



Compco Connection

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

Doing the right thing... even when no one is looking

Mr. Smith on learning and modeling integrity

By Vince Bevacqua

Where does one's integrity come from?

For Compco's Chairman Emeritus, the answer is pretty simple. Mr. Smith got his sense of integrity from his parents.

"My mother, Lottie Virginia Smith, was highly religious," Mr. Smith explains. "I was the last of the children and she wasn't very healthy after I came along, so I spent a lot of time with her. She would go to the church and do work and I was with her a lot."

And the values Mr. Smith's mother began instilling in him during those long hours at church were reinforced at home as he spent time with his father—Compco's founder Clarence R. Smith, Sr.

"My parents were sincere people. They were closely knit together and integrity was important to them," Mr. Smith recalls.

And now, in his 90s and decades removed from the tutelage of his parents, Mr. Smith continues to hold integrity dear. He strived to be an example of it for his children, his family and his employees, who he openly regards as extended family.

With age and life's experience came wisdom... and an interesting realization about why integrity matters. Convention says integrity binds us together as an organization because it allows us to trust each other to do the right thing... even when no one is looking.

However, Mr. Smith found another benefit; Stability. As a committed family man, Mr. Smith places high value on stability. Integrity-built stability protected his own 69-year-long marriage to Mrs. Smith and, he feels, it enhances the lives of everyone in the Compco family.

"I like to encourage stability with all the families in my shop. You need to make family "first." If I want it for my home, I want it for my shop."



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Reminders:

June 15 - Compco Golf Outing

July 1 - 401K Enrollment

July 12 - Summer Picnic, see page 12



Poor Communication is a Safety Issue

Although we spend 80% of our day communicating, 50% of that time is spent listening, while retaining only 25% of what we hear!

Communicating effectively is not always easy, but it helps us avoid conflicts, reduce errors, promote a positive environment, and eliminate misunderstandings with others.

Poor communications can be a safety hazard since the message may not be clear or understood. As professionals, we all have an obligation to protect others. If there is a hazard or if someone is at risk – SAY SOMETHING!

Communicating and Listening

Communicating what we want to say is more than just words that are coming out of our mouth. The rest of the message is expressed through our tone of voice, body language, facial expressions, and how we engage the listener; are you making eye contact, are you giving your full attention?

To be a good communicator

- Maintain a positive attitude
- Know what you want to say
- Stick to the point
- Have the right body language

Just hearing the message is why we only retain 25% of what we hear. We can improve our listening skills by being active listeners. Active listening is not just hearing what is being said, but understanding the whole message.

To be an active listener

- Pay attention
- Do not interrupt
- Show that you are listening
- Provide feedback
- Defer judgment
- Respond appropriately

PLEX Update

- Currently the Perfect Engineering Master is being created and processes at Compco are being tested
- A Compco Team is working on some data cleanup with the customer records in Visual
- The standard Mult Weight calculation has been reviewed and approved
- A decision has been made to create smart part numbers for the Columbiana Parts



- Four team members went to a Plex Boot Camp class at the beginning of June
- Plex is scheduled to be on site the second week of July

PLEX is our ERP - Enterprise Resource Planning tool. ERPs use the same database throughout the entire corporation to store data and functions. It allows us to track our inputs and outputs in a world-class way.

ANNIVERSARY MILESTONES

THANK YOU FOR YOUR SERVICE ED & RICH!

Ed Stone - 40 years

June 18, 1979



Favorite work memory

I have had many favorable work memories in the last 40 years. The two most important are being involved in the growth of the company and the purchase of Quaker Mfg. Corp. by Compco Industries.

I have had the pleasure of being part of growing the business and the footprint of the company. This company has physically doubled in size since I first started.

It also has substantially increased in growth of sales through the production of the coil fed lines and large 1,000-ton lines. It is a blessing that Compco Industries purchased Quaker. It means that my past efforts will survive me which I am very grateful for.

Ed's foot in the door

I am a product from the Salem High School vocational machine trades program and was fortunate to have my dad as my teacher during my senior year; he taught in the school for about 30 years.

Upon graduation I started here at \$3.90 per hour. I was one of several that were accepted into the tool and die apprentice program. In September of 1980 I started in the engineering office drawing and designing dies on the board then went to night schooling at Kent State for engineering.

What has changed?

Many things have changed since I have started here. In the tool and die side of the business we used to build direct for Ford, Chrysler, Pontiac and AMC Motors. This was seasonal work that guaranteed an overtime schedule from about September thru April -- then a slowdown in the summer.

The construction methods then were the same as it was in the 1950s. We had four crews on day shift that had about 10 to 12 men each. The technology of wire EDM and CNC milling has drastically improved quality and delivery.

The stamping business here at that time was mainly motor mounts for Goodyear and Teledyne Monarch Rubber. This work was performed in center stamping. The coil lines and large 1,000-ton press line did not exist at that time.





Matt Werner, V.P. of Operations, leads a Supervisor Cohort training on problem solving and critical thinking April 26. The cohort walked the shop, discussed opportunities and the process of creating an A3. On May 17 they reported out on their own A3s, seeking feedback and developing next steps.

Supervisor Cohort:

Perry Bailey, Compco Ind.
 Randy Brown, Compco Quaker
 Dave Godsey, Compco Quaker
 Bob Hicks, Compco Ind.
 Mike Hudzik, Compco Quaker
 Joe Lippett, Firestone
 Jaycob Madden, Compco Ind.
 Seth McDevitt, Compco Quaker
 Austin Miller, Compco Quaker
 Donnie Miller, Compco Quaker
 Charlie Mutchler, Compco Quaker
 Nick Norton, Compco Ind.
 James Raneri, Compco Quaker
 Jason Smith, Compco Quaker
 Mike Stucky, Compco Quaker
 Joe Terlecky, Compco Quaker
 Stacey Thomas, Compco Quaker
 Davey Veneri, Compco Quaker



**TEAM SPONSOR
 THANK YOU
 FOR YOUR SUPPORT**

Above: Compco is a big part of our communities. Each year Compco sponsors several sport teams. Pictured above is Tom Varley, director of human resources, and his son's Boardman Community Baseball team.

Below: To wrap up another successful year of the United Way's Report Card Mentoring program at Martin Luther King Elementary, Compco treated all 300 students, in Kindergarten through eighth grade to Kona Ice.

The kids really enjoyed the sweet, cool treat at their end of the year fun day



CUSTOMER SPOTLIGHT



The customer: Lincoln Industries

What they do: They provide custom plated and painted parts to the motorcycle and heavy truck markets – Harley Davidson and Navistar are two of their major customers. They have internal plating operations located across the country – we supply most of our parts to their Lincoln Nebraska facility.

What we make for them: We supply exhaust covers, heat shields, mufflers and other various exterior parts to them, mostly for their customer Harley Davidson

Relationship highlights: Lincoln has been a Compco Quaker customer for an extended period of time. They were one of the four major customers we had initial conversation with during the early stages of acquiring the assets of the previous Quaker Manufacturing.

A unique partnership: They are also a private, family owned company, similar to Compco/SP Corp. Their values and corporate beliefs mirror what we do and believe here at Compco. They value their employees, are very loyal to their vendors and also show through that actions that they understand that first and foremost the customer is the boss.

Bright future: We look forward to continuing to supply parts to them for their current relationship with Harley Davidson. They have identified Compco Quaker as a vendor who they would like to continually grow with. Our latest quotations to them have branched more into the heavy truck industry, where we feel there is a very real opportunity for growth between Compco and Lincoln Industries.

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!

The logo for QuickLoadz, featuring the word "QuickLoadz" in a bold, white, sans-serif font on an orange rectangular background. Above the logo is a graphic of a grey crane arm with a yellow spotlight beam shining down on the text.

QuickLoadz

The customer: Quickloadz

What they do: They manufacture and supply flat bed roll off trucks to the heavy-truck industry, mainly for the movement of shipping containers.

Their system is unique in the fact that in order to move these containers they no longer require the use of an on-board crane. They have a system in which the trailer is backed up to the container, picked up with hooks from the rear and pulled onto the flat bed area of the truck. This can be operated from the interior of the vehicle by use of an app on a cell phone which runs off a wi-fi network produced by the trailer itself.

What we make for them: We originally started this project making the bed portion of the Quickloadz system, which has since turned into us making the bed sections, as well as the undercarriage portions.

Relationship highlights: We were given a tip from the Columbiana Port Authority. Our sales and engineering teams made multiple visits to their Athens, Ohio, manufacturing locations, as well as Quickloadz making multiple visits to our Salem plants.

After a few months of negotiations, we were awarded the contract and have been increasing our capability to grow with Quickloadz.

The unique partnership: We were fortunate enough to partner with the Quickloadz team from their very early stages. Their business is still in early stages but they have a great product and a real opportunity to flood the market with a product that is truly different and better than what is current standard for handling shipping containers.

Bright future: We hope to be a turn-key operation for Quickloadz in the 2020 calendar year. Moving forward we believe our consolidation, and the move of Firestone to the previous Compco Quaker North/QFM building will only enhance our capabilities and allow us to service Quickloadz more than any of their other vendors.

Compco's History of Harvesting Change

In the movie "Moneyball," which explored the unexpected and improbable success of the Oakland A's in 2002, team General Manager Billy Beane tries to explain to his head scout why he's 100% committed to changing the way players are selected for the team. The scout is an old-school baseball guy who absolutely hates the new changes, doesn't want to hear about them and will not buy into Beane's vision for the A's. Getting straight to the point, Beane looks his scout square in the eyes and says "adapt or die."

As it is in baseball, so it is in business. Dynamic companies find ways to prosper while static businesses—for lack of a better word—die.



1947- Clarence R. Smith, Sr and Martin Poschner partner to create Commercial Piping Company, located at 85 E. Hylda St., Youngstown.

Compco is undergoing a big change right now. We're taking four facilities and streamlining them down to three. Equipment and people will move from familiar surroundings to new environments. We're adapting.

Not for the first time.

Our company has a long history of managing change and doing it well. In this edition of the Compco Connection, we interviewed three key leaders—all of whom have seen many changes over their decades of service to Compco.

Russ Werner - Russ started with Compco in 1983. His first job was in the then East Palestine shop, and he was there when that plant was emptied out and moved to Columbiana. He remembers how it was difficult for some of the guys, but not for long

"Getting everyone together under one roof for Compco was a big

for Success

deal," Russ says. "It was a huge deal. And, no matter how tough it was, everybody started seeing that 'hey, this is working.' Time is the test of everything. Within four, five or six months, everything was OK."

Russ is optimistic about the current changes because he feels it will ramp up efficiency while improving management of operations. The strategy is clear to him. "The reason we're doing this is to ensure the people who are working for this company right now can work here as long as they want to."

Russ's advice: have faith. Changes today are being done for the right reasons.



1940s

1950s

1960s

1970s

1980s

Changes through the years

1954- Compco is created in the E. Hylda plant as a metal stamping company to meet the need for metal pipe hangers. Soon operations grow to fill the plant's capacity and Commercial Piping moves next door.

1981- Compco establishes a second plant in East Palestine for large tank head stamping.

Rob Folsom - Compco's senior statesman came to the company in 1977, working at the company's original location—85 East Hylda Street in Youngstown.

Rob has seen it all. Lots of change over the years, including how Compco originally entered the marketplace as a custom stamper, moved to a heavy focus on tank heads and, now, is diversifying with more custom stamping.

The move years ago to consolidate Youngstown operations at Columbiana was a clear opportunity. "It got to a point where we were trying to see—financially—does it make sense having two facilities or one?" Rob explained.

And, Rob says, "Compco has always used times of change as opportunities to modernize; to not just move operations, but improve them. "As far as change goes, that's why we caught up to our competitors and why, today, I think we are leaders in the industry... it's because of change. If we had not changed, we would not be where we are today."

Rob's advice: be flexible. There's a lot of headroom in this company. The next generation of corporate leaders is training right now. Are you one of them?

Rick Fryda - Our President and CEO began his career 39 years ago and was the man in charge of both the East Palestine and Youngstown consolidations and he remembers "it was easier for everyone than they thought it would be."

At the time of the East Palestine move, Rick was in his first management position, so he didn't know all the financial information behind the consolidation. He now knows what was at stake; "If that didn't happen. We would not be here today. The costs that we saved were crucial."

And, as we focus on moving presses, Rick's experience has been that it's more difficult to move people than things. With full backing from the Smith family, Rick says every move the company has made—including the one underway right



now—has been done with our team members' well being in mind."

"There's nothing to be nervous about," Rick says. "We're in a great climate now. We struggle for employees. When we made our moves to (Columbiana) from Youngstown and East Palestine, not one person lost their job... not one. We're always struggling for good people, especially now as our business is growing."

Rick says the leadership team and the Smiths are always looking for new opportunities to expand and grow Compco...to ensure its future for another 65 years.

Adapt or die. For Compco, the choice is clear.

1991- Compco acquires the building at 400 W. Railroad Street in Columbiana.

2003- East Palestine operations are consolidated at Compco's present-day Columbiana facility.

2017- Compco acquires Quaker Manufacturing and Firestone Laser and Manufacturing, both in Salem.

2018- Compco acquires partial ownership of Integrated Fab in Youngstown.

1990s

2000s

2010s



2014- Compco acquires QFM Stamping in Salem.

2008- Compco sells E. Hylda plant and consolidates Youngstown operations at Columbiana facility.

2019- Firestone Laser and Manufacturing moves fabrication operations to former QFM building. QFM presses are relocated to Compco Quaker Manufacturing and Compco Columbiana as four locations are consolidated to three.

Compco's Captured Moments Art Honor the Fallen at National Police Week Ceremonies

In the photo studio of Compco Industries—the only room large enough for the task—boxes were laid out in depressingly-long rows, awaiting their contents. And just up the hall, in the Captured Moments Art workspace, CMA General Manager Ryan Keller was hard at work, assembling lithographs to honor the men and women of law enforcement all across the country who died in the line of duty last year.

He created 228 memorials. And, as he has for each of the last ten years, Keller spent five months working steadily to get the job done.

“To me, it’s an honor,” Keller explains. “It’s something I can do locally to support my community, the police officers and their families.”

All his work culminated in a trip to Washington, D.C. May 11; the day before National Police Week begins. Keller, with the help of Compco Board Member Rick Kamperman, spent three days personally delivering his memorial art pieces to the family members of the departed officers.

“You see a lot of tears,” Keller says. “but, when a family hangs the painting with their officer’s picture on the wall of their home, it gives them an opportunity to start a conversation with visitors and remember their loved one. I believe it’s part of the healing process.”

Each lithograph features the stirring images of the

National Law Enforcement Memorial in Washington, D.C., a uniformed honor guard embracing a folded American flag, Lions—which symbolize the heroism of each officer—and a photo of the honored officer with his or her EOW (end of watch) date.

It was Kamperman’s first time attending police week. His interest is not random; before coming to work at Compco, Kamperman spent nearly 8 years as a gang unit investigator with the Houston Police Department in Texas.

Just a few years ago, his partner was shot three-times while on a call for service and, today, is paralyzed below the waist.

Yet for all the danger officers face every day as they try to help people on the worst day of their lives, Kamperman feels his brethren-in-blue are often made to be the “bad guys” in today’s culture.



Chuck Geringer
National Law Enforcement Memorial

HONOR · DUTY · SACRIFICE
“The wicked flee when no man pursueth but the righteous are bold as a lion.” - Proverbs 28:1

by Ryan Keller
and Rick Kamperman

“There’s not a lot of thanks in the police community... it’s a thankless job,” Kamperman explains. “This is our way of saying ‘hey, somebody does care... and we care a lot.’”

For more information on this police memorial art project, visit honordutysacrifice.com.

For more information on National Police Week event, visit policeweek.org.



Above: Close up of officer memorial lithograph.

Left: Ryan Keller, Captured Moments Art (L) with Rick Kamperman, Compco Industries (R) holding officer memorial lithograph at Compco Industries, Columbiana.

6-on-6

6 Questions 6 Team Members

1. How much **change** is in your pocket?
2. What is one thing you would **change** in your life?

3. How long does it take you to **change** your clothes?
4. Do you do your own oil **changes**?
5. If you could **change** into anyone who would you be?
6. When I say the word **change**, what do you think of?

Thomas

1. A couple pennies
2. Be able to spend more time with my son
3. Less than 2 minutes
4. No
5. The President
6. Improvement

Gerthung

1. None
2. Discipline kids more, get them off electronics
3. Less than 60 seconds
4. No, used to...
5. Thor
6. Doing something different

Aikens

1. None
2. Weight
3. 30 seconds
4. Yes
5. Baker Mayfield
6. Underwear

Stone

1. 75 cents
2. Less stress
3. 20 min
4. Yes
5. Bill Gates
6. Work

Cabrera

1. \$0
2. Start my own business
3. 10 min
4. No
5. Brendon Urie, Panic at the Disco
6. Life-changing or personality-change

Valentini

1. \$0
2. Go to bed earlier
3. Under a minute
4. No
5. Jon Snow, Game of Thrones
6. Adapting - Changing for the better



Breytan Thomas, Compco Ind.



Josh Aikens, Compco Ind.



Alejandra Cabrera, Compco Quaker



Jamie Gerthung, Compco Quaker



William Stone, Compco Ind.



Joe Valentini, Compco Quaker

The “Good Stuff”



Chris Saling Graduates from Leadership Columbiana County

I have had the honor of being this year's Compco Quaker representative in Leadership Columbiana County. The group who lists its mission statement as "To develop leaders to act as positive forces and agents of change for the benefit of Columbiana County and its various communities," has had me visiting organizations all over the county to learn both our county's strengths and our struggles.

It culminated in a project that we chose, a 5K race supporting the Columbiana Action Agency Initiative for the Homeless. The race which had about 35 participants and over 20 sponsors, was able to raise \$4,845.

This money will stay in the county and help residents who need it the most. The last 6 months have been both eye opening and inspiring. There are many great organizations and resources within the county to help those in need. If you or anyone you know is struggling please visit HelpNetworkNEO.org to find resources and help here in Columbiana County.

County youth hear from local hero, thanks to Compco

Navy Seal Adam Newbold spoke to Junior Leadership Columbiana County during their April session. JLCC participants are 10th and 11th graders from Columbiana County schools. They have been nominated for the program based on their potential for growth. Each month during the school year they meet focusing on leadership and personal growth and tour an element of the county; businesses, healthcare, agriculture, government, etc.



Compco Team Members Honored for Service



From the desk of Gwen Smith-Darnell

COMPCO IS CELEBRATING ITS 65TH YEAR!

What an exciting journey it has been!

It all began with my grandfather Clarence R Smith Sr. In 1954 his vision, leadership and desire to make a better life for others and their families, laid a foundation which has been built upon through the years by my father, Clarence R. Smith Jr. and my brother, Greg Smith. Their wisdom, values and leadership continues to advance Compco into a company that is in a league all its own.

One element has remained unchanged since 1954, and that is Compco's sincere belief, trust, and honest appreciation for their employees. Compco encourages you, our employees, to think for yourselves.



Regular educational support is offered to build upon the special skills you each possess, as well as recognizing your views and ideas for the betterment of Compco. This promotes an overall pride in yourself, in Compco, and in the quality products you produce.

Compco admires your ability to adapt to ever-changing circumstances, and to take the initiative to do what is necessary and right, never shying away, to do more and be more tomorrow, than you are today.

Our employees' devout commitment to Compco has spurred growth and change immeasurably, over 65 years. Compco would not be where it is today without our leadership team and the heartfelt dedication and hard work you, our employees, offer each and every day!

Compco is proud to stand united with each one of you, as a member of the Compco Team. There are not enough words to express the enormous gratitude and pride which I, and the entire Smith family, hold in our hearts for you.

Andy Rooney once said, "Everyone wants to live on top of the mountain, but all the happiness and growth happen while you are climbing it."

A continuous success story is being authored, by each of us working together, growing together and climbing together. We sincerely thank you for being such a special part of our Compco family, and look forward to our upward journey together.

Compco 2020 Vision

Our company has a storied past; can we build an equally amazing future? Absolutely! We begin with a plan for how we are going to improve and grow next year... and you are a vital part of that planning.

On Wednesday, July 10th, there will be a corporate-wide meeting—Compco 2020 Vision—where, together, we'll map out the actions that will power Compco to new levels of success. (Time and other details to follow). Get ready for your first look at our bright future.

Leadership is
the capacity
to translate
vision into
reality."

— Warren Bennis



Compco Summer Picnic



Date: July 12, 2019

Location: Firestone Park Pavilion #1, Columbiana

Time: 2-8 p.m.

12 p.m. - Pool opens - Sign in at Pavilion to get wristband

3:30 p.m. - Kids' games

6 p.m. - Dinner



Pie Contest



Bring your favorite
May the best baker win!



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