



Compco Connection

An engaged, profitable organization providing excellent service in all that we do.

The Root of all Relationships *Why "Trust" matters at the SP Companies*

By Vince Bevacqua

Sitting with team members from the shop, Compco's Chairman Greg Smith remembers having a discussion about that which we can control, that we can't ever control and things everyone would like to control if they had a voice that resonated.

Though it may not have registered at the time, this became a moment when Team Compco built trust with one another to serve a mission.

Remember the confusion when Obamacare (otherwise known as the Affordable Care Act) was rolled out in 2010? It came out that the Team Members were confused and wanted some input over the company's healthcare decisions.

A representative group talked through the confusion over the next several weeks. "And it was like someone lifted a weight off their shoulders," says Greg. "They felt they had some control and some input. It went great... and the trust in our healthcare program was back."

There's a reason Trust is one of Compco's core values and, for Greg, the most important one. "Trust is the foundation for all human relationships," he says. "If there is a trust issue between people, and you can't resolve it, the relationship is over. Because, if you break it, you can repair it, but if you don't have it anymore, you have nothing."

Greg explains that team members trust Compco to provide the training and equipment for a safe working environment, on-time payment of wages and benefits (like healthcare coverage). And our customers—the true bosses of our company—trust us for complete service, quality products and on-time delivery.

As with any aspect of relationships, trust is a two-way situation—equally important when given or received. "My Grandfather always said 'if somebody says 'I trust no one,' then never trust them. They can't be trusted. Run like hell' Greg says. "I didn't listen to this advice a couple of times in my life and I got burned... trust me on that."



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Reminders:



What Kind of Influence are You?

Regardless of your job title or the role you play at work, you influence the other individuals around you.

We all have influence on each other, whether we recognize it or want to admit it, it is true. When it comes to work and workplace safety, your actions, words, and attitude can go a long way in either helping or hurting the safety culture.

The Influence of Coworkers

Think about how much time we spend every week with our coworkers; for some individuals it exceeds the time spent with family.

We have all experienced the power a single coworker can have over an entire group. The same can be said about the effect supervisors can have over the workers they lead. We all have either a positive or negative effect on those individuals around us in every facet of what we deal with on a day to day basis.

Influence over Workplace Safety

A major focus point at all of our Compco facilities is safety. A coworker can have a positive effect on us on how we feel in general, but the same person can have a negative effect on safety in your workplace.

Our attitudes, words, and actions towards workplace safety communicate a message to others and will have some kind of an effect on them regarding their outlook on safety.

This influence can eventually have an effect on not only others' attitudes, but also the actions those individuals around us choose or do not choose to take.

When negative influences compound, it creates a weak safety culture. This not only impedes others from being able to work safely, but also can lead to injuries occurring on the job.

Be a Positive Influence

We do not always have the power to make the rules or influence policies put into place, however we have the power to choose how we react to any changes.

If you choose to have a positive attitude towards new changes even if you do not agree with them, those around you will be more likely to follow suit.

When negative attitudes, words, actions, etc. are allowed to make their way into the workplace regarding safety it can be a slippery slope.

Once the general view of safety is negative it is very hard to get everyone to want to work safe so that everyone goes home to their families at the end of the shift.

**Don't be the negative
downer.
Be the positive leader!**



ANNIVERSARY MILESTONES

THANK YOU FOR YOUR SERVICE



Chuck McDade

25 Years

August 1, 2019

I appreciate everything Mr. Smith and his family have done for all of us over the years.

As Chuck things back on what's changed he says, "Things are more fast paced now, than they were years ago. The people have changed, there are so many new faces. I don't know half the employees names."

Congratulations Chuck!

Sid Harvey

25 Years

September 9, 2019

When Sid thinks back on the changes he's seen, he agrees with Chuck -- things are a log quicker now.

One of his favorite memories is working with Charlie Foster on shutdowns. He was a good man

Congratulations Sid!



Bring the Joy

From: Burchard, B. (2018). High performance habits: how extraordinary people become that way. Carlsbad, CA: Hay House, Inc.

"Our research has shown that joy plays a huge part in what makes high performers successful. You might recall that joy is one of the three defining positive emotions of the high performance experience.

(Confidence and full engagement in the moment - often described as

presence, flow, or mindfulness- are the other two.)

Positive emotion in general is one of the greatest predictors of the good life - high energy and high performance.

People with positive emotions have more satisfying marriages, make more money, and have better health.

When positive emotion is present, students do better on tests, managers make better decisions and are

more effective with their teams, physicians make better diagnoses, and people are kinder and more helpful to others.

Neuroscientists have even found that positive emotions prompt new cell growth (plasticity), whereas negative emotions cause decay (p. 161-162)."

A joyful heart
is
good medicine.

Meet Our Intern

Name: Angela Fink

Department: Human Resources

Tell us something about yourself.

Currently, I live in Leetonia with my mother, two dogs named Crash and Brody, and my cat Tiger. At night, I bartend at The Lake Club in addition to interning here at Compco. I like to keep myself busy so I tend to work a lot.

Where do you attend college?

I am starting my senior year at Youngstown State University, studying Human Resource Management.

What are you learning from here?

So far, I have learned a lot about payroll systems, how to enter new employees into the system, etc. I am also learning quite a bit about state laws regarding unemployment and worker's compensation and how to fill out all the paperwork that goes along with them.

What are your goals?

My goals for the summer were to learn and get as much hands-on experience as possible. I want to take what I learned from Compco and



apply it to my classes over the next two semesters and to other jobs in the future.

What are some of your hobbies or things you like to do?

I mostly like to travel, nothing too far away, just to cities around here on weekends I am free. I like to try out new restaurants and see what fun things other cities have to offer. I also like to go to art museums and learn about different art styles.

Where do you see yourself in 5 years?

In five years, I'd like to own my own house and have my master's degree completed. I also hope to be working for a company, such as Compco, that has great values that they stand by. The family-oriented culture that is here, I feel like, is so rare nowadays. It is nice to come to a place where everyone truly cares about and respects one another. If I can find a company to work for that has a culture as great as this one, I'll be set.



1st - Nathan Demar with a cheesecake

2nd - Danny Bartholow with a Coconut Crème Pie

3rd - Mike Slagle with an apple pie



CUSTOMER SPOTLIGHT



TRUST - with our customers and with our team members it all about trust.
See below read about why Lochinvar puts their trust in us!

The customer: Lochinvar Industries, a division of AO Smith

What they do: Commercial and residential water heaters

What we make for them: Manufacture stainless and carbon steel tank heads from 12" to 72"

Relationship highlights: Tom Loney been building a relationship with them since 1996.

The unique partnership: Lochinvar is very loyal to the vendors that they choose.

Bright future. We look forward to continuing to strengthen the relationship with on time delivery, customer service, quality products.

We asked Bill Rodgers, Lochinvar's Tank Plant Manager to share with us, why he trusts Compco.

Why do you trust Compco?

Bill's reply: The management and people of Compco! With their history and experience, Compco has always been able to keep Lochinvar supplied with very few errors or shortages.

Compco has proven they can grow with Lochinvar without issues. Compco welcomes challenges from Lochinvar whether it is new products, custom request or engineering changes.

It really is mainly the people. We don't view the Compco family just as suppliers, but close friends. We looked forward to continued growth with Compco.



The customer: Hendrickson

What they do: They are a market leader in trailer suspension systems.

What we make for them: We currently manufacture multiple parts for them. K-Braces(2 versions), air spring plate, pin guide and a shipping bracket. All of these parts, besides the shipping brackets, are located on their higher volume trailer suspension system.

Relationship Highlights: Hendrickson was a customer at QFM before we took over in October of 2014. They were one of the key customers to stick with us during the initial expansion into the custom stamping market

The unique partnership: They are family owned company that lines up very well with Compco, as far as company type and values. They are extremely loyal to their vendors and are also extremely easy to work with. We have been working to grow our business with them over the past few years and have made significant strides recently with the addition of the shipping bracket, as well as some very nice upcoming quote packages.

Bright future.: Hendrickson recently announced they are building a new facility in Canton that will hopefully give us a competitive advantage over other suppliers.

Who's the boss?

There's only one boss, and whether a person shines shoes for a living or heads up the largest corporation in the world, the boss remains the same.

IT'S THE CUSTOMER!

Consolidation 2019 - Complete!

By Matt Werner, VP of Operations



More than six months have passed since the start of the Corporate Consolidation Project, an initiative to streamline operations and reduce corporate manufacturing costs.

This effort has created a new home for Compco Quaker North employees in the Compco Quaker South facility.

It has also expanded Compco Industries' capabilities to service new markets, most notably the rail industry as they now supply Compco Quaker with unfinished housings, back plates, and hand wheel parts for New York Air Brake.

Firestone is currently in the process of relocating its entire operation from Broadway Avenue in Salem, Ohio, to the 42,000 sq. ft. facility on Middletown Road (previously occupied by Compco Quaker North).

Although we continue to face many challenges as we adapt to

new locations, the teams at each facility have done a tremendous job to work through obstacles and service customer needs.

The Compco Quaker South facility has increased staffing by more than 20 employees and 9 work centers.

9 New Work Centers at CQS:

- Press Q006, Q007, Q012, Q017, Q030, Q031, Q037
- Robotic Weld Cell for NYAB back plates and shipping covers
- Nexans Automated Weld Cell for HD line

The addition of work centers has led to an increase in volume at the Compco Quaker South facility of over 350,000 finished units per month. This production spike has added inventory, packaging, and material handling concerns.

Compco Quaker is working diligently to overcome these obstacles without disrupting customer orders.



Although this has proven to be more challenging than originally expected, the team of CQ employees are working together well and adapting to the new challenges.

Compco Industries in Columbiana, has increased capabilities through the addition of 7 work centers.

7 New Work Centers at Compco

- Press Q008, Q009, Q010, Q019, Q020, Q029
- Manual Weld Cell



Compco is now responsible for manufacturing all NYAB housings from raw material through the weld operation, and NYAB hand wheels from raw material through the rivet operation.

Parts will be sent to E-coat, then shipped back to Compco Quaker South for the final sale. All NYAB back plates are now blanked at Compco, then sent to Compco Quaker



Far bottom left:
Ed Nunzier, Karen Kampfer
and Bill Brown make sure
everyone is on the same page
at Compco Quaker.

Left:
The Canton Erectors crew
connect chains to a press.

Below:
Russ Werner, Justin Manley
and Josh Aikens discuss their
next plan of attack at Compco
Industries.

South for additional operations.

This has led to a monthly increase
in volume of approximately 10,000
units at Compco's Columbiana
facility.

To make room for the NYAB work,
Compco Columbiana decided to
sell the Large Head Equipment
(Disher & Flanger), and move
the Plasma Table to the Firestone
facility on West Middletown Road
in Salem.

The target date of completion for
the Corporate Consolidation Proj-
ect was Saturday, August 31, 2019.

Since mid-August, all efforts fo-
cused on moving eight large brake
presses and shears from Broadway



Avenue to West Middletown Road,
as well as the 2D laser and all mis-
cellaneous machinery.

The expansion in square footage
will promote a growing relation-
ship with our fabrication custom-

ers including Bristow Beds (Farm
Hauling Equipment), Quick Loads
(Gooseneck/Superbed Trailers),
and DeNora (specialty fabrication
of underground water systems).

Special thanks to all employees involved with
expediting this project.

The planning and execution efforts would not have been possible without the incredible
Maintenance, Tool & Die, Operations, and Quality personnel at each facility.

Picnic Fun

On July 12, the Compco family transcended on the Firestone Park in Columbiana.

Hundreds of employees and family members enjoyed an afternoon of swimming, jump houses, yard games and running around the playground.

Clowns, snowcones, ice cream and a pie making contest keep the smiles coming. A select group of judged tasted each pie and awarded prizes (see page 4).

Dinner was served at 5:30 p.m. and the Compco family enjoyed great food and fellowship.

If you want to be a part of planning next year's picnic or other corporate events, see the Human Resources department.



Mr. Smith turns 91!

We celebrate with a presentation of Compco's 2020 Vision July 10, 2019. With honored Mr. Smith with corporate-wide cake and ice cream.



Decades ago Mr. Smith realized we had a unique ability to provide quality metal products to meet customer's specific needs and expanded the product line.

He still believes that is true with our dedicated staff and a vision to be World Class.



6-on-6

6 Questions 6 Team Members



John Swartz, Compco Ind.

Swartz

1. My Father - Sean
2. Fair fries with salt & vinegar
3. Just be honest
4. The color of the leaves changing
5. Kayaking at Tionesta
6. The Grimm Reaper

Persello

1. Father
2. Gyros
3. Showing Loyalty
4. Football
5. Sonic Temple Concert
6. Ninja Turtle



Jeremy Persello, Compco Quaker

Bable

1. My wife, Sherry
2. Fair fries with ketchup & vinegar
3. Being honest with yourself
4. When the leaves change colors
5. My vacation at home
6. A bum - I carried an old gunny sack that was covered in dirt.

Blasko

1. Dave Skillman
2. DiRusso's Hot Sausage sandwich
3. Whatever Dave does, I try to follow that lead.
4. Football season and the Browns
5. Golfing at various courses
6. I can't remember that far back, I through a sheet over my head and went out..So, a ghost

Lottman

1. Wife
2. Smoking Marty's
3. Showing Loyalty
4. Hoodie & shorts weather
5. Son, Arlo, was born
6. Simba, from the Lion King

Troyer

1. My wife
2. DiRusso's Sausage
3. Demonstrating integrity
4. Fall Festivals
5. Watching the grandkids play baseball
6. Batman



Larry Blasko, Compco Ind.



Randy Troyer, Compco Quaker



Mike Bable, Compco Ind.



Mike Lottman, Compco Quaker

The "Good Stuff" Fair Fun



Above: Roger's youngest daughter Abbie is pictured with one of her steers from the 2018 Canfield Fair. She also took two steers to the 2019 Canfield Fair.

Left: Roger's oldest daughter, Josie, with her 2018 Reserve Grand Champion Market Livestock Steer. She also took two steers to the 2019 Canfield Fair.



Below: All three of Roger's children are pictured, Josie, Brady and Abbie, walking their 2019 steers. Through their involvement in 4-H they are learning life skills, leadership, agricultural stewardship and economics. Good luck to them as they apply these skills to future endeavors



Guess Who?



Left: Do you know who the boy dressed up like a Native American is? Hint: he is showing a chicken at the Canfield Fair.

Right: Do you know who this dapper guy is?



Email your answers to corpnewsletter@compcoind.com for your chance to win!

From the desk of Gwen Smith-Darnell

What a wonderful time at the Summer picnic! The Grotto clowns came to entertain the kids, but to tell you the truth, the adults seemed to have more fun with them!

Pictured right is Woody, one of the Grotto Clowns, who tried to teach a simple rope trick to Brad, Matt and Tom.

Well guys, did you ever figure out the trick?

I want to sincerely thank the picnic committee for putting a great day together. They discussed and planned activities, with only one thought in mind, to make a fun day for the employees and their families.

Watching this committee work together with the hope of making this day as special as possible for your families made me realize how blessed we are to have them on our Compco team.

Thank you for your sincere efforts in creating a day to remember for all who attended. A special thanks to Greg, Rick and Joel for your trust in the committee's decisions and for your belief in their abilities to create a memorable day for the employees

Through the years, one of the greatest joys my father has truly enjoyed, is being able to give back to the people whose hard work, dedication and skills make Compco

the success it is. I watched as he rode to the picnic, on his birthday present, the Compco golf cart. Pride beamed over his face! As he stepped off the golf cart, his hands were up in the air welcoming the children, as he shook the hands of

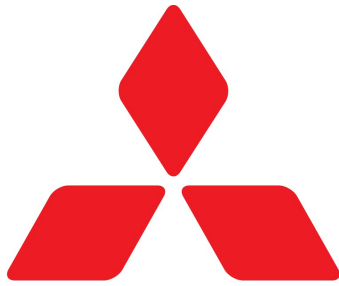


those nearby.

His compassion and heartfelt thanks for you is always a joy to watch.

The Smith family, our leadership team and many of you, have learned from him, that the expression of gratitude to the people who walk with you through life, employees, co-workers, family members, and friends can transform common days into thanksgivings, turn routine jobs into joy, and change ordinary opportunities into blessings. Thank you sincerely, to all!





COMPCO

Complete Service. Quality Parts.
On Time.

Compco's New Look Logo

"If we don't change, we don't grow. If we don't grow, we aren't really living."
Gail Sheehy

With its storied past and 65-year history, Compco is as much an institution as it is a company. Time-honored tradition is important here... and it should be.

It is also true that Compco is a vibrant and dynamic company; one that has embraced change in recent years in order to grow and protect our place in the marketplace of tomorrow.

On July 10th, a new Compco logo was unveiled for the first time publicly, and its design respects both the traditional and dynamic elements of our company.

First, the red diamonds – our beloved icon—remain, though they were given a more modern treatment, with rounded corners and a bit of space to separate them.

Next, we stripped the word "Industries" from our name. Everyone simply calls us "Compco," so we will make it official in our new branding.

And, because our logo alone doesn't tell you much about what Compco is or what it is about, we decided to add on a brief description... what's known in advertising circles as a "tag line." It is: "Complete Care. Quality Parts. On Time." These attributes represent what Compco does best in the marketplace and, more importantly, what our customers truly want from us. As you know, the customer is the boss around here.

It's a new—yet still familiar—look. And, while change can be a good thing, Compco remains the company it has for more than six decades; with the values and traditions that make us leaders in our industry.



The "Good Stuff" - Submit News Today!

Let's celebrate the good stuff in life!

Are you or a family member getting married, having a baby or receiving an award? We want to know about it! Or, is there something going on at work you think would make a great feature, share that too!

Send the details to:

corpnewsletter@compcoind.com