find a lot of other useful information on the app.

