



CHAPIN[®]
CONNECTIONS

Employee Newsletter | Spring 2022



Campbell's Corner

We are post pandemic? Are we really considered to be post pandemic or are we still in the midst of the pandemic? It's hard to say.

As a company we continue to move forward, however at times it is difficult to determine if we are winning, holding our own, or are we losing.

I am seeing some impressive numbers from the Kentucky division as they move forward bringing more blow molders on line. Our Clarence spreader division is capturing more customers. Ohio continues to increase their productivity and efficacies. Heath continues to run a very good production. The numbers at the Batavia location are holding their own.

The two major issues that all our locations have in common is inflation and material availability. When materials are available the costs are very high. Lead times on some items are well past six months. On certain items the costs have doubled.

We all see and feel it in our everyday lives. When you pull up to the gas pumps you get sticker shock. I don't know how anyone can afford a new vehicle. I was looking at used pickup trucks two years old and the dealer wanted \$40,000. This is just crazy! I know

I am getting old, but my house didn't cost that much when we bought it.

In the retail market, buyers won't entertain any type of price increase. As a matter of fact the largest retailers are pushing hard to reduce the price they pay.

At the beginning of this article I mentioned it's hard to figure out if you are winning, holding your own or losing.

- Comparing Chapin to its major competitors, we are winning.
- Comparing Chapin to the stock market, we are holding our own.
- Comparing Chapin to where we are today verses several years ago, we are losing.

We will continue to push forward and seek new ways to compete at higher levels in our chosen markets.



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

IN THIS ISSUE

Clarence Connections	4
Kentucky Connections	6
Michigan Connections	8
Ohio Connections	10
Lidhje Ohio (Albanian)	12
Employee Spotlight: John Southcott	14
Wellness Update / COVID Update	15
Product Spotlight: Irrigation	17
National Hardware Show	18
First Aid / CPR Training	19
Chapin Family Picnic	20
Pizza Lunch	21
Milestones / New Hires	22-23
Planting a Garden	24-25
Bird Watching in WNY	26-27
Batavia Muckdogs July 3	28
Planting a Meadow	29
Campbell's Corner [Translated]	30-31



SAFETY FIRST

Clarence has had a challenging year when it comes to heating equipment. Last July our building was struck by lightning destroying two heaters and damaging the remaining units. Supply chain problems across America meant we were heating the building with just a quarter of the units until the new heaters arrived in February! We finally had all those units completely up and running in March. I had thought our coldest days were behind us, but Spring has not sprung yet.

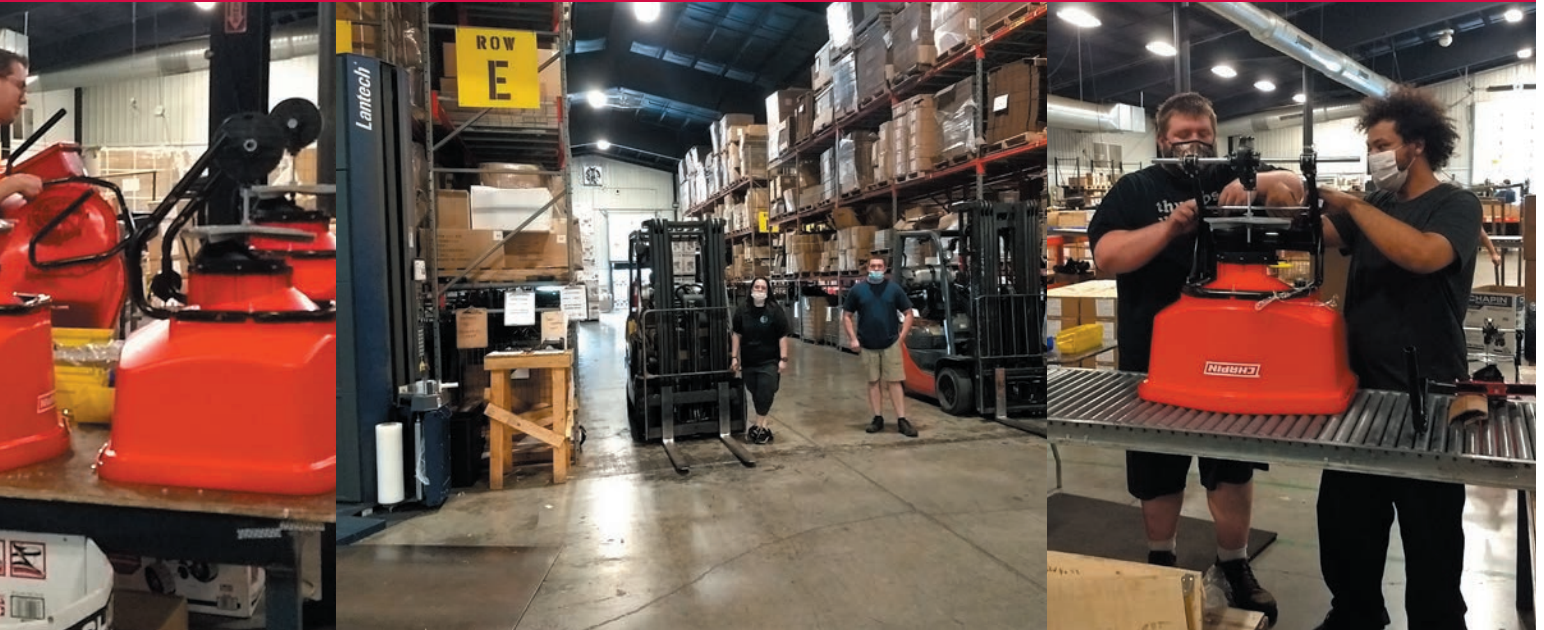
In April we had yet another strange problem for our heaters. A large transformer caught fire

down the road causing us to get lower power to the plant. In a strange turn of events this caused an old electronic safety valve that ran to the kitchen ANSUL system to fail and quickly filled the back of the building with natural gas. We were able to turn off the high pressure line to the building, but had to ask all our employees evacuate the building for the remainder of the day.

After everyone left I stayed to see if I could determine a way to turn the fuel off closer to the leak. This was a bad choice on two levels. First the building could explode. The recommended

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

by Bill Campbell



action is to remain at least 30 feet away until the gas had dissipated. Secondly, and the one that snuck up on me, was the gas also makes it difficult to breath. I underestimated the speed at which you can run out of air while trying to find a closer valve in the ceiling. I didn't notice I was having a problem until it became difficult to get down from the rafters.

We had put in a call to National Fuel since we turned the gas off and they arrived after I was unable to find a closer valve. This ended up making things much more complicated for us. Once National Fuel is aware that a line has been turned off, it cannot be turned back on until the entire system is pressure tested. This applies the same at your house as it does at our factories. Given the size and the hand full of reconfigurations of our building, this process

will likely take an entire week. Again, leaving us in the cold.

Sentry Heating and Cooling is working hard with us to get everything back running. We appreciate everyone doing their best to keep things going while we work on short term solutions such as the shrink gun to flame treat plastic, and other solutions to keep things going.

The moral of the story is that it is easy to get caught up in the problem solving process and under estimate risks. Please do better than I had, and keep not only your compatriots, but also your safety in mind if you should run into a similar situation please remember this lesson.

CHAPIN® KENTUCKY

CONNECTIONS



Just a short year ago in early February of 2021 we started our first molder, Since that time we have grown to eight molders that run on any given day. This has not come easy or without some bumps and bruises along the way. But the team has stayed focused and unwavering in the efforts they put forth. Due to this effort we have now produced over 1,000,000 sprayers in our Kentucky

We also have many employees who are celebrating their one year anniversary with Chapin Kentucky Division. Without these dedicated team members our successes would be much farther behind. Thank you and Congratulations!! I look forward to continually working with all of you for many years to come as we continue to grow.

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

by Doug Platt



SO WHAT IS NEXT?

With BM 3 our ATV molder running our maintenance team has shifted their efforts to start the process of getting two more molders operational. BM 17 is a couple weeks away from production ready, and BM 4/ BM 5 the Kautex is in the midst of the refit phase. BM 17 will concentrate on our most traditional sprayers. While the Kautex which is essentially two molders in one will be producing the whole family of ATV tanks and provide us the ability to use BM 3 for some future projects still in the planning phase.

Our Danville Facility which is a short four months old has quickly become an Integral shipping point for us. Not just sprayers and ATV but also helping in some parcel shipments for our Elyria Plant. Our sales team has done a great job in getting over 500 customers on-boarded to ship from Danville. We look forward to see continually growth in our shipping team there. With the added location our shipping capabilities for Chapin as a whole ensures our customer will receive their orders in the most efficient and timey matter.

Just recently our Chapin signs have been completed and shinning bright in Danville Kentucky!





MICHIGAN CONNECTIONS



We have 6 new hires:

- Brenda Zapata (Manufacturing Packer)
- Iris Diaz (Manufacturing Packer)
- James Smith (Material Handler)
- Sherry Garza (Manufacturing Packer)
- William Blevins (Manufacturing Packer)
- Greg Halterman (Buyer)

We are currently running two shifts in manufacturing, winding down from the winter season. We are very busy in Assembly working on Flag Kits, Purple Martin Houses & Accessories for the spring and early summer month.

HAS SPRING SPRUNG???????????

The late spring has had effect on several of our Product Lines. The Purple Martin Migration is behind about 30 to 45 days as is the Hummingbird Migration.

Heath has launched some new Purple Martin Products. These are available now.

The new **MP-19P Pole** comes with the gourd rods, so 1 pole can handle your house and Gourds. The **New 2 Piece Single Pack Gourd** is made in the US and replaces a gourd we were buying from China.



by Ken Daly & Steve Hickey



CHICKEN WATERERS AT THE '22 NATIONAL HARDWARE SHOW

The Hummingbird migration (above) is also behind due to the cold spring.

Heath has a few new feeder in stock now and ready to go.

The new hand etched glass feeder is doing well, as is the revamped Hummingbird Pod feeders, that connect together by chains so you can stack them.



Another new product for us are **Chicken Waterers**. These 4 new items will launch in the fall of 2022.

These waterers will help us enter the backyard chicken market, with our existing chicken treats.



6	7	8	9	10	11	12
Typical Elyria Spring Forecast						
70°	44°	38°	44°	42°	41°	28°
38°	34°	31°	30°	27°	26°	16°

The launch of the Low Profile Oil Drain Container was very challenging. Some of the initial struggles that we had were; coming up with a design of a secondary fixture that would provide a good sealing surface, a good resin formulation that would provide the structure and functionality that was needed to keep the parts from failing, and the correct processing parameters that would keep the press making consistent parts. It took help from many different people to help us achieve this goal. Some people that deserve credit that helped us get through

Spring is finally here! We have survived the cold Cleveland winter filled with snow and rain. We anxiously await the season of colorful flowers, the smell of fresh cut grass, blue skies, and warmer temperatures. But spring in Cleveland means you never really know what you will get. Cleveland is a mix of warmer temps and the next day snow flurries. Spring in Cleveland mirrors Chapin Custom Molding. We never really know what our next challenges are going to be.

This past quarter we have had great progress with strong sales dollars going out the door and some real challenges with some product launches. So we wanted to first talk about the spring “cold weather” that CCM faced this quarter.



Elyria workers hold completed oil pans, ready to go!

some of the challenges are, Eric Hurd with his design of a secondary cutting fixture, the CCM processors that worked so diligently getting the parameters right, the engineering help of Troy Lindke, and all of the help from the teams of people doing inspections from two plants to ensure that the product launch goes without a hitch. The hard work from the cross functional team has provided a monumental effort that should leave the customers very happy with the

new product Chapin is providing.

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

by Michael Wolfert



Now to the “warm spring days” of CCM. CCM had its first surveillance audit for our ISO 9001:2015 certification. This was our first in-person audit. All previous audits were virtual and to have an in-person audit tour our plant and dig through documents provided us with valuable feedback that we were missing from the previous virtual audit. There was a minor finding that was corrected and we were recommended to continue with our certification. Melissa Brown and her Quality Team continues to work at the hardest part of the ISO system, which is the maintaining/sustaining all of the systems put in place.

CCM has also had a very strong quarter. In fact one of our strongest quarters to date. A large part of this success is from the assembly side of CCM. The warehouse team has put in an enormous effort in getting the 25 gallon ATV product line built and out the door. The warehouse team has added new employees to the building so they have the ability to set up an addition assembly station. They can now work on two different builds simultaneously. With the increased labor and the two lines they were able to produce 54% of the sales in the month of March. This was a large part of why we hit our largest sales numbers in a month since Chapin took over the Elyria site.



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

WELCOME!



Nihan Paskali,
born February 25, 2022
Father: Redion Paskali

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

CHAPIN® LIDHJE

OHIO



Pranvera më në fund sapo ka mbërritur! I mbijtuam të ftohtit të dimrit në Cleveland, plot me borë dhe shi. Jemi duke pritur me padurim stinwn e luleve shumëngjyrëshe, aromën e barit të freskët të sapo prerë, qiellit blu dhe temperaturave më të ftohta. Por pranvera në Cleveland do të thotë të mos e dish asnjëherë me saktësi se çfarë do të ndodhë. Cleveland është një përzierje temperaturash të ngrohta, ndërkohë që të nesërmen mund të ketë vërshime bore. Pranvera në Cleveland i ngjan Chapin Modelime të Personalizuara. Asnjëherë nuk e dimë realisht se cila do të jetë sfida jonë e radhës.

Gjatë tremujorit të fundit kemi pasur shifra të larta shitjesh dhe në të njëjtën kohë, kemi përjetuar disa sfida reale, me lançimin e disa produkteve. Prandaj, së pari, do të donim të flisnim rreth "motit të ftohtë" të pranverës me të cilin CCM është përballur këtë tremujor.

Hedhja në treg e Low Profile Oil Drain Container (Enë për Kullimin e Vajit me Profil të Ulët) ishte mjaft sfiduese. Ndër problematikat fillestare që patëm ishin: krijimi i një

modeli pajisjeje dytësore, që do të siguronte një sipërfaqe të mirë mbyllëse; një formulë efektive rrëshire, që do të siguronte strukturën dhe funksionalitetin e nevojshëm për të mbajtur pjesët e bashkuara dhe parametrat e duhur të përpunimit, që do të mundësonin prodhimin e pjesëve të qëndrueshme. Arritja e këtij qëllimi kërkoj ndihmën dhe kontributin nga shumë persona të ndryshëm. Disa prej tyre, që meritojnë të përmenden për ndihmën në kapërcimin e disa prej sfidave janë, Eric Hurd me modelin e tij të një pajisjeje prerëse dytësore; procesorët e CCM, që punuan me shumë vullnet për të përcaktuar rregullsinë e parametrave; ndihma inxhinierike e Troy Lindke dhe ndihma e dy ekipeve me inspektimet nga dy fabrika, për të siguruar që hedhja në treg e produktit të shkonte pa probleme. Puna e palodhur e këtij ekipi ndërfunksional, përfaqëson një përpjekje monumentale, që duhet të sigurojë kënaqësinë e klientelës me produktin e ri që Chapin po mundëson.



Punëtorët e Elyria mbajnë tiganët e përfunduar të vajit, gati për të shkuar!

Tani, t'i kthehemi "ditëve të ngrohta të verës" të CCM.

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

nga Michael Wolfert



CCM pati auditin e parë të mbikqyrjes për certifikimin tonë ISO 9001:2015. Ky ishte auditi ynë i parë i drejtpërdrejtë. Të gjithë auditet e mëparshëm ishin virtualë dhe të paturit e një auditi të drejtpërdrejtë në fabrikën tonë na mundësoi me komente të vlefshme, që na kishin munguar nga auditimi i mëparshëm virtual. Pati në problem të vogël, që u korrigjua dhe na u rekomandua të vazhdonim me certifikimin. Melissa Brown dhe Skuadra e saj e Cilësisë vazhdon të punojë në pjesën më të vështirë të sistemit ISO system, që është mirëmbajtja/mbështetja e të gjitha sistemeve funksionale.

CCM po ashtu ka patur një tremujor të fuqishëm. Në fakt, një prej tremujorëve tanë më të fuqishëm deri më sot. Një pjesë e mirë e këtij suksesi vjen nga ana e montimit të CCM. Ekipi i magazinës ka bërë një përpjekje të jashtëzakonshme për të ndërtuar linjën e produkteve ATV, prej 100 litrash dhe gati për shitje. Kjo skuadër i ka shtuar punonjës/e të rinj/reja ndërtesës, me qëllim që të mund të ngrenë një stacion tjetër montimi. Tani, ata mund të punojnë në dy ndërtesa të ndryshme në të njëjtën kohë. Me punën në rritje dhe me dy linjat, ata arritën të prodhonin 54% të shitjeve në muajin mars. Kjo ishte dhe një arsye e madhe se përse ne patëm numrin më të madh të shitjeve në një muaj, që kur Chapin mori përsipër zonën Elyria.



Chapin i paraqet një pjesë të aksioneve të Disney për çdo fëmijë të porsalindur të një punonjësit/eje, me ardhjen e tyre në jetë

JENI TË MIRËPRITUR/A!



Nihan Paskali,
lindur më **25 Shkurt, 2022**
Babai: Redion Paskali

"Ne vazhdojmë të ecim përpara, të hapim dyer të reja dhe të bëjmë gjëra të reja, sepse kemi kuriozitet dhe kurioziteti vazhdon të jetë motivuesi ynë drejt shtigjeve të reja".



EMPLOYEE SPOTLIGHT: John (Lil John) Southcott

Job Title: *Plastics Technician*

Started with Chapin: 3/1/2002

Prior to working at Chapin:

John was born and raised in Hilton, NY and moved to Kendall his sophomore year of high school. Prior to coming to Chapin, John worked at Luster Coate Metallizing Corporation as a Lead Machine Operator/Supervisor and at Agway stocking shelves and loading merchandise.

Duties at Chapin:

- Maintain and repair machines
- Make mold changes and adjustments
- Process bottles
- Perform quality control checks

What he likes most about Chapin:

What John like most about working at Chapin is the good people he works with

Hobbies:

He enjoys spending time with his wife and grandkids. He is also a Buffalo Bills fan and is looking forward to next season.

What co-workers say about John:

John is the type of person you can depend on, he always volunteers when he is needed

He is always willing to learn

John is beyond entertaining

Of Note:

John's daughter, Kyla, was part of the team that installed the fiber optic here at Chapin



WELCOME!

Adalyn Thurley, born January 24, 2022

Parents: Thomas & Kathleen Thurley

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



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

Chapin 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 to continue to promote Wellness are:

January: On-Site Blood Drive

Over 25 people donated and the max amount of blood was obtained!

February: Financial Wellness

Joe Monteleone, financial advisor, came in for educational meetings

March: Healthy Eating Plans and Weight Loss



Weight Loss Competition Winners: Fork Truckers

Roman Warchal, Miranda Morrill, Manuel Merced, Eddie Vega De Jesus, Cheryl Schiller

Thanks and Congratulations to the 7 teams who entered and participated!



Meal Planning/Prep, *Commit to Well*, came in to discuss healthy meal prep ideas

CHAPIN COVID-19 UPDATE

Our primary focus remains the health and safety of our employees and their families. As the guidelines for COVID-19 evolve, we're doing our best to keep everyone healthy and safe in the workplace while also minimizing the disruptions to our day-to-day operations.

As of 2/10/22, NYS has dropped the mask mandate. While the state no longer has the mandate, the CDC does still recommend that anyone who is not vaccinated wear a mask and socially distance when possible. Due to same, Chapin continues to recommend a mask if not vaccinated and social distancing.

All states (MI, NY, OH, KY) that Chapin operates in continue to have Dept of Health Guidelines as it concerns quarantine if someone is exposed to or diagnosed with COVID. Due to same, the below protocols and suggestions remain the same.

We are all in this together. Our Management and HR teams are always here to assist you, and we encourage you to reach out at any time. In the meantime, please stay safe and healthy, and thank you again for all you are doing to Be the Difference in the fight to reduce the spread of COVID-19.

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





New Additions to the HydroFeed Irrigation Line!

By Teresa Wozniak



Keeping gardens and landscape irrigated and fertilized is essential for growing healthy plants, and we have expanded our line of watering products to meet this need. Along with our fertilizer injectors the HydroFeed line now includes hose spray nozzles, watering wands, sprinklers and water timers. We focused on durability and flexibility when creating this line to provide our customers with products that last and will work for a variety of applications.

All of our hose nozzles are heavy duty, made of metal with comfort grips, and have adjustable spray streams. The 4600 is a palm trigger nozzle with lock that adjusts the spray stream by turning the nozzle head. The 4610 is also a palm trigger nozzle with lock that has a multi-pattern head offering 7 different selectable spray streams. The 4620 has a thumb control to turn the spray stream on and off and adjust flow. This version also has a multi-pattern spray head.

Watering wands allow the user to extend reach to water hanging plants or target plants in the middle of a bed. We have three different options including the 4672 18 inch wand with trigger control, 4671 30 inch wand with comfort-grip ball valve shut-off, and the 4673 telescoping wand with thumb control that extends from 39 to 56 inches. All of these options include nozzle heads with selectable spray patterns that can be rotated 180 degrees.

Oscillating sprinklers allow our customers to set up a watering device and let it run when they want to irrigate larger areas of lawn, landscape and garden. Our 4990 oscillating sprinkler covers 2,600 square feet. It features seventeen brass nozzles, and a built-in filter for consistent spray. The direction of spray can be adjusted to left, right, center and full. It can be paired with a water timer to automate irrigation times and conserve water, and a fertilizer injector to water and feed at the same time. We will add another sprinkler to this line in the near future.

Water timers are simple and effective tools for setting up scheduled irrigation. We offer three options for our customers: the 41001 single zone analog timer, the 41002 single zone digital timer, and the 41003 dual zone digital timer. All are battery operated and easily programmable to set the duration and frequency of watering.



IS IT THE END OF THE ROAD FOR THE NATIONAL HARDWARE SHOW?

By Vince Vollo

Chapin has been exhibiting at the National Hardware Show (NHS) for over 3 decades. The show has evolved over the years, changed venues, and experienced the normal peaks and valleys in popularity that you would expect. NHS dates-back to 1945 when it was first held in Chicago. It moved to Las Vegas in 2003. It is known as the premier housing after-market show that brings together manufacturers and resellers of all products used to remodel, repair, maintain and decorate the home and garden.

Like many businesses, NHS has suffered greatly since the pandemic began. The tradeshow industry was hit hard. As you can imagine, tradeshow depend on face-to-face interaction, public transportation, extended hotel stays, restaurants among other public services. These are the industries hit the hardest by Covid. And like any industry, some businesses navigate thru the turmoil well and some, “not so much”.

As an exhibitor, Chapin utilizes the National Hardware Show to introduce new products, meet new customers and conduct meetings with current customers. Chapin’s priority has always been employee safety first. We chose not to attend the 2020 and 2021 shows because of the high rates of infection at that time. Even when the May 2021 show was postponed until October of 2021 (even though the country was on a covid rebound) we felt that a show that late in the year did not make sense for the buying audience we wanted to reach. Any retail buying decisions for the Spring would have already been made.

We reluctantly made the decision to exhibit at the April 2022 show. We were apprehensive because the postponed 2021 show was only 6 months prior and it had poor turnout and we could only assume that this show would be the same.

This year’s show opened on April 5th (a full month earlier than past shows). Chapin chose to reduce its footprint from 30’ X 80’ to 30’ x 30’. We focused only on new product introductions. The upside of the show was that we had scheduled meetings with some key customers and because the show was so small the meetings that were conducted went longer than usual. The downside... there were very few exhibitors and, this did not look like a “National” show as it always had in the past. The show could easily be walked in 40 minutes from front to back. The few companies that did exhibit had downsized like us taking the overall “wow factor” out of the show.

The 2023 plan for NHS is to combine it with the NKBA’s Kitchen & Bath Industry Show and the International Builder’s show in January of 2023. It is debatable whether this will bring back enthusiasm for NHS attendees and exhibitors. And as for Chapin, this new format and timeframe does not align with the objectives we have for a show like this. This is likely to represent the end of an era for us. We participate in many other successful dealer, order writing and marketing shows that fill in the gaps left behind by NHS, but this show was the show (when held in May) that Chapin, and Heath made a big splash with new product introductions and demonstrated our dominance in the marketplace.

It remains to be seen if the National Hardware Show can recover from the unfortunate damage from the pandemic and the slow decline it was on prior to Covid. As history has proven, shows like this will come and go and something will fill in that meets the needs of hardware retailers and manufacturers like us.

First Aid & CPR: First Aid Responders at Chapin

by Jill Yanus

Reality Check: 350,000 people suffer cardiac-arrest outside of the hospital each year. Out of that number, only 10% of people survive.*

On March 5, Chapin teamed up with Lancaster Volunteer Fire Department and Jim Fontaine to train staff members on basic first aid and CPR. These team members are also first aid responders in our office and on the production floor. Each team member received a detailed first aid kit, CPR mask and guide after finishing the training. Recertification is required every two years.

The team learned:

- Scene assessment, finding the problem
- First aid basics: bleeding and bandaging, tourniquets, allergic reactions and EPI Pen use, choking
- Recognizing and assisting heart attack, stroke and seizures
- Personal Protective Equipment (PPE) use
- Adult CPR and AED Use: beats only and rescue breaths

GET YOUR CPR GROOVE ON!

The AHA has its own soundtrack for CPR, in partnership with Anthem Foundation. These are some of the songs to keep you moving 100-120 beats per minute.

- Stayin Alive: Bee Gees
- Adventure of a Lifetime: Coldplay
- Can't Stop the Feeling: Justin Timberlake
- Poker Face: Lady Gaga
- Best Day of My Life: American Authors
- Eye of the Tiger: Survivor

Check out the full "Don't Drop the Beat" playlist on Spotify.

New Team members:

- Eric Ficarella
- Bob Confer
- Mark Volpe
- Scott Fisher
- Ashley Newton
- Shane Cockle
- Farrah Nolan
- Bill Littleboy
- Carissa Perkins
- Jill Yanus
- LaRae Taylor

If you witness an emergency at work:

- Call for your supervisor and first responder
- Check the scene and keep unneeded people from crowding the area until the responder arrives

Reality Check: giving basic first aid treatment before a medical professional arrives helps save lives.

Chapin Human Resources is also offering Emergency Medical Technician (EMT) or Certified First Responder (CFR) training.

If fully trained and certified, you will be helping Chapin if needed during a medical emergency. CFR's are required to complete in depth training, on site, demonstrate competency and pass a written exam. CFR and EMT, both NY state licensed, are valid for three years and you need to keep a current CPR card. For those interested in EMT training, those details can be discussed as training is more complex.

Please see a team member in HR if interested.

**https://cpr.heart.org/-/media/CPR-Files/Training-Programs/Community-Programs/Be-the-Beat/DS16151_LearnCPRPoster.pdf*



2022 FAMILY PICNIC



WHEN: SATURDAY, JULY 16

WHERE: CHAPIN

TIME: 11 - 3 P.M.

YOU AND YOUR FAMILY ARE INVITED TO JOIN US FOR
FANTASTIC FOOD
GAMES FOR BOTH KIDS AND ADULTS
PRIZES
GRANDKIDS ARE WELCOME!



MARCH 21: PIZZA LUNCH MARKING ANOTHER SPRAYER MILESTONE



WELCOME TO CHAPIN



Tammy Ace
Plastics



Kenneth Davila
Amaro
Plastics



Harry Bower III
Plastics



Sean Chaddock
Tool Maker



Nayelis Colon Davila
Plastics



Damaris Davila
Plastics



Nicholas DiFilippo
Accounts Receivable



Brian Engle
Plant Manager



Hunter Garrow
Metals



Rich Hale
Driver



Jonathan Hoges
Plastics



Austin Johnson
Plastics



Brian Majors Jr.
Plastics



Scott Merkle
Electrician



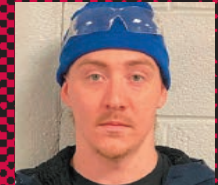
**Rafael Monroy
Pacheco**
Plastics



Spencer Newton
National Sales
Manager



Thomas Pillo
Metals



Christopher Preedom
Plastics General
Maintenance



Anthony Rice
Plastics



Kwame Richardson
Metals



Juan Rivera Nava
Plastics



Cassandra Smith
Metals



John Valdez
Plastics



William VanAuken
Production Supervisor



Wendy Vianese
Customer Service
Representative



Jeremy Yantz
Shipping

MILESTONES

ANNIVERSARIES ANIVERSARIOS:

5 YEARS/AÑOS

Brian Dorman [CCM] • Colleen Coogan [Batavia]
David Gibbs [Batavia] • Joseph Cordaro [Batavia]
Connor Baker [Clarence] • Ryan Farewell [Clarence]

15 YEARS /AÑOS

Jared Chaddock [Batavia] • Mary Mooney [Heath]
Stephen Hickey [Batavia]

20 YEARS /AÑOS

Lonnie Burgler [Batavia] • John Southcott [Batavia]

35 YEARS /AÑOS

Bill Kegler [Batavia]

REFERRAL BONUSES BONOS POR RECOMENDACIÓN:



Harry Bower was referred
by Damien Jost



Rich Hale was referred
by Rob Church



Sean Chaddock
was referred by Jared Chaddock



Concerns about food supply and rising prices are driving interest in vegetable gardening. If you are considering growing your own vegetables these are the steps to get started.

1. Determine the climate zone for your location. The climate or hardiness zone is based on the minimum average annual temperature for a region. Plants purchased at a nursery should indicate the zones where they will thrive. The USDA designates Western and Central New York 6a and 5a zones. Zone 6a gives you a growing season from May 1 through November 1, but the determining factor for when to safely plant your garden is after the anticipated last frost, which is usually around Memorial Day.

2. Consider which vegetables you would like to grow and how much you plan to use. The size of the garden should meet your needs based on whether you plan to eat everything as it grows, give any excess away or harvest and preserve food for the winter months. You may also want to plant vegetables at different times, starting with cool season crops like peas and kale in the early spring, and tomatoes and peppers in mid-spring when the earth warms up.

3. Determine the dimensions of the garden you need to accommodate the plants you want to grow. Plot beds no more than 4 feet wide so you can reach into the rows without compressing the soil around the plant. Plot out the garden based on spacing required for seedlings or seeds. Then select an appropriate location for the garden. The spot should be flat and receive 6 to 8 hours of sun each day. You want the soil to drain well so avoid locating it in areas that collect water. Also consider the distance to a faucet. You will want to be able to water it with a hose or sprinkler.

4. Take a soil sample and get it tested for pH and nutrient levels. You can purchase a DIY kit at a garden center or home improvement store, or a local cooperative extension can do this for no charge. If you send out the soil sample plan on about 10 days to get the results. Once you have the results you will need to consult a resource to determine the soil amendments you need.

5. If you are establishing a new garden you need to break ground and till it to prepare for planting. If grass is growing in the garden area, mow it down low as low as possible. The grass needs to be removed and can be done using different methods. If you want to plant this year one option is solarization which involves laying sheets of clear plastic over the garden. The heat from the sun will kill the grass beneath the plastic. This process will take about 4 weeks and requires warmth and sun to get the job done. Another option is to cut out the layer of grass in sections with a shovel and remove the sod manually. Reuse the grass in other sections of the lawn or discard it. The third option is using herbicide to kill the grass. A broad spectrum herbicide like glyphosate will kill the grass and you can begin planting 3 days after application. If you want an organic garden search for organic weed and grass killers. Once the grass is removed you need to have the area rototilled or plowed depending on the size of the garden. You can do this yourself if you have the equipment or are willing to rent it, or hire some help. Mix compost into the soil to help break it up and provide nutrients.

6. Decide whether to plant seeds or seedlings. Seeds will take more time to germinate but they do cost less than buying plants. Plant seeds according to package directions and tamp the soil firmly after you cover them. Water the



Source: www.masterclass.com/articles/how-to-start-a-backyard-garden

seed rows when the surface of the soil dries out. Seedlings should be planted by digging a hole with a trowel that is deep enough to cover the root mass. The root mass should be massaged and gently separated before placing the plant in the soil. Cover the root mass with enough soil to support the plant, but leave the stem exposed. Water right after you plant, and provide 1 inch of water to the garden each week thereafter. Test soil moisture by sticking your finger two inches deep into the soil. If it feels dry it is time to water. Do not make the garden soil soggy. Provide enough water to keep the soil moist.

7. Lightly mulch your garden to help prevent weed growth and keep the soil moist.

8. Remove weeds as they crop up to make sure soil nutrients are directed to your vegetables.

If you do not want to break ground to establish a new garden, there are other ways to grow vegetables.

- **Raised Bed Gardens** – These are wooden beds that can be placed on top of grass with a barrier placed on the bottom to prevent grass from growing into the bed. Vegetable garden beds should be 12 to 18 inches deep. Consider the cost of the frames and soil to fill them.

- **Container Gardens** – If you have a small space available to work with container gardening may be the solution. Many vegetables can be grown successfully in containers including tomatoes, peppers, leafy greens, broccoli, carrots, beets, onions, pole beans, radishes, turnips, squash, cucumbers and herbs. Vining plants like squash and cucumbers will need extra space to spread out. Containers can be deep pots, tubs, 5 gallon buckets or crates.

- **Plant Vegetables in Landscape** – Probably the easiest way to grow vegetables is to use landscape areas that have already been established. Intersperse vegetables and herbs among the shrubs, perennial and annual flowers you grow every year.

WATER AND FEED: YOUR FLOWERS • YOUR LAWN • YOUR GARDEN

HYDROFEED™ BY **CHAPIN**
chapinmfg.com



Bird Watching

Putting up Heath bird feeders in your backyard and filling them with a variety of seed, seed cakes and suet is a convenient way to watch a wide variety of birds from the comfort of your home, but taking a walk in the wild allows you to see species you would otherwise be missing. Seasonal migration, location and time of day impact the types of birds you will be able to see. April is an especially good time to observe migratory birds as they return to their spring and summer nesting spots.

I am not an expert bird watcher, but I find that walking near woods and water gives you the best opportunity to see unusual species of birds. Visiting the same spot frequently increases the chances of seeing something out of the ordinary. You don't have to travel far to observe birds. Dewitt Quarry on Cedar Street is a great place to watch Canada geese, water fowl we tend to take for granted because we see them everywhere there is a body of water. They are a wonder to watch. They are social creatures, always honking and communicating with each other. It is amazing to hear them honk in unison, ascend in a group and fly in a V formation, with the lead goose dropping back when he tires and another takes his place. Geese mate for life and when their little yellow ducklings hatch they are equally devoted to them, keeping close watch on them. While geese dominate the park, swans, great egrets and great blue heron may also take up residence there. I once saw a crane standing on the shoreline, most likely a Sandhill crane, which is native to the Northeastern U.S.

Snowy owls occasionally visit the Western New York area. One of my friends had the good fortune to encounter this magnificent bird perched on the break wall at the Buffalo Outer Harbor this past winter and stood there quietly watching it for 10 minutes straight before it flew off. They are arctic birds which sometimes migrate to Canada and the northern U.S. in search of prey when food populations in the tundra are low.

There are many other locations in Buffalo, Rochester and surrounding areas to watch birds. Make sure you bring

along a pair of field glasses to get a close up view. If you are not familiar with many bird species the Cornell Ornithology Lab has an online bird identification guide to help you determine the birds you observe at <https://www.allaboutbirds.org/news/>. Audubon.org also has a bird guide app you can download to your phone. Or just google a

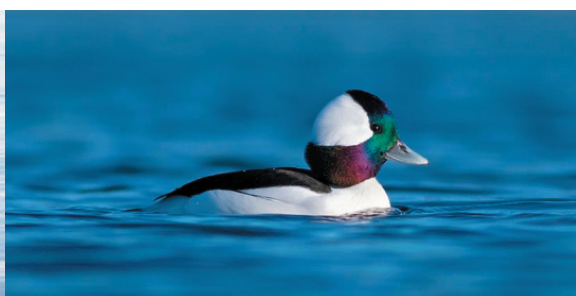
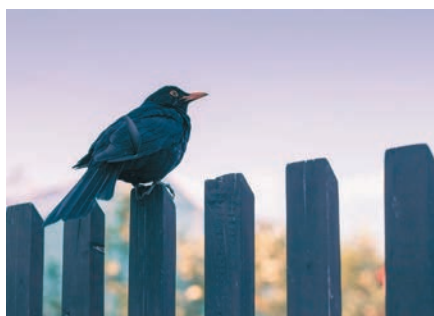
description like "all white duck with dark green head and orange-red beak" to identify a common merganser.

REINSTEIN WOODS NATURE PRESERVE, LANCASTER, NY

Birders who frequent the wooded preserve post bird species sightings on ebird.org. So far this month 50 different species have been reported including the Wood Duck, Great Blue Heron, Lesser Scaup, Bufflehead, Belted Kingfisher, Northern Flicker, and Cedar Waxwing to name a few.

NIAGARA FALLS, USA

Niagara Falls is known for its gulls and other migrating



in Western New York

By Teresa Wozniak

birds. Goat Island in Niagara Falls State Park is a great vantage point for watching gulls and other waterfowl, especially on the adjoining Three Sisters Island where you can see them bob and float on the rapids above the Horseshoe Falls. In fall and winter, Bonaparte's, herring and ring-billed gulls can be seen with large populations of waterfowl such as canvasbacks, common mergansers, common goldeneyes and other diving ducks. In spring and summer, birders can watch double-crested cormorants, black-crowned night herons, great blue herons and a ring-billed gull breeding colony near the Cave of the Winds.

BEAVER MEADOW AUDUBON CENTER, NORTH JAVA, NY

Beaver Meadow is a 324 acre nature preserve with a visitor center, ponds, wetlands with a boardwalk trail, wooded uplands, meadows, a hawk watch, an arboretum, and eight miles of trails. The wildlife center hosts events all year round. Hawks, Barred Owls, Northern Waterthrush, Blue-winged Warbler and other warblers are among the birds that nest there.

IROQUOIS NATIONAL WILDLIFE REFUGE, BASOM, NY

The Iroquois National Wildlife Refuge is a vast expanse of wetlands with over 10,000 acres of habitat for migratory birds. The conservation area supports about 266 species of birds as well as 42 species of mammals, reptiles, fish, amphibians and insects. Bird species change with the seasons. The peak waterfowl migration period is March through mid-April and shorebirds arrive in May. Summer months are quieter but many birds do stay on the refuge to breed including rails, moorhens, coots, endangered black tern, least bitterns and great blue heron. Many songbirds and grassland birds also stay for the summer. The migration period in fall is longer and peaks in October. Great egrets use the refuge as a staging area at

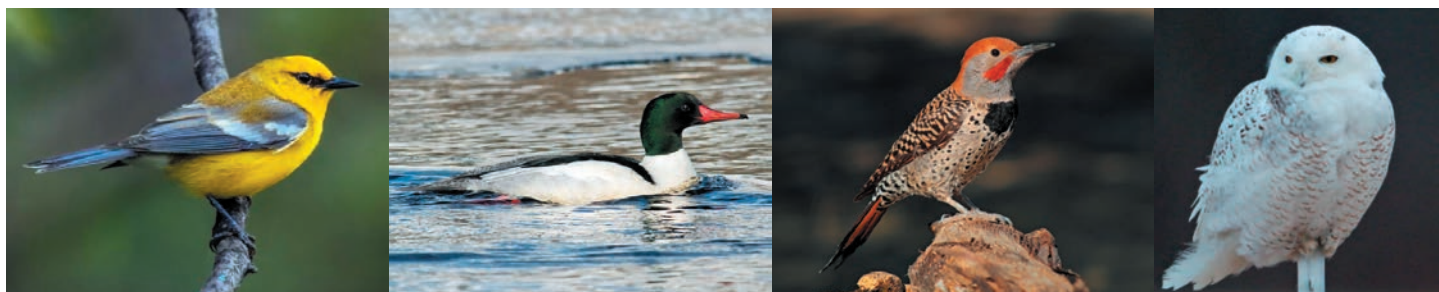
this time. The most common winter residents are red tail hawk, white breasted nuthatch, cardinals, tree sparrows and goldfinch.

There are several trails and observation points in the refuge, as well as a visitor's center. Events are held by volunteers throughout the year. It is best to visit the Refuge website, <https://www.fws.gov/refuge/iroquois/about-us>, to learn more about access to the area, walking trails and services available.

ROCHESTER BIRDING ASSOCIATION BIRDING HOTSPOTS

The Rochester Birding Association website, www.rochesterbirding.org, has extensive information about birding in the metro and surrounding areas, and a map identifying the best locations to observe wild birds. Many hotspots are located along the Ontario shoreline including Point Breeze, Hamlin Beach State Park, Braddock State Park, Badgerow Park, Duran Eastman Park and Irondequoit Bay North. Lucien Morin Park, Thousand Acre Swamp, Mendon Ponds Park and Oatka Creek Park are also among more than 30 sites indicated on the map. The association provides information about bird species that are prevalent in the area each month and the best places to see them. April is a very active birding month with waterfowl migrating along the lake and marshes, and songbirds populating the woods.

Bird watching can be done in any local park, greenspace or shoreline so keep your eyes to the skies and shore, and take frequent walks to maximize your opportunities to see a variety of species.





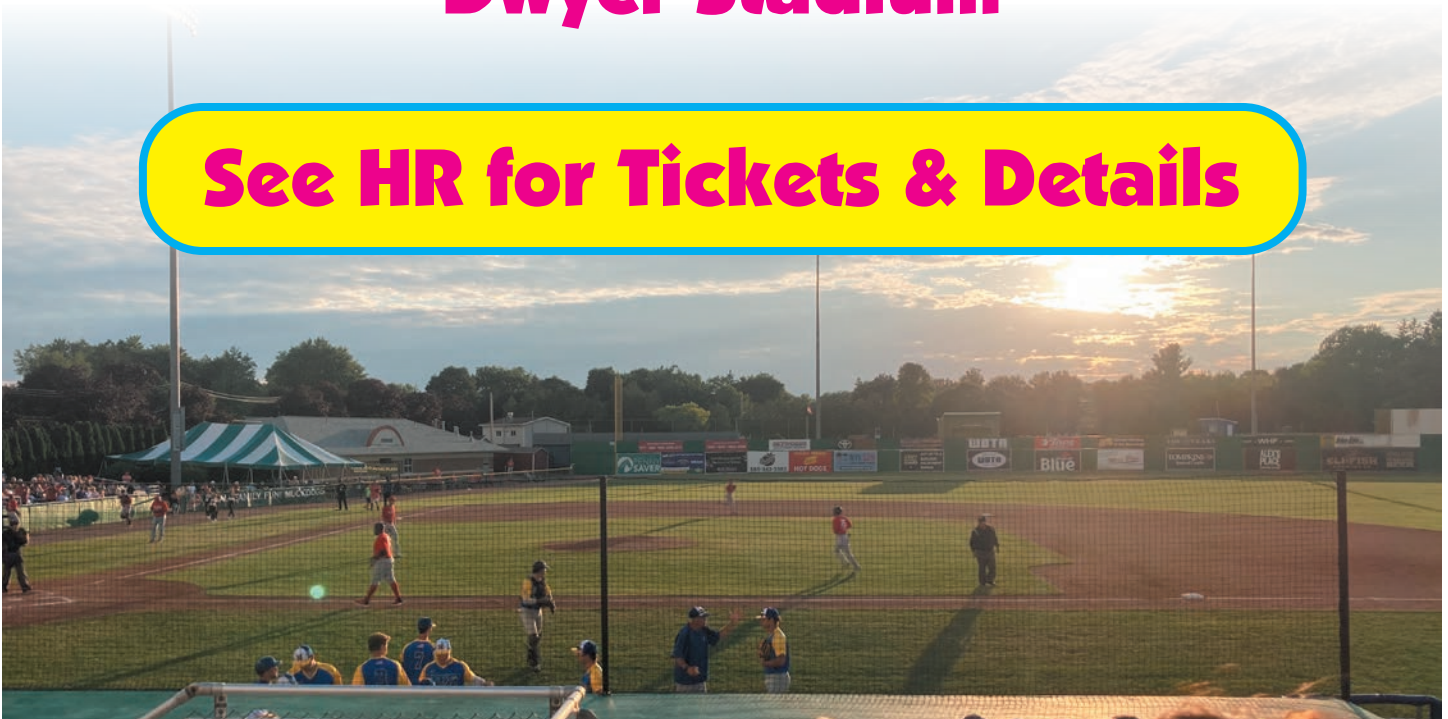
FIREWORKS

Free Tickets!

Sunday, July 3rd 7pm

Dwyer Stadium

See HR for Tickets & Details





Wildflowers for Wildlife

By Teresa Wozniak

Lawn and landscape maintenance drives our business and we want to help our customers grow green lawns and healthy landscapes. Yet some properties with vast expanses of treeless, mowed lawns look like they could use a little contrast and some interesting features. Homeowners with land to spare may want to consider planting wildflower plots to add color and support pollinators and other wildlife. The Natural Resource Conservation Service, a department of the USDA, indicates the many benefits of growing native wildflowers on their website: “Wildflowers are native to where they grow, meaning they’re conditioned to thrive there. They require less water and fertilizer, are less prone to disease and are more tolerant to pests. They also provide critical habitat for pollinators, beneficial insects and wildlife, which is important for ecosystem function and pollination. Wildflowers can improve soil health, prevent erosion, improve water quality, increase yields and enhance forage conditions for livestock. Unfortunately, many wildflower species have been lost to development and the spread of invasive plants.”

Landowners who grow vegetable gardens and trees that need pollinators to thrive would benefit from planting wildflowers nearby that would attract bees, butterflies and other beneficial insects. The steps for planting a plot can be found at: www.americanmeadows.com/wildflower-seed-planting-instructions

1. Plan when you will plant wildflowers. As with all seasonal plantings, determine the last spring frost date for your area and plant when the soil reaches a minimum of 55°F.

2. Select a location for your plot which should receive at least 6 hours of sunlight each day. The soil needs to be prepped and cleared of all weeds and grass. Depending on the size of your plot and what is currently growing in it this may require use of a tractor or rototiller, hand tools, solarization by covering

weeds and grass with clear plastic, smothering vegetation with a cover of black plastic, or application of organic herbicide. Use herbicides that are intended to control monocots or single blade plants. This process can take 4 to 6 weeks if you use smothering, solarization or herbicides. Regardless of the method you use the soil does need to be tilled before planting. Most soil will not require amendments to support wildflower growth.

3. Select the type of wildflower mix that is appropriate for your region of the country and provides the desired mix you would like to grow. There are perennial, native, pollinator, and different color mixes to choose from. Check the coverage rate and directions on packaging. When you are ready to plant, start scattering seeds! To keep track of where you have planted mix 8 parts of dry sand with 1 part seed and start scattering by hand or with a handheld spreader. Work in a crisscross pattern walking north to south, then east to west.

4. Seed does not need to be covered after planting but it does need to be compressed. If you have a small plot, cover it with cardboard and walk over it to compress the seed. Large plots may require the use of hand seed roller or a roller attachment on a tractor. This will prevent wind and water from removing seed from the soil. Windy areas may benefit from a layer of straw to keep the seed in place.

5. Water your plot thoroughly after planting and the morning after. Continue to water regularly, aside from rainfall, until the seedlings are 4 to 6 inches tall, which will take 4 to 6 weeks.

6. Enjoy the blooms that will start to appear within 6 to 12 weeks! Perennial wildflowers need time to establish roots and will start blooming the following year.



Esquina de Campbell

¿Estamos en post pandemia? ¿Realmente se considera que estamos en post pandemia o todavía estamos en medio de la pandemia? Es difícil saberlo.

Como empresa seguimos avanzando. Sin embargo, a veces es difícil determinar si estamos ganando, resistiendo o perdiendo.

Estoy viendo algunos números impresionantes de la división de Kentucky a medida que avanzan poniendo más moldeadores por soplado en línea. Nuestra división de esparcidores de Clarence está captando más clientes. Ohio sigue aumentando su productividad y eficacia. Heath continúa con una muy buena producción. Los números en la ubicación de Batavia se mantienen firmes.

Los dos problemas principales que tienen en común todas nuestras ubicaciones son la inflación y la disponibilidad de materiales. Cuando los materiales están disponibles, los costos son muy altos. Los plazos de entrega de algunos artículos superan con creces los seis meses. En ciertos artículos los costos se han duplicado.

Todos lo vemos y lo sentimos en nuestra vida cotidiana. Uno se sorprende cuando se detiene en las

gasolineras. No sé cómo alguien puede permitirse un vehículo nuevo. Estaba mirando camionetas usadas de dos años y el vendedor pedía \$40,000. ¡Es una locura! Sé que me estoy poniendo viejo, pero ni siquiera mi casa costaba eso cuando la compramos.

En el mercado minorista, los compradores no considerarán ningún tipo de aumento de precios. De hecho, los minoristas más grandes están presionando para reducir el precio que pagan.

Al principio de este artículo mencioné que es difícil saber si uno está ganando, resistiendo o perdiendo.

- Si comparamos a Chapin con sus principales competidores, estamos ganando.
- Si comparamos a Chapin con el mercado de valores, estamos resistiendo.
- Si comparamos a Chapin con donde estamos hoy frente a hace varios años, estamos perdiendo.

Seguiremos avanzando y buscando nuevas formas de competir a niveles más altos en nuestros mercados elegidos.



Cepi i Campbell-it

A jemi në një situatë post pandemie? A mund të konsiderojmë se jemi në post pandemi apo jemi ende në mes të kësaj pandemie? Kjo është e vështirë të thuhet.

Si kompani, ne vazhdojmë të ecim përpara, megjithatë ka raste që është e vështirë të përcaktohet nëse ne jemi duke fituar, duke rezistuar apo duke humbur.

Kam parë shifra mbresëlënëse nga divizioni i Kentucky, ndërkohë që ata ecin para, duke sjellë më shumë modelime në linjë. Divizioni ynë i shpërndarësve Clarence po tërheq më shumë klientelë. Ohio vazhdon të rrisë produktivitetin dhe efikasitetin e vet. Heath vazhdon të ketë një prodhim shumë të mirë. Shifrat në zonën e Batavia janë duke rezistuar mirë.

Dy problematikat kryesore, që i kanë të përbashkëta të gjitha zonat tona, janë inflacioni dhe disponueshmëria e materialit. Kur materialet janë në dispozicion, kostot janë shumë të larta. Kohët e dorëzimit për disa artikuj i kanë kaluar gjashtë muajt. Për artikuj të caktuar, kostot janë dyfishuar.

Të gjithë e shohim dhe e ndiejmë këtë gjë në jetën tonë të përditshme. Kur ndaloni te pompat e gazit, përballeni me nevojën për ujdi. Nuk e di sesi është e mundur për këdo, të përballojë në automjet të ri. Po shikojta për një kamionçinë të përdorur prej dy vjetësh

dhe shitësi kërkonte 40,000 dollarë. Kjo është një çmenduri! E di që po mplakem, por as shtëpia ime nuk kushtoi aq shumë kur e blemë.

Në tregun e shtijeve me pakicë, blerësit nuk do të pranojnë asnjë lloj rritje çmimi. Ç'është e vërteta, shitësit më të mëdhenj me pakicë po përpiqen tej mase për të ulur çmimin që paguajnë.

Në fillim të këtij artikulli përmenda sa e vështirë është të kuptosh nëse po fiton, nëse thjesht po reziston apo po humbet.

- Duke krahasuar Chapin me konkurrentët e vet më të mëdhenj, ne jemi duke fituar.
- Duke e krahasuar Chapin me bursën, jem duke rezistuar.
- Duke krahasuar Chapin tani me atë që kemi qenë disa vite më parë, jemi duke humbur.

Do të vazhdojmë të përpiqemi të ecim përpara dhe të kërkojmë mënyra të reja për të konkurruar në nivelet më të larta në tregjet që kemi zgjedhur.



CHAPIN

©2022 Chapin International, Inc. | For internal use only. Do not distribute.