

A photograph of a sunflower field at sunset. The sun is low on the horizon, creating a warm, golden glow. The sky is a mix of light blue and yellow. In the foreground, a large sunflower is in sharp focus, showing its dark brown center and bright yellow petals. Other sunflowers are visible in the background, but they are out of focus.

CHAPIN[®]
CONNECTIONS

Employee Newsletter | Summer 2020

Campbell's Corner

This edition of Campbell's Corner is dedicated to our past Shareholder, Deirdre Chapin.

DEIRDRE CHAPIN (1924-2020)

Deirdre was married to Horace Beecher Chapin (RB's brother) whom she always referred to as "my Beecher". She is the Aunt of Andris Chapin by marriage. Beecher was a prominent physician. Deirdre and Beecher were married for 38 years before the passing of Beecher in 1992.

Deirdre grew up in Ireland and was living with her family when World War II broke out, this was much earlier than when the United States joined in the fight. She was still a teenager when her and her sister Grania were sent to Canada to escape the bombing and to finish high school. When Deirdre was old enough she went back home to Britain to join the Women's Royal Naval Service to help in the war effort. Finally the war ended and life started over again. Deirdre attend college and became a Librarian. Throughout her whole life she was selfless and always wanted to help others. She did charitable works all the way through her 80's!

Deirdre exemplified the virtues of the individuals from the Great Generation. Many of the readers may not be familiar with this term as there are less and less people from this generation. I have include a short description on what it means to be a person from this generation.

There are four factors that define the Great Generation and it is worth the effort to learn and understand this heroic Generation.

1. Momentous Changes

This generation grew up during a time when the world was experiencing great shifts in power. Europe was in upheaval, and the United States had yet to flex its military muscle. That all changed during World War II, and a new era of American power and wealth ensued.

This generation lived through the Great Depression, World War II, and then on into one of the most the prosperous eras in history. The newfound prosperity contrasted sharply with previous decades of austerity.

The changes this generation witnessed will forever be marked as some of the most pivotal moments in history.

2. Work Ethic

Perhaps because of having lived through the Great Depression, this generation knows a thing or two about working hard. On



top of that, they lived through the years of World War II and appreciate stability.

Combined, these two factors result in one very strong work ethic among members of the Greatest Generation.

3. Frugality

The combination of living during the Great Depression and experiencing war-time rationing means many in this generation are well-versed in frugal living. They learned to make due. They also learned creativity in the face of scarcity.

Frugality for them isn't a badge of honor nor is it anything to be ashamed of. It was simply a way of dealing with life in those times.

4. Sacrifice & Honor

Many gave of themselves during World War II, to the extent that they lost life or limb. The war was truly all-encompassing for this generation at that time. The Battle of the Bulge, for example, is considered by military experts the greatest in our nation's history.

Back home, people made due with less in order to contribute to the war effort. That meant rationing and doing without some of the staples of daily living.

United as a country in the face of evil, the greatest generation came together to sacrifice what they could to make the world a better place.

Because they made the world a better place for us, one should be committed to making the world a better place for them.

Next, I have included a memorial article written about Deirdre Chapin from The Royal Gazette in Bermuda. I think just from this short article you can see she exudes what the Great Generation was all about.



Deidre knew that I was a motorcycle enthusiast so she would tell me of her adventures riding the British Royal Enfield motorcycle (see below) during the war delivering messages at night. This she said was quite a feat as during war time there was a total blackout so the enemy would not bomb you!



Not too long ago we lost long-time shareholder Marydes Chapin Britton. In memorial we had a grove a trees planted in a national park in her honor. Chapin again had a grove a trees planted in the very same park for Deirdre.

We received a very heartfelt thank you letter for planting the trees from Deirdre's sister the Honorable Grania Weir who is an accomplished author living in Ireland.

It is important to remember a person's whole life not just the end portion and this has become much clearer to me as I age. The following picture is Deirdre shortly after she was married in 1954 to Horace Beecher Chapin.

We will all miss Deirdre dearly.



A war veteran and widow who was inspired by her triumph over illness to do voluntary work abroad has died. Deirdre Chapin was 95.

David Thompson, the president of Bermuda Overseas Missions, where she was a volunteer, said that Ms Chapin's last trip with the group was to Zambia in 2011.

He added: "She was an incredible woman and an inspiration, especially to the younger folk.

"These trips were hard manual labour for families in need.

"There was Deirdre, who would always say not to do her any favours because of her age."

Mr Thompson said Ms Chapin's one stipulation was she would not climb on to roofs.

He added: "I was always amazed at how few things she took on these trips. She knew how to take care of herself."

Mr Thompson said Ms Chapin had an "absolutely amazing sense of humour" as she and other volunteers roughed it, often in remote areas.

Ms Chapin told The Royal Gazette in a 2006 interview: "I'm a cancer survivor and I have had a quadruple bypass [heart surgery].

"I think it's because my philosophy of life is live each day to the fullest, and if I can help somebody along the way I do.

"That's what I think inspired me to help people who have less than I do."

Ms Chapin, a former librarian, was speaking just before she headed for Eastern Europe.

She had joined other volunteers the year before to build houses in Botswana in southern Africa.

She told the Gazette: "I think the thing is, I have been given a second chance to live."

Ms Chapin credited tennis with keeping her fit in later years.

She was descended from the Anglo-Irish peerage, the daughter of Donough O'Brien, the 16th Baron of Inchiquin, and Anne Molyneux Thesiger, whose father was English aristocrat Viscount Chelmsford.

She married Horace Chapin in April 1954.

Ms Chapin served in the Second World War in the Women's Royal Naval Service from 1943 to 1946, in Britain and overseas in Ceylon, now Sri Lanka. She was a parishioner at Christ Church in Warwick, where her funeral service was held last Friday.

Last year, Ms Chapin was awarded two medals and a pin for her war service and laid the wreath at the church's war memorial for Remembrance Day.

Mr Chapin, a doctor, died in 1992.

I will personally miss our annual meetings. Deirdre was great fun and saw humor in most things. She told me once growing up in war time there was little one could do about the war going about around you. It was better to laugh and tell funny stories than to cry.



We'd love to hear from you.

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

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

—Walter Smith

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COVID-19: NAVIGATING EFFECTIVELY THROUGH UNCERTAIN TIMES

HAVE YOU	TIENES	HAVE YOU	TIENES
1. Experienced any symptoms of COVID-19 in the past 14 days?	1. ¿Experimentó algún síntoma de COVID-19 en los últimos 14 días?	1. Experienced any symptoms of COVID-19 in the past 14 days?	1. ¿Experimentó algún síntoma de COVID-19 en los últimos 14 días?
2. Tested positive for COVID-19 in the past 14 days?	2. ¿Ha dado positivo por COVID-19 en los últimos 14 días?	2. Tested positive for COVID-19 in the past 14 days?	2. ¿Ha dado positivo por COVID-19 en los últimos 14 días?
3. Knowingly been in close contact in the past 14 days with someone who has tested positive for COVID-19 or who has had symptoms of COVID-19?	3. ¿Has estado en contacto a sabiendas en los últimos 14 días con alguien que dio positivo por COVID-19 o que tuvo síntomas de COVID-19?	3. Knowingly been in close contact in the past 14 days with someone who has tested positive for COVID-19 or who has had symptoms of COVID-19?	3. ¿Has estado en contacto a sabiendas en los últimos 14 días con alguien que dio positivo por COVID-19 o que tuvo síntomas de COVID-19?
IF YOU ANSWERED YES TO ANY OF THESE QUESTIONS, PLEASE LEAVE THE BUILDING IMMEDIATELY AND CALL YOUR SUPERVISOR	SI RESPONDIÓ SÍ PARA ALGUNA DE ESTAS PREGUNTAS, DEJE EL EDIFICIO INMEDIATAMENTE Y LLAME A SU SUPERVISOR	YES OR NO?	
CHAPIN®		CHAPIN®	

As we navigate through the COVID-19 pandemic, our primary goal is to ensure the health and safety of our employees, partners, and customers. Our manufacturing facilities have remained open during the entire pandemic and our incredible employees are doing their utmost to deliver on our commitments under extraordinary circumstances. Our vision is that our response to this crisis, including the processes and procedures we have put into action and the essential products we produce, become a model for other companies.

We have developed various policies in response to the challenges the pandemic presented us with. We continue to adhere to all CDC recommendations, NYS requirements and safety standards in order

to ensure our employees' safety.

A few action items that are new since our last newsletter as well as some reminders:

1. We continue to post all current COVID 19 policies on the communication boards located throughout the building. We also continue to email updates to those who have access to the Chapin e-mail.

2. We hired an LPN (licensed practical nurse) to take daily temperatures of all employees and contractors that enter the building. Along with the temperature check comes questions, suggested by NYS and the CDC, regarding any potential exposure or symptoms of COVID-19.

(continued next page...)

ATTENTION CHAPIN EMPLOYEES



- If you think you have symptoms, such as cough, fever or shortness of breath, or have been exposed to COVID-19, you must exit the Chapin facility **IMMEDIATELY** and avoid contact with others on your way out of the facility
- Contact your supervisor
- **GO TO A WELLNOW FACILITY AND GET TESTED FOR THE COVID-19 VIRUS**
- Contact the Director of HR@ 585-343-3140 ext. 3057 to advise Chapin of your situation along with a discussion on the next steps



- If you think you have symptoms, such as cough, fever or shortness of breath, or have been exposed to COVID-19, **DO NOT REPORT TO WORK**
- Contact your supervisor
- **GO TO A WELLNOW FACILITY AND GET TESTED FOR THE COVID-19 VIRUS**
- Contact the Director of HR@ 585-343-3140 ext. 3057 to advise Chapin of your situation along with a discussion on the next steps



- If you have any questions or concerns regarding COVID-19, please contact the Director of HR @ 585-343-3140, ext. 3057
- If you are taken out of work due to symptoms or concerns around COVID-19, you will not be allowed back into a Chapin facility until such time that a formal medical clearance is obtained

3. We continue to adhere to the NYS Executive order which mandates self-quarantine measures for those that travel to states with higher COVID-19 positive testing rates. We have established and communicated a new vacation and travel policy. We have communicated this policy and we continue to not only communicate the impacted states but also maintain oversight of the Chapin travel policy.

4. Social distancing continues to be important and required by all Chapin employees.

5. We continue to have extra disinfectant and sanitation efforts, including around the clock sanitation staff but also hand sanitizer in easily accessible stations throughout the building.

6. Masks continue to be mandated after travel, if in certain areas where 6 feet social distancing

measures aren't possible and for certain areas of the plant. Masks are always available for all employees.

The senior staff of Chapin has worked diligently to adhere to all CDC recommendations, NYS requirements and communicate all updates to make sure our employees remain safe. We are proud of the efforts and they have paid off! We have had no positive COVID 19 cases at Chapin and we want that to continue!

We want to thank you for your continued hard work and focus during this challenging time. Your can-do attitude during these unique times has been nothing short of inspiring. I am humbled to work alongside such a dedicated crew and appreciate your continued commitment to Chapin Manufacturing.

Meet Dale Bowles, Vice President of Sales

Dale Bowles joined Chapin on May 18th as the Chapin's new Vice President of Sales. Dale has a diverse background in sales, marketing, and product development spanning nearly 20 years with market leading companies including Electrolux, Textron, and Acuity Brands. He holds a Bachelor of Science degree in Business from Penn State University, is a certified Six Sigma Green Belt, and attended the Leading Product Innovation Program at Harvard Business School. Dale, his wife, Taylor, nine-month old daughter, Lydia, and two dogs are relocating from Atlanta and plan to live in Williamsville, New York. They are also expecting a new baby in February 2021.

When asked why he decided to make the move to Chapin, Dale said, "I see in Chapin Manufacturing, a great and well-managed business with a capable team and lots of room to run in terms of continued profitable growth. I have a pretty long track record of driving profitable growth through new products, new channels, and strategic partnerships. I grew up in successful smaller businesses but most of my recent experience has been concentrated in smaller and non-core divisions of very large companies. I am excited to bring the best of what I learned in the smaller and larger companies to Chapin and help contribute to the next phase of success for Chapin alongside the outstanding team that we have here. We can experience the growth we want without losing what makes Chapin special."



Dale and Taylor, with Lydia.

Dale is known for expressions, his favorite being one from Mark Twain, "It ain't what you don't know that gets you into trouble. It's what you know for sure that just ain't so." While not a fan of change for the sake of it, Dale believes that we should question things with data and be willing to make changes quickly when needed. Dale's favorite movie is Dirty Harry and his favorite band is The Cars. When he is not working, Dale enjoys spending time with his family, traveling, and enjoying good food and wine. His personal goals for this year include taking advantage of his new yard to get hands-on experience with Chapin products and return to long distance running.

Employee Spotlight: Jared Chaddock

By Marjorie Richmond



Job Title: Tool Maker

Started with Chapin: 2/12/2007 (13 years)

Prior to working at Chapin:

Jared was born and raised in Batavia and always handy and enjoyed fixing things. He took courses for CNC Machining and Welding at BOCES and completed an apprenticeship for Machining and Welding

Duties at Chapin: He has been in the tool room since he started. He builds new machine parts, repairs/maintains machines, develops prototypes with engineering, does welding as needed, trains apprentices, and contributes to the entire tool room team.

What he likes most about Chapin: The company is stable and has been around for a long time. The Chapin name is known worldwide. He loves what he does and he loves the crew he works with, "We all help each other out and although it can get busy, the entire team chips in to get the job done."

Hobbies: He enjoys collecting and fixing up antique trucks and tractors. He works with his brother on a stock car racing pit crew. He helps maintain the car and enjoys being a part of the crew.

What co-workers say about Jared:

"He is easy going and easy to get along with",
"You can always count on Jared, he likes to help",
"Jared is a true team player. He is always willing to help -where ever he can. No matter the task, he is willing to help anyone whether it be training our apprentices with tasks or stepping in to help with repairs to tow motors or other equipment. No matter the person or the task, Jared never gives us less than 100%."

Rebranding. A Sneak Peek At Our New Look

Vince Vollo, Director of Marketing, Chapin

It was back in September of '19 that Chapin started down the road to rebrand itself. *What does this actually mean?* When you think of rebranding on a corporate scale, the first and most noticeable change may be the redesigned logo. But, rebranding accounts for much more. The Chapin rebranding process will identify what the emotional connection is with the consumer. It will define what the graphical treatment, brand voice, brand attitude and brand promise should be. And, a strict set of guidelines will be developed that will unify all communications from product packaging right on down to this company newsletter (in future editions) and everything inbetween.

So what is the reasoning behind such a big change?

1: Chapin has experienced increased brand exposure, with the popularity of on-line shopping and being in large volume stores such as Lowes, Home Depot and Walmart. The Chapin brand is directly accessible by consumers more than ever before. This is brand awareness at its simplest form. The more retail shelves our products are on, and with increased on-line visibility, all of these factors contribute to more brand exposure and recognition. More exposure requires better consistency in how Chapin presents its self as a brand.

2: As Chapin grows, and expands its product lines the Chapin brand must adapt to represent more than just sprayers. This is another reason for a rebrand. Chapin has expanded its product lines outside of just tank sprayers. Over the past two decades we have broken out of our boundaries. Backpack sprayers, ATV sprayers, fertigation and new opportunities not yet defined, have changed us as a manufacturer. Our voice and look should represent this expansion and growth.

3: Again, with growth, Chapin's core values may not change, but the voice and persona of the brand needs to be well defined and consistent to match that of the expanded products lines we now offer, the new customers we partner with, and most importantly sync with the future plans of the company. Consistency in our message is key. Take McDonald's for example. You can go just about anywhere and find a McDonald's. Wherever you may be that you encounter the golden arches, the product, the message and the look are always the same. This is a comfort to the consumer and consistency builds trust in the brand.



CHAPIN™



BRAND STORY

You can expect any spreader and sprayer to cover the basics.

But what about the new ideas that make your life easier?

Like a sprayer that does the mixing for you?

A spreader that plows through tough terrain on the acreage?

Or all-around durability you can count on years from now?

Those are the not-so-simple challenges we thrive on.

You've picked your concentrates, got your seed mix ready.

But they'll only work as well as the tools you use to distribute them.

That's why we go the extra mile — so you can, too.

CHAPIN. COVER MORE GROUND.



Prototype branding

What is the new look?

After many iterations and comparisons to that of our competitors we landed on the above mark. This was the treatment (shown above) that the team thought best represented the brand attributes defined by months of research. *Side note:* The first item wearing the new logo is our new trailer. The third 48 ft. trailer in the Chapin fleet. →

Where are we in the process today?

The process started by choosing an unbiased, experienced firm, to examine the nature of the Chapin business, Swanson Russell. Interviews were conducted with employees, reps, customers and consumers. Intel was gathered and analyzed. Presentations were made leading us to choose the new logo and persona that best represents the innovation and strength that the Chapin name embodies.

What's next?

With the logo finalized, Swanson Russell is working to develop the brand guidelines that will be the foundation for all of our new designs and communications going forward.

As Chapin introduces new products, they will wear the new logo, and the voice of the advertising/marketing communications will reflect the new persona dictated in the new branding guidelines. Online content and sales materials will be updated. Large volume SKUs will see the changes first as production windows align with depleting packaging inventory. All of the updates will take time in order to maximize efficiencies, minimize scrap and be economically responsible. *Long story short; as Chapin's growth continues, the perception of our brand needs to follow suit and reflect these newly defined attributes.*

Rolling Out!



NEW LOGO AND A NEW TRAILER MEAN "IT'S A WRAP!"

The first place you'll see the new Chapin branding is the latest addition to the shipping fleet. This trailer will be hauling goods and materials across the region, joining the other two trailers which were wrapped last summer.

Beyond keeping things moving between Batavia, Clarence and Elyria - and all points in between - these trailers are huge rolling advertisements for the great work we all do.



THE G6015 HOSE-END OFFERS NEW VERSATILITY

Spring 2021 will see the debut of Chapin’s latest addition to our line of hose end sprayers: The G6015 Wet & Dry Multi-Purpose Sprayer offers consumers a more versatile solution for applying granular and liquid concentrates *without having to purchase 2 separate sprayers*.

What makes this sprayer unique? Chapin set out to develop a sprayer that would deliver both wet and dry product more consistently. Most sprayers that claim they can handle dry or granular products fail because the dry contents are not completely diluted before being drawn into the head of the sprayer. Chapin’s patented filter basket allows these granular chemicals to dissolve and enter the tank as a concentrated liquid, and keeps the dry material contained as it dissolves. This simple concept makes all the difference in performance.

The rotating nozzle offers 4 spray pattern adjustments that accommodate just about any lawn or garden application. The large concentration dial allows you to adjust to the appropriate mix ratio by Ounces, Teaspoons or Tablespoons. And a conveniently-located thumb control turns the spray on and lets you select wet or dry chemical spray. A built-in back-flow valve keeps chemicals from entering the water supply.

This new G6015 sprayer will make us more competitive by offering more versatility within our current lineup of hose end products.





GOLF TOURNAMENT UPDATE

by Norm Hubbard

It has been a saddening experience in the past few months facing the hard facts of the Coronavirus situation. In March everyone was forced to make adjustments to our day to day lives to keep ourselves safe. August 8th seemed to be far enough off to feel that the 13th Annual Chapin Charity Golf Tournament would go on as scheduled.

May came along to find the pandemic was still going strong. After numerous discussions and phone calls the hard facts were that decisions may have to be made regarding if and how can the tournament could happen. Together with Chapin, Genesee Cancer Assistance, and Terry Hills a “Wait and See” approach for the next 30 days was taken. After the wait and see period did not provide the confidence needed to move forward as in the past, our tournament as we all know it, could not happen the way that everyone has come to know as one of the finest golf tournaments in this area.

State regulations for social distancing prohibit groups of our size to gather in one place. The tournament has had in the past 250 to 275 people attending the awards dinner. This number made it impossible to utilize the pavilion at Terry Hills as we have in previous years. The fabulous dinner Terry Hills has provided in the past would need to be takeout. Although the golf portion only could have happened, **the decision was made to delay the tournament until August 14, 2021.** I can not tell you how sad I personally have felt in making this decision due to the pandemic regulations.

Genesee Cancer Assistance will continue to be our 2021 Charity. The golf club raffle will still be done as soon as all the tickets are sold to maximize the contribution to the charity. As of the date of this article a small number of tickets remain.

**RAFFLE TICKETS
STILL AVAILABLE**
SEE BILL KEGLER JR
FOR DETAILS



TaylorMade 2020 PMI Set Valued at \$2800

Through all the disappointment, Genesee Cancer Assistance has been absolutely awesome to work with. Sue Underwood and her group have spent countless hours preparing for the tournament and selling raffle tickets. I speak for our Golf Group that are all very unhappy to postpone the event. We are all looking forward to supporting this great charity in 2021.



A BLOOMING BOOM

GARDENING DURING THE COVID-19 PANDEMIC

BY TERESA WOZNIAK

Gardening has been booming as an outdoor activity during the COVID 19 pandemic. Seed suppliers have recorded record sales and have been challenged to keep up with the demand. The W. Atlee Burpee & Co. seed supplier sold more seed than any time in its 144 year history in March this year. Johnny's Selected Seeds in Fairfield Maine saw a 270% increase in orders during the week of March 16th compared with average sales for that time period. Other national and local seed companies are reporting record spring sales.

Garden Centers around the country have also seen significant increases in sales of garden soil, vegetables, herbs, berries, fruit trees and seeds. Many are struggling to keep up with demand for seedlings and plants. Garden Centers in some regions have managed to work around government restrictions by offering online shopping and pick-up wherever they were deemed non-essential, or providing limited in-store sales with social distancing. Despite these constraints sales have taken off and exceeded expectations.

Gardening activity has increased for both practical and psychological reasons. Insecurity about food supply due to distribution problems has driven the desire to provide a supplementary food source for the household. Consumers may

want to limit time in grocery stores to minimize risk of exposure to the virus. Furloughed workers and people working from home are looking for activities to occupy free time. Children home from school need to be kept busy and gardening is a safe and productive outdoor activity they can engage in at home.

People may also become involved in gardening for the mental health benefits it provides. Gardening is a calming activity that can help manage anxiety and alleviate boredom. Virtual encounters such as online workouts, YouTube Videos and Netflix can leave one feeling empty and longing for more engagement with the outside world. Working in the garden offers exposure to nature and contact with living, growing things. Those deemed non-essential workers have a mission of purpose when growing a garden, which represents hope and promise.

Community gardening is also more prevalent as residents quarantine at home and have more time available to work outdoors. Neighbors may grow different vegetables and share their harvests. Cooperative gardens can provide more food security for a community, help offset food shortages and feed those with limited income.



Chapin is sponsoring a “Best Vegetable Garden” Competition to give the avid gardeners among us an opportunity to be recognized and rewarded for their efforts. The gardening competition is running from June 26 through August 31, 2020. Employees were asked to provide a benchmark garden photo during the initial week of the contest. Participants submit subsequent photos each week to track the progress of their gardens. Photos of harvested vegetables will also be submitted as the gardens bear fruit.

Prizes:

- **First Place:** 32 oz. HydroFeed and \$100 Home Depot gift card
- **Second Place:** 24 oz. Hydro.Feed and \$50 Home Depot gift card
- **Third Place:** 16 oz. HydroFeed and \$25 Home Depot gift cards
- **Honorable Mentions:** New G6015 Hose End Sprayer

*These will be awarded to outstanding gardens that don't make the top three.
The number awarded depends on the number of participants.*

Gardens will be judged by the Chapin Newsletter team for beauty, bounty and ongoing maintenance. **Winners will be announced by September 4, 2020.**

For more information please contact Teresa Wozniak at twozniak@chapinmfg.com or Ext. 3063.

Congratulations Graduates!



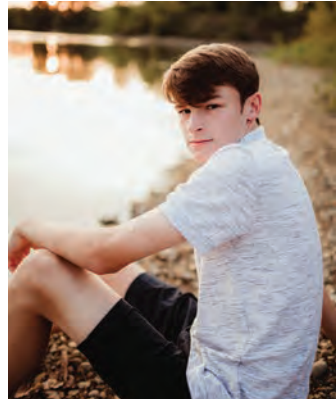
Mike Bates

Employee Relation: David Bates
School: Maryvale Central High
Future Plans: Heading to the Navy



Caroline Czap

Employee Relation: John Czap
School: Duquesne University
Future Plans: Graduated with a degree in Marketing and Digital Media. She is currently looking for a position in that field



Aaron Dillon

Employee Relation: Jim Dillon
School: Batavia High
Future Plans: He is going to complete his associates degree in Mechanical Engineering Technology at GCC starting this fall. After that he plans on finishing his bachelor's degree in Mechanical Engineering at UB.



Alexis Kegler

Employee Relation: Bill and Cindy Kegler
School: D'Youville
Future Plans: Graduated with a Family Nurse Practitioner degree (board certified) looking for a position in that field



Olivia Moscicki

Employee Relation: Dennis Moscicki
School: GCC, Degree in Human Services
Future Plans: Headed to UB Social Sciences Interdisciplinary BA - Health and Human Services with a Mental Health Concentration



Rylie Odessa

Employee Relation: Ron Odessa
School: Oakfield Alabama High
Future Plans: Attending Ithaca College where she received a 4 year scholarship



**Emelie
 Maysonet-Santiago**

Employee Relation: Jose Rodriguez-Montanez
School: Batavia High School
Future Plans: Headed to the Navy



Rudolph Joseph Vollo

Employee Relation: Vince Vollo
School: Webster Thomas High, Summa Cum Laude
Future Plans: Rudy will be attending the University of Rochester in the fall majoring in Actuarial Accounting

10 FUN THINGS TO DO WHILE STAYING AT HOME

So its happened. Places are closed, cruises are cancelled, public places are shut down and even family members are locked away. Thanks to COVID, you've officially run out of options for vacation. *Or have you?* Sure vacation wont be the same without site seeing or visiting loved ones, but here are a few ideas to hopefully make the home stay a bit more bareable.



CAMP IN THE BACK YARD

Even if camp sites are closed, your back yard isnt. Enjoy the great outdoors with a simple tent, ghost stories and camp fire on your own turf. Best of all, you can even keep the luxuries of electricity, wifi, and your own bathroom.



SPA DAY

If you are able to get some time alone in the house, a nice spa treatment can really hit the spot. Amazon has plenty of spa packages you can have shipped to your door. Add a hot bath and a calming playlist and you have a recipe for relaxation.



HOME FILM FESTIVAL

Who doesnt love a good binge from the couch? Pick a theme or a series of movies, pop the popcorn, stay in that comfy robe and turn down the lights.



ENJOY THE FRESH AIR

We know you cant go to the park, but walking or biking in the neighborhood for local 'site seeing' or working on your tan in the backyard are still perfectly fine. If you want to feel productive, you can even do some work on the yard or garden.



TAKE A ROAD TRIP

Most places are closed, but the road isnt. Sometimes we just need to get out and drive around. No destination? No problem! Just roll down the windows and enjoy the experience of the open road.

These are just a few ideas. There are plenty of other things you can do like a family board game night, start a new yoga class or just sleep in! Do something that fits your style and schedule and dont be afraid to try something new!

MILESTONES

RETIREMENTS: JUBILACIONES

John (Jack) Baron, *Electrician*, 4 year Employee

David Morse, *National Sales Manager*, 12 year Employee

ANNIVERSARIES: ANIVERSARIOS

5 YEARS / 5 AÑOS: Teresa Wozniak • Bryan Johnson • Troy Shepherd

WELCOME TO CHAPIN!



Martin Baker,
*Customer Product
Support Specialist*



Dale Bowles,
*Vice President
of Sales*



Chris Cloen,
*Human Resources
Manager*



Lynn Cummings,
Quality Control



Eric Dawson,
Metals Packing



Paul DiBenedetto,
Electrical Engineer



Jared Diehl,
*Customer Product
Support Specialist*



Jim Dillon,
*Industrial/Design
Engineer*



Matthew Lambert,
Sub Assembly



Troy Lindke,
*Manager of
Engineering*



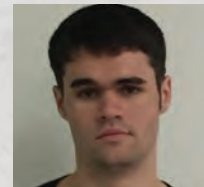
Brandon Moore,
Trimmer Packer



Ronald Owen,
Sub Assembly



Dillon Paul,
CNC Mechanic



Jason Richardson,
Trimmer Packer



Terri Smith,
*Accounting
Supervisor*



Dave Somerton,
Trimmer Packer



Arnold Wagner,
Maintenance



Yong Zou,
*International
Procurement
Specialist*

REFERRAL BONUSES

BONOS POR RECOMENDACIÓN



Chris Bennett
was referred by
(fue recomendada por)
Lonnie Burgler



Eric Dawson
was referred by
(fue recomendada por)
Mike Thompson



Ron Owen
was referred by
(fue recomendada por)
Dawn Owen



Dave Somerton
was referred by
(fue recomendada por)
Ron Odessa



An employee/retiree of Chapin ("Current Employee") refers an individual ("New Employee") to Chapin for employment in a union-eligible position. In the event that the New Employee remains employed, in good standing, and ultimately achieves union membership, which is typically ninety (90) days, Chapin will issue a check in the amount of \$500, made payable to the Current Employee as a Referral Bonus. If the Current Employee leaves the employment of Chapin, prior to Union admission by the New Employee, the Current Employee will not be eligible for the Referral Bonus.

Welcome!

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



Malcolm Ian Campbell, born May 31, 2020
Father: Bill Campbell, *Director, Outside Business Units*
Grandfather: Jim Campbell, *CEO*



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

Walt Disney

Elijah Christopher Smith, born April 17, 2020
Father: Jonathan Smith, *Plastics Tech Apprentice*



COVID-19: MOVIÉNDONOS EFICAZMENTE EN TIEMPOS DE INCERTIDUMBRE

HAVE YOU	TIENES	HAVE YOU	TIENES
1. Experienced any symptoms of COVID-19 in the past 14 days?	1. ¿Experimentó algún síntoma de COVID-19 en los últimos 14 días?	1. Experienced any symptoms of COVID-19 in the past 14 days?	1. ¿Experimentó algún síntoma de COVID-19 en los últimos 14 días?
2. Tested positive for COVID-19 in the past 14 days?	2. ¿Ha dado positivo por COVID-19 en los últimos 14 días?	2. Tested positive for COVID-19 in the past 14 days?	2. ¿Ha dado positivo por COVID-19 en los últimos 14 días?
3. Knowingly been in close contact in the past 14 days with someone who has tested positive for COVID-19 or who has had symptoms of COVID-19?	3. ¿Has estado en contacto a sabiendas en los últimos 14 días con alguien que dio positivo por COVID-19 o que tuvo síntomas de COVID-19?	3. Knowingly been in close contact in the past 14 days with someone who has tested positive for COVID-19 or who has had symptoms of COVID-19?	3. ¿Has estado en contacto a sabiendas en los últimos 14 días con alguien que dio positivo por COVID-19 o que tuvo síntomas de COVID-19?
IF YOU ANSWERED YES TO ANY OF THESE QUESTIONS, PLEASE LEAVE THE BUILDING IMMEDIATELY AND CALL YOUR SUPERVISOR	SI RESPONDIÓ SÍ PARA ALGUNA DE ESTAS PREGUNTAS, DEJE EL EDIFICIO INMEDIATAMENTE Y LLAME A SU SUPERVISOR	YES OR NO?	
CHAPIN®		CHAPIN®	

Mientras atravesamos la pandemia de COVID-19, nuestro objetivo principal es garantizar la salud y protección de nuestros empleados, socios y clientes. Nuestras instalaciones de manufactura han permanecido abiertas durante toda la pandemia y nuestros maravillosos empleados hacen lo imposible por cumplir con nuestros compromisos en circunstancias extraordinarias. Nuestra visión es que nuestra respuesta a esta crisis, incluyendo a los procesos y los procedimientos que hemos implementado y los productos esenciales que fabricamos, se convierta en un modelo para otras compañías.

Hemos elaborado varias políticas en respuesta a los desafíos que nos ha presentado la pandemia. Seguimos cumpliendo las recomendaciones del CDC, los requisitos del estado de NY y las normas de seguridad con el fin de garantizar la seguridad de nuestros empleados.

Algunas acciones nuevas que hemos emprendido desde nuestro último boletín, así como algunos recordatorios:

1. Seguimos publicando todas las políticas vigentes sobre la COVID 19 en los tableros de mensajes ubicados en distintas partes del edificio. También seguimos enviando actualizaciones por correo electrónico a quienes tienen acceso a un correo electrónico de Chapin.
2. Contratamos a un enfermero profesional autorizado (LPN, por sus siglas en inglés) que tome las temperaturas diariamente a todos los empleados y contratistas que entren al edificio. Al tomar la temperatura también se les harán preguntas, sugeridas por el estado de NY y el CDC, sobre su potencial exposición y sus síntomas de COVID-19.

(continued next page...)

ATENCIÓN EMPLEADOS DE CHAPIN



- Si cree que tiene síntomas, como tos, fiebre o dificultad para respirar, o ha estado expuesto al COVID-19, debe salir de la instalación de Chapin de **INMEDIATO** y evitar el contacto con otras personas al salir de la instalación.
- Contacta a tu supervisor
- **VAYA A UNA INSTALACIÓN DE WELLNOW Y HÁGASE LA PRUEBA DEL VIRUS COVID-19**
- Comuníquese con el Director de HR @ 585-343-3140 ext. 3057 para avisar a Chapin de su necesidad de irse junto con una discusión sobre los próximos pasos.

- Si cree que tiene síntomas, como tos, fiebre o dificultad para respirar, o ha estado expuesto al COVID-19, **NO SE PRESENTE A TRABAJAR**
- Contacta a tu supervisor
- **VAYA A UNA INSTALACIÓN DE WELLNOW Y HÁGASE LA PRUEBA DEL VIRUS COVID-19**
- Comuníquese con el Director de HR @ 585-343-3140 ext. 3057 para avisar a Chapin de su necesidad de irse junto con una discusión sobre los próximos pasos.

- Si tiene alguna pregunta o inquietud con respecto al COVID-19, comuníquese con el Director de HR @ 585-343-3140, ext. 3057
- Si lo sacan del trabajo debido a síntomas o inquietudes en torno al COVID-19, no se le permitirá volver a las instalaciones de Chapin hasta el momento en que se obtenga una autorización médica formal.

3. Seguimos cumpliendo la Orden Ejecutiva del Estado de NY que ordena que todas las personas que viajen a estados con índices más elevados de resultados positivos en pruebas de COVID-19 se pongan en cuarentena. Hemos establecido y comunicado una nueva política sobre viajes y vacaciones. Hemos comunicado esta política y, además de comunicarla a los estados afectados, seguimos supervisando la política sobre viajes de Chapin.

4. El distanciamiento social sigue siendo importante y obligatorio para todos los empleados de Chapin.

5. Seguimos realizando esfuerzos adicionales de desinfección, que incluyen personal de desinfección las 24 horas y la disponibilidad de desinfectante de manos en estaciones distribuidas por todo el edificio.

6. Las máscaras siguen siendo obligatorias después de los viajes, cuando se esté en ciertas áreas donde no sea posible mantener un distanciamiento social de 6 pies

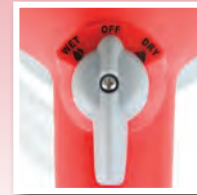
(1.8 m), y en ciertas áreas de la planta. Siempre hay máscaras disponibles para todos los empleados.

Los directivos de Chapin han hecho grandes esfuerzos para cumplir con todas las recomendaciones del CDC y los requisitos del estado de NY, y para comunicar todas las novedades para garantizar que nuestros empleados estén protegidos. Nos enorgullecen nuestros esfuerzos, ¡y han dado resultado! No hemos tenido casos positivos de COVID 19 en Chapin, ¡y queremos continuar así!

Queremos agradecerles su duro trabajo constante y su concentración durante estos momentos difíciles. Su actitud decidida en estos tiempos sin precedentes ha sido inspiradora. Me enorgullece trabajar junto con un personal tan dedicado, y agradezco su compromiso constante con Chapin Manufacturing.



TERMINADOR DE MANGUERA PARA MATERIALES HÚMEDOS Y SECOS G6015



EL TERMINADOR DE MANGUERA G6015 OFRECE NUEVA VERSATILIDAD

En la primavera de 2021 debutará el producto más nuevo de la línea de rociadores terminadores de manguera de Chapin. El rociador multifuncional para materiales húmedos y secos G6015 ofrece a los consumidores una solución más versátil para aplicar concentrados granulares y líquidos sin tener que comprar 2 rociadores separados.

¿Qué hace único a este rociador? Chapin decidió desarrollar un rociador que aplicara productos húmedos y secos con más consistencia. La mayoría de los rociadores que se afirma que pueden manejar productos húmedos o granulares fracasan debido a que los contenidos secos no se diluyen por completo antes de entrar a la cabeza del rociador. La canastilla de filtro patentada de Chapin permite que estas sustancias químicas granulares se disuelvan y entren al tanque en forma de líquido concentrado, y mantiene contenido el material seco mientras se disuelve. Este sencillo concepto marca una diferencia enorme en su rendimiento.

La boquilla giratoria ofrece 4 ajustes a los patrones de rociado, que se adaptan a prácticamente todos los usos en patios y jardines. El control de concentración de gran tamaño le permite ajustar la relación de mezcla apropiada en onzas, cucharaditas o cucharadas.

Y un control ubicado cómodamente para activarlo con el pulgar enciende el rociador y le permite seleccionar un rociado húmedo o seco. Una válvula de contraflujo integrada evita que las sustancias químicas entren al suministro de agua.

Este nuevo rociador G6015 nos hará más competitivos, al ofrecer más versatilidad en nuestra selección actual de productos terminadores de mangueras.





UNA EXPLOSIÓN FLORAL

LA JARDINERÍA DURANTE LA PANDEMIA DE COVID-19

POR TERESA WOZNIAK

La jardinería ha tenido un gran auge como actividad al aire libre durante la pandemia de COVID 19. Los proveedores de semillas han tenido ventas récord y han tenido problemas para satisfacer la demanda. El proveedor de semillas W. Atlee Burpee & Co. vendió más semillas en marzo de este año que en cualquier otro momento de sus 144 años de historia. Johnny's Selected Seeds en Fairfield Maine tuvo un aumento del 270% en sus pedidos durante la semana del 16 de marzo, en comparación con las ventas promedio de ese período. Otras compañías de semillas a nivel nacional y local han reportado ventas récord en la primavera.

Los centros de jardinería de todo el país también han aumentado de manera importante sus ventas de tierra para jardín, plantas de verduras, hierbas, bayas, árboles frutales y semillas. Muchos están teniendo problemas para satisfacer la demanda de plántulas y plantas. Los centros de jardinería de algunas regiones han logrado apearse a las restricciones gubernamentales al ofrecer ventas en línea y servicio con entrega en la tienda en donde se consideran no esenciales, u ofreciendo ventas limitadas con distanciamiento social en sus tiendas. Pese a estas restricciones, las ventas se han disparado y han superado las expectativas.

Las actividades de jardinería han aumentado por motivos prácticos y psicológicos. La inseguridad sobre el abasto de alimentos debido a problemas de distribución ha generado deseos de contar con una fuente suplementaria de alimentos para el hogar. Los consumidores pueden querer estar menos tiempo en las tiendas de víveres,

para minimizar su riesgo de exposición al virus. Los trabajadores en cese temporal y las personas que trabajan desde casa están buscando actividades para ocupar su tiempo libre. Los niños que no pueden ir a la escuela necesitan mantenerse ocupados, y la jardinería es una actividad segura y productiva al aire libre que pueden realizar desde su casa.

Algunas personas también pueden dedicarse a la jardinería por los beneficios de salud mental que ofrece. La jardinería es una actividad relajante que puede ayudar a controlar la ansiedad y aliviar el aburrimiento. Los encuentros virtuales tales como sesiones de ejercicio en línea, los videos de YouTube y Netflix pueden dejar una sensación de vacío y el deseo de un mayor contacto con el mundo exterior. Trabajar en el jardín permite exponerse a la naturaleza y estar en contacto con seres vivientes y en crecimiento. Las personas que han sido designadas como trabajadores no esenciales tienen una motivación al cultivar un jardín, que representa esperanza y promesa.

La jardinería comunitaria también es más común cuando los residentes hacen cuarentena en sus casas y tienen más tiempo disponible para hacer trabajos al aire libre. Los vecinos pueden cultivar diferentes verduras y compartir sus cosechas. Los jardines cooperativos pueden ofrecer más seguridad alimentaria a una comunidad, ayudar a evitar la escasez de alimentos y alimentar a las personas que tienen ingresos limitados.



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