



# Compco Connection

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

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## Reminders:

- Physical inventory at Compco and Compco Quaker is at the end of March.
- Goal Setting initiative launching April 1.

## A Test of Honesty

*Understanding the nature of a key Compco value*

By Vince Bevacqua

In the early 1930s, Club Aluminum Products Distribution Company of Chicago was headed toward bankruptcy. Instead of accepting the inevitable, the company's Chairman—Herbert J. Taylor—was hopeful that a recovery was possible and decided to try and change the ethical climate of his company.

He introduced the Four Way Test... a way to decide the merits of any activity. To use it, you ask yourself four questions:

- 1) Is it the truth?
- 2) Is it fair to all concerned?
- 3) Will it build goodwill and better friendships?
- 4) Will it be beneficial to all concerned?

Taylor happened to be a Rotary member. He introduced his test to the club, and Rotarians continue to use the Four Way Test to this day.

For Compco Chairman Greg Smith, this test helps in understanding the complex idea of honesty; one of Compco's core values.

"Honesty is about following your personal integrity," Greg explains. "At Compco, I think it's absolutely necessary of us to be honest with each other. I can't do my job, Rick Fryda can't do his job... in fact, none of us can do our jobs if the people around us aren't honest with us. Not being honest with each other... can literally destroy our company."



Chairman of the Board  
Greg Smith

"And honesty is not self-serving," Greg adds, meaning, if you want to "spill your guts" and burden others with your own unresolved issues—or things that truly don't matter—that's not honesty.

Honesty requires judgement; knowing what to share, with whom and for what purpose... which is why the Rotary Four Way Test comes to mind. In trying to save his company, Taylor actually devised a clear process to help the user weed out ulterior motives from true honesty.

By the way, 20 years after Taylor applied his Four Way Test to Club Aluminum, the company had repaid its debts, had money in reserve and gave its shareholders very generous returns.

## The Ten Commandments of Good Safety Habits

In most everything we do, we find a “trick” to make the process easier and faster. After we develop these tricks, they become work habits in our everyday activities.

According to SafetyManualOSHA.com developing everyday safety habits can keep you injury free through the year. Here are ten safety habits to live by:

1. Set Your Own Standards. Don't be influenced by others. If you fail to wear safety glasses because others don't, remember, the blindness you may suffer will be yours alone to live with.

2. Operate Equipment Only If Qualified. Your supervisor may not realize you have never done the job before. You have the responsibility to let your supervisor know, so you can be trained.

3. Respect Machinery. If you put something in a machine's way, it will crush it, pinch it or cut it. Make sure all guards are in place. Never hurry beyond your ability to think and act safely. Remember to de-energize the power first before placing your hands in a point of operation.

4. Use Your Own Initiative for Safety Protection. You are in the best position to see problems when they arise. Ask for the personal protective equipment or additional guidance you need.

5. Ask Questions. If you are uncertain, ask. Do not accept answers that contain, “I think, I assume, I guess.” Be sure.

6. Use Care and Caution

When Lifting. Most muscle and spinal injuries are from overstrain. Know your limits. Do not attempt to exceed them. The few minutes it takes to get help will prevent weeks of being off work and in pain.

7. Practice Good Housekeeping. Disorganized work areas are the breeding grounds for accidents. You may not be the only victim. Don't be a cause.

8. Wear Proper and Sensible Work Clothes. Wear sturdy and appropriate footwear. Avoid loose clothing, dangling jewelry, and be sure that long hair is tied back and cannot become entangled in the machinery.

9. Practice Good Personal Cleanliness. Avoid touching eyes, face, and mouth with gloves or hands that are dirty.

10. Be a Positive Part of the Safety Team. Willingly accept and follow safety rules. Encourage others to do so. Your attitude can play a major role in the prevention of accidents and injuries.

# Anniversary Milestones

*Thank you for your  
service and loyalty!*

**Danny Bartholow**  
**25 Years**  
**January 3, 1995**



What was it like when you first started?

When I first started here, 25 years ago, I was only 31 years old and my hair wasn't gray. I was hired as a Die Maker and shortly after became a Die Leader. I think we only had the one Parpas CNC at the time, and there was actually still a couple of Kellers here too. (You kids can ask an old-timer what I'm referring to).

What has changed?

I've seen the industry change dramatically. We've added many more CNC mills and even a CNC lathe. And with the modern technology, less manpower is needed. When I was a Die Leader, I had 12-14 people on my crew. Now just a fraction of that is needed to get the same amount of work accomplished. How do you maintain top quality standards, but do it for less? That is a question that will never change.

What is a favorite work memory?

If you know me, you know I'm all for mixing in a little fun while getting the job done. Back then, I remember we used to try and stump each other with song lyrics. We would tell someone a random line out of a song and they would have to figure out what song it was. You got extra credit if you could name the artist as well. LOL!

Here's to a bright future. May God bless Compco and all of its families.

**William Brown**  
**25 Years**  
**March 6, 1995**

What was it like when you first started here?

"It was a very good place to work," he said. "I've been very thankful and blessed to work here all these years." Bill has always been a maintenance and electrician guy. "We do it all around here." He thinks it is very important to do his job well and doesn't aspire to other positions, he is focused on being the best maintenance guy he can be.

What has changed?

He notes the technology as being the biggest change, specifically the PLC programming. This is the computer programming which controls the machines designed to read digital and analog inputs from various sensors and execute various outputs.

What is your favorite memory of Compco?

Under Compco and Quaker he has enjoyed teaching his teammates and being an example as he tries to do every job to the best of his ability.





# Meet Our Intern

**Name:** Katie Chludzinski

**Hometown:** Lisbon

**Favorite food:** Fried Mozzarella sticks

**Where do you attend college?**  
Youngstown State University

**What is your major?**  
Mechanical Engineering

**What was/is your favorite class?**  
Calculus- it's definitely my hardest class, but I enjoy that it challenges me. I've always liked math.

**What was/is your least favorite class?**

My least favorite is communications. I like the writing part of the class, but I don't care for the public speaking part of it as much.

**What are you learning from your experience at Firestone?**

I've been learning a lot about the manufacturing process, reading blueprints, and how my engineering classes relate to a real-world experience. I really enjoy working at Firestone.

**What are your career goals?**

I'd like to continue to work in a manufacturing environment. I don't want to be in an office all day- ideally, I'd like to be able to move from both the shop floor and the office.



Katie Chludzinski, Firestone Lator and Manufacturing Intern

**What do you like to do in your free time?**

In my free time I like to play the piano, read, and raise goats and chickens at home.

**Where do you see yourself in 5 years?**

In five years, I'll have graduated from college, and be working as an engineer. I'd like to hopefully have a house by then as well, but stay in this area.



## Our United Way Individual Giving Campaign tops \$60,000

**Why does Compco support the United Way?**

### Their Mission & Vision

The United Way of Youngstown and the Mahoning Valley will create positive change by collaborating with partners to educate and empower children and families in the Mahoning Valley.

United Way will be recognized for measurable impact, systemic change, changing lives, and be the top nonprofit of choice among donors.

### History

The United Way of Youngstown and the Mahoning Valley is a vital resource that has helped to improve the quality of life for thousands of individuals in the community.

The United Way of Youngstown and the Mahoning Valley traces its roots to 1919. Many worthy charities in and around the Youngstown area were seeking support for their services.

Realizing the need for a unified fundraising and fund distribution effort, eleven local businessmen filed articles of incorporation for the Community Corporation,

the parent corporation of the United Way of Youngstown and the Mahoning Valley, on February 11, 1919.

The stated purpose of the non-profit organization was "to promote the general welfare of the community of Youngstown, Ohio, and vicinity."

Through the SP Company's United Way Campaign, more than \$60,000 will go into the community where it is needed most.

**Thank you!**



100 YEARS UNITED: GENERATIONS OF IMPACT



United Way of Youngstown and the Mahoning Valley

# Customer Spotlight



**The customer:** Quick Tanks Inc.

**What do they do?:** They make water treatment pressure vessels.

**What do we make for them?:** We make the vessel heads.

**When did the relationship start?:** The relationship started back in 1953 when Compco used fish/whale oil for lube.

**How is the partnership unique?:** Tom Loney has had a relationship with them for 20+ years, and the two companies have been working together for more than 55 years.

"Trust and honesty, we don't always like the answer we receive but we know it is straight forward," said Jon Luttmann, Quick Tanks Plant Manager. "Someone is *a/ways* available to find the answers we need even after hours occasionally. Also, Compco has helped us develop processes to make our manufacturing processes more efficient."

**Bright future:** Quick Tanks is looking forward to Compco's expanding product line. They are a very large consumer of elliptical manways and we anticipate this new product to be well received within Quick Tank.



## Taking our story on the road

After a brief hiatus the last few years, the SP Companies are once again displaying at industry trade shows.

In February, our sales team participated in the mammoth AHR (Air Conditioning, Heating & Refrigerating) Expo in Orlando, Florida. They were armed with a brand-new booth display and updated marketing materials; all to tell the story of our company's complete customer service, quality parts and on time delivery.

And, on March 28th, we will exhibit at the Mid America Trucking Show in Louisville, Kentucky.

These shows are great opportunities for our team to deepen relationships with existing customers—who are also exhibiting – while introducing ourselves to several prospective new customers.



*"Trust and honesty, we don't always like the answer we receive but we know it is straight forward. Someone is *a/ways* available to find the answers we need even after hours occasionally. Also, Compco has helped us develop processes to make our manufacturing processes more efficient."*

*Jon Luttmann, Quick Tanks Plant Manager.*

# Compco Quaker Giving Tree

By Dan Suznevich, Operations Manager

*"Remember that the happiest people are not those getting more, but those giving more."*

*-H. Jackson Brown, Jr.*

On the morning of November 21, 2019, I was approached by Mary McCall about an idea to take to the Employee Engagement meeting later that day.

Mary told me that we had an employee in the shop that could use some extra help with Christmas and suggested that we could ask for donations for the family. I told Mary that I would take this idea to the Employee Engagement team and would let her know the results.

During the meeting I brought up the idea, Mary had presented. Without hesitation, the team decided it was a great idea to help out our Compco family during the holiday season.

As the discussion continued, the team decided that we could expand from one family to multiple. Anna Rolland told the team of a "Giving Tree" that she used to organize and the team decided we would implement it at Compco Quaker for Christmas.

The "Giving Tree" allowed any employee who needed some help providing Christmas gifts for

their children to contact Anna directly with the gender, age, and up to three gift ideas for the child.

To keep the process anonymous, a numbered tag would be made with this information and hung on the "Giving Tree". Once the tag was on the tree, any team member could go pull the tag and provide a gift for that child.



On the first day, 10 tags were hung on the tree and were pulled before the end of the day. On the second day, 8 more tags were added in the morning and gone by lunch.

In total, 18 tags were placed on the tree and over 60 presents were given out to the children from the Secret Santa's of Compco Quaker.

Throughout this process, it was amazing to see how the building came together to support each other and how the Compco Quaker family extended into each other's homes.

A special thank you to Anna Rolland, Kim Varley, and Kim Brock who were instrumental in making the "Giving Tree" a huge success. This team put a tremendous amount of effort into decorating the tree, making tags, and wrapping presents. Thank you to Anna for being the main point of contact, keeping the lists organized, and distributing all the gifts.

This entire process proved that the Compco core value of family is alive and well!



Ron Bennett, Joe Irwin, Brad Smith, Chris Kent, Daniel Hines, Jason Smith, Dan Suznevich and Katy Mumaw are pictured above. (Not pictured who attended the training include; Mark Cornman, Rick Kamperman, Justin Manley and Matt Werner)

On Monday, February 10th Chris Kent spent the day with Compco Team Members facilitating two innovative thinking workshops.

With over 45 years experience, Chris Kent is widely acknowledged as one of the world's foremost authorities on Jeet Kune Do, and has gained international recognition for his knowledge and leadership in perpetuating the art, training methods, and philosophy developed by Bruce Lee. Recognized as a master teacher, Chris is regarded as one of the few individuals in the world having total comprehension of all facets of Lee's martial art.



## Family



Danny Bartholow, Compco Quaker Engineer/Estimator, welcomed another grandson Dec. 16, 2019, Waylon Russell Paynter.

He describes him as “another blessing from God.”

## Retirement



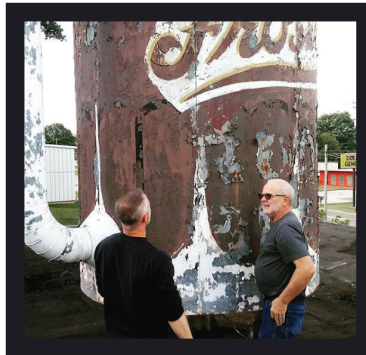
Congratulations to Tim Marano on his retirement! Tim retired from Compco Quaker as the Quality Compliance Manager. Thank you Tim!

## Hobbies



From left, Bill Greenamy, Joe Miller, Jim Greenamy, Steve Bailey, Mike Greenamy and Jason Alan (Salem News photo by Mary Ann Greier)

## Compco Team Member and Family Restore Iconic Frostop Mug



The iconic Frostop mug was removed from the roof of the old West State Street restaurant, right next to Compco Quaker.

The Jim Greenamy family, all Salem graduates, are working together to restore the mug.

Jim, who works at Compco Quaker, has been restoring things his whole life, working on his first car at the young age of 13.

This new challenge stands 14.5 feet-tall. He will sand blast it and put a fresh coat of paint on by hand., he said.

They're hoping to unveil it during the 2020 Salem Super Cruise, and keep the icon on display in Salem.

## Your Best Self Fitness



Amanda Wardell, Compco Quaker's Inventor Control Coordinator is striving to be her best self at the local gym, Your Best Self Fitness. This facility is located just a short walk from Compco Quaker at 273 Benton Rd., Salem.

They offer HIIT (high-intensity interval training), yoga, total body toning, Pilates, Tabata , and health coaching.

“I’ve been going there for about a year now and have nothing but great things to say about the place. It’s also something I get to enjoy with my mother and sister,” she said. “Your first time is always free. Instructors do everything they can to make sure you strive at succeeding your goals.”

The class schedule can be found at [www.ybsfitness.com](http://www.ybsfitness.com).

## Fryda Makes Big Splash His Senior Year in 3 Sports

The Boardman Spartans have a storied football history and along with its many on-field successes, they've found a way over the years to produce placekickers who have quietly stood out for their contributions and outstanding play.

These elite kickers can now move over and welcome Tommy Fryda, the son of John (Compco's Global Buyer) and Marie Fryda, to the top of the scoring list after his second of four placements during this season's 31-14 win at Garfield Heights.

His performance in that game made him the career kicking leader with 128 points.



Fryda carries a 3.65 cumulative grade point average academically and would like to become a chiropractor. His head coach, Joe Ignazio, calls him the ultimate student-athlete.

"Congratulations to Tommy for he is a model of what it means to be a student-athlete," Boardman's Head Football Coach Joe Ignazio stated. "He has experienced

success in the classroom and across three sports. He's able to maintain balance, all while participating in two fall sports.

"He has given us a solid foundation for the special teams phase of our game for the past four years. It is a testament to the support he has from his family, coaches and teammates."

He credits the late Nick Liste, his gym teacher who kicked for Youngstown State, with helping to hone his game. "Mr. Liste worked with me quite a bit and almost everything that I know and learned football-wise, I learned from him," Fryda added.

With 16 extra points this season, he now has 103 PAT's overall to become the only player in program history to reach the coveted century mark.

While he hopes to kick collegiately and is awaiting to see if any offers roll in, Fryda is also a four-year starter and letterwinner in soccer

"Tommy has been in our basketball program since he was a little kid and it has been fun to watch him grow and develop as both a player and a young man," Boardman Head Basketball Coach Pat Birch said.

**Congratulations Tommy for all your achievements!**

\*\*\*This story is compiled of excerpts taken from the  
*Boardman News*



*Senior Tommy Fryda made four 3 pointers in the second quarter, the third of which broke the school record for 3s in a single season. Fryda, the "Player of the Game", finished with all six of the Spartans' 3s and now has 57 3s on the season. He surpasses the 28 year old record that was previously held by Hall of Famer Joe DiPasqua.*

### Tommy Fryda's Athletic Accomplishments (so far)

#### Senior Athletic Honors Football

- 1st Team All ACC-Special Teams
- 1st Team All-League
- All Mahoning County
- Academic All Ohio Individual 2019
- Academic All Ohio Team 2019
- Academic All Ohio Team 2018
- 4 Year Letter Winner - Football
- Most Points scored by a place kicker Boardman High School

#### Senior Athletic Honors Soccer

- US Soccer Association All-Great Lakes Regional Team
- 1st Team All State D1
- 1st Team All District D1
- 1st All Conference
- District Player of the Year
- MVP - Senior All-Star Game 2019
- 4 Year Letter Winner - Soccer

#### Athletic Honors Basketball

- 2 Year Letter Winner
- Most 3s in a single season

Played 2 years Baseball



# 6-on-6

6 Questions

6 Team Members

1. Hardest person to be honest with?
2. NCAA Basketball Tournament final 2 teams?
3. How do you celebrate St. Patrick's Day?
4. How did you find out the Easter Bunny wasn't real?
5. Best April Fools prank?
6. Favorite part of Spring?



Mike Gbur, Compco

Gbur

1. Myself
2. Maryland vs. Baylor
3. Wear green and drink beer
4. I always knew
5. None
6. Golfing

Schwartz

1. Sister
2. Duke and Louisville
3. I don't
4. Caught Mom hiding the baskets
5. At previous job, guys put my car on wood blocks
6. Fishing



Rick Schwartz  
Compco Quaker



Shaun Reed, Compco

Reed

1. I'm honest with everybody
2. Baylor vs. Gonzaga
3. Drink a little beer
4. Because it didn't lay eggs
5. Hasn't happened yet
6. The end...The beginning of Summer

Shaffer

1. I'm honest with everyone
2. No idea
3. I really don't
4. I saw the guy in the suit
5. Took principal's car and parked it in another lot.
6. Rain



Ryan Shaffer, Compco



Joel Keylor, Compco Quaker

Keylor

1. Nobody
2. Duke vs. Tennessee
3. In Chicago
4. I don't know...
5. I told my boss I was going to work... J/K
6. I hate spring, because of allergies

Kinnamon

1. I'm honest with everyone
2. Ohio State vs. Duke
3. Drink green beer
4. My mother told me
5. Shrink wrap co-worker's lunchbox
6. Riding my motorcycle



Jeff Kinnamon, Compco Quaker

# Setting Powerful Value-Based Goals

By Katy Mumaw, corporate director of learning and development



## What is a goal?

A goal is an idea of the future or desired result that a person or a group of people envision, plan and commit to achieve.

It is important to realize that goals are unique to each individual and should be based on one's core values. We must first define what is important to us and how we measure success through key performance indicators and then set goals that are consistent with those values and KPIs.

## The Goal-Setting Process

Clarify your values and the KPIs for which you are accountable. Write down each goal. "A goal not written is only a wish," which is thought to be attributed first to Antoine de Saint-Exupery, a French aristocrat. A written goal carries 10 times the power of an unwritten goal.

Be sure that the goals are stated specifically. Include standards of measurement, such as deadlines and/or quality criteria.

Make sure the goals are realistic. Conduct a "reality check" for each goal. Consider the costs and the benefits. Identify any resources that will be required. You may discover that you need to set bite-sized goals, which lead toward your overall goal, that can be realistically achieved.

Fully commit to achieving the goals. Seek and use the strength and help of others. Find friends, siblings, parents, and others who can help hold you accountable and follow through with your goals.

Take advantage of times that typically carry momentum and power for change. For example, a new year or corporate initiative marks a new beginning and a springboard for change. Use these moments to build motivation.

## Value of Setting Goals – The benefits of goal setting include:

- Providing a sense of direction
- Stimulus for future success
- Helping us identify what is important
- Helping us make decisions
- Serving as accountability measure
- Forcing us to set priorities
- Measures progress
- Sharpens our vision

Most people go through life without a definite set of goals. Therefore, it is difficult for them to concentrate their energies and focus on accomplishing anything. They drift through the game of life not knowing where they are headed, what the score is, or whether they are winning or losing.

Additionally, they may spend their time on efforts that are not consis-

tent with their values. Goal setting helps us lead more fulfilling lives and accomplish what we feel is important and desirable. Goals can and will change over time as we mature, our roles at Compco shift and/or strategic key performance indicators adjust.

Setting goals can truly be the key to fulfillment and achievement. However, many people fail to set goals for a variety of reasons.

Why do most fail to set goals? Most people are never taught how to set goals along with the following:

People naturally resist change and moving out of their comfort zone. Many people choose to take a reactive—rather than a proactive—approach to life.

In the months to come we will start our journey to fulfillment and achievement by setting some initial goals. Your goals will change over time. Some things to consider as we prepare to set goals: How can I add value to Compco? What is my passion? Where can I stretch to make a difference in my role?

There is a great way to evaluate and strengthen goals by being SMART.

## 7 Areas of Success you may want to consider while setting goals

From BrianTracy.com

- Family and Personal Goals
- Physical and Health Goals
- Mental and Intellectual Goals
- Personal Development Goals
- Career Goals
- Financial and Material Goals
- Spiritual Goals



## From the desk of Gwen Smith-Darnell

**O**K, we're being honest here! I love reading, especially uplifting, positive stories! Stories that teach me how to grow, to become a blessing to those around me, to become the best that I can be!

I am sharing a story with you that expresses the importance of being careful what you plant now, for it will determine what you will reap later.

### **The seed of honesty**

A successful businessman was growing old and knew it was time to choose a successor to take over the business. He decided to do something different so he called all the young executives in his company together.

He said "It is time for me to step down and choose the next CEO. I have decided to choose one of you." The young executives were shocked as the boss continued.

"I am going to give each one of you a seed today. This is one very SPECIAL seed. I want you to plant the seed, water it, and come back here one year from today with what you have grown from this seed. I will then judge the plants that you bring, and the one I choose will be the next CEO."

Jim, one of the executives, went home and excitedly told his wife the story. Together they got the pot, compost and soil to plant the seed.

Every day, he watered it and watched it closely to see the progress. Three weeks went by and the other executives were bragging how well their seeds were growing.

Every day, when Jim checked his pot, there was no sign of growth. After five weeks of this, Jim was pretty discouraged.

At the end of six months, Jim's pot still remained empty, with no sign of growth. He imagined he had over watered it or got the wrong kind of fertilizer as his colleagues continued to brag about how tall their plants were growing; some of them were now trees.

The year was up and they were instructed to bring their plants into the office for the CEO to inspect them.

Jim told his wife how embarrassed he was to bring in an empty pot to the office, but she encouraged him to be honest.

Jim brought the pot to the board room and heard the snickers of the other executives. Their plants were a variety of shapes and sizes.

When the CEO arrived, he surveyed the room and greeted his young executives. Jim tried to hide in the back, totally embarrassed.

The CEO was praising the executives on the growth and beauty of their plants. From the front of the room, the CEO asked Jim to come up and Jim froze in fear that he was about to lose his job.

Walking slowly to the front of the room, there was pity on the faces of the other executives as they imagined Jim was going to be fired.

The boss asked Jim what happened to his seed and Jim told the story of how he nurtured and cared for the seed but it never grew. The CEO then asked everyone to be seated except Jim as he announced, "I would like to introduce you all to your new Chief Executive Officer."

There were gasps and questions "How can he be the new boss when his plant didn't even grow?"

The CEO explained, "One year ago, I gave everyone in this room a seed. What you did not know was that each seed had been boiled and was a dead seed. It was absolutely impossible for any of them to grow."

Jim was the only one in this room with the courage and honesty to bring me a pot with my seed in it. He did not substitute it with another seed like the rest of you did. Therefore, he has shown courage, honesty and integrity and I know he will run this company with conscience."

If you plant honesty, you will reap trust;  
If you plant goodness, you will reap friends;  
If you plant humility, you will reap greatness;  
If you plant perseverance, you will reap contentment;  
If you plant consideration, you will reap perspective;  
If you plant hard work, you will reap success;  
and If you plant forgiveness, you will reap reconciliation.

I've learned through the years to always take the high road, the road of excellence, even if it is not what those around you may take. We each have something unique to give to this world that no one else can give. Whatever you give to life, life gives you back.





SUCCESS AT COMPCO IS AS  
**EASY AS**



**P** ✓

**PREPARE**

**I** ✓

**BRING IDEAS**

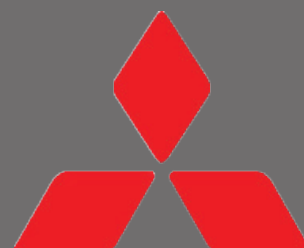
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**SHOW UP EARLY**



## 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!***

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