



Compco Connection

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

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Reminders:

- Holiday Party - Friday, Dec. 13th at Mr. Anthony's
- Consider your 401k deductions before Jan. 1
- Corporate-wide individual goal setting will start in 2020.

Good Old-Fashion Loyalty

In an Amazon world, where virtually everything is easily gotten, this traditional Compco value takes work

By Vince Bevacqua

"Loyalty is definitely rare in our culture today. It used to be you measured a person's value... were they loyal or not?" Compco's Chairman of the Board, Greg Smith, knows why his grandfather and father insisted on "loyalty" as one of our corporate values... because he sees examples of it at work all around him.

Twenty and 30+ year employees are not uncommon at Compco. Many other companies, by comparison, are simply a line on somebody's long and diverse resume. If loyalty helps create a distinctive culture (as it has at Compco), why isn't it more a part of business today?

Because it takes time and work. "I think loyalty has to do with commitment," Greg explains. "I think the first thing you need to do, ever, to become loyal, is you need to get to know who you're working for and who you're working with."

"Then, through knowing people, you learn to trust them. Once you build trust, you learn to rely on people, and they rely on you. Then, and only then, you can establish commitment. A lot of people expect others to come into a business and automatically commit and be loyal, and that's just not real."



Mr. Smith addresses a group of employees in Columbiana, Nov. 8.

To ensure that old-fashion loyalty won't go out of style anytime soon, Greg places his trust in Compco's leadership team to model this value. They do it by focusing on relationships (knowing and working with people) versus transactions (what can you do for me?).

"Compco is a relationship company," Greg says. "If we ever have leadership that doesn't understand this, then time will start ticking to when we're done."

WORK. THINK. BE.

SAFE

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SAFE

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SAFE



As Christmas approaches, we may find ourselves dealing with more distractions than usual. The holidays are a buzz all around us yet there are extra stressors associated with colder weather, crowded stores, slippery roads and icy walk ways.

We may ponder what gifts to buy others, and the concerns about the extra costs associated with it.

Now is the time to remember that not all gifts cost money. Spending undistracted time with loved ones, sharing your safety knowledge and positive attitudes are gifts we can give that will not cost us any of our money.

Undistracted time means just that. Put the cell phone or video game controller down and join the conversation.

A positive attitude is everything, especially when it comes to safety. A positive attitude can change the outcome of every business meeting and every family get-together.

Safety is staying focused and stopping anyone when you see them doing something unsafe. It does not cost any money to challenge unsafe behavior and set the example of doing things the right way.

Encourage everyone to provide input regarding safety while putting up decorations, out shopping, cooking a family meal or working in the shop. After all, one of the best gifts we can give our family is to be safe all the time, not just when we are on the clock getting paid to work safely.

Every aspect of our lives should include safety checks. We should always be the safety advocate for those near us.

As the year winds down and we begin to think about New Year's resolutions, we should always include safety. Everyone must believe that working safely is the only option!

Our collective new year resolution should be that it is no longer "safety versus production" but that "safety is production!"

Sincerely,

The Safety Team

Bob Bachinger, Jeremy Paravano & Karen Wright



Anniversary Milestones

Tammy Cook
30 Years
December 11, 2019

*Thank you for your
service and loyalty
to Compco!*

What was it like when you first started here?

When I first started here we were a very close knit group (family). We worked together, we ate lunch together and we would go out together after work. I was the youngest person in the office, but there was never an age gap in the way we interacted. (Except when I would remind Rob Folsom he was older than dirt.)

What is your favorite memory of Compco?

I've always loved the annual Steak Fry and Christmas party. I enjoy seeing the retirees and all the spouses. I have too many great memories to just pick one from; Mrs. Smith giving dance lessons on the newest line dance to one of the steelworkers taking off with my three-inch heels and then walking and dancing in them better than me. That was a sight to see.

How have things changed over the years?

People have come and gone over the years, but we have still maintained that family ideal.



Georgetta Tipper served Compco for the last 10 years by keeping our building clean and welcoming. Thank you for your service Georgetta!



David Veech, a lecturer at The Ohio State University and president of Leadsights Inc, has been working with team members on problem solving, lean manufacturing and leading.

Meet Our Intern

Name: Nick Franceschelli

Department: Engineering

Hometown: Poland, Ohio

College: Youngstown State University

Major: Mechanical Engineering Technology

Favorite food:
Solid steak dinner

Favorite class:

Favorite class so far has been solid modeling utilizing SolidWorks

Least favorite class:

My least favorite class so far has been Electromechanical Systems

What are you learning from your experience here?

I've learned a good amount from Com-pco Quaker in the limited time I've been here.

Such as, how much the cost to produce a product plays a much larger role in its production than I had previously thought, as well as a lot of general knowledge on manufacturing processes and techniques that I may not have ever learned in school.



What are your career goals?

Once I graduate my career goals would include transitioning into the design field of engineering where 3D design and drafting are a large part of my daily responsibilities.

What are some things you like to do in your free time?

In my free time I like to do anything active but usually I'm going to the gym or playing golf.

Where do you see yourself in five years?

In five years I see myself settled into my first job and trying to make my career goal a reality by working on part design.



Manufacturing Your Future

Congressman Bill Johnson partnered with the Columbiana County Educational Services Center October 25 to provide sophomores an opportunity to learn about the manufacturing industry in the county and expose them to exciting careers.

Compco had about 30 students and school counselors tour our facility. This is one of the many ways Compco continues to serve our communities.



Vice President of Safety, Bob Bachinger, explains what we do in the shop and in the training room to Columbiana County 10th graders.

Customer Spotlight



The customer: InOvate Dryer Products

What they do: Dryer Products

What we make for them: Stamp and assemble wall vents, dryer jacks and top hats.

Relationship highlights: Hunter found an old document from when we did a quote for them during the former Quaker management. Then developed a great relationship with their owner and vice president. It all started with excellent help from our Engineering Department to help give InOvate confidence in us as a partner.

We went above and beyond to help them develop the product they wanted to take to the market.

The unique partnership: We helped enhance their product and made it feasible to produce a stamped part. We also helped discover the most efficient way to assemble their products. We have an excellent relationship with them and they are an ideal customer for Compco Quaker.

Bright future: There is constant growth with their products. They are expecting immediate growth in all of their products once they hit the market. There is a bright future in this partnership. What they have allowed us to make has been great for our business and we are growing together each day.



The customer: Vineland Manufacturing LTD - They were established in 1986 and are located in Vineland Station, Ontario.

What they do: They design and contract ASME pressure vessels, as well as manufacture air brake components for the rail industry.

What we make for them: Compco supplies ASME Semi Ellipsoidal tank heads 5" OD – 30" OD.

The start of the relationship: Looking back to the 1980s we had an independent sales representative named Don Stetson. Don worked the Canadian Market and brought in several accounts throughout the region. Compco began supplying tank heads to the rail industry through two companies, Manchester Tillsonburg and Vineland Manufacturing. Manchester has since closed the Tillsonburg location. However Vineland has continue serving the rail industry for over 33 years.

The unique partnership: Our relationship with Vineland has spanned over 30 years. Although some of the people have retired, many of the same people at both Vineland and Compco are still working together to this day. Vineland knows we care about their business and they can count on Compco.

Bright future: Both Vineland and Compco are family owned companies. We share many of the same core values. Vineland desires a strong partnership with Compco.

"For us, when searching for new vendors, it goes beyond whether a part can be manufactured. We value clear communication, service and transparency. Compco has delivered on all fronts.

Producing parts for just a few months, we are already seeing a huge improvement in both quality and capacity. From the design phase to production, I've been fortunate to work with almost every department, all of which exemplify the utmost professionalism and dedication. This is the true spirit of a partnership and we are excited about our future with Compco."

- James Ortiz, VP Operations, InOvate Dryer Products

Who Stole Our Steel?

By Vince Bevacqua,
Director of Corporate Communications

Compco's Coil Bay is full now...but it wasn't that way three months ago. Read on to learn why.

You can have the world's best team running the finest presses in the market... yet, if you don't have steel, you can't make products.

This past summer and early fall, Compco's coil bay was looking pretty sparse. And that had some people worried about filling orders on time.

Compco's Global Steel Buyer John Fryda hears the worries and shoulders the pressure.

"My job is to make Compco the most money I can," John says. "(and) buying steel is almost like playing the stock market."

Meaning, if he buys when steel

prices are low, Compco's investment pays off in higher profits. If he buys at a higher-than-necessary price, the company loses. And we're not talking about a few dollars. Compco buys so much steel that a ten-cent-per-ton increase would snowball into a significant sum of money.

So, John is always on a tight-rope—balancing between customer sales forecasts and predicting where the steel market will

move; quarter by quarter.

Unfortunately, there's no crystal ball he can consult. "You have to watch and read about the steel market," John said. "I meet with my biggest steel vendors, the mill guys, at least once a month to see



Q: Why is steel buying at Compco Quaker different?

Sometimes, Compco Quaker will have plenty of steel while the stock at Compco is pretty low. Why is that?

A: John explains that Compco and Compco Quaker typically run different types of jobs: Compco makes larger quantities of bigger parts, while Quaker focuses on shorter runs of smaller parts.

Different manufacturing styles lead to different modes of steel buying. Where Compco buys directly from the steel mills—which can mean waiting for stock—Quaker gets its steel from warehouses with ready inventory. And, while warehousing is not a part of Compco's supply process, John sees it as an increasing part of the company's sales process.

"We had bigger customers years ago. They usually took the same thing each month, so, it was kind of easier. Now we have a diversified customer base and nobody wants to take a thousand pieces anymore...they want hundreds. So, now it's a different world. We have a stocking program and they want us to hold the inventory.

It's a different industry now than it was a long time ago."

what's going on. You've got to stay close to it every day and make sure you're informed."

Back in July, steel prices were high, and John expected them to drop. That led to minimal buying, letting inventory dwindle and keeping just enough on hand to get orders out.

Then, in October, steel hit its lowest price in recent years... and John stocked up. He expects prices to stay flat through the first quarter of 2020, so we can expect to see full coil bays until, at least, spring.

It's challenging and stressful, but that's fine with John.

"I wake up (each day) and I love coming to do what I do. I've been here 32 years. I'll probably be here another 32 more. It's something I love to do and, to me, it's not a job."

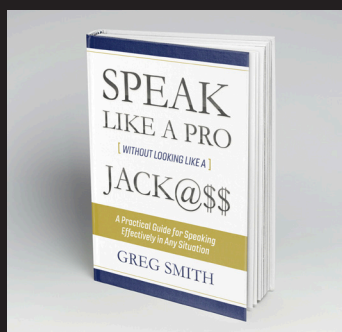


Story photos by Ryan Keller



Compco Quaker honored Greg Smith with the first wall hanging placed in the the Compco Library.

During the monthly All-Hands he was surprised with a framed image of his book, *Speak Like a Pro, Without Looking Like a Jack@\$\$*.



Senator Rob Portman Visits Compco



Long-time friend of Mr. Smith and the Smith family, Sen. Rob Portman toured Compco late in the afternoon November 8 and addressed team members. He entertained questions and discussed his view of the current political environment.

He applauded the Smith family for being a staple in the community and example of trust and loyalty in the corporate world.



Thank you to all those who serve and have served!

Leadership is service. Service comes with sacrifice. No sacrifice, no service, no leader.”
Simon Sinek

“The best way to find yourself is to lose yourself in the service of others.”
- Mahatma Gandhi

		<i>Service</i>	<i>Location</i>
Miquel	Alvarado	Army	Integrated Fab
Perry	Bailey	Army	Compco
David	Beall	Army	Compco
Nick	Bracco	Army	Compco
Randy	Brown	Navy	Compco Quaker
Dave	Byer	Army	Compco Quaker
Mark	Cornman	Army	Compco
Tony	Dillinger	Navy	Compco
Anthony	Duncan	Army	Compco
Russ	Felger	Air Force	Compco
Dave	Godsey	Marines	Compco Quaker
Travis	Herrington	Former- Vol Fire Fighter	Compco Quaker
Chris	Humphrey	Navy	Compco
Rick	Kamperman	Marines Former Policeman	Compco
Karen	Kampfer	Former-Vol Fire Fighter	Compco Quaker
Alfred	Kloos	Army	Compco
Tom	Lloyd	Air Force	Firestone
Justin	Manley	Marines	Compco
Chuck	McDade	Air Force	Compco
David	McMillen	Army	Compco
Slade	Miller	Army Reserve	Firestone
Nick	Norton	Navy	Compco
Lee	Pearson	Vol firefighter	Compco
Dennis	Plegge	Navy	Compco Quaker
Dan	Rader	Marines	Compco
Michael	Stucky	Army	Compco Quaker
Mike	Vacha	Army	Compco Quaker
Michael	Vernacinni	Navy	Compco Quaker
Jeff	West	Army	Integrated
Karen	Wright	Marines	Compco



Our deepest thank you to all of our Compco family members who have served and who currently serve. We applaud your selfless acts and honor you.

***If you have served and don't see your name, please connect with HR to be recognized in the future.

Let us not become weary in doing good, for at the proper time we will reap a harvest if we do not give up.
- Galations 6 v 9



6-on-6

6 Questions

6 Team Members

1. Superbowl prediction?
2. Who/what are you loyal to?
3. Favorite holiday movie?
4. Favorite Christmas present?
5. Worst Christmas present?
6. New Year's Resolution?



Mike Bachinger, Compco

Bachinger

1. Cowboys
2. My Wife
3. National Lampoons Christmas Vacation
4. The original Nintendo game system
5. No bad presents
6. Get into shape, again

Barnes

1. Green Bay
2. Family
3. The Grinch
4. Futon
5. Fake coal
6. To get hired in



Sadie Barnes,
Compco Quaker



Anthony Pritchard, Compco

Pritchard

1. Browns (just kidding)
2. Family and friends
3. Home Alone
4. Ibanez Bass Guitar
5. Clothes in general, but I did get coal
6. Quit smoking

Hall

1. Steelers
2. My kids
3. Nightmare Before Christmas
4. Money
5. Socks
6. Not yet



Don Hall, Compco



Mary McCall, Compco Quaker

McCall

1. Patriots
2. My kids
3. Rudolph
4. Ornament with all 7 of my kids' names on it.
5. Ribbon Candy
6. Eat healthier

Ferry

1. New England
2. Wife and kids
3. Home Alone
4. Leather Jacket
5. Underwear
6. To be grateful for my family all year



Sam Ferry, Compco Quaker

THE GOOD STUFF

Tammy Cook's son, Corey, became an Eagle Scout from Boy Scout Troop #46 in Boardman on October 5th, 2019.

He also earned his silver, gold and bronze palms, which are given to scouts for every five badges over the required 21 badges to receive his Eagle (He earned 38 badges total).



Corey's Eagle Project was to plan, raise funds, organize and place two benches in front of Valley Christian School.

One of the benches is a Memorial Bench for David Malaska who passed away in a car accident before he was able to graduate from the school. Both his Mother and Father are teachers at the school. The other bench has the school's bible verse engraved on it which is "But those who hope in the LORD will renew their strength; they will soar on the wings like eagles; they will run, and not grow weary; they will walk and not be faint. Isaiah 40:31 NIV.

Corey also earned his Order of the Arrow on 1-17-17.

Congratulations Corey!



**United Way of the Mahoning Valley
Day of Caring**

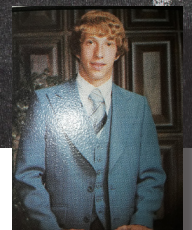


Guess Who? - Answers

A: David Mendenhall



A: Wally Hank



*We had a few guesses...but
no one guessed correctly!*

Are You Engaged?

From the desk of Gwen Smith-Darnell

When you get out of bed each day, are you looking forward to coming to work? Are you engaged in your work, enthusiastic and loyal to Compco and its values, and committed to your fellow workers? Do you have a positive idea or action that could further Compco's interests or productivity?

Approximately five years ago, our leadership team asked Operations, with the help of Human Resources department, to form an employee engagement team.

Over the years, a team has met monthly at Compco, Columbiana, and we recently formed a team at Compco Quaker.

Why, because you, our employees are valued. 'YOU ARE' an important member of our Compco team.

The mission of our employee engagement team is to create an environment that values and supports team member engagement and promotes a healthy organization by developing internal programs of improvement and dialogue for all Compco team members.

Engaged team members will provide excellent service to our customers.

Our leadership sincerely wants you to be engaged and motivated in your work and in your commitment to our Compco family. We sincerely believe, by encouraging employee communication and striving to work together as one, we will continually strengthen positive working relationships between our workers, managers and leadership, building trust and loyalty among each other.

During our monthly meetings, team members input is encouraged as well as their thoughts, plans and possible solutions. They offer valuable insights into ways to enhance a positive impact in the day to day working environment and lives of their fellow workers.

A special thank you to current members of our employee engagement teams!

"As an engagement team, we want to help bring the questions, concerns and opportunities for continuous growth from all our team members to the table.

During these meetings, we will discuss and prepare options for resolutions. Some of these issues to be resolved may need to be presented to our leadership team. This way, it allows our teams to have more information when preparing for decisions that need to be made, whether it is a large capital improvement that needs budgeted for or a simple solution to a problem that may have been overlooked. To make it simple, we need to try to answer the questions, "What are we missing?", states Tom Varley, Director of HR.

Bill Gates says, "We all need people who will give us feedback, that is how we improve."



We encourage employees to speak with any team member about any concerns or suggestions. Your input is important to the continued success of Compco. If you are interested in becoming a part of the employee engagement team, please contact the HR department.



Compco: Allen Smith, Dan Rader, Tammy Cook, Keven Madden, Karen Wright, Susan Tanner, Jason Green, Justin Manley, Tom Varley, Bill Csernik. (Not pictured: Tom Loney, Jake Booth, Katy Mumaw, Gwen Smith-Darnell)



Compco Quaker: Brian Dahlgren, Brad Wagner, Austin Miller, Denton Dunlap, Kim Brock, Anna Rolland, Rick Kamperman, Dan Suznevich and Joe Valentini.

Wishing you and your family a warm and
blessed holiday season!
Merry Christmas and Happy New Year!

Sincerely,

The Smith Family



S-P Mission:

Provide leadership, training, and support for our operating companies, to promote growth, innovation, and diversification.



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@compco.com