



Compco Connection

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

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Reminders:

- The 2020 Compco Company Picnic is canceled.
- Continue to social distance.
- Wash your hands.
- Find joy in the little things.
- The grass is greener where you water it.

Leaders Provide Hope

By Katy Mumaw

As the story goes, "the wise man built his house upon the rock." Here at Compco in these times of trial and uncertainty we are thankful for our rock-hard foundation, our values.

This is the foundation we can always go back to in our decisions and have a firm place from which to launch.

We are not only optimistic about the future, but hopeful, explains Greg Smith, Chairman of the Board.

"I think the first thing I'd like to establish is the difference between optimism and hope. Optimism is when you have a positive view of the future; where hope is when you work together with other people to make it a better situation," he said.

"I think they're different. Leaders provide hope because they give you a pathway to work as a single unit, to get there."

Our steering team has been working to gather the right information to prepare the best pathways as we move forward.

It is often said that plans are more important than information, that is not true. Plans change and constantly need readjusted. What is most important is what information you gather, how accurate it is and how timely it is, he said. Without making information a priority, plans are a waste.

"I think we have to be very prudent in our leadership here at Compco to provide a path that is fluid. We have to put the proper metrics in place to look, and make adjustments sooner, than later," Greg said.

In these unprecedented times our adaptability keeps us ready to make the next right move. As stated, we must make sure we have good sources of information to make decisions.



Chairman of the Board
Greg Smith

Those sources and a focus on continuous improvement will keep us hopeful.

"The truth about human beings is entropy. Entropy is a constant pull to lessen things. If you do not change, if you do not develop, if you just try to keep everything the same, you're actually declining.

"If you're not growing, you're dying."

As we ready ourselves to take on this new economy, we should be ready for the worst things that could happen and the best, while keeping our values as guide posts.

WORK. THINK. BE.

SAFE

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SAFE

Let's Celebrate National Safety Month!

In the name of safety awareness, groups across the U.S. celebrate different events throughout the year. June, for instance, has been designated by the U.S. Department of Health and Human Services as National Safety Month. Here is a smorgasbord mix of important safety tips for you and yours:

1. Avoid random clutter

Clutter is a huge cause of slips and falls around the home. Among the biggest contributors to accidental slips and falls are random objects in a walkway, according to the National Safety Council (NSC). Be sure to place electrical cords out of high-traffic areas. While small throw rugs might make a room feel warmer, they'll only cause accidents without a non-slip matting. Proper shoes help prevent accidents in almost any setting, and you want a pair with slip-resistant soles and decent support.



2. Extend your preparedness

When it comes to preparing for a natural disaster, most people rely on their emergency kit. However, just as much emphasis should be placed on planning escape routes. For instance, to prepare for a fire at home, you should designate at least two meeting spots several yards from your home for the family to meet. Practice this by making a game out of it for the young kids. This ensures it becomes second nature for everyone in the household to head to the designated meeting spots during an emergency.

3. Watch medicine usage

As the Food and Drug Administration explained, mix-ups with your medication, common among older adults and young children, can have a number of severe health effects, including harming your kidneys and liver. That's why it's important to keep a medications list around the house AND in your wallet at all times. That should include not only the names of drugs and dosage, but possible side effects and any interactions. To assemble this list, speak with a medical provider. He or she can be a huge help in preventing medicine-related accidents or mix-ups.



4. Start them young

Everyone is well aware of the dangers that accompany driving while on the phone. According to the NSC, your ability to multitask is diminished by 33 percent while using a phone. And not even a hands-free device can help, something which 80 percent of respondents to an NSC survey falsely believed. To really avoid phone usage while driving, it's important to get drivers while they're young, and that's where safety classes help. In fact, per the NSC, this education helps reduce youth-related car crashes by up to 40 percent. It's important for young drivers to understand concepts like risk management and know their abilities behind the wheel. Regardless of age, every driver needs to stay focused on the task at hand.

Customer Spotlight



Bradford White Donates Hot Water Tanks to COVID-19 care facilities

Mark Taylor, Executive Vice President, Bradford White Corporation, shares about their COVID-19 experience.



How has COVID-19 impacted your business?

Once we were confirmed as essential and the procedures and protocols were set, we transitioned into a fairly business as usual status, with all the additional safety measures in place. For now, our order volumes have remained strong.

We heard you donated tanks to assist medical facilities set up to treat COVID-19 patients. How did you learn about the need?

In many cases, it was our Bradford White representatives most closely associated with these field hospitals who facilitated getting our products to the locations.

For example, our manufacturers' representative in the Chicago area, Friedman & Dorrans Sales, Inc, provided our products in the McCormick Place Convention Center. The installer was O'Sullivan Plumbing Inc.

In NYC, our local manufacturers' representative, Dellon Sales Co., took care of the hot water needs for the Javits Center and other facilities in the NYC metro area with Bradford White water heaters.

Similar situations have occurred through our representatives in the

Detroit and Denver areas, as well as in facilities in the UK.

Why did you decide to get involved?

How could we not get involved? Hot water is what we do and it is critical for proper cleaning and sanitization. Without dependable hot water equipment, hospitals, nursing homes, doctors' offices and more could not operate. Not to mention the millions of homes and other types of businesses that require dependable hot water resources every day.

How many tanks were donated?

The number of water heaters and tanks donated varies by the size and needs of each location. Some have used as few as two of our commercial water heaters while other facilities have upwards of 10 products combining, storage tanks and water heaters. The exact total is not known as we are still outfitting additional facilities at this time.

Do you foresee any permanent changes at Bradford White based on the pandemic?

It is difficult to know exactly what that end game will look like given there are still a lot of unknowns. What we do know is that hot water equipment will always be needed to insure that homes and business have the hot water and heat they need for health, safety and comfort.

The customer: Bradford White

What do they do?: Their primary business is residential and commercial water heaters.

What do we make for them?: Compco supplies flanged and dished and flange only tank heads 24" to 30" - all for their commercial water heaters.

When did the relationship start?: Tom Loney has known the Bradford White account since the early 2000's and have developed relationships with a few buyers since.

How is the partnership unique?: They are an employee owned company. The uniqueness of the relationship is that we trust each other enough to work quarterly and semi annual pricing based on quantities, etc.

Bright future: They have provided Compco opportunities to quote other heads as they develop new products. They also own Niles Steel Tank, who is a Compco customer as well. We look forward to continuing to grow with them and earn opportunities to quote new projects, as we all know everyone needs hot water.

Compco Team Member Inducted into the East Palestine School District Distinguished Hall of Fame

Allison Oltmann, Corporate S&OP Coordinator, was inducted into the East Palestine School District Distinguished Hall of Fame.

The purpose of the Hall of Fame is to recognize and perpetuate the names of those men and women who have displayed outstanding ability in athletics and/or have contributed meritorious service to the prestige and progress of the East Palestine School District and/or community.



University where she earned a BSBA in Marketing and then to Youngstown State University for a Masters Degree in Business Administration.

Allison is a 2000 East Palestine graduate. She went to Robert Morris

While in high school, she was a four-year letter winner in both volleyball and basketball.

She set seven volleyball records with six still standing today.

She was a two-time Division III Player of the Year, All Ohio Honorable Mention her junior year and All Ohio 2nd Team her senior year. All of this led her to be one of the most decorated female athletes in school history.

While attending Robert Morris University, Oltmann was a member of the volleyball team and joined her team as Northeast Conference Champions and NCAA Tournament participants.

Congratulations Allison!



Compco Quaker Customer Spotlight

The Customer: Haldex

What they do: Haldex makes brake actuators for the heavy truck industry.

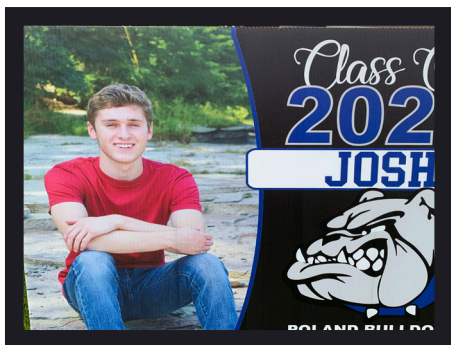
What we do for them: We provide the housings for their assemblies. Various sizes and heights - with and without ports.

About the relationship: They have been a long time Quaker customer - dating back to the 1980s. They have an engineering office in Kansas City and a manufacturing plant in Monterrey, Mexico. Our parts are sent to their Mexico facility for assembly.

Focused on the future: We have a great relationship with them, said Joe Irwin, sales account manager. We are continually working to gain more business from them.



Congratulations to the Class of 2020!



Josh Blasko, the son of Larry Blasko, graduated from Poland H.S. He is a 4-year letter winner in basketball, played JV baseball and was inducted into the National Honor Society. He has taken some post-secondary courses at YSU and Kent State, and will attend John Carroll in the fall, majoring in finance. In his free time he has recently taken up golf.



Tommy Fryda, son of John Fryda, graduated from Boardman H.S. He is going to continue his football career at California University of Pennsylvania. He excelled in football, basketball, soccer and in the classroom (see last quarter's Compco Connection). Tommy will be majoring in Environmental Sciences and hopes to kick in the NFL someday.

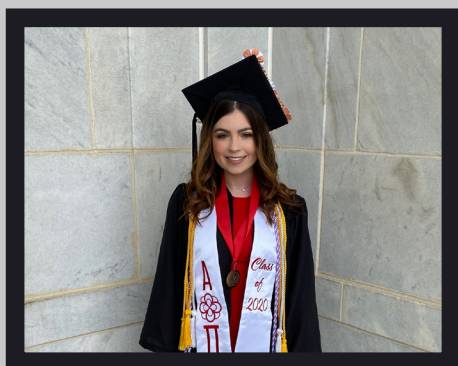
Josh Higgins, the son of John Higgins, graduated from East Liverpool H.S. He was a member of the National Honor Society and the Outdoorsman Club. He graduated 7th in his class with a 3.83 GPA. He played 3 years of varsity basketball and 1 year of both track and bowling. He plans to attend Kent State University to pursue a Business degree.



Grace Ogden, the daughter of Robert Ogden, graduated from Cardinal Mooney H.S. She is a 4-year letter winner on the golf and bowling teams. She was the sound and lighting technician for the school plays and belonged to the Ski Club. She plans to attend YSU to pursue a degree in Criminal Justice. She wants to ultimately be a K-9 officer.

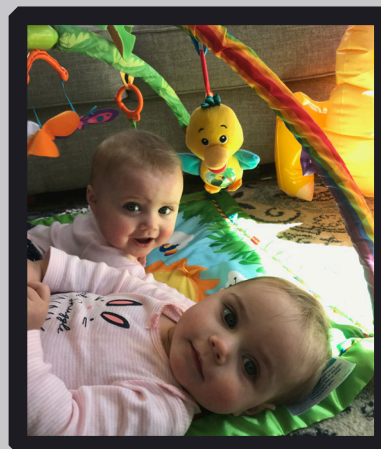
THE GOOD STUFF

YSU Grad!



Ellie Roux, former employee of Compco and step-daughter of Rick Fryda, graduated from YSU with a Bachelors of Science Degree in Nursing. She has started working as an RN at St. Joes in Warren.

Family



June and Caroline, Joel Sofranko's granddaughters, will be one in July!

6-on-6

Quarantine Style

1. Favorite brand of toilet paper?
2. Favorite quarantine meal?
3. What sport do you miss the most?
4. Favorite quarantine binge show?
5. What house projects have you done since the stay at home order?
6. What song do you sing while washing your hands?



Dana Carlevale
Compco Quaker

Carlevale

1. Sam's Club - Member's Mark
2. Tacos
3. Going to baseball games
4. Mickey Mouse Club House & Jack Ryan
5. Craft time with kids, with toilet paper rolls
6. ABCs

Hicks

1. Angel Soft
2. Cheeseburgers
3. None
4. Fastest Car
5. Continued finishing my floors
6. None, I count ;)



Bob Hicks
Compco



Alex Moore
Compco Quaker

Moore

1. Cottonelle
2. Pizza
3. Baseball - St. Louis Cardinals
4. Yellowstone
5. N/A
6. None...

Werner

1. Any septic-safe toilet paper -- they are all bad
2. Mac & Cheese
3. Shooting Trap
4. Meat Eater
5. Whatever the BOSS tells me to do
6. Sound of Silence by "Disturbed"
"Don't knock until you hear it"



Russ Werner
Compco



Dave Miller
Compco

Miller

1. I've learned to do without, since the shortage
2. Meatloaf Dinner
3. Chariot Races
4. Tiger King! LOL
5. Built a cage for my new tiger
6. It's Five O'Clock Somewhere

Smith

1. Angel Soft
2. Ham and Scallop Potatoes
3. It will be football, if they don't play
4. The Umbrella Academy
5. Remodeled bathroom
6. None



Brittany Smith
Compco Quaker

From the desk of Gwen Smith-Darnell

I would like to sincerely thank all of you, from the bottom of my heart, for your commitment to doing your best, while adapting to the sudden changes the COVID-19 virus has caused each of us to take.

We have all had to adjust to new rules, changes and guidelines during this pandemic. It has not been easy for anyone!

I, along with the Smith family, are very grateful for you and for your understanding and cooperation with our executive team's guidance, during this uncertain time.

Our executive team is constantly evaluating and choosing the best path for our Compco family, to help keep you and Compco safe.

A sincere appreciation to Rick Fryda and Greg Smith, who spend many hours preparing weekly videos, keeping all of us updated with current statistics, changes and answers to your questions at Compco.

I recently read a quote by Nelson Mandela,

'May your choices reflect your hopes, not your fears.'

During this time, it is easy to allow fear of the unknown to creep into our minds. We all experience moments of fear, especially while listening to the unending news reports of gloom and doom.

For our mind's sake, we should listen to the facts, follow precautions for ourselves and those around us, and stay informed, but shake off the overflow of negative thoughts, which are in constant flow, throughout the day.

When too much negative information is received, it is easy to feel defeated and even become fearful.

COMPCO IS A STRONG TEAM! May we continue

to look out for each other! May we continue to lend a hand or say a kind word, whenever we can, wherever we can! May we continue to encourage each other and build each other up!

There is strength in numbers, and when Compco stands together, no one can stop us!

We are all in the same storm, maybe not in the same boat, but we are all in this together! We are going through a time when our perceptions and needs are different.

Our journeys are all different. We will each emerge in our own way from this storm. It is so important to continue to have hope and to look beyond the now, to look toward tomorrow's promise of a brighter day.

My mother called this morning with a quote by Helen Keller, to share with you,

'Keep your face to the sunshine and you won't see the shadows.'

My father expresses,

'When going through tough times, find something to be thankful for each and every day. Blessings surround us! Yes, some days blessings may be more difficult to see, but focus on the positive, no matter how small! Have faith and believe!'

There always is a light at the end of the tunnel. Keep your eyes

focused on the light.

'Only in the darkness, can you see the stars.'

Blessings to each and everyone of you! Prayers for you and your families for safety, and health!



Looking for your paystub?

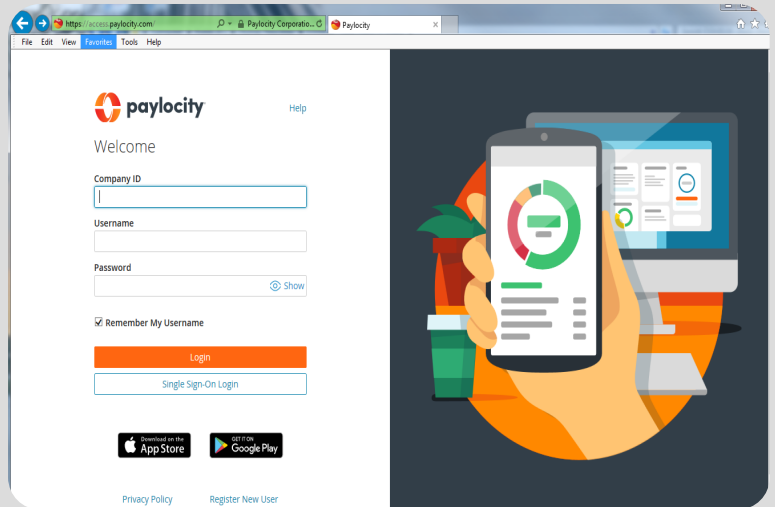
1. Go to <http://login.paylocity.com>
2. Click on Login Page
3. Enter the Paylocity assigned Company ID, then your last name.
4. Enter your nine-digit Social Security Number in the SSN and Confirm SSN fields.
5. Enter your home zip code
6. Click into the box next to "I'm not a robot" and click "Continue."

***If prompted to further confirm you as a user after checking the box, complete the verification steps and click "Verify."**

If you have walked through these steps, and are having issues, contact HR.

HR is here to be a support, but if you haven't yet registered with your personal information, that step is important before HR can troubleshoot.

Note: Some members of the salary team remain with the ADP payroll group. If a team member needs assistance with ADP, contact HR.



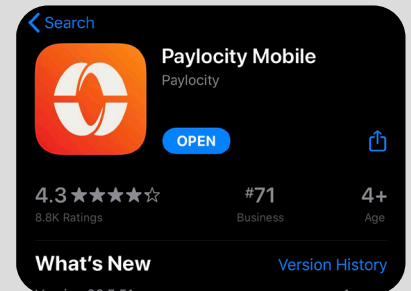
Company ID:

38259
41064
41212

Company Name:

Compco Columbiana
Compco Quaker MFG
Firestone Laser and Manufacturing

Right: Paylocity Mobile App looks like this icon. You can easily access Paylocity via your smart phone or tablet.



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