

Compco Newsletter

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

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Year Anniversaries

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know about Press 85

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Spotlights

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news

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member spotlight

Coming up:

Dec. 14 - Holiday Party

Dec. 24-25 - Christmas
Break

Jan. 1 - New Year's Day

Safety Committee

Topics:

Currently: Hazard
Communication

Next: PPE

For Compco's patriarch, family is much broader than blood

Sitting in his local lakeside home on an idle morning, Clarence R. Smith, Jr—the man who everyone respectfully and affectionately calls “Mr. Smith”—is feeling nostalgic. He heads to the porch, with its sweeping water view, and points to two chairs. There, he says, he and his wife, Rose, become “sitters and lookers;” explaining how he loves spending his Sundays watching his grandchildren and great-grandchildren enjoying the lake.

As he walks back through the house, he stops to point out his prized possession; a digital picture frame with a never-ending slide show of family photos. He calls it “my greatest toy,” because it allows him to, once again, sit and watch family as long as he likes.

“Your family gives you a lot of pleasure and a lot of misery... a lot of everything,” he says. “But, without them, you would have nothing.”

Family is everything to Mr. Smith. The company he ran for decades remains a proud family company and, for Mr. Smith, that term “family company” goes well beyond ownership. “I took care of my family. All of my people are my family,” he says, stressing his personal commitment to every team member in the company.

And, if you ask him about his success as a business leader, he will give all the credit to his “family.” “I always had good people, competent people. Many are second and third generation family in our plant,” he says. “That’s how Compco was developed.”



**Have a blessed
Christmas and
Happy New Year!**

The Smith Family



Compco Values

Family  **Honesty**  **Trust**  **Loyalty**  **Integrity**  **Faith/Religion**

Your **SAFETY** is the **MOST IMPORTANT THING** to the Compco Family. Did you know that a worker is injured on the job EVERY 7 seconds in the United States? Your dedication and commitment to safety may be the deciding factors in whether or not a serious accident occurs. So, what are 5 key things you can do every day to ensure a safe workplace?



1. Open Communication:

Abnormalities are NOT NORMAL! Every abnormality needs to be turned into your supervisor if you cannot correct it yourself. 96 percent of all workplace injuries in 2017 occurred due to an abnormal event (mechanical failure, trip hazard, machine breakdown, wrong/missing labels, not following safety policies). Discuss abnormalities openly and follow through on corrective actions.

2. Effective Maintenance Operations and Shop Cleanliness:

Inspect the equipment you operate on a daily basis, and keep your workplace clean and organized. You are responsible for following standard work procedures to confirm equipment is operating effectively. You are also expected to keep your work area clean so you can identify any abnormality in the space. When heavy machinery and equipment are not maintained periodically, they can become very dangerous for all team members including operators, laborers, and maintenance personnel. So, it is important that team members who work on specific equipment identify abnormalities like strange sounds or smells, exposed wires, vibrations, leaks, smoke, abnormal wobbling, irregular grinding or other potentially hazardous signs which indicate the need for an immediate shutdown.

3. Follow Safeguard Procedures:

Machine guards protect employees from hazards related to machine operations. Signs and visual aids help identify restricted areas or areas with limited access. Lockout/Tagout safeguards prevent unexpected release of energy and activated equipment while it is being repaired, which can lead to a serious injury or even death. Strict enforcement of safety policies and properly labeled chemicals are designed to help you understand the risks and avert the hazards. Follow policies to minimize risk, and understand that training is the best defense against manufacturing hazards.

4. Wear Personal Protective Equipment:

Combustible liquids, sharp product, open wires, spray booths, conveyor pinch points, heavy machinery, and electrical hand tools make our plants a high-risk environment. Fatigue, complacency, and carelessness further increase the risk and can lead to serious injuries in the absence of the right personal protective equipment. Wearing PPE considerably reduces the risks involved in working around our machines and heavy equipment.

5. Adequate Safety Training:

When an unexpected event occurs, managing the most rapid response possible becomes challenging. This is why we have appropriate safety training in place to ensure employee safety against electrical hazards, chemicals burns, machinery, moving parts and equipment, first-aid, CPR, confined-space rescue and emergency response protocol to keep you prepared to manage emergencies.

Celebrate!

Milestone Anniversaries

Russ Werner**Scott Timmins
Greg Smith
Michael Slagle
Bill Scheetz****Shaun Reed
Kathy McLemore
Dave Jones
Gary Foster
Terry Faust
Jim Crawford
Scott Conkey**

Friday, Sept. 7, 2018 our Compco team joined forces with the United Way Day of Caring. More than 800 volunteers signed up for the Day of Caring with 600 of those volunteers working on the Youngstown Neighborhood Development Corporation, City of Youngstown, and the American Red Cross to complete the City's largest "Fight Blight" project of the year.



Press Line 85

By Rick Fryda, Chief Executive Officer

Quality Steel Corporation, a leader in the domestic propane tank industry, has steadily risen to take “market share” in North America. Compco Industries in Columbiana provides 30”, 37.5”, and 41” tank heads to three Quality Steel locations in Ohio, Mississippi and Utah.

Our partnership with Quality Steel has grown significantly since 2010 due to our reputation for quality, on-time delivery, and fair pricing. The relationship began in the early 1980s and paused in the early 2000’s because American Welding & Tank began to make tank heads on their own. In April of 2009, while attending the Southeastern Propane Show in Atlanta, we met AWT’s new president, at the time, Jerry Gilliam.

We had a short discussion and before we parted ways asked if we could earn the business back. He immediately said, “Let’s talk.” Soon after, we had an agreement in place to purchase their press, (now PL85), and to supply all of AWT’s tank heads.

Russ Werner, Plant Manager at Compco Industries, led the initiative on the shop floor to setup all the equipment and start production.

The purchase. “We purchased the press from AWT in Jessup, Georgia, in 2010. This included the Press, a single-tank 2000 gallon in-line washer, trimmer, jogger, and form tooling. Compco’s maintenance team worked tirelessly to build the press and start production,” Russ said.

“As a result of the promise Compco made to AWT/Quality of no interruption of tank heads, hemi production was moved to PL35 before PL85 was setup for production. The gears on PL35 were significantly damaged as we moved and set-up the new press line. Production started at approximately 150 parts per shift.”



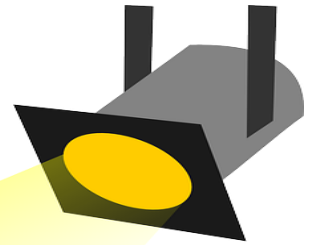
In 2014, PL85 was scheduled for a complete rebuild. “We completely stripped the press, rebuilt all hydraulics, added 2 pumps, re-machined the outer ram to run 72” heads, re-cut and polished all cylinders, installed a brand-new manifold system, and increased the speed from 77 inches per minute to 124 inches per minute,” Russ added.

Then in 2016, Compco purchased a new 4,000 gallon in-line washer that was more effective and supported the production of larger heads. These changes led to an increase in capacity on PL85 enabling Compco to bring additional work to our business.

New Record. Compco continues to set new records while improving the operation on PL85. On Wednesday, November 7, 2018, the second shift team of Dustan Madden, Dylan Falk, Marcus Vincent, Breytan Thomas, Ricardo Crespo and Don Hall set a new record of 831 parts in one shift! This is important as AWT/Quality volume has increased from 30,000 units in 2010 to over 110,000 units so far in 2018!

Compco has taken significant market share from our competitors serving the propane industry because of the efforts of many team members that have worked on this production line. These men understand that customer service outweighs all other initiatives when it comes to sustaining the work and growing the business. Defect free product, on-time every-time...that is the goal that has created our results!

Customer Spotlight



The customer: Quality Steel Corporation, Cleveland, Mississippi

What they do: Manufacture commercial and residential liquid propane tanks.

What we make for them: We supply 24" elliptical heads, 30", 37.5", 40.5" hemisphere tank heads. All of the material is in carbon steel. We also supply them a few stampings that are associated with the tanks. These would include lifting lugs, regulator brackets. We also supply a 46" ID elliptical head that is used twice a year for anhydrous ammonia tanks for the agricultural industry.

Relationship highlights: We are currently working with them on a dome (mechanism cover) in two different radii to meet the radius of the four different tanks they currently manufacture.

From the start: Both Compco and Quality Steel are privately held with the original owning family still involved in the business.

Compco Industries acquired press #85 when American Welding and Tank was owned by Harsco. This equipment was taken out of their facility in Jesup, Georgia.

Tom Loney has called on Quality Steel since 1998.

"I have a very good relationship with all the key players in Cleveland, Mississippi. We have, collectively, strengthened the relationship with West Jordan and Fremont facilities over the years.

Everyone at Compco has been instrumental in increasing additional business at all their facilities. We have proven to them that Compco can be their top supplier on hemisphere heads. They feel Compco values align well with their growth plans.



The customer: Reichard Industries, Columbiana, Ohio

What they do: A steel mill service and supply company. They do a lot of heavy fabrication work like integrated does and repair work.

What we make for them: We do a lot of midsize fab work for them like tank vessels scrap boxes, etc.

Relationship highlights: The unique thing about them is that they are an old connection of Tom Spivak's and they promote the same principals, work ethic and family values that Compco possesses. Spivak received a large bid from them at a prior employer that he knew they were not capable of doing. Since he had good relationship with them, he wanted to help them out.

They were having difficulty finding a vendor for such a large project and that is when Spivak contacted Compco, he knew we had the capabilities to do the project and with that Reichard wanted to develop a working relationship with Compco for future work.

7-on-7

7 Questions

1. Superbowl Winner:
2. Best Christmas Gift:
3. Favorite Superhero:
4. Role Model:
5. Favorite Hobby:

Pary Raley

Compco Quaker



1. Pittsburgh Steelers
2. Money
3. Spider-Man
4. My Uncle
5. Karate
6. Pizza
7. What???

John Socha

Compco Quaker



1. Cleveland Browns
2. Red Rider BB Gun
3. The Flash
4. Bob Ross
5. Painting
6. Wings
7. S-V-A-C-H

Amelia Roberts

Compco Quaker North



1. Green Bay Packers
2. Money
3. Batman
4. My Mom
5. Bowling
6. Junk Food
7. S-U-Z-E-Z-I-C-H

Jason Maenz

Compco Quaker



1. Kansas City Chiefs
2. Big Wheels - Green Machine
3. Superman
4. My Father
5. Fishing
6. Liver & Onions
7. \$#!t, I don't know?

Tommy Eakin

Firestone



1. Pittsburgh Steelers
2. Red Wagon
3. Arnold Schwarzenegger
4. Rick Fryda, "I'm not stupid!"
5. Drinking Beer
6. Hamburger & Fries
7. S-N-I-Z-N-E-V-I-C-H

Teresa Fisher

Compco Quaker South



1. Pittsburgh Steelers
2. Ruby Red Ring from my favorite person
3. Harley Quinn - Suicide Squad
4. My Grandpa
5. 4-Wheeling
6. Crab Legs
7. S-E-C-N-I-V-I-C-H

LeAndrew Pearson

Compco Industries



1. Vikings
2. Sega Genesis
3. Deadpool
4. Pastor
5. Music Production
6. Grits
7. Sch... something



Dynamite Denny wins again

Our very own Dennis “Dynamite Denny” Plegge is a 3X Gold Glove Champion -1971, 1972 and 1973.

He has worked at CQN since 2017. With his last fight on Oct. 20, 2018, against Harry Arroyo, he is believed to be the oldest active boxer in the world!

Plegge won the match verses Arroyo, a former professional boxer and International Boxing Federation lightweight champion.

Plegge’s first boxing match was at age 11, and at 14 he won his first Golden Gloves Championship defeating Al James who was 28-years-old.

He has boxed in 33 amateur fights and has a 30-3 record. In 1976 he turned pro after his service in the Navy.

His professional record is 11-7-1 with 6 KOs. Another noteworthy accomplishment in his boxing career: He was Hector Camacho’s sparring partner for three years.

Will he retire or is he looking for his next match?

Where in the is Dan Suznevich?

Dan Suznevich is on the move, again. Dan has gone from Group Lead at Compco Industries, Columbiana, to Operations Manager at Compco Quaker North, and now to Operations Manager at Compco Quaker South.

Why so much travel?

Dan and his team were instrumental in developing Standard Work for Quick Die Change procedures on PL36 Joggle cell. Dan’s team was able to significantly reduce setup times on the four joggles to improve efficiencies, resulting in happy customers!

When the Operations Manager position opened at Compco Quaker North, Dan stepped up to the challenge and has led his team through numerous continuous improvement activities to set the ground work for onboarding a new account, Nexan’s Automotive, a Tier 1 supplier of electrical assemblies for General Motors.

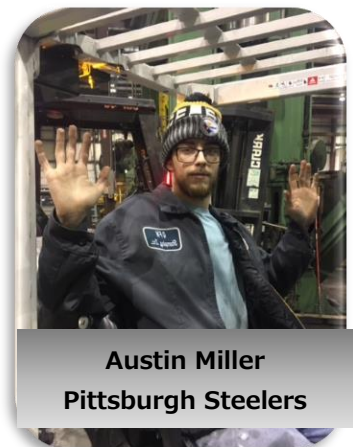
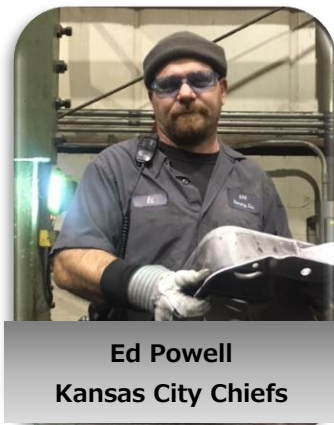
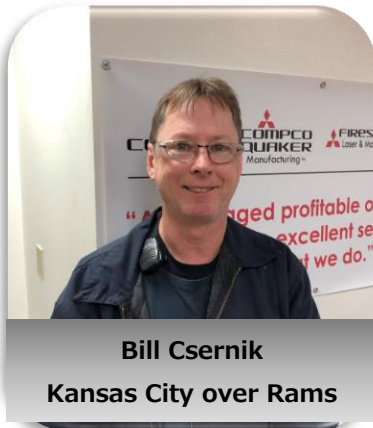
Today, Dan is preparing for his next move to Compco Quaker South as the new Operations Manager where he will continue to pursue continuous improvement initiatives to meet and exceed customer demands. Dan will have big shoes to fill as he replaces Mike Vacha in this role. Mike will be transferring back to Compco Quaker North as the Plant Manager.

Dan’s hard work and determination to satisfy customer demands makes an impact in the plants he serves. We wish Dan the best of luck in his upcoming role at Compco Quaker South.



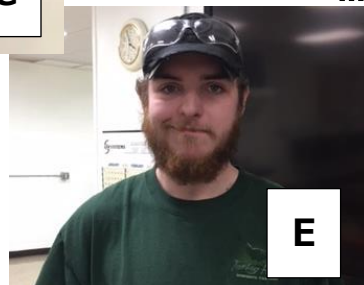
Above, Dan Suznevich and Sid Harvey on PL36 joggler changeovers. Left, Dan and Ops Leaders Eric Stahler (left) and Dave Venerri (right).

2019 PREDICTIONS



Who said what?

Best and Worst Christmas gifts



1. WORST - Grandma gave me an IOU on a piece of paper. But about 3 months later grandma came through.

2. BEST - 4-wheelers because he got to go riding with his family.

3. BEST - At 14-years-old he got an XBOX 360 spent his Christmas vacation playing Gears of War and specially enjoyed the burger King Happy Meal games, also.

4. WORST - Socks and underwear because he hates when his Mom buys him underclothes.

5. BEST - He was 17 years old and everyone had opened their presents. His family told him to go grab this huge box and there it was! He got an electric grand piano.

Senior Spotlight – Terry Faust

By Matt Werner, Director of Operations



The foundation of success at Compco Industries has always been our people. We have great men and women that enter our plants every day with a clear focus on adding value to our customers and our team.

For 35 years, Terry Faust has accepted this responsibility in effort to provide a comfortable life for his family, and to improve the lives of the families, friends, and communities supported by Compco Industries. Terry and his wife Janeanne have two children, Alisha (Matt) Nolan and Jason Faust; who works on Press #85, and three grandchildren, Ryan, Ashley, and Steven.

Terry started with Compco in July of 1983. He has seen many changes throughout his 35 years of service, most of which are related to growth and a focus on protecting our employees from unsafe working conditions.

"I started working in East Palestine back in 1983," he said. "At that time there was only 1 press running, the Verson (1600 Ton Double-Action Mechanical Press, #35). We had 5-6 employees working. Pete Karsti, Bobby Bachinger's uncle, took me under his wings and trained me on everything I needed to know.

John Bachinger was another influential leader. "John treated me right and taught me a lot about the equipment in East Palestine. He was very helpful to me when I started."

"I loved listening to their accents...haha," he said about John and Pete.

Terry then discussed changes regarding Safety. "The biggest change I've seen is how we have really improved on safety. Safety is now the #1 concern. Compco is trying to make the facility nicer and easier. We have really focused on trying to make the jobs safer and easier!"

When asked what Terry was most proud of in his 35 years with Compco, he replied, "Putting my kids through college. I am so proud of both of them for getting degrees. I never went to college so this was very important to me. I am very proud of them! But I could not have done it without the company employing me and putting up with me after all these years."

Terry is also proud of his ability to provide for his family and do the things he and his wife are able to do. "We live comfortably, that's the main thing. It wouldn't have happened without Compco."

The Smith Family had a huge impact on Terry's tenure with the company. "Mr. Smith, and his focus on family, has kept me at Compco. The Smith family cares about their people.



Terry Faust and his son, Jason.

"The way Mr. Smith talks to us about our families and shows how much he cares, that's important."

Terry was previously employed by a company called DME outside of East Palestine. "My experience at DME was that we were just a number to them. Not every company treats you like Compco!"

One of the greatest memories is a prize package he won for an all-inclusive trip to Mexico, in 2008. "I won a trip for four people to Disney World at the Christmas Party. But Rick and Greg told me that Jane and I would have more fun in Mexico. We took a weeklong vacation, Compco paid for everything, it was an unbelievable experience. This was a place that Mr. Smith really enjoyed and traveled to a lot."

When asked who his favorite superhero was, he replied, "My father-in-law, Howdy Hill. Howdy was a great Carpenter, he could do everything. He taught me to be a locksmith; he even taught me how to fly his airplane. I never saw anything that Howdy couldn't fix. I wish I had his talent, he was an amazing man."

When finally asked what he was most excited about for the future of Compco, Terry replied, "RETIREMENT!" Terry is about 2-3 years away from this milestone. He is looking forward to traveling with his wife and spending time with his family.

"I would like to travel to Germany, which is where my grandparents came from. We would also like to travel to England (Ireland & Scotland)." Terry plans on staying busy after retirement. "Howdy always told me that the key to life was staying busy. He was my role model, I plan to take his advice."



Rooftop Leadership - By Mike Vacha, Operations Manager CQS

What defines a "rooftop leader"? A clear vision of a better world that doesn't exist and the dynamic ability to inspire others to help you build it.

A few years back, retired Army Green Beret Lieutenant Colonel Scott Mann came to Compco to talk to us about the power of story. During that workshop, we learned how story's strategic power is both an art and a science. Scott taught us how to tell our story in a way that resonates within the group and encourages connections that otherwise would have been ignored. Greg Smith sends small groups through this year-long "Spartan Rising leadership Experience", an opportunity Matt Werner, Bob Bachinger and myself have recently just completed.

The workshops allowed us to "unplug" and immersed ourselves in Scott's unique brand of training. This program is not for everyone, as it requires speaking about things that weigh heavily on the spirit

The scars and miles that we carry have shaped us into the people we are and some are not comfortable sharing that with others. You must be willing to serve a purpose bigger than yourself, to value human connections, to be willing to grow, learn new skills, support teammates and to do the work you are shouldered with.

Some of the lessons that have stuck with me have mimicked the lessons I learned in the military as a non-commissioned officer. One is that you should forge connections and be a leader regardless of title, to value the relationship over the transaction. The other is that people choose to follow you not because they have to but because they choose to.

Once you gain the confidence to share your story, the bonds that are forged can withstand most anything, especially if you surround yourself with those on the same mission as you.

Get Creative and WIN!

Do you have a creative idea for what we should call this newsletter?

Help us get creative in giving it a great name!

Submit your ideas by Feb. 1 to corpnewsletter@compcoind.com

The corporate steering committee will vote and the team member who submitted the winning idea will receive a **\$100** gift card!



Page 8 answer key: 1. E: 2. D: 3. A: 4. B: 5. C

From the desk of Gwen Smith-Darnell

Compco has always been a part of my life. Compco was founded by my grandfather, Clarence Smith Sr. the year my twin sister Gail and I were born, in 1954. Commercial Piping, owned by my mother's father, Martin Poschner, manufactured small pipe hangers but did not have the manufacturing capabilities to produce larger ones. My grandfather saw the need to produce these larger pipe hangers. He hired many men looking for work who had come to America, thus helping to fulfill their dreams of providing a better life for their families. My father remarked that during the depression, my grandfather and grandmother were no strangers to helping others. They were known to pass out food daily to many families who were hungry. This is where the strong foundation was established and still remains, of caring for Compco's employees and families.

Through his actions and words, while I was growing up, my father, Clarence Smith Jr., continued in his father's footsteps, to instill in our family, how important it is to believe and trust in our employees and to appreciate their efforts and unique abilities. It's the small things, the heartfelt kindness and gratitude expressed, that has made a huge impact toward the positive growth of Compco. It is a given, that every year, no matter if profits are up or down, a summer picnic and also a Christmas dinner event are always held, to honor and appreciate all our employees. The success of Compco is greatly due to 'your pride' in manufacturing quality products, along with your dedicated desire to satisfy our customers.

It is an amazing journey to see how Compco has grown from the small beginnings of making pipe hangers, to where we are today with the addition of QFM, Quaker Manufacturing, and Firestone. Through the vision of my grandfather, father and now my brother Greg and his son Brad, along with the employees that stood beside them through the years and you who stand with them now, and the strong support of our entire Smith family, the possibilities of where Compco will rise are endless.



Our family holds pride and belief in each one of you, our employees. I extend to each one of you a sincere thank you for your dedication and hard work. You are a vital part of our Compco family. We all walk together, side by side, supporting each other and working together, through good times and tough times, continuously building a legacy of a first-class team.

Submit news  corpnewsletter@compcoind.com

Let's celebrate the good stuff in life! Are you or a family member getting married, having a new baby or receiving an award? We want to know about it!

From 4-H to karate accomplishments we want to celebrate.

Or, there is something going on at work you think would be make a great feature, share that too!

Send an email to corpnewsletter@compcoind.com with the details; who, what, where, when and why it is significant. Don't forget to send photos as attachments, too.



