



CHAPIN
CONNECTIONS™

Campbell's Corner



It is clear at this time, that winter has begun in Batavia. Hopefully we will sell a ton of salt spreaders, and our salt shakers.

We had a most wonderful Christmas party this year. It was very joyous and fun party. The committee did an excellent job in making everyone feel welcome and putting together a fantastic party.

One of the best parts of the Christmas party for me is seeing friends that have retired and catching up on current events.

This year has started off quickly. The first quarter is well behind us now, and the results were to budget. As everyone is aware, the second quarter is when shipments start flying out the door. We are very much looking forward to gaining ground in this quarter. We have already produced well over a million sprayers to date. The equipment is running well. The technicians and supervisors are doing an excellent job of keeping the up time ahead of budget.

The newsletter committee has started a new section "Chapin hobbies." I really like this new creative idea from them. I will be retiring in a year or so, and I might need to take up some new hobbies so I am not underfoot of my beautiful wife. I did grow up on a small farm and we raised horses, but I don't think I will pick up Kali's sport of barrel racing. I would need a horse slightly larger than Peaches.

I am extremely pleased with the overall performance in manufacturing this first quarter. There have been many gains.

I look forward to a strong second quarter with further improvements throughout the company.

A handwritten signature in blue ink that reads "James W. Campbell". The signature is written in a cursive style.



We'd love to hear from you.

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

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

—Nick Mesler

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CHAPIN CLARENCE CONNECTIONS



Salt Season Update:

This quarter at the Chapin Clarence Facility, we have been moving along steadily. It is right towards the end of the Salt Season and we are doing our best to fulfill orders that have been scheduled up to this point. Not a crazy amount of snow this year but the salt shaker and some of our more seasoned salt spreaders are doing pretty well. The 8201a and the 81008a, we have been making a lot and to ensure that we are building up to demand we have had to bring in a good amount of people to make sure orders are done.



Team Update:



But with the new people we have had some milestones this winter here. Robert Wittmeyer and I have now been with Chapin for over 10 years. We were here when this division was formed and have seen the growth and the changes that have come with it since the beginning.

When we first started, our warehouse that is now full with product was only one line and a couple rows of tires. It's crazy to look back and see where we started to where Clarence and the company are at now. During our first year here Bob and I, with a handful of other people got lucky enough to make it to full time, I think from when they started the hiring process to when we



had the final crew down to the core members we went through a couple hundred people. Looking back on it, all the faces that we have seen the past 10 years it's crazy to think about.

The New Year with Holiday Cheer:

Along with our holiday lunch here, spirits have been high out here with the holiday season approaching and holiday cheer being rampant. For lunch this year we have catered from the BBQ place One-Eyed Jacks which is a hit with employees as their food is delicious. This will be the 4th year I believe that we have gotten the holiday lunch through them. The lunch is one of the better lunches of the year, as employees look back and remember things that have happened here in the past year as long as fond memories for the past couple of years. Especially when you have been here as long as bob and myself.



We are hoping that 2024 comes with great anticipation of another fruitful year at Chapin. But with a new year also comes new challenges ahead of us as well. We here at Clarence are looking forward to the opportunity to meet these challenges head on and with confidence. With more people being full time than ever before and people reaching their 3-5 year milestones of being with the company, things are looking great! Hopefully 2024 is a year that we as a team can look back on as being a great year for everyone here and the company.

Happy holidays from the Clarence division!

CHAPIN KENTUCKY CONNECTIONS



KENTUCKY HAPPENINGS

Community Outreach

Chapin Kentucky steps up around the holiday. We held a food drive for the Thanksgiving holiday and it was great to see our team come together and really step up for our community. Organized by Marci and Tina, we were able to donate an abundance of items to the local food pantry. We also donated five turkeys and all the fixings to ensure some families were able to enjoy a traditional Thanksgiving dinner.



It is rewarding to see our team really come together and help our community and I could not be prouder of the support everyone showed. A big

thank you to Marci and Tina for the effort they put in organizing the food drive..

Some Key Personnel Additions

As we continue to grow and expand we have added some key personnel to our team to help support this growth.

Steve Lee who has been helping to support our group over the last year on a quarterly basis has moved to Kentucky full time and is now helping to



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

by Doug Platt

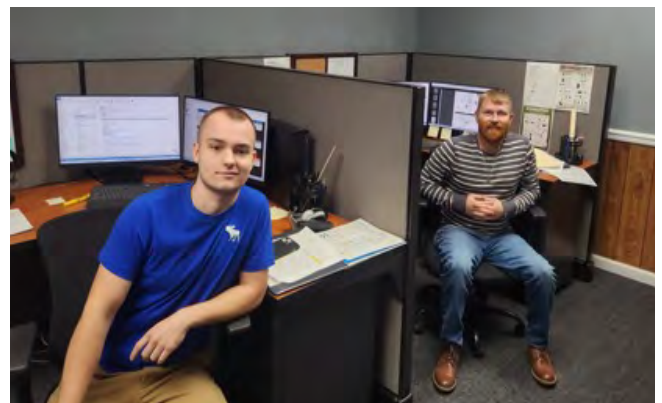


strengthen our quality team and processes. He is leading the charge in training our New quality manager while also helping any where he can. Everyone who knows Steve understands the value he brings to us. The wealth of knowledge and experience he has gained with Chapin over the last 30 years is a great resource and another key addition to our team!

We would also like to welcome new team member in **Ricky King**, Quality Manager. Rick comes to us with an extensive background in quality in his career. He has really taken off in his new role with us. He has spent the first couple weeks learning all aspects of building a Chapin sprayer, from molding to assembly and has already been a great asset to the team. With Steve Lee leading the training of Rick and Rick's years of experience in quality we are in a great position to drive even better results. Welcome aboard Rick.



Another exciting addition to us is the start-up of our Customer Product Support Team here in Kentucky. **Josh McFron and Andrew Bradley** have been with us for a little over a month. Josh and Andrew spent a week training in NY with our customer service team and have come back and stepped right in to their new roles. They also spent a day out on the plant floor learning the aspects of production which will better serve them as they look to add value for our customers. Welcome aboard Josh and Andrew.



Douglas Platt
Kentucky General Manager



SALES UPDATE:



Fall business has been slower than planned. There is an abundance of natural food available to the birds, due to lack of snow cover. Heath has seen an increased interest in feeders and feeder promotions by some of our larger retail customers which has been well received. We are starting to see positive responses to prices in the marketplace, and plan to see increasing volume into the winter months. Heath is fully stocked for the Purple Martin season, and has a full line of product offerings for customers to enjoy. There has been strong recurring sales in the retail flag business which we are preparing for now also. Heath Sales and Operations teams are working hard to position the company for success.

This year we are celebrating the 12 days of Christmas at Heath with various activities for employees during the 12 working days before Christmas. We had an ugly sweater contest, the Christmas Song Picture Game, a Hot Cocoa Bar one day, and "Never Have I Ever" game just to mention a few. Pictures of contest winners can be seen in the pictures on page 9. Thank you to Anthony Ferris, and Carrie Pierce for working to put together the 12 days of Christmas activities.

We will be celebrating a Christmas luncheon for the Holland Warehouse on Wednesday December 20th, and at the Main Coopersville facility for all of the Coopersville employees on Thursday December 21st.



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

by Ken Daly & Steve Hickey



(Top left): Steve & Matt Winners of the Christmas Song Picture Game. (Bottom two) Ugly sweater contestant with our winner Sandy. (right side): Hot coco bar.



Thank you Heath team for a great 2023. Lets make 2024 great too!!



CCM UPDATE - Upgrades:



Over the past few months the maintenance department has been working hard at putting together press 29. They are at about 85% complete. There has been real great progress with this press and we are excited to have this as a press to run Chapin bottles.

We have also been getting ready for more of the printers to come over to CCM. We have started to move some of the printers to the 430 warehouse and the wiring has been completed. We are actively working with our team to identify people who are interested in the printing and have a good aptitude for this. To be able to keep up with the open orders we will be looking to print on all shifts at the main plant with the auto-printers as well as one manual printer. We will be printing at the warehouse on only one shift.

Staff and Position Changes:

Training new people on how to print as well as how to have a successful set up will be led by Steve Budinsky on 2nd shift and Chet Miller on 3rd shift.

Chet Miller is making his debut (again) at CCM this Jan. We are happy to have him back! He will be back in a superintendent roll here on third shift. He will not only be helping with printing, but also will help out with processing. We are currently understaffed in some of our more technical positions so getting him here and helping will be a nice addition to our team.

We have moved some people around to fill some key roles in the building. Creshel Brown has moved from a lead at the warehouse to being a supervisor on 3rd shift. Antonio Dower has moved from a 3rd shift supervisor to the 1st shift supervisor.

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

by Melissa Brown & Michael Wolfert



CCM has welcomed one of our newest customers in for a plant visit this past quarter. We have been working with them on one of their baby changing station projects. This will be launched at the end of Jan. This will potentially bring addition business to CCM as we progress through this project with them.

Lastly we want to congratulate the list of people who have been here and have celebrated their 5 year anniversary with CCM:

Tammy Haslage (buyer/planner)

Ashley Squire (inventory specialist)

Edger Childers (2nd shift supervisor)

Ted Migchelbrink (maintenance)

Dave Gerhardinger (processor)

Gene Widdowson (Shipper)

Andrew MacLaren (Truck Driver)

Damon Delaboin (trainer)

Elvis Salihi (operator)

Zilije Dulellari (operator)

Raya Davidson (operator)





ACTUALIZACIÓN DE CCM - Actualizaciones:



Durante los últimos meses, el departamento de mantenimiento ha estado trabajando mucho para poner en marcha la prensa 29 y ya ha completado casi un 85%. Ha habido un gran avance con esta prensa y nos emociona tenerla para poder reutilizar las botellas de Chapin.

También nos hemos preparado para recibir más impresoras en CCM. Empezamos a llevar algunas de las impresoras al almacén 430 y ya se completó el proceso de cableado. Estamos trabajando activamente con el equipo para identificar a las personas que puedan estar interesadas en la impresión y que tengan buenas aptitudes para hacerlo. Para poder seguir completando los pedidos pendientes, trataremos de imprimir en todos los turnos en la planta principal mediante el uso de impresoras automáticas y con una impresora manual. En el almacén, imprimiremos solo en un turno.

Cambios de personal y puestos:

Los encargados de capacitar a nuevas personas sobre cómo imprimir y sobre cómo lograr una configuración adecuada serán Steve Budinsky en el segundo turno y Chet Miller en el tercer turno.

Volveremos a tener a Chet Miller este enero en CCM. Estamos felices de poder volver a contar con él. Regresará con un puesto de superintendente en el tercer turno. No solo nos ayudará con la impresión, sino también con el procesamiento. Actualmente contamos con poco personal en algunos de nuestros puestos técnicos, por lo tanto, contar con él y con su ayuda será una gran contribución para nuestro equipo.

Hemos cambiado los puestos de algunas personas para poder cubrir algunas funciones clave en el edificio. Creshel Brown pasó de ser líder del almacén a ser supervisor del tercer turno. Antonio Dower pasó de ser

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

by Melissa Brown & Michael Wolfert



supervisor del tercer turno a ser supervisor del primer turno.

El trimestre pasado, CCM tuvo el honor de recibir a uno de nuestros clientes más recientes para una visita a la planta. Hemos estado trabajando con este cliente en uno de nuestros proyectos de cambiadores para bebés. El proyecto se lanzará a fines de enero. Esto probablemente genere más negocios para CCM a medida que avancemos juntos en este proyecto.

Finalmente, quiero felicitar a las siguientes personas que han compartido este tiempo con nosotros y que hoy celebran su quinto aniversario en CCM:

Tammy Haslage (planificador/comprador)

Ashley Squire (especialista de inventario)

Edger Childers (supervisor del segundo turno)

Ted Migchelbrink (mantenimiento)

Dave Gerhardinger (procesamiento)

Gene Widdowson (envíos)

Andrew MacLaren (camionero)

Damon Delaboin (capacitador)

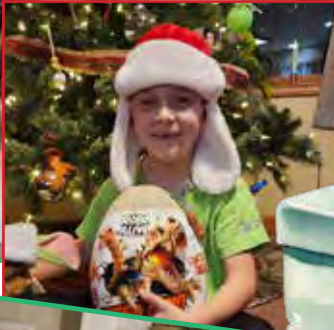
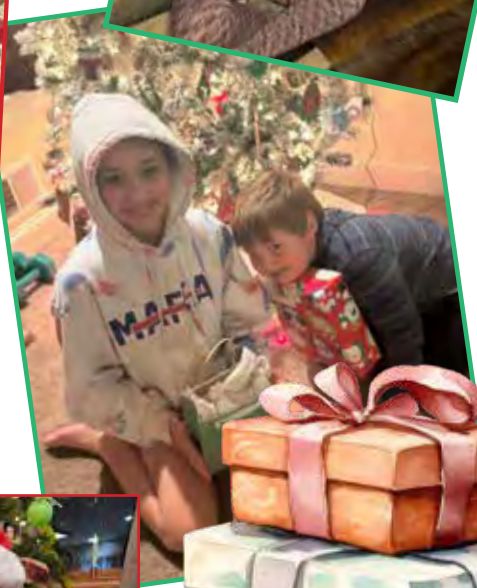
Elvis Salihi (operador)

Zilije Dulellari (operador)

Raya Davidson (operador)



Thank You Santa!





OFF TO COLLEGE

by Season Meyers

2023 was a year of big changes. My son Hunter graduated from high school in June and then started college at the end of August. He is currently attending the Electrical Construction and Maintenance Electrical trade program at Alfred State College.

Hunter has always been pretty independent. But going off to college was a big adjustment for him (and us!). I'm not going to lie, drop off day was hard. We got there early to get him all set up in his dorm. Luckily, he dorms with his best friend from high

school so they have been able to help each other adapt to their new normal and school schedule.

It took him a bit to get settled into his new school routine and getting used to not being at home. One of the things that made the biggest difference was getting him involved in the different clubs at school. He signed up for ski club and the trap shooting team.

This was the first year Alfred State participated in the USA College Target League. The team did great! Overall, the team placed 5th in the nation and first in their conference. Hunter placed 39th in the nation. Not bad at all considering it was their first year of competition.

His involvement with the various school clubs/teams has helped him make new friends quickly and has shown him college isn't just about homework. He has a lot of choices available to him for school activities. Between his class work and team responsibilities, he has been keeping busy!

He has also continued to apply for scholarships. On December 4th, Hunter was informed he had been selected to receive a Mike Rowe Works scholarship. The scholarships are geared towards students attending trade schools. If you haven't heard of Mike Rowe's foundation, I highly recommend you check it out:

<https://mikeroweworks.org/>

The semester ends on 12/15/23. He will be home for just under five weeks and then the spring semester starts. He is already looking forward to his next semester and working this summer. It will be nice to have him home again, even if it is only for a few weeks.





THE COMPANY **FAMILY** MAN

AKA: Scott Smith Employee Spotlight

By Kali Wright

Our new VP!

Join me in welcoming our new Vice President of Sales, Scott Smith to Chapin International! Scott joined the Chapin team on Monday December 4, 2023. As Scott works through his orientation he expressed being excited and ready to dive into all things Chapin. Scott

is bringing Chapin extensive knowledge and experience in the Farm/Agricultural business where he's built solid relationships with many of the current Chapin partners. Scott graduated from The University of Georgia in Athens, GA where he received his Bachelors of Science degree in Business. He most recently held the position of Senior Vice President of Sales at *Woodstream Corporation* in Lancaster, PA for 15 years, through his efforts, they managed to more than double business across the board.

Chapin Family

What intrigued Scott most about coming to work for Chapin is the **culture**. He values Chapin as a family owned company in the sense that everyone's invested in each other and dedicated to the growth of Chapin. Scott currently resides on a 60 acre ranch with his wife Megan in Decatur, TX. Scott and Megan wanted to move from the busy and growing city of Dallas so they built their 3 bedroom house on undeveloped land... making it their forever home. On the ranch, they have chickens and lots of pasture where Scott lets his neighbor's 50 head of cattle graze! Scott feels very blessed to have 3 grown, successful and happy kids who have also provided him with 3 grandkids. In Scott's

free time he enjoys being with his grandkids on the ranch, seeing the cattle, fishing, feeding the chickens and more. He also has a passion for golfing, and working with his wife on their antique booth in Arlington, TX. Scott's work schedule will be a hybrid mix of working at home, traveling to customers, and coming into Chapin supporting CMS meetings. Anytime he's not traveling with the sales team or a customer, Scott will be in the Batavia office. Although Scott hasn't directly worked for Chapin before, he's been using Chapin products for many years to help maintain his ranch.

Ready to start

With the New Year coming up, Scott is most looking forward to assisting the sales team in making an impact for Chapin. He sees many opportunities and is eager to provide a "servant leadership" roll to help support all departments at Chapin; focusing on growth. His well-rounded background in sales, customer relations, strategic development and account management will be assets to all at Chapin.



Best of luck Scott; we look forward to you supporting the Chapin team!





Chapin Wellness Quarterly Update

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



October: Flu Clinic

- The annual flu shot clinic was held October 11th.
- 401k Education meetings were held to inform employees of the changes from Paychex to ADP for the 401k record keeper.

November: Maintain Don't Gain

- Maintain Don't Gain began November 20 and the final weigh in will be January 5th. Good luck to all participants.



December: Financial Advisement

- One on one meetings with Lawley Retirement Advisors were held. Employees were able to meet with advisors to have their 401k questions answered.



**SHOW UPDATE:
NEW RECORDS SET**
BY VINCE VOLLO



This year's Equip Expo in Louisville, Ky., brought together more than 27,000 registered attendees from all 50 states and 46 countries. Landscape contractor registrations increased by 20 percent over last year, and dealers were up 5 percent.

The 2023 show was the largest to date—in attendance, in booth sales, sponsorships, and in education sessions. Showing how much companies and manufacturers want to be part of Equip Exposition and showcase their products to landscapers, dealers, and the entire industry. Chapin, as it has for over a decade to part.

With more than a million square feet of exhibits and 30 acres outside, Equip Exposition expanded its usual footprint at the Kentucky Exposition Center to add the West Wing this year due to space demands.

With co-location partner Hardscape North America, Equip Expo fully occupied the North, East and South halls of the KEC with newly added square footage in the West Wing.

Chapin Started at the show over 15 years ago. Ironically it was my first year with Chapin and my first experience working an Landscaping show. It was called the G.I.E. Show then (Green Industry Exposition). Through the years as Chapin expanded its product lines, the show aligned more and more with our offerings each year.

2023 proved to be just as successful as far as attendance and opportunities to communicate the Chapin brand to more professionals than ever before. We introduced our large capacity 40 and 60 Gallon 3-point hitch sprayers and our new line of irrigation products. Among them and always very popular with Equip Expo show goers is our extensive line of Backpack sprayers. It's always great to hear how many pro landscapers use our backpacks and find them superior to our competitor's.



New for us at this show for 2023 was our introduction of our new line of John Deere Sprayers. Although these were prototypes at the time of show, It was a great opportunity to get the word out that Chapin has the John Deere License and will be manufacturing JD sprayers in the Spring of 2024.

All-in-all it was a well-attended show and it looks like we are seeing the affects of covid fade away.





Brass Fan Nozzle

6-5789 0.8 GPM 110°

—By Vince Vollo



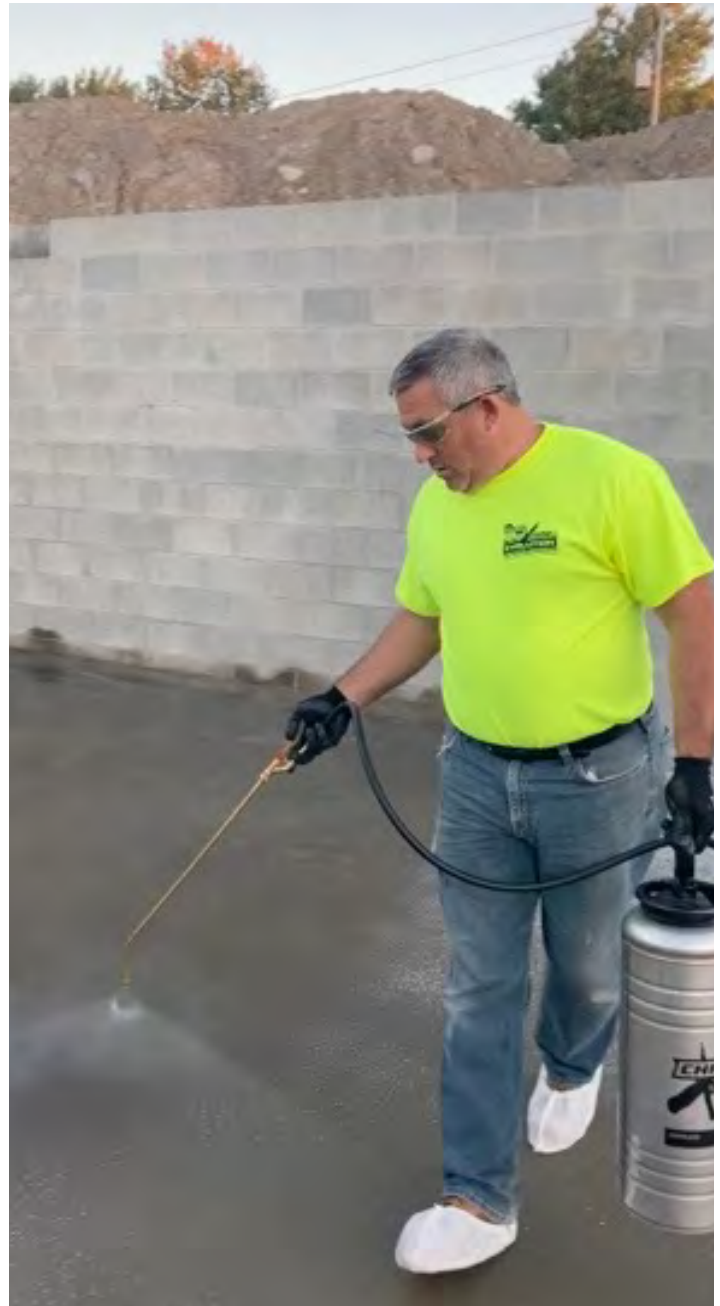
Who knew something so small could make such a big difference?

Chapin's NEW 6-5789 0.8 GPM Brass Fan Nozzle gives professionals improved spray control and performance. Now Chapin's best nozzle for sealing applications is superior to anything in the marketplace. Re-engineered from our

current T-Jet offering, the new 6-5789 provides a 110-degree fan pattern with a "soft feathering" affect that better reduces banding.

Re-engineered by our Engineering Department, the 6-5785 was designed to be a one-piece, machined brass nozzle with a precisely designed orifice to control the turbulence of flowing liquids to produce the perfect fan pattern. Its appearance is similar to our most common 1.0 and .5 GPM brass nozzles that comes with our 1949 series sprayers. Cleaning is easier too, because of its one-piece design unlike its predecessor the T-Jet.

Concrete professionals have struggled with unsightly banding, and is a common question we here from end-users at shows. Each have their own application techniques and hacks to deliver professional results. Now they have a tool in their arsenal that alleviates the problem entirely. The 6-5789 0.8 GPM Brass Fan Nozzle may be one of our smallest products, but it packs a big punch in its performance.



WELCOME TO CHAPIN



Carl Camardo,
Recruiter



Justin Clauss,
Shipping Clerk



Aaron Covey,
Trimmer, Plastics



John DiRosa,
*Material Handler,
Shipping*



Cody Kilgore,
Maintenance, Plastics



Lisa Labadee,
Production Supervisor



Christine Leach,
Trimmer, Plastics



Noah McLean,
Weld Line, Metals



Michael Meyers,
Press Row, Metals



Raymond Patnode,
Trimmer, Plastics



Zachary Redinger,
*Material Handler,
Shipping*



Shane Reisman,
Packer, Metals



Madeline Roth,
Shipping Clerk



Roman Salvador,
Welder, Tool Room



Matthew Schiefer,
Director of Purchasing



Brendan Sherman,
Plastics Apprentice



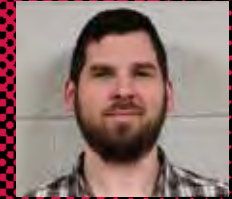
Andrew Smith,
Trimmer, Plastics



Scott Smith,
VP of Sales



Michael Stewart,
Material Handler, Shipping



Eric Wudarski,
Facilities Manager

MILESTONES

ANNIVERSARIES ANIVERSARIOS:

5 years/años: Tyrone L Vincent

40 years /años: Dennis Zuch

NEW BABIES NUEVOS BEBÉS:

Employee Name – Ben Stock [Heath]

Other Parent – Leslie Ann Cross

Baby's Name – Bennon Honor Stock

Date of Birth – August 8, 2023



ATTENTION ALL GCC GRADUATES!

Have you heard about Genesee for Life?

Genesee Community College is pleased to announce the launch of Genesee for Life, an innovative program allowing all GCC graduates to return to take credit-bearing courses, tuition free, for life. Returning students will have the opportunity to prepare for new careers, transfer education opportunities, or to gain new skills for personal pursuits.



“GCC has a history of promoting life-long learning opportunities, thereby empowering our students to become leaders in the changing world. Genesee for Life takes that commitment even further.” said GCC President, Dr. James Sunser. “Now more than ever the world we live in is evolving rapidly, and with that comes the continual evolution of educational and employment opportunities. All students who have graduated from GCC now have the assurance that should they ever wish or need to pursue a new field of study, GCC will welcome them back with free tuition, for life.”

Frequently Asked Questions

Who is eligible for Genesee for Life?

All GCC alumni, from any graduation year, who have previously completed the requirements of an Associate degree are eligible.

How do I sign up to take classes?

Fill out a short form to start the process (see weblink below). From there you will be guided by helpful GCC staff to complete any necessary enrollment forms needed to register for courses on a space-available basis. https://forms.office.com/pages/responsepage.aspx?id=_luAk3el8UjT_ifL9FX0y6H9krWPi1JEtefjpX6HDZUNURGUIJCOFBKM1IBMU5CT0hVU05HMERTTiQIQCN0PWcu

What kinds of classes can I take?

GCC offers hundreds of courses each semester via in-person, online, hybrid, and HyFlex delivery. Some courses may require prerequisites or an independent admissions process.

Will I receive college credit for courses taken through Genesee for Life?

Yes, all courses are taken on a non-matriculated basis, allowing you to earn full college credit without filing for outside financial aid. Your courses can build toward a degree, toward a transfer opportunity, or to learn new disciplines for which you have an interest. The GCC student success coaches will help guide each student to achieving their individual goals.

How many credits can I take?

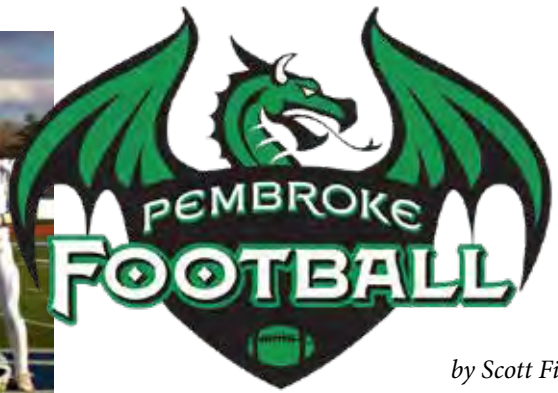
Genesee for Life will cover the tuition costs for up to six credits per semester. While students are able to take more than six credits per semester, the extra credits will not be covered by Genesee for Life and will require full payment from the student.

What costs are covered by Genesee for Life?

The full tuition cost (up to six credit hours) is covered. Any fees or costs for course materials are the responsibility of the student. If you choose to enroll in more than six credits in a semester, you would also be responsible for the full tuition, fees, and course material costs for those additional credits. Students must provide a valid certificate of residence. Genesee for Life does not cover the double tuition charges that result from not providing a certificate of residence.

This seems too good to be true, what is the catch?

There is not catch! GCC believes in preparing their students to lead in the ever-changing world. Now more than ever before, life-long learning is pivotal to success. [If you have any questions, call \(585\) 343-0055 for further assistance.](tel:5853430055)



by Scott Fisher

In Western New York, high school sports are taken very seriously. State Championships are won every year in various sports and every now and then a program elevates itself to legendary status. The Pembroke 8-man Football team reached that status this year with a dominating performance. Playing on that team was Jayden Mast, the son of Dan (Rocky) Mast. Dan has been at Chapin International since November of 2001. It is always nice to see the children of Chapin employees excel, no matter what the activity may be.

Jayden Mast, along with several other seniors on the team just wrapped up their High School careers by winning 25 of their last 26 games, two straight Sectional Titles, and the first two 8-man Regional Championships in New York State history. The Regional Championship is basically the New York State 8-man State Title game in every way except for its name. Pembroke has now won back to back NYSPHSAA 8-man Regional Championship games, and they won their second in a dominating fashion 36-0 against Moravia of Section IV.

Jayden Mast played on both offense and defense all season long. He and his teammates dominated the competition all year long on both sides of the ball. Their closest game was a 27 point the first game of the season when they defeated Red Jacket 55-28. The team also scored an amazing 107 points in the state semi-finals.

Jayden and his fellow seniors on the Pembroke team have been playing football together since they were all very young. They have formed quite a bond and have obviously developed a very cohesive team that plays well together. Dan tells me that "Jayden and Tyson Totten have been playing together since they were six years old. Their freshmen year they got pulled up to varsity and were starters." Tyson Totten had over 4,000 yards and 71 touchdowns this year. According to the National High



School website, that was most rushing yards and touchdowns by any player in the country. Dan says that "Jayden and the offensive line were leading the way on all those yards and TDs." Dan also told me "I don't think you will ever see another team as good as those kids." He is sure that Pembroke is going to miss them, they have left a legacy that will not be forgotten.



Dan Mast and his family are no stranger to Chapin events. He and his wife Jayme have brought Jayden and his brother (Hunter) and sister (Danielle) to the annual Chapin picnic from the time they were all born. I have seen them grow from little kids in kindergarten to high school age. Every year Jayden got a little bigger and a lot stronger. I wish Jayden and his teammates the best of luck as they graduate next year and take that next step. If they put the same dedication and desire into their future endeavors then I know that they will be successful in whatever they do.

NEXT JUNE, YOU'LL BE HERE

[FOR THE PARTY OF THE CENTURY]



SAVE THE DATE

It's Chapin's 140th Anniversary!

JUNE 15, 2024

Help us celebrate 140 years of success thanks to you, the Western New York Community, vendors, employees and customers worldwide. It's our rich history that we have shared together that cements a successful future for Chapin and all associated.

DINNER & ENTERTAINMENT
5:00 PM - 9:30 PM

Visit www.chapin140.com for more information about the event.

Complete event details will be online by April, along with open registration.

YOU ARE INVITED TO JOIN US FOR AN EPIC GALA CELEBRATION OF 140 YEARS.

The celebration begins with...

- *Doors open at 4:00 pm for registration*
- *Opening Ceremony at 5:30 pm*
- *A look at a rich and colorful past and plans for the future*
- *Inspiration from prominent speakers*
- *Dining with live music*
- *Casino entertainment*
- *The Chapin Walk of Fame*
- *And... The celebration ends with a truly epic fireworks display*

COMING IN APRIL: ONLINE RSVP AND COMPLETE EVENT DETAILS



Fur & Feather Club

PARTNERS WITH

WRITTEN BY JILL YANUS & SHANE COCKLE



Releasing new products isn't a linear process and sometimes it's back to the drawing board to improve our initial designs. In 2022, Heath released a line of poultry waterers and feeders. We had some sales online and through stores, however, we found our designs needed to be tweaked, so we called in the big guns: the Genesee County 4-H Fur and Feather Club in Genesee County, NY.

Why call in the 4-H Club? This club focuses on raising backyard flocks with the added focus on show quality and meat production poultry (and small animals). Members learn how to properly care for their animals and learn bio-security (recognizing differences in healthy and unhealthy behavior and dealing with disease control). We knew this club would use our products with more species than we initially tested with, and give us honest feedback and suggestions.

"Our club focuses on educating our members on how to care for their animals. This [project] gave us an opportunity to use a new type of equipment and see how that equipment worked within our flocks. It also allowed us to have conversations about different types of feeders and waterers and how they benefit our animals." - Joy Brewer, Club Leader



We sent 100 pieces (mixed quantities per model) to the club, around 40 members. We asked them to tell us what species of poultry they were caring for, life

stage, what worked, what didn't, and how it could be improved. Club members range in age from 5 to 18 so we had a wide audience! Joy Brewer, Club Leader, told us this gave the older members a chance to use their engineering skills to see they could redesign the product to work better. It gave the younger members the opportunity to see not all products are the same and then discuss the importance of always having fresh food and water for their flock. They also learned not all feeders work with all types of feed.



Product Models

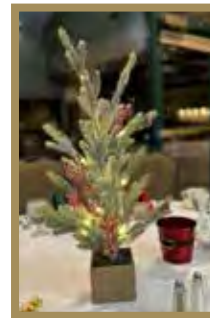
- 2 Gallon Poultry Water Dribbler (CC-CD2G)
- 2 Gallon Poultry Feeder (CC-CF2G)
- 2 Gallon Poultry Waterer (CC-CW2G)
- 1 Quart Poultry Feeder (CC-CF1Q)
- 1 Quart Chicken Waterer (CC-CW1Q)



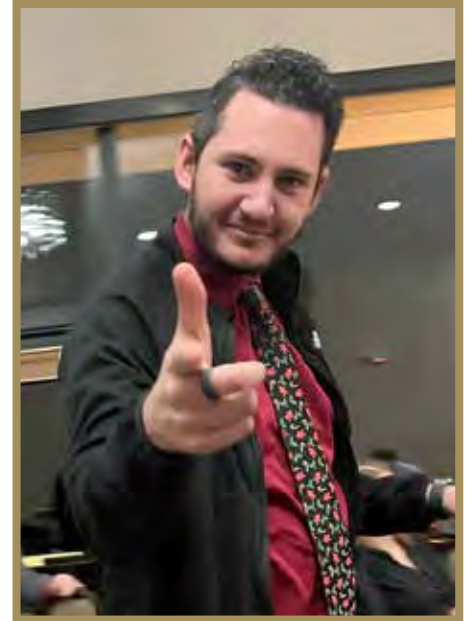
Based on some feedback we've already received from employees, we're sending the club updated dribbler cups to all members who used our original dribbler model.

Next steps? Review all the data collected internally and make necessary adjustments before these are released back on store shelves. **Thanks to a great partnership with the Genesee County 4-H Fur and Feather Club!**

Merry Christmas







and Happy New Year



THE SPORT OF BARREL RACING

Kali Wright, Employee Hobby Spotlight
by Jill Yanus

Hobbies are things we love doing in our spare time. They can challenge us, give us confidence and strengthen us, physically and emotionally. Kali Wright, Regional Sales Manager, tells us why barrel racing is not just her hobby, it's her passion. Barrel racing is a popular rodeo event. Horse and rider attempt to run through a series of 3 barrels in a cloverleaf pattern. While it started as a woman's event, it's open to all to compete at professional, collegiate, amateur, and youth levels. It takes skills, training and hard work. With a combination of the horse's athletic ability and the skills of the rider, they both have to successfully (and safely) maneuver the course within a large arena. Fastest, cleanest, time wins!

How did you get into barrel racing and is it a family hobby?

Horses have been a part of my life since day one. I was lucky enough to grow up with them in my backyard. My mom is the one that got me into barrel racing. We travel together to competitions. My parents got me my first pony, Cricket, on my third birthday. That's when my dad started leading me around the barrel pattern down in Attica, NY. And I've never stopped barrel racing since. When I had my second pony, Lucky, we would go all over to rodeos, and other competitions together. Dad, of course, gets tons of credit as well for driving us wherever we wanted to go!



Tell us about your horse Peaches (also the winner of our Chapin Best Pet contest!)

Peaches was originally from Georgia, partly how she got her name, and became part of the family when she was 4 years old (she's 12 now) and didn't have any barrel racing training. She was trained very well on how to quickly maneuver her body as an athlete and is a very smart, quick-learning horse. We sent her to a barrel racing trainer in Pennsylvania for a month of basic training. When she returned home, I worked with her every free chance I had to continue, and finish, her training. This was my first time training a barrel horse so it was challenging to say the least. I did tons of research to connect with her on and off the barrel pattern. There were many ups and downs but we stayed persistent and became an incredible team! Peaches truly is the whole package, a talented athlete, beautiful, sassy, trustworthy, and so much fun!



Which circuits do you compete in?

I have a rodeo membership card with the APRA (American Professional Rodeo Association), an east coast rodeo circuit. I'm called a "weekend warrior." Meaning I work full time then travel and compete almost every weekend during the summer. Local rodeos I've competed in: Ellicottville, NY, Little Valley, NY, and Attica, NY. The main goal: place consistently to be in the top 12 overall for a chance to compete at the AFR (American Finals Rodeo) in Columbiana, OH! I also compete in many local barrel racing jackpots. Attica Rodeo hosts a Thursday night summer barrel racing series (May - August). I compete consistently to qualify for year-end awards. And this is open to the public to watch! Come watch and I'd love for you to meet Peaches!

Which awards have you won? How do you win?

2022: Open 1D Champion for the barrel series in Attica and defending champ for 2023! I've won a series of Top 5 division awards and reserve championships over the years but I'm most proud of winning my first belt buckle. Awards depend on the type of competition. Most are monetary. Barrel racing has four divisions, 1D, 2D, 3D, and 4D. 1D equals the fastest timed division. This gives everyone a chance to win without having to have the fastest horse in the pack.

Campbell Esquina



Claramente, el invierno ya llegó a Batavia. Esperamos vender una gran cantidad de esparcidores de sal y de nuestros esparcidores de sal manuales.

Este año, tuvimos una hermosa fiesta de Navidad. Fue muy alegre y divertida, y el comité hizo un excelente trabajo al organizar una fiesta fantástica y lograr que todos se sintieran cómodos.

Para mí, una de las mejores partes de la fiesta de Navidad es encontrarse con amigos que se jubilaron y ponernos al día de las novedades.

Este año comenzó muy rápido. Ya pasamos el primer trimestre y los resultados nos permitieron cumplir con el presupuesto. Como todos saben, el segundo trimestre es cuando comenzamos con los envíos. Esperamos poder ganar terreno durante este trimestre. Hasta el momento, ya tuvimos una producción de más de un millón de esparcidores. El equipo está trabajando muy bien. Los técnicos y supervisores están haciendo un excelente trabajo al mantener un tiempo de actividad eficiente y cumplir con el presupuesto.

El comité de nuestro boletín incluyó una nueva sección sobre los pasatiempos de Chapin. Me encanta esta idea creativa. Aproximadamente en un año me voy a jubilar y es posible que deba buscar algunos pasatiempos para no convertirme en una molestia para mi amada esposa. Crecí en una pequeña granja donde criábamos caballos, pero no creo poder incorporar el deporte de Kali y sumarme a la carrera de barriles. Necesitaría un caballo bastante más grande que Peaches.

Me siento muy orgulloso por el desempeño general en la fabricación durante este primer trimestre. Tuvimos muchos éxitos.

Espero que podamos lograr un sólido segundo trimestre con más mejoras para toda la compañía.

A handwritten signature in blue ink that reads "James W. Campbell". The signature is written in a cursive, flowing style.



CHAPIN

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