



CHAPINTM
CONNECTIONS

Campbell's Corner

The weather outside is very frigid. However, inside things are really heating up. I thought for this news corner I would list some of the programs along with new and different projects we have going on. I definitely won't list them all as we have over 100 ideas that we are working on at some level. Each of these ideas takes a certain amount of funding to flesh out and explore, so we have to be very careful in the selection process of which ideas we move forward with.

You may have noticed blow molder #6 has been idled. The reason for this is we decided to put a new and simpler way to operate the control on the molder. This is somewhat of a mass undertaking. This will be the first time we have built and designed our own control. It is not the first time it has been done within Chapin as our sister company (CCM) in Elyria, Ohio has helped build and design controls for their own blow molders. They will be giving suggestions as we go along, but it will be our own people doing the work. Roy Clarke will head up the project along with a ton of support from Chris Ace and Scott Merkle. Upon completion, this control will be more informative and much easier to teach individuals to operate the molder.

The automation project is going well on blow molder 16. Several new processes have been invented by the tool room to auto trim the tanks. Also, the automated screen print that is being integrated by the manufacturing engineering department is going very well under the direction of Sahil Chaudhari and Jim Dillon.

A new product line we have been forging forward with is irrigation. We have already designed and patented our fertigation units, but now we are moving forward with sprinklers, water wands, and hose sprayers in several different configurations. Our sales department

has really leaned into this product and we have already noticed some of the fruits of their labor. We believe this area will continue to grow expediently.

We also have a new line of pumps coming out. These are roller pumps that run off gas engines and power take off shafts (PTO's). The tool room designed and built a very robust test station where we can test not only our products, but our competitors as well.

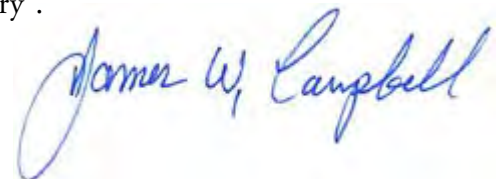
As I am sure most everyone is aware, there have been many logistical issues throughout the world. Chapin is not exempt from these issues. We have been working on the design of the electrostatic sprayers for almost 2 years. We just finally received the last of the electronic chips so we can build the prototypes. The process of design, engineering, sourcing and finally getting circuit boards has been long, however; we will not produce a subpar product that is not safe. When completed we will have something we all can be proud of.

These are just a few of the many items we have been working on. As I previously stated, we have more than 100 ideas, projects, products and directives. Electric pumps, ATV spreaders, new shut offs, watering cans, injectors and the list goes on and on.

Like so many things in life, we can't do everything we would like. We must choose what is best for us (Chapin).

I very much appreciate the hard work that is put in by the employees here at Chapin. I feel that I am truly lucky to be working with the people here at this very moment.

As my dad would say, "keep your face in the wind and your powder dry".

A handwritten signature in blue ink that reads "James W. Campbell". The signature is written in a cursive style with a large, looping initial 'J'.



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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Salt Season Comes Late



The Clarence facility normally runs the opposite of the rest of the world when it comes to the fall and spring seasons. We start producing our salt/ice melt products right after the 4th of July and turf and home products start production right after Christmas. This year has been a little different!



The slow supply of tires resulted in us starting salt spreaders much later than normal. Old Man Winter decided to sleep in this year so there was no disruption to delivery. Once the winter decided to show up, it came on strong. With record snow projected for most of the country this month, and icy conditions abound, we had to switch back to salt spreaders and ship them out as quickly as possible.

The last year has been difficult to know exactly when cartons, metal, or imported parts would arrive. Toss in

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

by Bill Campbell



the unexpected weather and you have a year that requires tremendous flexibility from all of our team.

An often repeated phrase in the service was “*Semper Gumby*” that works just as well at home;



It can be difficult day to day to meet the demands of our customers, but it is what has allowed us to maintain and grow year after year. Some of our competitors toss up their arms and say it's too hard, or the wrong time of year of X, Y or Z, but Chapin finds a way.

As a team we all need to be flexible to get the job done with what we have available. As Chapin has grown to five locations we all need to work together (without getting frustrated) to get the job done. At the end of the day we are all on the same winning Chapin team.

Bill Campbell

CHAPIN KENTUCKY

CONNECTIONS



The last few months have been extremely busy for our Kentucky teams. In our MT Vernon Plant, we brought on line two additional molders to production status. BM 18 was brought in and put into production producing the next gen backpacks. Our maintenance team did a good job getting the molder to this point. While our operators did well learning the new production line.

We also been able to start producing ATV tanks on one of our biggest molders a 38 pound dual head Battenfled. This molder is unique to all other molders as it has it has two extruders and a different clamping mechanism then all our other molders. The maintenance team has done very well in learning how to process and run the machine. This molder is currently set up to run all our ATV line of tanks, we have done some preliminary sampling of the 40 gallon ATV tank and we are now producing and shipping our 15 gallon line of ATV tanks.

With the added activity we have found the need to add some members to our team. Tristan Shaft was brought on board as our MT Vernon Plant Manager, Tristan



comes to us with an extensive background in material and planning and will be key to helping us to drive the operations team.

Crystal Martin was also added in early December as our new Buyer/Planner. She has an impressive background in purchasing and planning and will help drive inventory control and production planning working hand and hand with our NY team to ensure we always have the items we need.



Welcome aboard Tristan and Crystal!

Next up for us we will be focusing on two additional molders in BM 17 a dual head molder that will be primarily set up to run our traditional tanks and then the Kautex blow molder which is extremely exciting as this is really two molders in one with 4 heads and two clamps. This will be set-up to run more of our ATV tanks as we look to expand further into this market.

While all the activity in our MT Vernon plant was going on we have also completed the acquisition of our new

News & Updates from our Chapin Manufacturing location in Mount Vernon, Kentucky

by Doug Platt



Danville shipping warehouse. We hit the ground running right away getting it set up to begin shipping from right away.

We added key team members in Tharen Stevens Warehouse Manager. Tharen has a strong background in warehouse management and shipping/receiving. Tharen has done a great job in setting up the warehouse and driving the activities in Danville.

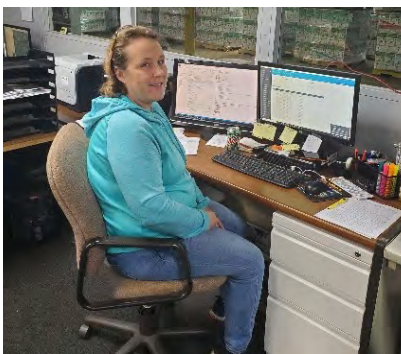


With these key team members we have successfully been fully shipping from Danville!!

With the purchase of the new building we also started right away making the needed repairs. The building has been fully painted and we also have begun reroofing the entire building.

On the inside have been working on heating repairs and bathroom upgrades as well as lighting to bring our facility up to standard. Further projects are also in the planning phases.

Douglas Platt
Kentucky General Manager



We also added shipping clerk Candice Franks. Candice has been in shipping and receiving her whole career, and really has done a great job with the help of Bryan German in learning our system.



SALES UPDATE:

It's been a very challenging year for all of us in the wild bird business. From product shortages, to worker issues and costs. The below 1/1 cost adjustment we believe will keep us good for at least the first part of 2022.

Heath continues to receive cost increases driven by commodities. We had planned that the 9/1 increase would keep us whole, however that is not the case. Tallow prices are being driven past their already all-time highs driven by bio-fuel and other atypical purchasers entering the market, along with continued inflationary pressures.

We have taken a very hard long look at every aspect of the production process to ensure the least amount of increase gets passed along to customers as possible. Our review was not just on raw material costs, although that is the main reason for a cost increase, but also labor and processes to ensure maximum efficiencies on the consumables programs. Below are the main drivers on this increase:

- The average increase as compared to last year is substantial. With corn up 60% and tallow up 104.6% on average over last year.
- Additional increases on seed and ingredients.
- Additional packaging costs (plastic film, corrugate, packing materials) that have also hit Heath.
- International freight rates and domestic surcharges along with increased labor costs have also attributed to increases in our costs, consistent with that of other suppliers.
- To be frank, we held our costs down too long and didn't take as large of an increase back in the fall as was needed. At the time, we believed price levels would begin to recede, but instead, our suppliers have also broken their agreements and are now pricing on a week-to-week or even load-to-load basis on materials.
- We needed this increase to take effect on suet and seed cake items for all orders shipped after 1/1/2022.

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

by Ken Daly & Steve Hickey



NEW PRODUCTS:

Heath is developing a new line of wood items that will be marketed under the Game Keeper Brand License.

“Mossy Oak GameKeepers represents a culture with the same underlying belief that being outdoors is about more than just hunting. It's about loving the land, its wildlife, and giving back more than you take.”

We feel that message is a great fit for our line of outdoor wild life housing. The line will have the following: Bluebird Boxes, Wren Houses, Duck Boxes, Owl Boxes, and other bird that require housing.



The line will be made in Michigan by Next Step *“We are a faith based, social enterprise non-profit that provides job skills training and employment to community members that have been systematically pushed towards the edges of our society—yet are determined to build a better future”*

We feel pairing together the Gamekeeper brand, and made in Michigan will give us great selling points. We plan on launching this line in time for the Hardware Show.

Good Selling everyone!!!



In Elyria Ohio, at Chapin Custom Molding, we had one of our best quarters to date. I would like to thank all of the Elyria plant for the exceptional work that was done to make this successful quarter happen. This was an outstanding group effort, from the operator level all the way through to the office staff, to get product made efficiently and get product shipped out the door. CCM is actively pushing to keep this up through the next quarter. CCM is ready for the challenges of the upcoming quarter and are actively working toward meeting those challenges and with the same intensity as we did last quarter. Being successful in the first quarter was very exciting for our facility and has the CCM team motivated to keep pushing forward with our continuous improvement projects.

With the improvements in efficiency, we are able to provide available capacity to past customers and win back some of the business that was unavailable due to capacity constraints. This will again allow us to properly vet past products made and make wise fiscal decisions when quoting out past products.

Along with some previous customers renewing business relationships with CCM we are also now seeing the fiscal benefits of being ISO certified. We have currently won business based on our ISO certification. This new business partnership will require us to be FDA registered. As we drive to get this registration, we anticipate that this FDA registration may also lead to other new business partnerships.



At CCM we would also like to call out all the members that are on the Safety CMS team. We have had a drastically lower amount of safety incidents. This team has strived to push a safety culture throughout the plant and we are seeing the fruits of their hard work. This is most notably been seen through the Total Recordable Case Rate improving. They have implemented daily safety talks at every crossover meeting, monthly safety block training on specific safety topics, as well as weekly safety audits on employees throughout the plant to ensure they are following safety protocol.

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

by Melissa Brown & Michael Wolfert



With the addition of the KY plant and the ATV production being sent down there, CCM will be receiving equipment from Batavia to start screen printing 64 and 48 ounce bottles. This will be a new process for CCM and are thrilled that this is being moved to our site. We will be starting off with one screen printer in our facility with hopes of getting another printer to handle some of the



other Chapin bottles that we currently manufacture. Along with the screen printing of the bottles, CCM will also be doing the assembly and finished packaging.

CCM would like to wish everyone Happy Holidays and a Happy New Year!





Në Elyria Ohio, në Chapin Custom Molding, kishim një nga tremujoret tane më të mire deri më sot. Dëshiroj të falënderoj të gjithë fabrikën Elyria për punën e jashtëzakonshme që është bërë për të përmbushur këtë tremujor të suksesshëm. Kjo ishte një përpjekje e jashtëzakonshme e grupit, nga punëtorët/et e deri te stafi i zyrës, për të prodhuar produktin në mënyrë efikase dhe për ta dërguar në destinacion. CCM është duke punuar në mënyrë aktive për ta mbajtur këtë deri në tremujorin e ardhshëm. CCM është gati për sfidat e tremujorit të ardhshëm dhe po punon po ashtu drejt përmbushjes së këtyre sfidave dhe me të njëjtin intensitet si në tremujorin e kaluar. Suksesi i arritur në tremujorin e parë ishte shumë emocionues për ne dhe e ka motivuar ekipin e CCM për të vazhduar përpara me projekte të tjera të përmirësimit të vazhdueshëm.

Me përmirësimet në efikasitet, ne jemi në gjendje të ofrojmë kapacitete të disponueshme për klientët e mëparshëm dhe të rifitojmë disa nga bizneset që ishin të padisponueshme për shkak të kufizimeve të kapacitetit. Kjo përsëri do të na lejojë të verifikojmë siç duhet produktet e kaluara dhe të marrim vendime fiskale, kur kuotojmë produktet e kaluara.

Së bashku me disa klientë të mëparshëm që po rinovojnë marrëdhëniet e biznesit me CCM, po shohim gjithashtu përfitimet fiskale të të qenit të certifikuar nga ISO. Aktualisht ne kemi fituar biznes bazuar në certifikimin tonë ISO. Ky partneritet i ri biznesi do të kërkojë që ne të jemi të regjistruar në FDA. Ndërsa përpjekimi të marrim regjistrimin në FDA, parashikojmë që ky regjistrim mund të çojë gjithashtu në partneritete të tjera, të reja biznesi.

Në CCM, gjithashtu dëshirojmë të thërrasim të gjithë anëtarët/et e ekipit të Sigurisë CMS. Kemi pasur një numër drastikisht më të ulët të incidenteve të sigurisë. Ky ekip është përpjekur të krijojë një kulturë sigurie në të gjithë fabrikën dhe jemi duke i parë frytet e punës së tyre të palodhur. Kjo është parë më së shumti përmes përmirësimit të Normës Totale të Rasteve të Regjistrueshme. Ata kanë kryer bisedime ditore të sigurisë në çdo takim, trajnim mujor të bllokut të sigurisë për tema specifike të sigurisë, si dhe auditime javore të sigurisë për punonjësit/et në të



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

by Melissa Brown & Michael Wolfert



gjithë fabrikën. Qëllimi është për t'u siguruar që janë duke ndjekur protokollin e sigurisë.

Me shtimin e fabrikës KY dhe prodhimin e ATV-së që do të dërgohet atje, CCM do të marrë pajisje nga Batavia për të filluar printimin në ekran të shisheve 64 dhe 48 ons. Ky do të jetë një proces i ri për CCM dhe jemi mjaft të emocionuar që po e marrim në mjediset tona. Ne do të fillojmë me një



printer ekrani në objektin tonë me shpresën për të marrë një printer tjetër për të trajtuar disa nga shisheet e tjera Chapin që prodhojmë aktualisht. Së bashku me printimin me ekran të shisheve, CCM do të bëjë edhe montimin dhe paketimin e përfunduar.

CCM dëshiron t'u urojë të gjithëve/ave Gëzuar Festat dhe Gëzuar Vitin e Ri.



Thank You Santa!





WINTER SAFETY AT CHAPIN

Winter is upon us and inclement weather is inevitable, making parking lots more dangerous than any other time of year. Employee safety is of utmost importance and we will be working diligently to keep lots and walkways clear.

Here are some helpful winter safety tips:



- Don't rush. Drive slowly and be observant.
- Obey parking lot speed limits, stop signs and lane designations.
- Look out for snow plows/ snow blowers.
- Enter and exit your vehicle carefully.
- Wear proper footwear with slip-resistant soles.
- Walk like a penguin. Take small, shuffle-like steps so you can quickly react to a change in traction.
- In cold temperatures, assume wet, dark areas on pavement are slippery.
- Put your phone down and keep your hands free to balance yourself should you slip.
- Report any unsafe conditions and/or concerns to Justin Ribbeck

Parking:

I just wanted to send out a reminder on snow removal from the parking lots as we do have many new employees.

- Office personnel please do not park in the front lot until after 7:00 am. This will give us enough time to have the snow removed and salt down.
- If you arrive before 7:00 please use the primary parking lot on the east of the building, and enter through the main employee entrance.
- Production personnel please be mindful of the plows. Park in rows out of the way, to allow the plows to make a clean and clear lot for your safety.



Any questions or concerns please see Justin Ribbeck

MASTER TINKERER

Employee Spotlight: Jim Dillon

By Lisa Lyons



Get To Know Jim

Jim is the Manager of Research and Development and if there is one thing Jim knows, it's engineering. His passion is machines; breaking them, fixing them, building them - he loves it all! And he has had plenty of experience at it. Before Chapin he worked as an engineer at RS automation, Harper International, DEKA Research and Development, Autodesk, and even worked at O&K Trojan with 2 of our own - Jim Fontaine and Jim Campbell! And as an added bonus, Jim used to work here under the supervision of Ron Odessa, but recently came back in 2020 to head up R&D. We are glad to have him back.

Duties at Chapin

As the Manager of Research and Development, Jim works on our mainline products but has

also worked on new designs of spray heads and the Electrostatic Sprayer. Simply put, Jim comes up with new products and tests them as they develop. In his first year back, Jim helped create 14 new products.

Family/Life Outside of Chapin

Jim is also the owner of Batavia Tech Club where he teaches technology classes, has workshops, completes projects and much more! Jim is married to his wife Michelle and they have two children Aaron (who is an intern here) and will begin Engineering classes at UB in January, and Ryan who is a junior at Batavia High School. Jim also coaches Varsity Boys Soccer and Lacrosse at Batavia High School

What co-workers say about Jim

"Jim is a great guy! He is the leader of our CMS projects and will always find ways to help us through! I feel he is a great leader and a friend to all. Jim brings to Chapin a vast knowledge in machine design and manufacturing. It has been a pleasure working with him over the past few months to get the line working on BM 16."





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:

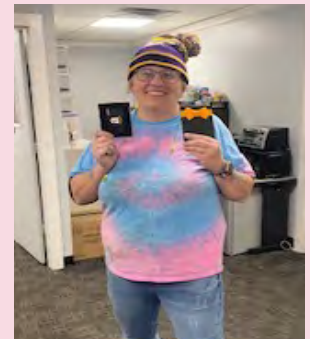


October: Breast Cancer Awareness

- Weekly 50/50 Prize Winners
- Weekly Prize Winners
- Chapin donated \$3500 to Genesee Cancer Association

November: Turkey Trot Step Challenge

- 43 participants
- 1st place for the plant: Michelle Williams
- 1st Place for the Office: Troy Lindke
- 2nd Place: Peyton Penders



December: Chapin Holiday Events

- Chapin had weekly Holiday Giveaways
- Chapin gave away children gifts for those 12 and under



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:

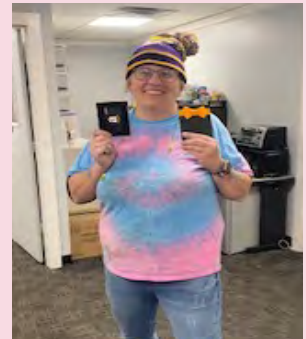


Octubre: Concientización del cáncer de mama

- Ganadores de premios semanales 50/50
- Ganadores de premios semanales
- Chapin donó \$3500 a la Asociación del Cáncer de Genesee

Noviembre: Desafío de pasos de Turkey Trot

- 43 participantes
- 1.er lugar de la planta: Michelle Williams
- 1.er lugar de la oficina: Troy Lindke
- 2.º lugar: Peyton Penders



Diciembre: Eventos navideños de Chapin

- Chapin tuvo regalos navideños semanales
- Chapin entregó regalos a los niños de 12 años o menos



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:

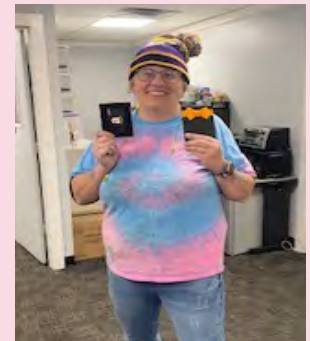


Tetor: Ndërgjegjësim për Tumorin e Gjirit

- Fituesit/et e Çmimeve Javore 50/50
- Fituesit/et e Çmimeve Javore
- Chapin i ka dhuruar 3500 dollarë Genesee Cancer Association (Shoqatës Genesee të Tumorit)

Nëntor: Sfida e Kërcimit "Turkey Trot Step"

- 43 pjesëmarrës/e
- Vendi i parë për ndërtesën: Michelle Williams
- Vendi i parë për Zyrën: Troy Lindke
- Vendi i dytë: Peyton Penders



Dhjetor: Aktivitete gjatë Festave në Chapin

- Chapin ndan Dhurata javore për Pushimet
- Chapin u ndan dhurata fëmijëve, për ata/ato fëmijë në moshën 12 vjeç e poshtë



PRODUCTION UPDATE:

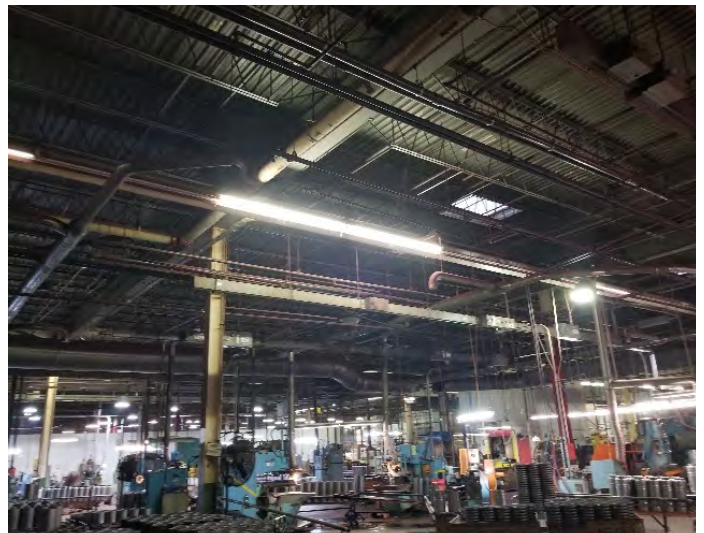
WELD LINE UPDATES

While LED technology is rapidly changing the lighting industry, fluorescent lighting is still the most common lighting source in institutional and commercial buildings. Many facilities have upgraded to LED lighting as part of retrofit projects.

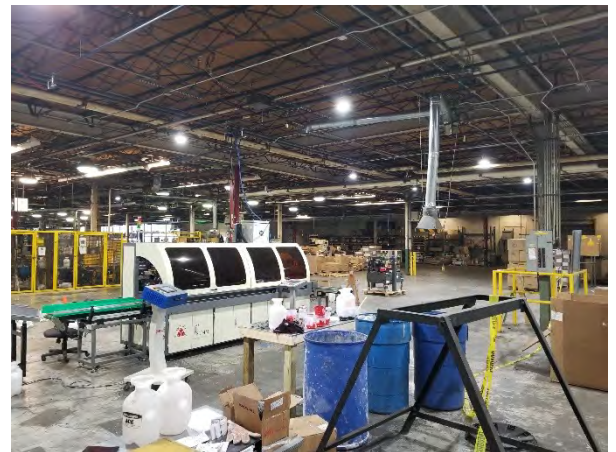
Here at Chapin we too will be continuing to upgrade the lighting. We have teamed with National Grid and TRL Energy for this project. The Weld Line in the metals department will be the next phase to see the upgrade. The project will start early in the New Year, and continue on throughout the facility.



Current Weld Line



The expected cost savings are often what initially gets people to consider LED lighting. Anyone thinking about installing LED, or wondering if it's worth it, should visit somewhere that has installed LED lights firsthand. You may just want to make the switch at home too.



BM16 area to show new LED lighting



8740A Salt Shaker

By Jill Yanus



Chapin expanded our handheld spreader line to include the 8740A hand salt shaker. It's designed to go where standard spreaders can't easily go and provides our customer something easier to operate with one hand. As a 'quick grab' option for cleaning sidewalks, around a vehicle, small steps or patios, it can easily be used while wearing gloves and targets those hard to reach spots.

It's not small but it's lightweight and portable. The basket holds up to 64-ounces of various sized ice melt or salt so the customer doesn't need to fill it as often or carry around a larger bag. It stands upright on a shelf or can be stored in the trunk of a car.

Because there's three different sized openings, the 8740A can be used for salt and ice melt in the winter and seed, fertilizer and other lawn chemicals during the warmer months. Shake instead of crank – made entirely of durable plastic, it has less wear parts and will last through the seasons.

HUMAN RESOURCES COMMUNICATION GUIDELINES

DO NOT ENTER CHAPIN IF YOU ARE FEELING SICK OR YOU HAVE BEEN EXPOSED TO COVID

FOLLOW THESE GUIDELINES:

ATTENTION

- If you have any questions or concerns regarding COVID-19, please contact Human Resources @ 585-343-3140 ext. 3082.
- If you are taken out of work due to COVID-related issues, HR will work with you on the protocol and next steps. Chapin adheres to the NY Dept of Health Guidance.

EMPLOYEES AT WORK

- If you begin to have symptoms while at work, put on a mask and contact HR regarding next steps. Chapin adheres to the NY Dept of Health Guidance.
- Contact your medical provider for medical advice.
- Contact Human Resources @ 585-343-3140 ext. 3082 to advise Chapin of your condition and discuss next steps.

EMPLOYEES AT HOME

- If you think you have been exposed to COVID-19 and develop symptoms such as cough or fever, **DO NOT REPORT TO WORK.**
- If you have been exposed to someone who tested positive, **DO NOT REPORT TO WORK.**
- Contact your medical provider for medical advice.
- Contact Human Resources @ 585-343-3140 ext. 3082 or call/text 585-969-1377 to advise Chapin of your situation and discuss next steps.

CONTACT:



Monica Bekiel in HR

585-343-3140 ext. 3082

MOBILE: call/text 585-969-1377



WELCOME TO CHAPIN

Please Follow all COVID Guidelines



- Please sanitize your hands



- Take a mask if needed



- Get your temperature checked



- Wash your hands frequently throughout the day



- Socially distance (6 feet or more)



- Wear your mask all day if not vaccinated or can not socially distance

See HR with any questions:



Monica Bekiel

585-343-3140 ext. 3082



WELCOME TO CHAPIN



Jillian Bascom,
Production Worker



Sara Bilyou,
Production Worker



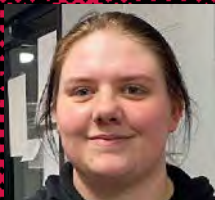
Ken Brant,
Production Worker



Kristen Cianfrinni,
Production Worker



Morgan Cox,
Production Worker



Heather Fladie,
Production Worker



Joyce Garcia,
Production Worker



Amandarae Maisano,
Production Worker



Ashley Moran,
Production Worker



Natalie Neureuther,
Production Worker



Phil Parson,
Metals Supervisor



Dakota Raffel,
Production Worker



Samantha Reed,
Production Worker



Daniel Regan,
Production Worker



Cheyenne Russaw,
Production Worker



Nikita Stoddard,
Customer Service Shipping



Timothy Wenzel,
Production Worker



Michelle Williams,
Production Worker



Chad Wolff,
Shipping Supervisor



Brianna Zuch,
Production Worker

MILESTONES

RETIREMENTS JUBILACIONES:

John White - Nationals Sales Manager

Bonnie Riggie - Metals Floater

Jim Fontaine - Director of Research and Development

Joseph Stellrecht - Tool and Die Maker

Dennis Moscicki - Quality Technician

ANNIVERSARIES ANIVERSARIOS:

5 years/años: Megan Curry

35 years /años: Jeff Mcgiveron

REFERRAL BONUSES BONOS POR RECOMENDACIÓN:

Cody Amfheim and Amandarae Maisano were referred by / fue referido por Mike Kennedy

Joyce Garcia Cheverez was referred by / fue referido por Ashley Moran La Luz

Adam Schwab was referred by / fue referido por Eric Ficarella

Ashley Moran La Luz was referred by / fue referido por Keyshla Davila Amaro

Natalie Neureuther was referred by / fue referido por Roman Warchol

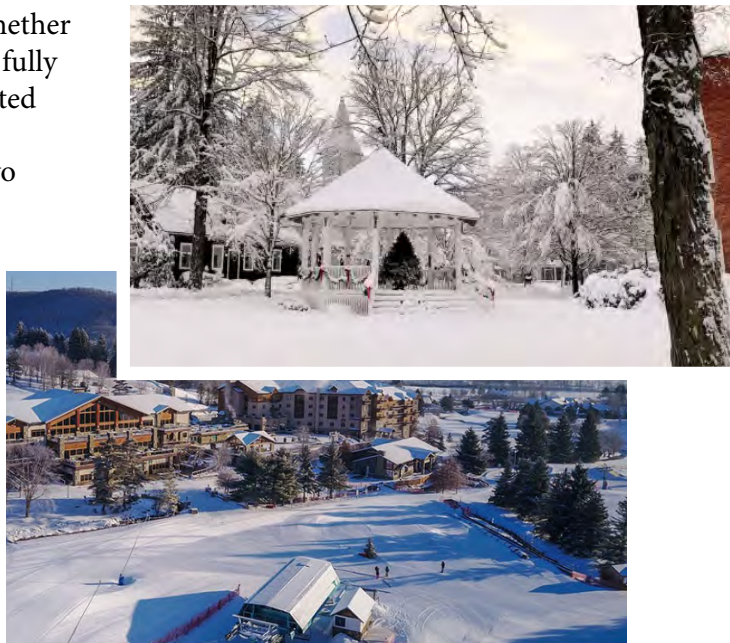
WINTER GETAWAY



IN ELLICOTTVILLE NY *By Teresa Wozniak*

Ellicottville, NY is a great place for a winter getaway, whether you want to spend a day or arrange an extended stay to fully enjoy what the town has to offer. Nestled in the Enchanted Mountains in southern Cattaraugus County, skiing and snowboarding are the town's biggest attractions with two resorts located a short drive from the town center.

Holiday Valley was established in 1957 and has grown into an extensive ski/snowboard area with 60 trails, 13 lifts, 4 full service lodges and 95% snowmaking which keeps the place thriving even when the snow doesn't fall. Operations run from 9:00 AM to 9:00 PM during the week, and 10 PM on the weekend, with availability of night skiing depending on depth of the snow base. *The Inn at Holiday Valley*, *Tamarack Club* and *Snow Pine Village* offer slope side accommodations.



Holimont is a private ski/snowboard club open to the public Monday through Friday from 9:30 AM to 4:20 PM. Weekends are reserved for club members. The club is family oriented with a large, cozy lodge where you are welcome to bring your own food and drink, or refuel at *Dina's*, the on-site café. Holimont provides access to 52 trails with 7 lifts which get you around the slopes efficiently. The resort has 100% snowmaking capability and the grooming crew does an excellent job. Holimont is my preferred place to ski because of superior snow conditions, grade of the slopes and typically light mountain traffic during the week which allows you to cover a lot of ground.

Both resorts offer a wide variety of terrain from beginner to expert and are enjoyable places to ski or snowboard. Private or group lessons, and rental equipment are available to beginners.

If skiing and snowboarding are not your thing cross country skiing, snowshoeing and snow tubing are other winter sport options. Holiday Valley has marked cross country ski and snowshoe trails at ground level and on the mountain top, or take a 15 mile drive south to *Allegheny State Park* and explore miles of wooded trails. Holiday Valley also runs a Snow Tubing Park located 4 miles from the resort which is another great way to take a ride on the snowy slopes.

One unique attraction is **Holiday Valley's SkyFlyer Mountain Coaster**. Riders are seated in a cart that accommodates





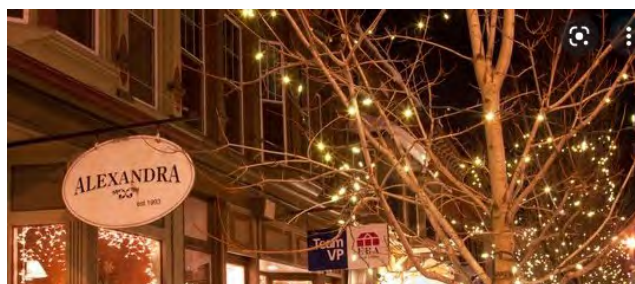
two people which is pulled up the mountain by the powered rail. Gravity takes over on the descent and the designated driver controls the speed on the winding course using a braking system. Riders who assume responsibility for steering the cart must be 16 years of age or older.

Still not a fan of frolicking in the snow? Lodge bunnies can skip the snow sports and fill their days with shopping, spa treatments, food sampling and sipping (beer and wine that is!). Ellicottville is one square walkable mile packed with shops, spas, restaurants and breweries.

Browse the many shops and boutiques for unique clothing and gifts including *Ava Grace Fashions*, *Alexandra*, *Gado Gado*, *Gi Threads*, *Good for the Spirit Gifts*, *Kazoo II* and the *Purple Door Knob* selling socks of unusual colors and style. Outdoor wear and gear can be found at *Duff Dry Goods*, *City Garage*, *Mud Sweat and Gears*, and *The Boardroom*. *The Ellicottville Distillery* creates and sells spirits made with locally sourced ingredients. Crafters can visit the *Ellicottville Quilt Shop* providing classes and supplies. The town even has its own source of spirits created with locally sourced ingredients at *The Ellicottville Distillery*.

Take a break and relax at the *Ellicottville Salt Cave Halotherapy Spa* offering salt inhalation therapy, sauna and massage, *A New Beginning Massage and Spa*, or the *Oasis Spa at the Tamarack Club*. All three have excellent online reviews.

Ellicottville has many restaurants and bars to keep you going all day long. Try breakfast at *Katy's Café Dina's*, *the Gin Mill*, or enjoy a farm to table brunch at the *West Rose*. Enjoy lunch or dinner at one of the many brew houses including the *Ellicottville Brewing Company*, *Finnerty's Tap Room*, *Monroe St. Brick and Brew*, or *John Harvard's Brew House in the Tamarack Club*. Wine aficionados can experience a tasting at the *Winery of Ellicottville* featuring local New York State wines. *The Silver Fox Steak House* offers fine dining and *Villagio's* can satisfy your craving for Italian food. For a sweet treat try *Cupcaked Bakery*, *The Tee Bar ice cream shop* or *Watson's chocolate*.



Skiers and snowboarders always seem to have a lot of energy for the night life and you may want to close out the day listening to live music at *Balloon's Restaurant and Bar* or the *Gin Mill*, or head to *Madigan's* which has a long standing reputation for one of the liveliest bars in town. When staying late you should plan on spending the night in town.

Ellicottville is located 64 miles south of Batavia (Rte. 98 South), 52 miles southeast of Buffalo (90 West, Rte. 219 South), and 117 miles southwest of Rochester (90 West, Rte. 219 South). Accommodations are available at local hotels, villas, bed and breakfasts and condos. Information can be found at the *Ellicottville Chamber of Commerce*

website and travel planning sites such as *Tripadvisor*, *Airbnb*, *Expedia* and *Hotels.com*. Weekends in Ellicottville are extremely busy so plan ahead. Enjoy your winter escape!



SPENDING OUR CHRISTMAS AT THE GREAT WOLF LODGE

by Walter Smith

Because the ongoing coronavirus BS had conspired to dash our earlier plans to spend Thanksgiving in Texas with our family, my wife and I scrambled in early December to find something fun we could do at Christmas. We looked at possibly renting a cabin somewhere, but that seemed a little dull, honestly. A trip to see New York City would have been great, but again - we're living in the age of COVID, so no dice.

But then, an idea from long ago returned - WATER SLIDES! A quick search revealed the Great Wolf Lodge in Sandusky, Ohio. True, there's a much closer one in Niagara Falls, Ontario - but, like NYC during these COVID times, its not exactly a friendly and welcoming prospect to get to Canada these days. So, here we come, Ohio!



TOP: *hitting the water slides*

LEFT: *the gigantic play structure in the park features a huge bucket that slowly fills with water... eventually it tips and soaks everyone*

ABOVE: *the all-you-can-eat breakfast included pancakes, eggs, bacon, sausage, potatoes, cinnamon rolls and fruit. I think pre-COVID this was offered as a buffet, but now it was brought out on trays to your table. Very good!*



Our youngest is 11 and she enjoyed the trip the most. The perfect age to enjoy some of the obstacles (above) and get a new stuffy at the Build-a-Bear... she didn't want to leave.

Reservations were made - we'd arrive on Christmas Eve and leave the day after Christmas. It would be a short trip (and relatively inexpensive - they don't get big crowds on Christmas Day), but one that would bring a welcome break from the routine.

We arrived Christmas Eve after lunch, and the kids hit the indoor water park. It's pretty cool. Water slides, a huge play structure, various pools and activities - there's a lot to do. For context, my kids are 11, 13 and 15. The water park and most of the other activities at the Great Wolf Lodge are probably ideal for kids 12 and under, but water slides are fun, whatever your age. Plus, there's a gigantic hot tub for the grown-ups!

Beyond staying there and enjoying the water park, the lodge offers pretty much everything you need, so you never have to leave. There are multiple eateries, including

a Dunkin' Donuts, an arcade (I recommend Connect Four Hoops), a Build-a-Bear store, a miniature bowling alley (that was a ton of fun), and a whole bunch of activities for kids: story time, an interactive "magic quest" game that spans the entire property, and a nightly "dance party." Since it was Christmas, they had Santa things and snow things and various holiday stuff. Being a little older, our kids pretty much stuck to eating, sleeping and water, though we did spend a decent amount of time (and \$) in the arcade.

The Great Wolf Lodge sells various packages for food and entertainment. Since we had water park passes, we just purchased vouchers for our all-you-can eat breakfasts, and dining credits for the rest of our meals. Needless to say, we ate very well.

The lodge also offers an app that will show you the daily schedule and help you keep track of activities and when various attractions are opening and closing - this was very helpful.

Overall, it was a very good trip and we all had a great time. While it was a little weird to not be at home or with our family in Texas at Christmas - it was nice to get away from it all for a little while.

A little bit of peace - with water slides - at Christmas, what more can you ask for?



Campbell Esquina

El clima exterior está frígido. Pero en el interior las cosas se están calentando. Decidí usar este rincón noticioso para mostrar algunos de los programas, así como los nuevos y diferentes proyectos en los que estamos trabajando. Definitivamente no los incluiré todos, porque tenemos más de 100 ideas en las que estamos trabajando en algún nivel. Cada una de estas ideas requiere cierta cantidad de fondos para definirla y explorarla, así que debemos ser muy cuidadosos en el proceso de selección de las ideas que desarrollaremos.

Quizá han notado que la moldeadora de soplado n.º 6 está funcionando en vacío. El motivo es que decidimos implementar una forma nueva, y más sencilla, de operar el control de la moldeadora. Este es un proyecto más bien masivo. Será la primera vez que diseñamos y armamos nuestro propio control. No es la primera vez que se hace en Chapin, ya que nuestra compañía hermana (CCM) en Elyria, Ohio, ha ayudado a diseñar y armar controles para sus propias moldeadoras de soplado. Nos harán sugerencias conforme avancemos, pero nuestra propia gente hará el trabajo. Roy Clarke encabezará el proyecto, con mucho apoyo de Chris Ace y Scott Merkle. Al terminar, este control será más informativo, y será mucho más fácil enseñarles a las personas a operar la moldeadora.

El proyecto de automatización avanza bien en la moldeadora de soplado 16. La sala de maquinado ha inventado varios procesos nuevos para recortar los tanques automáticamente. Además, la serigrafía automatizada que está integrando el departamento de ingeniería de manufactura está avanzando muy bien, bajo la dirección de Sahil Chaudhari y Jim Dillon.

Una nueva línea de productos que hemos ido desarrollando es el riego. Ya hemos diseñado y patentado nuestras unidades de fertilización por riego, pero ahora estamos avanzando con aspersores, varillas de riego y rociadores de manguera en varias configuraciones distintas. Nuestro departamento de ventas realmente ha promovido este producto, y ya hemos notado algunos frutos de su trabajo. Estamos convencidos de que esta área seguirá creciendo rápidamente.

También lanzaremos una nueva línea de bombas. Se trata de bombas de rodillos que reciben energía de motores a gasolina y ejes de toma de fuerza. La sala de maquinado diseñó y construyó una estación de pruebas muy robusta, en donde podemos probar no solo nuestros productos, sino también los de nuestros competidores.

Como seguramente saben, en todo el mundo han ocurrido muchos problemas de logística. Chapin no está exento de esos problemas. Hemos estado trabajando en el diseño de los aspersores electrostáticos durante casi 2 años. Finalmente recibimos los últimos chips electrónicos para poder armar los prototipos. El proceso de diseño, ingeniería, adquisición y obtención definitiva de los circuitos ha sido largo, sin embargo, no produciremos un producto deficiente que no sea seguro. Cuando terminemos, tendremos algo de lo que todos podremos enorgullecernos.

Estos son solo algunos de los muchos conceptos en los que hemos estado trabajando. Como expliqué antes, tenemos más de 100 ideas, proyectos, productos y directivas. Bombas eléctricas, esparcidores para ATV, nuevas válvulas de paso, regaderas, inyectores y la lista sigue y sigue.

Como en muchas cosas de la vida, no podemos hacer todo lo que quisiéramos. Debemos elegir lo mejor para nosotros (Chapin).

Agradezco mucho el arduo trabajo que aportan los empleados de Chapin. Siento que soy muy afortunado de trabajar con la gente que tenemos en este preciso momento.

Como diría mi papá: "mantén la cara al viento y tu pólvora seca".



Campbell's Këndi

Moti jashtë është shumë i ftohtë. Megjithatë, në mjediset brenda temperaturat po fillojnë të rriten vërtet. Mendova që për këtë kënd lajmesh të rendis disa nga programet, së bashku me projektet e reja që kemi parashikuar në vazhdim. Nuk do mundem t'i rendis të gjitha, pasi kemi mbi 100 ide, për të cilat jemi duke punuar në nivele të ndryshme. Secila prej këtyre ideve kërkon financimet përkatëse, ndaj duhet të jemi shumë të kujdesshëm në procesin e përzgjedhjes së ideve, me të cilat do të ecim përpara.

Ju mund të keni vënë re që në procesin e modelimit (blow molder) # 6 nuk po punohet. Arsyeja ka të bëjë me vendimin tonë për të përfshirë një mënyrë të re dhe më të thjeshtë për të operuar kontrollin e modelimit. Kjo është deri diku një sipërmarrje masive. Do të jetë dhe hera e parë që ne ndërtojmë dhe projektojmë vetë kontrollin. Nuk është hera e parë që është bërë brenda Chapin, pasi kompania jonë motër (CCM) në Elyria, Ohio, ka ndihmuar në ndërtimin dhe projektimin e kontrolleve për modeluesit e tyre. Ata do të na japin sugjerime, ndërkohë që ne ecim përpara, por puna do të realizohet nga punonjësit dhe punonjëset tona. Roy Clarke do të kryesojë projektin, me një mbështetje të konsiderueshme nga Chris Ace dhe Scott Merkle. Pas përfundimit, ky kontroll do të jetë më informues dhe shumë më i lehtë për t'ua mësuar punëtorëve/eve për të përdorur modeluesin.

Projekti i automatizimit po shkon mirë në modeluesin 16. Disa procese të reja janë krijuar nga dhoma e veglave për të shkurtuar automatikisht rezervuarët. Gjithashtu, printimi i automatizuar i ekranit që po integrohet nga departamenti i inxhinierisë së prodhimit po shkon shumë mirë nën drejtimin e Sahil Chaudhari dhe Jim Dillon.

Një linjë e re produktesh me të cilën kemi nisur është vaditja. Ne kemi projektuar dhe patentuar tashmë njësitë tona të fekondimit, por tani po ecim përpara me spërkatës, shufra uji dhe spërkatës me zorrë në disa konfigurime të ndryshme. Departamenti

ynë i shitjeve ka kushtuar vëmendje të veçantë në këtë produkt dhe i kemi vënë re tashmë, disa nga frytet e punës së tyre. Ne besojmë se kjo zonë do të vazhdojë të rritet me shpejtësi.

Kemi gjithashtu një linjë të re pompash që po dalin. Këto janë pompa me rul, që largojnë motorët me gaz dhe boshtet e ngritjes së fuqisë (PTO). Dhoma e mjeteve projektoi dhe ndërtoi një stacion testimi shumë të fortë ku ne mund të testojmë jo vetëm produktet tona, por edhe konkurrentët tanë.

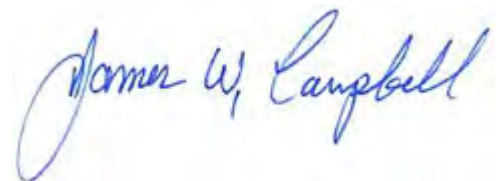
Jam i sigurt se shumica e jona e di, janë hasur shumë problematika logjistike në mbarë botën. Chapin nuk përjashtohet nga këto çështje. Ne kemi punuar për projektimin e spërkatësve elektrostatikë për gati 2 vjet. Sapo morëm çipat e fundit elektronikë, që të mund të ndërtojmë prototipet. Megjithatë, procesi i projektimit, inxhinierisë, burimit dhe përfundimit të marrjes së pllakave të qarkut ka qenë i gjatë; ne nuk do të prodhojmë një produkt nën nivel që nuk është i sigurt. Kur të përfundojmë, do të kemi diçka për të cilën të gjithë mund të jemi krenarë.

Këto janë vetëm disa nga shumë artikujt me të cilët kemi punuar. Siç e thashë më parë, ne kemi më shumë se 100 ide, projekte, produkte dhe direktiva. Pompa elektrike, shpërndarës ATV, mbyllje të reja, kanaçe uji, injektorë dhe lista vazhdon të jetë e gjatë.

Si shumë gjëra në jetë, ne nuk mund të bëjmë gjithçka që do të donim të bënim. Duhet të zgjedhim atë që është më e mira për ne (Chapin).

Unë e vlerësoj shumë punën e palodhur që bëhet nga punonjësit/et në Chapin. Ndjej se jam vërtet me fat që punoj me njerëz të tillë në këtë moment.

Siç do të thoshte babai im, "mbaje fytyrën në erë dhe pudrën e thatë" (ji gjithmonë gati).





CHAPIN

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