

Compco Connection

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

My Cup Runneth Over

Compco's founder lives a life rooted in family and faith

By Vince Bevacqua

For all the many accomplishments that made him one of the Mahoning Valley's legendary businessmen, Clarence R. Smith, Jr. is quick to reject personal praise. He knows – with absolute certainty – where credit for his success goes. "I've been blessed. The Lord has been very kind to me," says Mr. Smith.

God, family, country, company and community. Mr. Smith serves them all with fierce devotion and total love. Even today, at 90 years of age.

More than 60 years ago, when the fledgling Boardman United Methodist Church wanted to grow, Mr. Smith answered the call. As the church's long-time treasurer, he made sure they had the funds to do the work, saying simply "It was what the Good Lord gave me to do."

Mr. Smith and his wife, Rose, have been a blessing to dozens of nonprofit and faith-based organizations over the years, giving generously to YSU, the YMCA, their current church – Greenford Christian – and many other Valley institutions. In return, he believes he is rewarded the same way many of us are rewarded for living a good life. "Look at what you have. You have a home, a wife and children. Who gave it to you? You've been blessed by God. You are lucky."

Greenford Christian Church Pastor Sean Kelly has personally witnessed Mr. Smith's devotion to his faith. Ten years ago, on his first day as Pastor, Mr. Smith came up to Kelly after the service, which featured a loud band performance that Mr. Smith didn't care for. "He said to me 'Boy, don't change a thing you're doing. I will put up with things I don't like. You have to reach the young families for Jesus! Keep up the good work,'" recalls Kelly.

In this day and age, when church attendance is dropping and people seem to be turning away from God in American culture, Mr. Smith remains an un-doubting and steady servant. "You might tell me that there is no God, but I know different."



What's inside?

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Honesty



Loyalty



Integrity



Faith/Religion



Most of us know that only two things, unsafe acts or practices and unsafe conditions, cause accidents. Some of us even know that 9 out of 10 accidents are the result of unsafe acts, things we do when we know better. This is kind of strange if you think about it.

We have more to fear from our own actions than from any of the job hazards around us. Why do we deliberately expose ourselves to injury every day?

It Won't Happen to Me

Basically, most of us are just thinking about getting the job done so we tend to rationalize the risk of getting injured. We think to ourselves that we have done this job many, many times this way and nothing bad has happened.

Therefore, nothing bad will happen to us today. On an intellectual level, we realize there are potential dangers but decided that the risk of being injured is low. Because we have not been injured so far, we actually think of ourselves as being very safety conscious.

We know the right way to do it, we realize that it is hazardous to do it this way, but what we are really thinking to ourselves is "it won't happen to me."

We Take Short Cuts

Some of us are fairly meticulous about following safe work practices, but, because a job "will only take a minute," we use an unsafe method or tool.

For example, not putting on our safety glasses because the job will only take a minute or not locking out a machine because an adjustment will only take a second. Usually we think about it just before we do something a little unsafe or maybe quite a bit unsafe.

We know better, we know the safe way to do it, but we take that little chance. In effect we are saying, "I know that this could result in an injury, but "it can't happen to me." Maybe its human nature to think that accidents always happen to someone else, but they can happen to you too.

What makes you different?

Why take a chance in the first place?

Only you can decide to take the time to do your job safely and correctly the first time.

FLM Quickly Loadz 2nd and 3rd Trailer

In mid-February, the plucky crew down at Firestone Laser & Manufacturing completed the second and third trailers being built for a customer in Central Ohio.

From raw material to finished assembly, 90 percent of the work was completed in house at FLM. After the product had been delivered, the customer showed high interest in continuing a relationship with FLM and the entire SP Corporation Family!

Thanks to the hard work of the fabrication team at FLM, another customer's expectations were exceeded. Special thanks to QFM Stamping for the outstanding performance completing the machined components. Additional thanks to Compco Industries for supplying several plasma cut components.

Finally, thanks to Integrated Fab for providing the fundamental knowledge learned from the first trailer build, which helped create the success of these projects. Without all of the teamwork on this project, it would not have been possible.

Submitted by David Mendenhall, who wears many hats at Compco



ANNIVERSARY MILESTONES

THANK YOU FOR YOUR SERVICE LARRY & DAVE!

Larry Blasko - 30 years
January 16, 1989



My dad and uncle worked here at the time. In 1984 there was a recession, so I was glad to get hired. I was layed off from doing construction work. The one big advantage has been the computers. Back then everything was handwritten or typed and mimeo graphed. Thanks to the Smith Family, I have not missed a payday in 35 years.

Thank you, Larry Blasko

When I reflect on my 30 years of service, my most special time was being able to work side by side with my father for 10 yrs. I would like to thank my parents for my foundation. Compco for the opportunity to use my skill set. I was able to accomplish the goals I set for myself. This would not have been possible without the help of my co-workers and friends. As I continue on in my journey with my nose to the grindstone my goal is to give back before I retire. I am truly blessed.

Thank you, Dave Sefcik



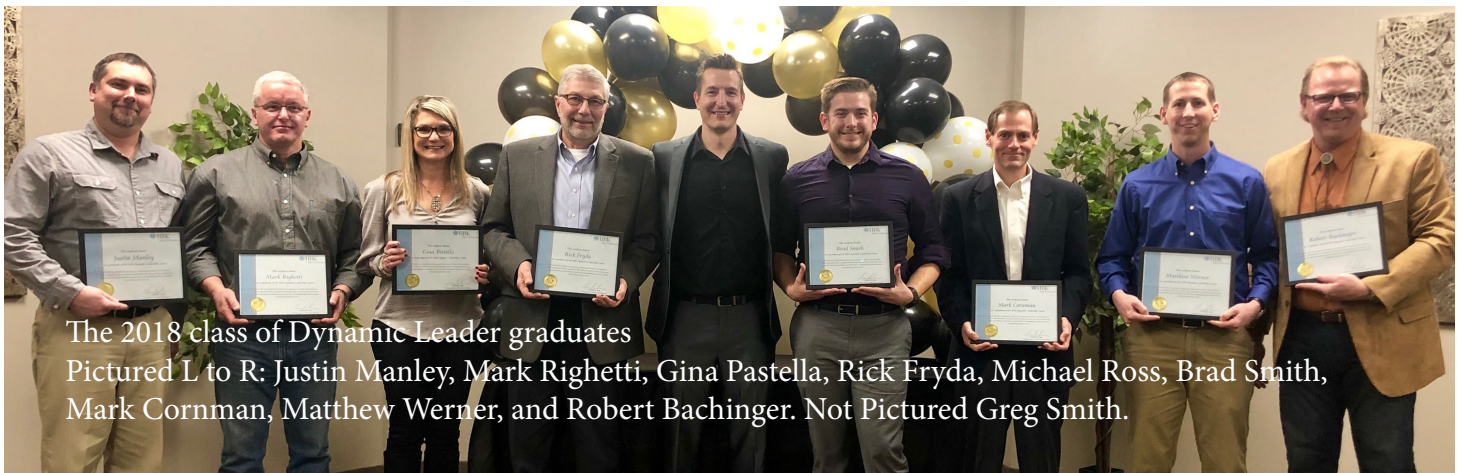
Dave Sefcik- 35 years
January 18, 1984

Dynamic Leadership 2018

During 2018 members of the office were privileged to participate in the program, Dynamic Leadership. This program was introduced to Greg Smith by Michael Ross who is the founder of Mainstreet Leadership Network.

During the 12 months, the class looked at 10 leadership attributes, and how those attributes contributed to becoming a leader someone would follow.

The program consisted of a monthly meeting with a facilitator to define and understand how the attributes play an essential role in the leadership process. The team was responsible for reflective writing assignments and presentations assisting them to apply the lessons to everyday happenings at Compco.



The 2018 class of Dynamic Leader graduates
Pictured L to R: Justin Manley, Mark Righetti, Gina Pastella, Rick Fryda, Michael Ross, Brad Smith, Mark Cornman, Matthew Werner, and Robert Bachinger. Not Pictured Greg Smith.

Ziglar Speakers Institute comes to Compco

Tom Ziglar and Jason Frenn host a customized Ziglar Speakers Institute to 17 team members of Compco Industries.

The result is team members who are more effective at presenting in their internal meetings with emphasis on connecting emotion, content, and persuasion as the situation demands. As a result we hope to create higher employee engagement.

As prework the participants read part of the book *Power to Persuade*, helping them to understand the strategies behind being a highly persuasive leader and communicator.

Top: Chris Saling, Tom Ziglar, Hunter Wells, Jeremy Paravano, Jason Frenn, Katy Mumaw, Nick Norton, Dan Suzuznevich and Dave Skillman

Bottom: Justin Manley, Tom Ziglar, Charlie Mutchler, Mike Hudzik, Daniel Hines, Jason Frenn, Art Ort, Terri Thompson, Gary Foster, Karen Wright, David Mendenhall and Brad Smith.

"You can have everything in life you want, if you will just help other people get what they want."

- Zig Ziglar



Compco Ziglar Speakers Institute Graduates



Newsletter Naming Winner

We had more than 40 newsletter name ideas from 24 SP Company team members. Thank you for everyone who submitted an idea!

All the submissions were narrowed down to three, which were taken to Mr. and Mrs. Smith. They selected their favorite, "Compco Connection."

That's exactly what the newsletter is meant to do, connect us to each other and the happenings at each location.

Congratulations Allen Smith!

Allen works at Compco, Columbiana, on the second shift.



CUSTOMER SPOTLIGHT



The customer: Nexans autoElectric of America
What they do: They are one of the premier wire harness manufacturers in the world. They provide wire harnesses to automotive and recreational vehicle markets. Their world HQ is based in Germany and their U.S. HQ is in San Antonio, Texas, with production plants for our parts located in Nava, Mexico.

What we make for them: A frame bracket and two mounting shields for a breaking wire harness that go on all GM Silverado and Sierra trucks. The frame bracket is mounted to the frame of the vehicle and the two shields run down the axles of the vehicle to the wheels. We have now completed the tools for the new Heavy Duty GM Truck line, the parts and will begin shipping soon.

Relationship highlights: Nexans is a larger customer we added after the initial asset acquisition at QFM. They have seen our growth and even at times growing pains. The first visit and walk through of QFM, when we had just recently taken over and were still in process of sorting out the shop, was something I don't think they will ever forget especially now looking at the changes and upgrades we have made. They see us as being a big part of their new market share that includes metal stampings. These are the first metal components they have ever purchased. Previously, all they were accustomed to was plastic.

From the start: They contacted Compco for information originally. Gary Foster then passed their contact information on to Joe Irwin. From that point on we quoted 10 or so projects for them over 12-18 months. This relationship has the possibility of growing exponentially if we continue to service them as we do all of our customers.

The things that sets us apart from their other vendors are the services we provide that are beyond a normal customer/supplier basis. We offer them access (and consulting, if needed) to multiple departments and the response and service provided by each of those individuals has shown that our main goal of servicing our customers is truly our #1 priority.



The customer: Manchester Tank & Equipment Co.
What they do: They are an innovator in the storage and transport of propane. They partner with customers in efforts to reduce the environmental footprint by providing convenient, economical efficient and environmentally-friendly pressure vessels for storage and transport of propane
Manchester also builds, forklift cylinders, autogas, fire suppression systems, air compressors, chemical storage and refrigeration systems.

What do we do for them: Compco supplies the majority of the tank heads Manchester purchases. The 30" tank heads are one of the highest volume parts produced at Compco. The 30" heads are used for both the American Society of Mechanical Engineers and Department of Transportation propane storage tanks.

From the start: Compco began our business relationship with Manchester Tank & Equipment Co. back in the 1980s. Jim Greene our VP of Sales, at that time, called on Manchester for over seven and half years before we received our first order. From day one Compco had a personal relationship with the owners Darrel and Rob Reifschneider.

The unique relationship: The Reifschneider family no longer owns Manchester Tank & Equipment. In 1999 McWane Incorporated purchased it.

Today we continue to have a personal relationship with everyone at the plant in Quincy, Illinois, especially Bud Deroy who oversees purchasing. From the plant manager on down Manchester knows they can call on Compco any time of day or night if a situation arises. Compco has always been quick to respond to their needs.



Valentine's Day Tributes

Love is in the air....

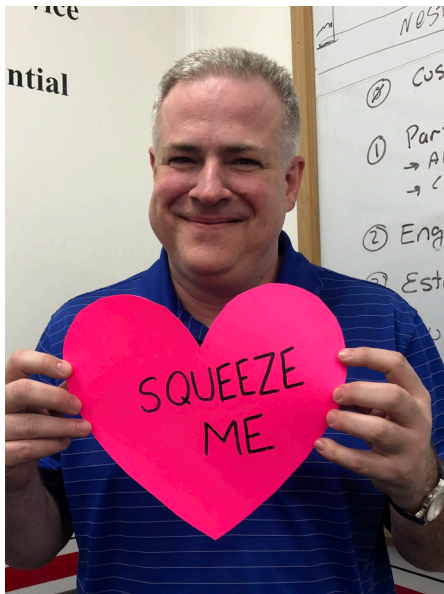


To my dearest Valentine Joel, It is time to let go of that first communion money...we are a growing company. Love, Risch (Rick Fryda, CEO)



To all my ladies at CQN, You out work the men every time!

#GRLPWR Love, Barb Noble, CQN



To my dearest Valentines, Glenn Dilworth and Shaun Reed. I love you both as much as you love Saturday overtime! Pucker Up - Higgy (John Higgins, Compco Ind.)

Miss you Militant, but you've been replaced by Lt. Dan!
Militant Mike, it doesn't hurt so bad, now that Lt. Dan is here.
Love Sir William Wallace, CQS





To Ron Bennett and Ed Nunzir, My two favorite PPE violators: I will always wear two boots, one for each of you. Hope to write you up soon!
Love, The Militant, CQN



To all my Quaker Team Members, one day you will get cycle counts... until then my eyes are on you. #auditprep
Love, Amanda Wardell, Compco Quakcer North and South



To my Valentine Richard "Mr. Clean" Kamperman, I miss my cuddle bug. Now you have a reason for not getting dirty. Love, Bob Huffman, Compco Ind.



To my Compco teammates, You've got LeBron'd. I've decided to take my talents to Compco Quaker South.
Love, King Joe, CQS



To my dear friends at CQN, You do your best work when you show up. Love Phil Sidwell, CQN



To all my favorite Valentines at Compco Columbiana...You don't want to hear what I have to say!!!
Love ALWAYS,
Rich Bable, Compco Ind.



Senior Spotlight

Bill Scheetz

By Matt Werner
Vice President of Corporate Operations

Bill Scheetz, Maintenance Technician at Compco Industries, is a true representative of the Compco Family.

“I’ve worked for Compco for 31 years, but I’ve been with the company since I was 6 years old!”

Bill’s father, Earl Sheetz, was hired on with Compco Industries as a Press Helper in the old Youngstown facility in 1968. “Compco has supported my family my entire life,” says Bill, “and they continue to support my family today! My dad retired in 2000 with 32 years at Compco. I will have 31 (years) this June, and plan to beat his record by 10!”

Bill credits all the previous employees in Youngstown for his tenure and loyalty to Compco.

“Working with the Old-Timers was the best experience I had. My dad, Pete Karsti, Geza (Szurovy) these guys always messed with us, but they always had our back. They wanted to see us grow and they were always there to help us out. We all got along as a family and grew up together. I wish we could see more of that now.”

Bill explained that it used to be hard to get a job at Compco unless you were a family member.

“Business has changed, the economy is different, our company has grown, and now we are searching for the type of employees that made Compco what it was back then. We are not the same Compco as we were back then. But under Rick (Fryda’s) leadership, we are still alive and living the same



values.”

Bill had many influential leaders throughout his tenure at Compco. Arnold Collins may have had the biggest impact on Bill.

“Arnold didn’t care who you were, he only cared about doing what was right. Arnold always did the right thing!”

Bill reflected back on his first 30 days with Compco, “When I started with the company, I had no insurance. My wife was pregnant and I knew I was going to have a lot of medical bills. At that time, you needed to be employed with Compco for 30 days to have medical insurance.

“Arnold pulled me aside and told me not to worry about a thing...he assured me that the bills would be taken care of because we are

all family and we take care of each other. Arnold was the man that ran the company to Mr. Smith’s philosophy. He took care of everybody, even if you were a pain in the a\$\$\$. Arnold treated me like a son.”

Bill feels he has been very fortunate to work for Compco.

“I am lucky to work with great people. I enjoy working with Bruce, Merle, Ron, Bob, Chad, Donny, Ken, Chuck... all the guys I see every day. The Smith family actually lives what they preach. They gave me a great opportunity to provide for my family. I put my kids (Jessica, Victoria and Nick) through college and I am so proud of them all.

“I never had to deal with serious issues because my wife did one hell of a job raising them while I worked. The Smith’s helped me raise a great family and shaped who I am today. I can’t imagine doing anything else or working anywhere else!”



6-on-6



Robert Ogden, Corporate IT

Ogden

1. Tarheels
2. The Punisher
3. Creamy
4. ShineDown
5. Doug Estok (a previous manager)
6. Smile more

Veneri

1. Duke
2. Batman
3. Creamy
4. Hank Williams Jr.
5. Phil Sidwell
6. Better health



Davey Veneri, Quaker North



Sid Harvey, Compco Ind.

Harvey

1. Duke
2. Glenn Dilworth
3. Creamy
4. The Eagles
5. My Father
6. Quit tobacco

Loney

1. Virgina
2. LeBron James
3. Creamy
4. The Notorious B.I.G
5. Mother
6. Don't be lazy and workout



Matt Loney, Quaker South



Steve Faudree, Quaker North

Faudree

1. Kentucky
2. The Flash
3. Crunchy
4. Boston
5. My Fahter-in-law
6. Lose weight

Toussant

1. Ohio State
2. Superman
3. Creamy Jiff
4. Zac Brown Band
5. Mother
6. Be nice to people...be a positive



Desaray Toussant, Quaker South

- • • • •
- **6 Questions 6 Team Members** •
- 1. NCAA March Madness Champ •
- 2. If you could be any superhero, who would it be? •
- 3. Peanut Butter...Crunchy or Creamy? •
- 4. Favorite Musicion or Band •
- 5. Who was your best mentor? •
- 6. What is your New Year's Resolution? •
- • • • •

The “Good Stuff”



Compco in the community

In December, Compco sponsored a party for over 100 fourth and fifth grade students at Martin Luther King Elementary School.

The party was a reward for the children's hard work with their report cards through the mentoring program of the United Way Mahoning Valley. The kids enjoyed pizza, festive music and even a visit from Santa Clause. It was a fun afternoon for all involved!



Who is this?

Do you know?
Share your thoughts at
corpnewsletter@compcoind.com

East Palestine Youth Sports Association Basketball Team Undefeated!



For the past two years, Allison Oltmann has had the opportunity to coach kindergarten and first grade youth basketball teams.

Compco has supported the basketball program for the past two years. Their support has helped to provide balls, jerseys, special backboards and instruction from many successful area coaches. The program promotes our “WINNING” philosophy ... Work as hard as you can, play as smart as you can, never give up and be a great teammate!

Allison's team experienced improvement throughout the entire season. On Saturday, Jan. 26 they finished out the season undefeated with nine wins. Here team included: her daughter Aubrey and Landon McLeamore, son of Brian McLeamore. It was a great season! She looks forward to helping with the basketball program in future years as well the the development of a new youth volleyball program.

From the desk of Gwen Smith-Darnell

I, often find myself reading positive and uplifting inspirational stories. The other night I read a short message 'A Sense of a Goose' that I wanted to share with you. It's amazing to me what we can learn by observing nature. Creatures have a uniqueness all their own, so simple, so unselfish, so unconditional. Somehow they know what works to preserve their species, to survive in the harsh world in which they live. It's an instinct of survival which is passed on from generation to generation.

Next Autumn, when you see geese heading south for the winter, flying in a "V" formation, you might consider what science has discovered as to why they fly that way. As each bird flaps its wings, it creates an uplift for the bird immediately following. By flying in a "V" formation, the whole flock adds at least 71 percent greater flying range than if each bird flew on its own. *(People*



who share a common direction and sense of community, can get where they are going more quickly and easily, because they are traveling on the thrust of one another.)

When a goose falls out of formation, it suddenly feels the drag and resistance of trying to go it alone and quickly gets back into formation to take advantage of the lifting power of the bird in front. *(If we*

have the sense of a goose, we will stay in formation with those people who are heading the same way we are.)

When the head goose gets tired, it rotates back in the wing and another goose flies point. *(It is sensible to take turns doing demanding jobs.)*

Geese honk from behind to encourage those up front to keep up their speed. *(What message do we give when we honk from behind?)*

Finally, and this is important, when a goose gets sick or is wounded by gunshot, and falls out of the formation, two other geese fall out with that goose and follow it down to lend help and protection. They stay with the fallen goose until it is able to fly or until it dies; and only then do they launch out on their own, or with another formation to catch up with their own group. *(If we have the sense of a goose, we will stand by each other like that.)*

Each one of you, are an important part of Compco's team. We all share a common direction and sense of community. Success follows in all that we do, because we all work together as a team, and all look forward, facing in the same direction.

Management teams hold meetings, seminars, and hands-on luncheons to keep us all learning, to keep us motivated and enthusiastic, to give us a sense of accomplishment and pride in what we do and to let us know we are an important part of the Compco

MIND BENDERS

- A. Pick a positive whole number. If it is odd, multiply by 3 and add 1; if it is even, divide by 2. Repeat. Keep repeating! Did you eventually get back to 1?
- B. What five letter word becomes shorter when you add two letters to it?
- C. What can be seen once in a minute, twice in a moment and never in a thousand years?

Answers on back cover



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