



VENTURE VOICE

NEWSLETTER

Venture Plastics, Inc.

VENTURE VOICE

April 2019



Steve Trapp

Amazing! Venture Plastics will reach a significant milestone this year – 50 years strong in the world of U.S. manufacturing. This is truly a time to celebrate and celebrate we will by giving back!

First, thanks to Cindy Pawcio and everyone else who donated clothing for Venture's initial 2019 anniversary event – the Winter Clothing Drive. Three skids of various items were sent to the Warren Family Mission making this a very successful “giving back” endeavor.

Also, Employee Appreciation Days and Soup Bars were conducted at both plants in March. Coming up next is the March/April Food Drive headed up by our Engineering Manager, John Nagy. I'm certain this “giving back” activity will be successful too. More information will be forthcoming on future events; however, reflecting back on Venture's history is appropriate and interesting.

It was in the late 1950's when Mr. Ken Groff, CEO and Founder of Venture Plastics, Inc. took his first job in the rubber and plastics world in the estimating department of Geauga Industries. Then in 1969, Venture Plastics, Inc. was incorporated and began business in Warren, Ohio with the Franzus Clothes Steamer driving Ken's new young company. In 1973, the business moved to Newton Falls, Ohio where it continues to operate today. Subsequent Ohio Venture plants were established in Mesopotamia, Leavittsburg (Potato Perfect) and Middlefield. Additional Newton Falls offices, warehouse and lobby space were added in 1986 and more warehouse and shipping space was built during the 1995-97 time period. In 2006, Venture expanded to El Paso, Texas creating Southwest Venture Plastics and, with its recent additions, more than 61,000 square feet exists in Texas today. Between the Newton Falls and Southwest Venture Plastics facilities, the company offers a wide range of injection molding machines ranging from 55 Ton to 1450 Ton that provide the capability of serving a diversified customer base.

Mr. Groff is proud to report that after 50 years, here in 2019, he is happy where Venture Plastics stands. “I think we remain very HIPPP, which stands for honesty, integrity, principle and price” — sharing that acronym, he has created a moral pathway...that's the basis of how we do business”!



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Venture Plastics & Southwest
Venture Plastics will be closed
on Friday, April 19, 2019 in
observance of Easter.

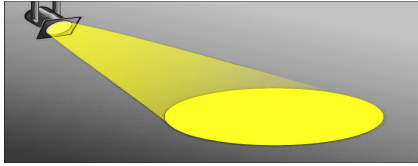


Happy St. Patrick's Day



VPN Newton Falls Plant
4000 Warren Ravenna Road
P.O. Box 249
Newton Falls, Ohio 44444
Phone: (330) 872-5774

SVP Texas Plant
1770 Commerce Park Drive
Suite C
El Paso, Texas 79912



Employee Spotlight VPN

By Cindy Pawcio



Our Employee Spotlight for this issue is Skeet Harney. Skeet first joined the Venture family in 1993 working a combined 14 years between our New Methods Plant located in Middlefield as well as VPI in Newton Falls. During this time frame he worked in many areas of the company to include Shift Supervisor, Material/Service, Die-Setter and Shipping. He relocated to Florida in 2007 and continued working in the injection molding field. Upon returning to Ohio in July of 2017, he began working at Dinesol Plastics. In February of 2018 he re-joined the Venture team in the Maintenance department until his promotion to Day Shift Supervisor in November of 2018.

When I asked Skeet why he returned to Venture Plastics, he said he likes the management, the people and the stability Venture gives him.

Skeet makes his home in Warren. Outside of work Skeet's hobbies include fishing and woodworking. He enjoys purchasing new fishing lures, which he has proudly shown to many of us.

SVP News

By Armando Lagos



Greetings to all. For this edition of our newsletter I thought it would nice to change things up a bit and share with you my recent experiences as the "New" Director of Workforce Development. For starters, I couldn't be more happy about being given this great opportunity to serve in this new capacity. Most of you don't know this about me, but one of my aspirations was to become a school teacher. I really enjoy working with people. Knowing that you can inspire or touch someone's life is very gratifying for me.

In my new role, I will be responsible for helping the organization tackle some very challenging issues including the stabilization of our workforce, training and development, employee retention, and creating a positive working environment where our employees can thrive. Stabilizing the headcount on each shift will be one of my main priorities. Eliminating 12-hours shifts will allow our employees to have time off to enjoy with their family and friends. Creating balance between family and work is important. The training and development of our associates is also important because this helps our employees increase performance and improves our chances of doing things right the first time. Employee retention has also been a concern. We plan on reviewing our recruiting and on-boarding process to ensure we are attracting the right applicants for the job. Creating an atmosphere of trust and respect goes without saying. Without this, all of our other efforts would be in vain.

I have had the pleasure of meeting many of you for the first time on my recent trips to Ohio. I have learned a lot from each one of you and I have valued our time together. I want you to know that your concerns are very important to us. We intend to do right by our words and our actions. Let's always remember that the obstacles of our past can become the gateways that lead to new beginnings.



Southwest Venture Plastics Birthdays



Debora Benitez	04-03	Mary Doakes	05-16	Julio Pando	06-08
Gabriela Rodriguez	04-10	Lorena Silva	05-16	Daniel Estrada	06-16
Lorena Juarez	04-29	Raquel Rodriguez	05-22	Diana Simental	06-21
Luis Verduzco	05-07	Armando Lagos	05-29	Enrique Perez	06-25
Marisela Arreola	05-08	Fernando Castillo	06-01	Cristobal Perez	06-27
Lucila Chong	05-09	Jose A. Castro	06-06	Michael Durham	06-29



Southwest Venture Plastics Anniversaries

Virginia Solano	06-11-07	12 years	Mary Doakes	05-12-15	4 years
Lucila Chong	06-09-10	9 years	Alfredo Valdez	06-23-15	4 years
Jose Becerill	06-06-12	7 years	Lorena Silva	04-07-16	3 years
Cecilia Ramirez	04-01-14	5 years	Raquel Rodriguez	06-22-16	3 years
Michael Durham	04-01-14	5 years	Esther Nuñez	04-10-17	2 years
Nohemi Delgado	04-15-14	5 years	Ricardo Medrano	06-26-17	2 years
Cristina Loya	04-13-15	4 years	Saul Flores	04-16-18	1 year
Willie Jordan	04-13-15	4 years			



Venture Plastics Birthdays



Kathy Barndt	01-02	Judy Corbett	01-27	Brian Linger	03-04
Janine Parker	01-02	Pam Barnett	01-29	Tom Crook	03-06
Monica Prtenjak	01-12	John Nagy	02-02	John Janus	03-06
Danielle Sudnik	01-13	Ron Mendenhall	02-04	Destiny Stuhldreher	03-10
Dee Baillie	01-15	Karen Breckenridge	02-08	Mike Brodnik	03-13
Joe Cummings	01-15	Robert Collens	02-13	Indya Davis	03-13
Skeet Harney	01-16	Robert Giancola	02-18	Amy Nolen	03-28
Adam Wilson	01-16	Kyle Kravetz	02-18	Alan Armstrong	03-30
Ted Bowman	01-18	Jamie Monroe	02-24	Mike Priddy	03-31
Joe Eudell	01-24	Kim Hays	02-26		



Venture Plastics Anniversaries



Jon Barnett	01-03-05	14 Years	Amanda Semenko	03-07-12	7 Years
Rachel Williams	01-04-16	3 Years	Leandra Logston	03-12-18	1 Year
Kathy Miller	01-13-92	27 Years	Tom Crook	03-14-11	8 Years
Mike Brodnik	01-23-17	2 Years	Brian McAllister	03-14-18	1 Year
Destiny Stuhldreher	01-29-18	1 Year	Chris Patterson	03-15-10	9 Years
Gary Flattum	02-04-86	33 Years	Tim Fisher	03-16-15	4 Years
Skeet Harney	02-05-18	1 Year	Chris Sudnik	03-21-18	1 Year
Alan Armstrong	02-06-95	24 Years	Glenda Gerber	03-22-06	13 Years
Tabitha Dobbins	02-06-18	1 Year	Julie Peters	03-25-13	6 Years
Robert Giancola	02-18-13	6 Years	Dee Baillie	03-26-12	7 Years
Tyler Evans	02-28-11	8 Years	Jamie Monroe	03-29-89	30 Years
Jason Murray	02-29-16	3 Years			

WELLNESS PROGRAM UPDATE

Submitted by Elaine Askey

GETTING THE MOST FROM YOUR HEALTH INSURANCE BENEFITS



Cigna wants to help you get more out of life. Keeping you healthy is a great place to start. So we want you to - - **GO. KNOW. TAKE CONTROL.**

GO get your annual check-up

According to the Centers for Disease Control and Prevention (CDC), Americans only use preventive services at approximately **HALF** the recommended rate, even though preventive care is now 100% covered by insurance under the Affordable Care Act.

So before you go for your annual check-up, **GO** to **Cigna.com/takecontrol** to find out what basic services your qualify for and what additional benefits your plan offers.

KNOW your numbers and how they affect your health

There are four key numbers that are important indicators of your health.

1. Blood Pressure - A telltale sign for possible heart disease, stroke and kidney disease.
2. Cholesterol - HDL is good. LDL is bad. Keeping them BOTH in check is essential.
3. Blood Sugar - A leading determinant for the onset of diabetes.
4. BMI (Body Mass Index) - A key indicator for health risks based on height and weight.

25% of adults with Diabetes don't know it

20% of those with high blood pressure are unaware

Take **CONTROL** and put yourself on a path to healthier living

You want to live life to the fullest. And at Cigna, we want to see you get there. That's why we've gathered together tips, guidance and articles to help you improve your overall health and well-being.

Once you've been to your primary care physician, visit **Cigna.com/takecontrol** and plug your numbers into the tools. We'll help you understand how to put them to work for you and put yourself on a path toward a healthier you.

FIVE TOP THINGS YOU CAN DO TO BE HEALTHIER



Be Tobacco-Free



Stay Physically Active



Get Recommended Screenings



Eat A Healthy Diet



Maintain A Healthy Weight

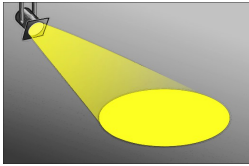
know YOUR numbers

Together, all the way.



OUR WELLNESS PROGRAM HEALTHY CRITERIA

Total Cholesterol less than 240 or a TC:HDL ratio of less than 3.5
 Blood Pressure below 140/90
 Body Mass Index (BMI) less than 30 **or** a decrease of 3 points from last screening
 Never used tobacco products or been tobacco-free for 6 months or more



Commercial Spotlight

By Daryl Wene - Account Manager



In January of 2014, Ten Point Crossbow Technologies entered its 20th year in business, but its evolution began decades before with the upbringing of its Chairman, CEO, and President Richard (Rick) Bednar.



Rick's association with archery and the archery industry goes back to his youth when his parents, Archery Hall of Famer, Bill Bednar and his wife Edith founded Portage Archery Center in Suffield, OH which is the home of Ten Point today. As Rick grew up, he worked in the family business while also being coached by his father where he became an elite tournament archer. His achievements included three NCAA Championships with The University of Akron, competing and traveling as part of the USA Pan Am team and also qualifying for the 1976 USA Olympic team.

Following Rick's graduation in 1979 he went to work for a specialty manufacturer Cole National Corp as its Director of New Store Expansion. Within two years, however, he knew his true interest centered on becoming his own boss. As a result he purchased the family business in 1981. Through the years he added a distribution company and then merged with a British owned company, Horton Crossbow, bringing that manufacturing to the US. After several years, he left Horton and in 1994, with a small group of investors, he formed Hunter's Manufacturing which now does business as Ten Point Crossbow Technologies.



With Ten Point being a top-of-the-line brand, Rick, in 2010, created the Wicked Ridge line of products to provide customers with a value-priced, entry level line of crossbows. And in 2013, in an ironic twist of fate, Rick purchased Horton Crossbows, the company with which he originally launched his manufacturing career. That acquisition then provided a good, better and best line of crossbow offerings. Ten Point has grown to over 100 employees and with a long list of patents and product innovations, the company is widely acknowledged as a global leader in sophisticated high quality crossbow technology products.