



**CHAPIN**<sup>™</sup>  
**CONNECTIONS**

# Campbell's Corner

Today I am deviating from my usual column in our newsletter. The economy is out of control, and our politicians are only interested in securing votes, so today, I thought I would focus on the things we can control. Many people have a hard time accepting responsibility in life. This is particularly unhealthy, and it is hard to find joy in life until you take responsibility for it.

The first step in accepting responsibility in life is realizing that you are not perfect. Things happen, and we make mistakes. The next important step, and it is critical, is admitting the mistake was made without any shame or regret. The final and most crucial step

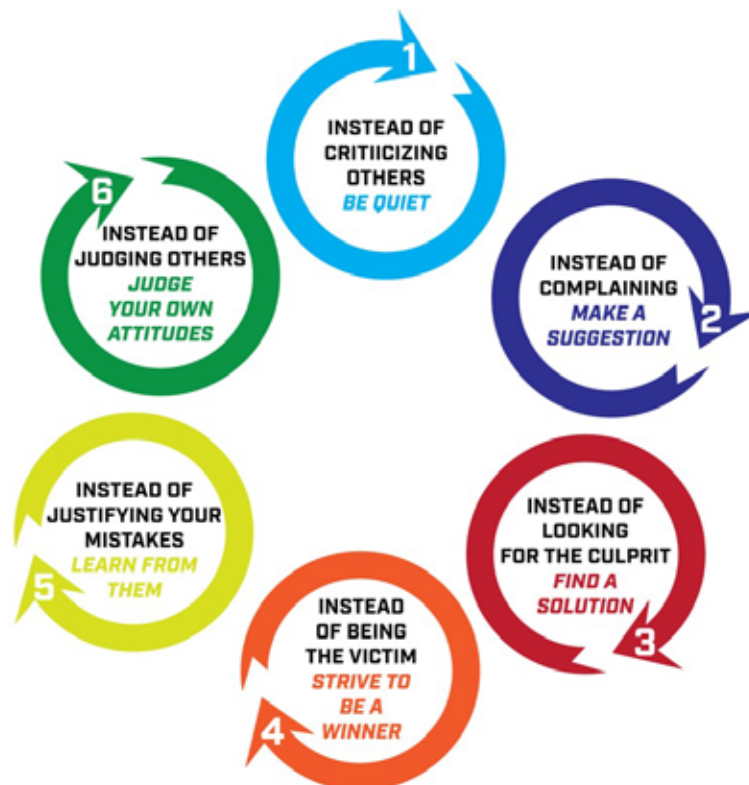
is to try and fix the error, so it doesn't happen again. This may include apologizing to someone you may have wronged and trying your best to fix the error. Don't just blow it off and say it is unimportant.

When accepting responsibility, either at home or work, it will help you to become a better person. Additionally, you have more peace of mind.

I have included this chart from an unknown author as I think it simply outlines the positive responses we can have to adverse events.



## 6 PRINCIPLES OF SELF-RESPONSIBILITY





## We'd love to hear from you.

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

To submit ideas, articles, photos—or if you have questions—feel free to email [nmesler@chapinmfg.com](mailto:nmesler@chapinmfg.com).

—Nick Mesler

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# CHAPIN CLARENCE CONNECTIONS



## CLARENCE EMPLOYEE SPOTLIGHT: LOU SCINTA

Here at the Clarence Facility, productivity and production have been going smoothly the past couple months. And we would like to give credit to the employees for doing their best and keeping up a positive outlook and vibe for the facility. What I would like to do is spotlight one of our more senior employees for this month's newsletter, if you have been in Clarence you'll know him as he is one the biggest staples of the facility. Who is this you might ask? None other than our very own **Lou Scinta**.



Lou's New Car First year at chapin 6 years ago

Lou has been with us for nearly 6 years now, and has taken on a variety of roles with the company, no matter what it is and doing it with a smile. Lou is friendly face when you first walk in the morning asking you how

your night went and won't ever pass up the opportunity talking about his favorite sports teams; The Buffalo Bills and Sabers. Lou is a hard worker and keeps the morale here at Clarence high, always striving to do better and be better than the day before, unlike one of his favorite characters Spicoli in his favorite 80's movie Fast times at Ridgemont High. Now to get to know the man a little better here is a Q and A session with the man himself:

**Q: How has your time been here at Clarence these past 6 years?**

A: An enjoyable learning experience, totally different from where I used to work at the steel mill. Learning how our different products work and how to build them.

**Q: What is your favorite Memory from working here so far?**

A: Meeting Jim Campbell and when he cooked for us at the cookouts and sitting down and meeting the higher ups from Batavia. Not every company where the CEO comes out and cooks great steaks for you.

**Q: Any favorite meals that we have had for cook outs?**

A: Steak and the Texas baked beans, they all have been good but the steak takes the cake.

**Q: How do you think the Buffalo Bills are going to do this year?**

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



A: I think that they are gonna take it all, and this is our year. If we don't do it this year it has to be in the next two years. We are lethal on both sides of the ball, you can't be that lethal and not win games.

**Q: Favorite bands you like to listen too throughout the day?**

A: I'm a classic rock guy so, AC/DC, Lennard Skinnard, the tragically hip, Styx, Van Halen all the classics.

**Q: I know you used to be a power lifter in your hay day what was your best clean and jerk?**

A: 330 pounds I was 27 years old, and I was competing in the empire state games where I got the silver medal in the 1988 games.



Lou Scinta Cleveland Ohio, 1984 21 yr old Lou

**Q: Watch any good movies lately?**

A: You know what my favorite movie is that has been out for a while is the Secretariat from Disney. And the boys here have turned me on to Water boy which is a great one.

**Q: How do you feel about working at Chapin and the people you get to work with?**

A: I love it, teamwork makes the dream work and everyone works together and we take a lot of pride in what we do. And it really shows just a bunch of good people to work with here.

**Q: Any other comments you would like to put about work or life in general?**

A: It is really gratifying to see the growth of the company, from when I started here there was only a couple of people here and now we have grown so much bigger. Even seeing the tow behind units and how they are made. It's nice to work for a company that takes care of its employees and a place where we make things not many other people make.

There you have it, the employee spotlight on one a good all-around guy that was been with us for the past 6 years. The man with the roar of a tiger, the man the myth the Clarence legend, Lou Scinta.





## Kentucky Happenings

As we move ever closer to Summer and some much nicer weather; it is good time to remind all our employees to enjoy your days outside but please stay diligent in protecting yourselves from not only the bright Kentucky sun but to ensure you stay properly hydrated in and out of work.

The local news channels always post the UV index for the day this is something that all should be aware of. The UV Index is accompanied by recommendations for sun protection and is a useful tool for planning sun-safe outdoor activities. To help avoid over exposure, sun burns, and the possibility of skin cancer stay diligent and prepare yourself with sunscreen of at least an SPF 15 rating. Also do not be fooled by outside temperature, this has no bearing on the chances of getting a sunburn.

With the summer comes the heat another helpful reminder is to stay hydrated, drink plenty of water. There is no one size fit all standard for how much water you should drink as many factors play a roll. But a good rule of thumb is around 3 liters per day. Three liters seems like a lot but if you start your day with a large glass when you wake up, then one at each meal and one before bed it will quickly add up. Avoid drinks like coffee, sugary sodas, and energy drinks. They are all loaded with sugar and sodium's that will remove water from your system. Not a frequent water drinker? Try sprucing up with a few simple ingredients limes, lemons, oranges and other fruits they will improve the taste without adding any artificial sweeteners. Just remember if you only drink when your thirsty you are already on your way to dehydration, stay ahead of it and drink small amounts throughout the day. So all your summer days are enjoyable.



**Now on to what is new:**

With the hard work by the team to satisfy our customer orders on the 15 gallon ATV, our team is now turning their attention to running our 40 and 60 gallon tanks.



*First 40 Gallon Tank*



*First 60 Gallon Mold*

These are first time runs and there will be some challenges but I am confident in the next coming weeks we will be able to successfully run both of these larger tanks.

*Douglas Platt  
Kentucky General Manager*





## HEATH IN THE COMMUNITY

### Bill Babbel: The Flag Man

Montrose resident Bill Babbel is a US Air Force vet with one simple goal: providing free flags to any who want them.

"If I had a million dollars, I'd put a flag in every lot in town," Babbel said. He purchases flags from Heath every year and gives them away for free.



To hear more about his story, check it out from the June 15th article of the Daily Sentinel: [https://www.gjsentinel.com/lifestyle/unflagging-devotion/article\\_a2a3d69a-7ceb-11e8-80c4-10604b9f6eda.html](https://www.gjsentinel.com/lifestyle/unflagging-devotion/article_a2a3d69a-7ceb-11e8-80c4-10604b9f6eda.html)

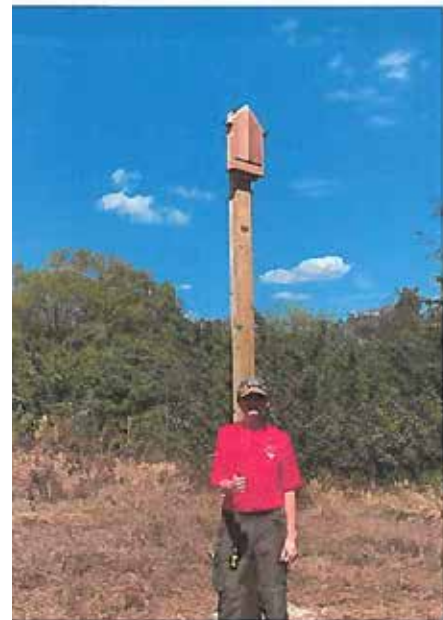
### Boy Scout Bat Project

A Boy Scout Troop Leader called and asked if he could get a discount on some bat houses for his project. We gave him a discount and he finished the project. Here is his response:

*I am writing to thank you Heath Outdoor Products for giving me a huge discount on the bat boxes for my Eagle Scout Project. As you know, my project was installing five bat houses at the Great Upper Tampa Bay Trail.*

*Thanks you for your help and generous contribution that made my Eagle Scout Project a great success.*

*Ethan J. D'India*  
Ethan J. D'India  
Life Scout, Troop 53  
Patrol Leader





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



### STAFF UPDATE:

We also added quite a few new people to our team so join me in welcoming all of these new hires!

**Savanna Vos – Manufacturing Department - Packer**

**Logan Duzan – Assembly Department - Packer**

**Mathew Gardner – Assembly Department - Packer**

**Olivia Root – Manufacturing Department – Packer**

And lets not forget all our hard working regulars of the Heath staff. Here are some who had work anniversaries!

**Terry Flanagan – 4/5, 1 year**

**Brian Leiter – 3/29, 7 years**

**Stephen Murphy – 3/23, 2 years**

**THANKS TO ALL OF YOU WHO WORK  
HARD EVERYDAY TO MAKE THIS  
TEAM GREAT!**

### GRADUATES:

**Dane Addington**



Ken Daly's Stepson graduated with a bachelor's degree from Grand Valley State University, and also graduated from the Army ROTC program and was commissioned as second lieutenant in the US Army Reserves.



The Elyria Plant has continued to see some unexpected new products come into the production mix. This has helped us out quite a bit with our sales for the year. Some of the products have been from existing customers that needed us to be able to take on their overflow work, as well as old customers coming back after a hiatus. Furthermore, the Elyria Plant is starting to see the planned new products hitting the production floor. Some of these new products include drainage sumps, some medical supplies, and even aftermarket auto parts.



*New Bottles for Medical Sector*



*New Drainage Sumps*

In addition to new products in Elyria, we are starting the transition from making and assembling the ATV tanks to making and assembling the small hose end bottles and 48oz

sprayers. We have pulled the remaining 25 gallon mold, blow stands and cutting fixture and transferred them down to the KY plant. We have also started to transfer some of the components down to the KY plant.

The Chapin Express will be busy this summer with this transition. We anticipate the small bottle assembly parts to start to filter in during the summer months.



*Press 26*



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



While we are in this transition, the assembly crew has been moved down to the main Elyria facility to help keep all of the presses running on the off shifts. They have been a big help filling in on the crews that are short staffed.

The rebuild of press 28 is in the home stretch. There are only a few odds and ends left to be completed. We are anxiously awaiting the electric company to finish the install on the power coming into the building to complete this process.

Eric Hurd and his maintenance team have been working hard to continue making improvements around the plant. A central vac system has been one of those improvements. It has allowed us to move the raw material around the building in a more efficient manner. This also helps keep the contamination down. Other projects that are in the works are a new screw and motor for press 6 as well as a rebuild on the heads on press 18. All of these improvements move us toward being more efficient and providing us with better yields.



1st Shift Maintenance Team

Connie Hill in HR has put together a “Buddy System” for our facility to help with our training program. This will include both employees who are directly hired by Chapin, AND any new personnel that are sent to CCM from a temp agency. Active, hourly, hired in, CCM employees can sign up to mentor and be a buddy for these new hires. The goal is to provide some extra encouragement, support, advice, and perhaps some additional training, to those that are new to Chapin. We hope this helps with employee retention and longevity with the company.

Additionally, Connie has put together a cross training program for the summer months to upskill employees. This will help fill some gaps with summer vacations and help prepare employees for the skills they will need when working toward promotions on the floor.





Fabrika Elyria ka vazhduar të shohë disa produkte të reja të papritura që bëhen pjesë e produkteve të prodhuara. Kjo na ka ndihmuar goxha me shitjet për këtë vit. Disa nga produktet kanë qenë nga klientët ekzistues që kanë nevojë që ne të jemi në gjendje të marrim përsipër punën e tyre të tepërt, si dhe nga klientë të vjetër që kthehen pas një pushimi. Gjithashtu, Fabrika Elyria ka filluar të shohë produktet e reja të planifikuara që kanë filluar të prodhohen. Disa nga këto produkte të reja përfshijnë gropa kullimi, disa furnizime mjekësore dhe madje edhe pjesë automobilistike pas tregimit.



*Shishe të reja për sektorin mjekësor*



*Gropat e reja të kullimit*

Përveç produkteve të reja në Elyria, ne po fillojmë kalimin nga prodhimi dhe montimi i rezervuarëve të ATV-së në prodhimin dhe montimin e bidonave të vegjël me kokë fundore dhe sprucuesve 48oz. Ne kemi tërhequr kallëpin e mbetur prej 25 gallonësh, mbajtëset e fryrjes dhe pajisjen prerëse dhe i kemi transferuar në fabrikën KY. Ne gjithashtu kemi filluar të transferojmë disa nga përbërësit në fabrikën KY.

Përveç produkteve të reja në Elyria, ne po fillojmë kalimin nga prodhimi dhe montimi i rezervuarëve të ATV-së në prodhimin dhe montimin e bidonave të vegjël me kokë fundore dhe sprucuesve 48oz. Ne kemi tërhequr kallëpin e mbetur prej 25 gallonësh, mbajtëset e fryrjes dhe pajisjen prerëse dhe i kemi transferuar në fabrikën KY. Ne gjithashtu kemi filluar të transferojmë disa nga përbërësit në fabrikën KY.

Chapin Express do të jetë i zënë këtë verë me këtë kalim. Ne parashikojmë që pjesët e vogla të montimit të bidonave të fillojnë të filtrohen gjatë muajve të verës.



*Press 26*

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



Ndërsa jemi në këtë tranzicion, ekipi i montimit është zhvendosur në objektin kryesor të Elyria për të ndihmuar që të gjitha presat të funksionojnë edhe jashtë turneve. Ata kanë qenë një ndihmë e madhe për plotësimin e ekipeve me staf të paktë.

Rindërtimi i presës 28 është shumë pranë përfundimit. Kanë mbetur vetëm disa pjesë të vogla për t'u përfunduar. Ne jemi duke pritur me padurim kompaninë elektrike për të përfunduar instalimin e energjisë elektrike që hyn në ndërtesë për të përfunduar këtë proces.



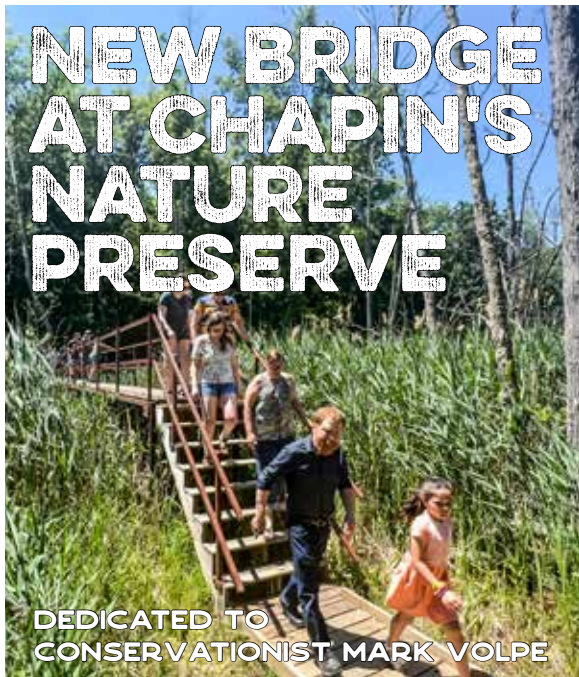
*Ekipi i mirëmbajtjes së turnit të parë*

Eric Hurd dhe ekipi i tij i mirëmbajtjes kanë punuar shumë për të vazhduar përmirësimin përreth fabrikës. Një sistem qendror ajrimi ka qenë një nga këto përmirësime. Ai na ka lejuar të lëvizim lëndën e parë nëpër ndërtesë në një mënyrë më efektive. Kjo gjithashtu ndihmon në uljen e ndotjes. Projekte të tjera që janë në punë janë një vidë dhe motor i ri për presën 6 si dhe një rindërtim në kokat e presës 18. Të gjitha këto përmirësime na shtojnë të jemi më efikasë dhe na ofrojnë rendiment më të mirë pune.

Connie Hill në HR ka krijuar një "Sistem Buddy" për objektin tonë për të ndihmuar me programin tonë të trajnimit. Kjo do të përfshijë si punonjësit që punësohen drejtpërdrejt nga Chapin, ashtu edhe çdo personel të ri që dërgohet në CCM nga një agjenci e përkohshme. Punonjësit aktivë, çdo orë, të punësuar në CCM, mund të regjistrohen si mentorë dhe të jenë shokë për këto punonjës të rinj. Qëllimi është që të ofrohet inkurajim, mbështetje, këshilla dhe ndoshta disa trajnime shtesë, atyre që janë të rinj në Chapin. Shpresojmë që kjo të ndihmojë me mbajtjen e punonjësve dhe qëndrimin e tyre për një kohë të gjatë me kompaninë.

Për më tepër, Connie ka krijuar një program trajnimi për muajt e verës për të përmirësuar aftësitë e punonjësve. Kjo do të ndihmojë në plotësimin e disa boshllëqeve me pushimet verore dhe do të ndihmojë në përgatitjen e punonjësve për aftësitë që do të kenë nevojë kur të ngrihen në pozicione më të larta pune.





**M**ark Volpe loved nature, and as that became apparent to CEO Jim Campbell, Campbell gave him a job only suitable to a conservationist -- manager of the private nature preserve behind the Chapin Manufacturing factory on Ellicott Street in Batavia.

Volpe worked for Chapin for 35 years with much of that time dedicated to the care and maintenance of the 70-acre preserve. He died in November 2018.

In addressing visitors at the conservation area Friday, Campbell stressed the importance of staying on the marked trails while explaining the slice of nature Volpe tended.

"This 70 acres encompasses meadows, hardwood forests, lowlands, wetlands, and actually open water," Campbell said. "It's quite a diverse ecosystem."

Volpe's dedication to the preserve was marked today with a ribbon-cutting by his widow Louise Volpe on a bridge that now ties together the east side and the west side of the property.

Volpe's children and grandchildren were also present to walk with Louise across the bridge for the first time.

"He just enjoyed coming out here," Louise said. "I would come out here with him. He loved nature, the earth, and everything about it. He was just that kind of person who is an outdoorsman. He loved it. That's why he jumped at the opportunity to take over out here when Jimmy asked him, so I think that was kind of special what Jim did."

The bridge was actually Mark Volpe's idea. The property is divided by a wide, shallow stream, so to access the conservation area, one would have to come in either from the east or west side and not be able to cross over.

"Mark did plan this before his passing," Campbell said. "He was working with his good friend Jeff McGivern. Jeff and his crew actually built this bridge. This bridge is actually a repurposed dragline. For those who don't know what a dragline is, it's really like a big crane. This was the boom of a dragline that Jeff repurposed. It's 110 feet long. Maybe it doesn't look that great, but it actually can hold probably about seven or eight tons. So it's very safe."

Mark's brother is John Volpe, who is also active locally in environmental causes.

Volpe's daughter Melissa Miller closed the private ceremony with a thank you message for Campbell and everybody at Chapin.

***"We would like to thank everyone at Chapin's who created this memorial in honor of my dad," she said. "As you all know, he devoted his life to his family and his job here at Chapin's. He also had many hobbies and activities that he loved. One of his favorites was spending time outdoors with nature. He was extremely passionate about it and found profound meaning in all things relating to nature. We are extremely grateful and honored that you are remembering him in such a beautiful and special way in a way that embodies who he truly was, and in a place that he loved so much. This tribute means so much to all of us. And I know my dad would be honored and so happy to be remembered this way."***

Employees of Chapin's are welcome to visit the conservation area at any time. The rest of the public is allowed to hike the property with the company's prior permission. There is no hunting or fishing permitted on the property. Visitors are required to stay on trails, both to protect the environment and for their own safety.

*Article and photos from **The Batavian** by Howard B. Owens*





# First Aid & CPR: First Aid Responders at Chapin

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

On May 22, 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:

- Chris Lunger
- Barbara Nowicki
- Josh Blanco
- Jonathan Smoak
- Justin Ribbeck
- Dilion Paul
- Nikita Stoddard
- Jeffrey Clauss

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



# SUPPLIER DEVELOPER




## Employee Spotlight: Ron Odessa

By Jill Yanus



Ron in his office - 2022

**Ron started his career at Chapin and he's been with us for almost 60 years - 57 to be exact.** From Material Handler to a Draftsman in engineering and working his way to Engineering & Facilities Manager.

issue they'll ask him to troubleshoot or it will be inspecting parts for quality and recommending changes to molds designs. Each day may be different. When Ron was our Engineering & Facilities Manager his team helped him manage everything from engineering, OSHA and safety to general facilities and maintenance. That's still a lot of hats to wear.

It wasn't all about school and work for Ron though. He isn't one to sit still. Ron preformed in multiple bands over the years between Rochester and Buffalo. His instruments of choice? Guitar and organ. Along with traveling for his music, he's traveled the United States and Europe (for work and for fun).



Ron playing at Paddock Lounge 1964

Batavia is where Ron was born and raised. Graduating high school at 17, he went to vocational school for Tool & Die and Drafting and then started college in Engineering and Management. He grew up knowing about Chapin and some of his friends worked here. While in school, he took a job as Material Handler. Fun fact: he was called a "floor boy" back then. Management knew his interests and academic background and asked him to move into a drafting role after a year of work. So in the mid-60's he started with our Engineering department. Ron worked at Chapin full time continuing college classes for over five years.



Ron at Borrell Karate academy 1978

And if that wasn't enough, he's a 9th Degree Master in martial arts and owned his own Karate studio: World Fighting Arts. He's still active and teaches occasionally at Borrell Karate Academy.



Andris presenting Ron the Golden Coin 2015

Remember Ron doesn't sit still? He was a silent owner of Belladessa Pizza with his son (five locations in the county) and was active in water skiing and downhill skiing. Now he'll tell you he lives a quiet lifestyle with his wife, four kids and five grandchildren. He has his own set up at home with an organ, Fender guitar, bass and lead guitars so music, martial arts and staying active is in his blood.

Fast forward 50 years. Ron was presented the Golden Coin for his years of service. Andris Chapin presented Ron with the coin during a special event. It's not every day you celebrate 50 years at one company and Ron joined us in September of 1965.

What's on Ron's bucket list after Chapin? Enjoying retirement. And he deserves it.

Thank you Ron for your many years at Chapin. Ron's final comment: **BE TRUE TO YOUR COMPANY AND THE COMPANY WILL BE TRUE TO YOU..**

After all this time, what does Ron love about working at Chapin? Helping people. It may be a manufacturing



# Chapin Wellness Quarterly Update

Wellness has always been an important area for Chapin. We value our employees and their overall well being is critical. Some of the fun things we have done this Quarter to continue to promote the Wellness arena are:



## April: National Foot Health Awareness Month

On April 29th Dr. Dawn Dryden from Batavia Foot Care Center was on-site at Chapin for free pre-screening for all those interested in discussing the importance of foot care. In combination of selling 50/50 tickets on Friday's during the month of April, along with selling t-shirts, we raised \$900 for the UMMC Living with Diabetes program.

## May: Financial Wellness

Joe Monteleone, financial advisor, came in for educational meetings. To schedule a meeting with him next time he is here, stop by HR to know the next time he will be in.



## June: Fresh Fruit

As the spring ends and summer begins, people will be harvesting their gardens. Check the break room at different times for fresh fruit!





# Novedades trimestrales de bienestar en Chapin

El bienestar siempre ha sido un área importante para Chapin. Valoramos a nuestros empleados, y su bienestar general es de importancia crítica. Algunas de las cosas divertidas que hicimos este trimestre para seguir promoviendo el bienestar fueron:



## **Abril: Mes nacional de concientización sobre la salud del pie**

El 29 de abril, la Dra. Dawn Dryden del Batavia Foot Care Center estuvo en Chapin para una pre-evaluación gratuita para todos aquellos interesados en hablar sobre la importancia del cuidado de los pies. En combinación con la venta de 50/50 boletos los viernes durante el mes de abril, junto con la venta de camisetas, recaudamos \$900 para el programa UMMC Living with Diabetes.

## **Mayo: Bienestar financiero**

Joe Monteleone, asesor financiero, asistió a las reuniones educativas. Si desea programar una reunión con él la próxima vez que esté aquí, pase por Recursos Humanos para conocer la próxima fecha.



## **Junio: Fritas frescas**

A medida que termina la primavera y comienza el verano, la gente empezará a cultivar sus jardines. ¡Revise la sala de descanso en diferentes oportunidades para ver si hay frutas frescas!



# Përditësim Tremujor për Chapin Wellness

Mirëqenia ze gjithmonë një vend të rëndësishëm për Chapin. Ne i vlerësojmë punonjësit dhe punonjëset tona, dhe mirëqenia e tyre në tërësi është jetike për ne. Disa gjëra argëtuese që kemi bërë këtë Tremujor, për të vazhduar promovimin e fushës së Mirëqenies janë:



## Prill: Muaji Kombëtar i Ndërgjegjësimit për Shëndetin e Këmbëve

Më 29 prill Dr. Dawn Dryden nga Qendra e Kujdesit të Këmbëve Batavia ishte në terren në Chapin për një ekzaminim paraprak falas për të gjithë ata që janë të interesuar të diskutojnë rëndësinë e kujdesit për këmbët. Në kombinim me shitjen e biletave 50/50 të premtëve gjatë muajit prill, së bashku me shitjen e bluzave, ne mblodhëm 900 dollarë për programin UMMC Living with Diabetes.

## Maj: Mirëqenia Financiare

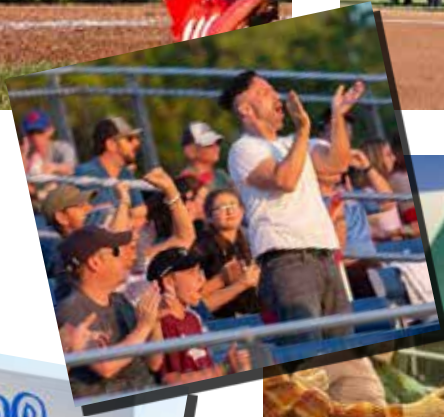
Joe Monteleone, këshilltar financiar, erdhi për takime edukative. Për të lënë një takim me të herën tjetër që ai të jetë këtu, kaloni te HR për të ditur herën tjetër që do të jetë i pranishëm.



## Qershor: Fruta të Freskëta

Ndërsa pranvera mbaron dhe fillon vera, njerëzit do të vjelin prodhimet e kopshteve të tyre. Kontrolloni dhomën e pushimit në kohë të ndryshme për fruta të freskëta!





**Thanks Muckdogs for another great season!**



# THE ONE CHAPIN SPRAYER EVERY HOUSEHOLD SHOULD HAVE READY FOR

—By Vince Vollo



Let's face it... in the northeast winter keeps us inside too long, then spring reveals how much we need to do outside. Summer is for getting things done!

Everyone should have a Chapin 20000 ready to go for those weekend weed battles. That's just a "given" when you work for Chapin! Here's why. The 20000 is by far the most durable,

best performing value priced poly sprayer on the market. It has over 49,000 reviews on Amazon and always rates between 4.4 and 5 stars at any given time making it the leading seller online. At a \$10 price point, this sprayer is an economical tool that everyone should have hanging around the garage under the sink, in the shed or in the basement. It can be used to make so many chores easier. Although it is most commonly used for spraying weeds, here are a few other things you may want to use it for.

**Stop dragging around a bucket full of suds,** fill a sprayer with a mix of soap and water or carwash liquid. Just spray it on your car and let the sponge follow behind before you rinse with a hose.

**Try using window cleaner** in a 20000 to reach exterior windows before squeegeeing.

**Here's another one...** At Christmas time, don't get on the floor with a pitcher to fill that tree stand - use a sprayer. You can easily reach in under the tree with the extension wand without removing the tree skirt.

**Got stink bugs?** A little Dawn dish detergent in a Chapin 20000 sprayer with water quickly kills stink bugs.

**Summer heat unbearable?** Mist yourself and family with cool water as you sit outside on your deck.

**Are the kids bored on a hot day?** The 20000 fills water balloons and it's a whole lot easier to get the balloon on the sprayer's nozzle than on your water spigot.

**Are your guests getting hungry** and you have no time to wait for your charcoals to get hot? A little extra air from an empty 20000 will get them going faster. It's also a handy device to have available at grill-side to knock down those nasty flair ups. Just be careful not to melt your sprayer!

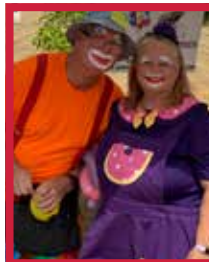
And just to mention all the common uses there are for our 20000, like pest control, applying fertilizers, general cleaning, and simple watering. **But always remember,** if you use it for killing weeds or with any other noxious chemical, only use it for that one purpose. You never want to cross contaminate your sprayer. Label each sprayer for specific jobs to avoid undesirable outcomes.

**The versatile 20000.** Don't underestimate it. It's Chapin's most popular retail sprayer and we are proud to say we make it here in Western New York and now in Kentucky too!





# **CHAPIN** 2022 FAMILY PICNIC









# WELCOME TO CHAPIN



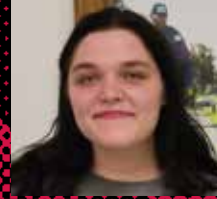
**Yaudiel Castillo**  
*Metals*



**Nicole Demmer**  
*Metals*



**Kelly Dickter**  
*HR Director*



**Tearra Gayhart,**  
*Plastics*



**Sue Gilhooly**  
*Plastics*



**James Hotnich,**  
*Logistics Manager*



**Joshua Jackson,**  
*Plastics*



**Marianne Jazmin,**  
*E-Commerce Manager*



**C. Ryan Lunger,**  
*Production Supervisor*



**Jonathan Nobles,**  
*Warehouse Manager*



**John Olmstead,**  
*Manufacturing Engineer*



**James Resetar,**  
*CFO*



**Lisa Richmond,**  
*Shipping*

## ANNIVERSARIES ANIVERSARIOS:

10 years /años: Joshua Blanco

20 years /años: Robert Mattes



# MILESTONES

## REFERRAL BONUSES BONOS POR RECOMENDACIÓN:



Wendy Vianese was referred by / fue referido por Farrah Nolan

Joshua Moore was referred by / fue referido por Lisa Richmond



## GRADUATES GRADUADOS:

**August Petrunaro**



**Bob Petrunaro:** son August graduated from IUPUI with honors and heading to Law School

**Marisa Rumfola**



**Chris Rumfola's Daughter** Graduated from Geneseo with Degree in Education - Specializing in Math. Interviewing now, for placement in September.

**Carson Wright**



**Kali Wright's brother** graduated from GCC this May with his associates in Business Administration with a concentration in marketing. He is also working at Chapin this summer until he finds a full time position





## Follow us on social media!

Grab your family and friends and jump online. Introduce people to Chapin who may not know us. Tag us in posts and videos to expand our audience. Following and sharing posts is an easy way to spread the word on our products and with your help, we can increase our followers and our reach!



### Facebook – Follow Us!

Product information, seasonal information, tips, tricks, trade shows and company events

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[www.facebook.com/ChapinInternational/](http://www.facebook.com/ChapinInternational/)



### YouTube – Subscribe!

Product videos, maintenance & assembly

[www.youtube.com/channel/UCLzrT34Gz4NOaC7AxwFWAMA](http://www.youtube.com/channel/UCLzrT34Gz4NOaC7AxwFWAMA)  
[www.youtube.com/c/ChapinInternationalInc](http://www.youtube.com/c/ChapinInternationalInc)



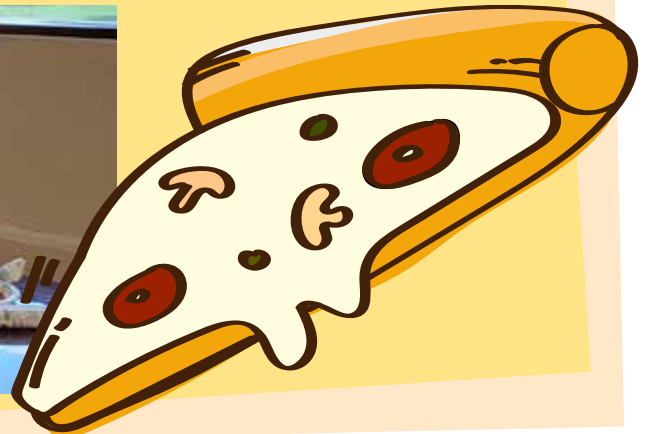
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Thank you for liking us!

# PIZZA PARTY!



**THANKS ALL FOR YOUR  
HARD WORK FOR  
REACHING OUR NEXT  
MILESTONE!**



# TIPS FOR SAFE HIKING

By Teresa Wozniak

Whether you are out watching birds or enjoying the great outdoors in general, here are some tips for safe hiking:



- Know the terrain you are going to hike. Gather some information on how rigorous and rough the trail is before setting off. Know your limits. How far can you comfortably walk? Take into account the steepness of the trail and any obstacles you may have to climb over. If it's a straight trail remember you have to hike back to get to your starting point.
- Do not hike alone. Bring a friend or family member. There is safety in numbers and someone to back you up in case you get injured. Cell phone reception can be non-existent in remote areas.
- Let someone know about your planned excursion and when you expect to return.
- Let the person in your party who walks most slowly set the pace.
- Stay on the trail. It may be tempting to explore but if you are hiking in a large area it can be easy to get lost.
- Establish your position on a compass when you start your hike and keep it handy in case you get lost. Notice landmarks as you hike and use them as reference points. Sometimes trails are not clearly marked or start to fade if they are not well traveled.
- Bring plenty of water - 1 quart for every two hours. Pack some snacks too because you may need a boost of energy as you exert yourself. Don't drink water from a running stream even though it looks clear and clean.
- Wear shoes with good support, preferably waterproof in case you have to walk through a shallow stream.
- Check the weather so you can address appropriately and avoid storms.
- Where a hat and sunscreen to protect your skin.
- Wear bug spray.
- If you are hiking in an area where ticks are likely to be present wear long lightweight pants and tuck them into your hiking boots or shoes. Use insect repellent that deters ticks. Inspect your skin and clothes after finishing your hike to make sure that ticks are not hitchhiking home with you.
- Get to know what poison ivy looks like and steer clear of it.
- Bring some bandages and Neosporin with you in case you get a cut or scratch.
- Do not approach or touch wildlife. Report any aggressive, sick or injured animals to park rangers if they are available, or contact a local police station to find out how to get help.

# SIMA<sup>®</sup>

**snow & ice management association**

# 2022 WRAP UP

written by Troy Wobschall



Our booth after just setting it up on the first day

Chapin attended the annual SIMA Show in Milwaukee June 23 and 24th .

The overall attendance was good, the first day it was good that we had the help of our Rep agency on the booth with us as we generally had several people in the booth keeping us very busy, later in the afternoon the show sure did taper off as the attendees went on area tours or attended different classes held by the show management.



All our spreaders got great attention!  
Specifically the 8500B and 82500B

The second day was definitely much, much slower. Being a Friday part of it was people leaving early to get on the road to head home as a large portion of the attendees drove in for the show.

We were really surprised how many of the attendees came in from NYC and Boston area. We also saw several from different areas of Canada.

Of course our competitors were in attendance but one only had two spreaders while the other had a booth half our size with three spreaders and brine sprayer. From the looks of our booth it was clear that Chapin meant business and the attendees clearly noticed.



Spyker booth



Earthway booth



# Campbell Esquina

Hoy me desvíó de mi columna habitual en nuestro boletín. La economía está fuera de control y nuestros políticos solo se interesan en asegurarse votos, así que hoy pensé en centrarme en las cosas que podemos controlar. Muchas personas tienen dificultades para aceptar la responsabilidad en la vida. Esto es particularmente poco saludable, y es difícil encontrar alegría en la vida hasta que te haces responsable de ello.

El primer paso para aceptar la responsabilidad en la vida es darse cuenta de que uno no es perfecto. Las cosas pasan, y cometemos errores. El siguiente paso importante, y fundamental, es admitir que se cometió

el error sin vergüenza ni arrepentimiento. El paso final y más crucial es tratar de corregir el error, para que no vuelva a suceder. Esto puede incluir disculparse con alguien a quien hayas ofendido y hacer todo lo posible para corregir el error. No lo descarte ni diga que no es importante.

Al aceptar la responsabilidad, ya sea en el hogar o en el trabajo, le ayudará a convertirse en una mejor persona. Además, uno tiene más tranquilidad.

He incluido este cuadro de un autor desconocido porque creo que simplemente describe las respuestas positivas que podemos tener ante los eventos adversos.

*James W. Campbell*

## 6 PRINCIPLES OF SELF-RESPONSIBILITY



# Campbell's Këndi

Sot po devijoj nga rubrika ime e zakonshme në buletin tonë. Ekonomia është jashtë kontrollit, dhe politikanët tanë janë të interesuar vetëm për të siguruar vota, ndaj sot mendova të fokusohesha në gjërat që mund të kontrollojmë. Shumë njerëz e kanë të vështirë të pranojnë përgjegjësinë në jetë. Kjo është veçanërisht e pashëndetshme, dhe është e vështirë të gësh gëzim në jetë derisa të marrësh përgjegjësi për të.

Hapi i parë në pranimin e përgjegjesisë në jetë është të kuptosh se nuk je perfekt. Gjërat ndodhin, dhe ne bëjmë gabime. Hapi tjetër i rëndësishëm, dhe kjo është kritike, është pranimi i gabimit të bërë pa asnjë turp apo keqardhje. Hapi i fundit dhe më i rëndësishëm

është të përpiqeni të rregulloni gabimin, në mënyrë që të mos ndodhë më. Kjo mund të përfshijë të kërkuarit falje ndaj dikujt që mund t'i keni bërë keq dhe të bërit përpjekje maksimale për të rregulluar gabimin. Mos e merrni me të lehtë dhe mos thoni se është e parëndësishme.

Kur pranoni përgjegjësi, qoftë në shtëpi apo në punë, do t'ju ndihmojë të bëheni një person më i mirë. Për më tepër, ju keni më shumë qetësi mendore.

Unë e kam përfshirë këtë grafik nga një autor i panjohur pasi mendoj se përshkruan në mënyrë të thjeshtë përgjigjet pozitive që mund të kemi ndaj ngjarjeve negative.

*James W. Campbell*

## 6 PRINCIPLES OF SELF-RESPONSIBILITY







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