



# VENTURE VOICE

## NEWSLETTER

Venture Plastics, Inc.

VENTURE VOICE

August 2019

## 50 Years With More to Come



Venture Plastics opened 50 years ago on October 16th, 1969, at 155 North Street, Warren Ohio. Our success is the result of all the hardworking people we've been fortunate to have by our side. The journey continues with our motto remaining the same today - HIPP: Honest Integrity Principle and Pride.

It began with two 200T Van Dorn injection machines and three young ambitious owner employees. It wasn't long before my other partners went in different directions and sold the business to me.

We produced a food container quart lid for our first client and delivered the first shipment with our pickup truck and a horse trailer. Needless to say our customer's shipping department was very amused!

Our second client became a starship project, the infamous clothes steamer.

After many hours of hard work, the sales calls began to payoff and we soon outgrew the building we were renting. In 1973 one of our landlords, Arnie Hanson, offered to build a facility in Newton Falls which we've been able to turn into our own home today.

Then there was a recession and business slowed down. Again, with hard work and many sales calls, we were able to resume our growth. We hired employees and added to the building accommodating 3 shifts running five days a week.

When economic fluctuations affected our customers, they ultimately affected us too, so we diversified. The diversification allowed us to grow and acquire new customers who wanted us to help them grow too. When a longtime customer asked us to join forces and build a plant in Mexico, we agreed to open a plant, but insisted it remain in the USA. In 2006, we added Southwest Venture Plastics to the family in El Paso, Texas and today our employees work together across the miles as if they were just next door.

We have just completed another addition to the facility in Ohio and added several new machines that are bigger than anything I could have imagined 50 years ago.

**We did it!** Every employee, customer and vendor has played a role in this success. Thank you all for your dedication and hard work. **Remember to keep HIPP! Honesty, Integrity, Principle and Pride.**

**Ken Groff**

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Venture Plastics & Southwest  
Venture Plastics will be closed  
on Monday, September 2, 2019  
in observance of Labor Day.



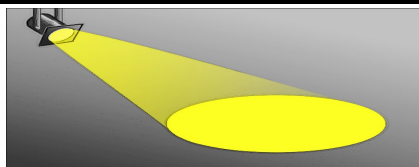
### EMPLOYEE OPEN HOUSE

Saturday September 21st

Hours 10am to 2pm

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  
Phone: (915) 877-4444



## SVP Employee Spotlight

By Saul Flores & Armando Lagos



Chris—top row, 3rd to the right

Alex—bottom row, 2nd to the right

For this edition of the newsletter, we want to recognize & congratulate Ricardo Medrano from our tool room dept. and his two grandsons, Alex Medrano & Chriss Aguilera. Ricardo's grandsons play for the **El Paso Fire 10 and under** baseball team. Both Alex & Chriss play at the pitcher and catcher positions. During the July 4th weekend the El Paso Fire represented El Paso in the south-west regional Little League World Series in Las Cruces, NM. There were 23 teams that competed in this double elimination tournament. The El Paso Fire performed at a high level and played their hearts out earning them a third place finish. We wanted to share Ricardo's proud moment of his grandsons. Congratulations to Ricardo, Alex & Chriss. Keep Grinding Boys!!

## SVP News

By Armando Lagos



For this edition of the company's newsletter I wanted to change things up and do a one-on-one interview with Adrian Meraz. As most of you already know, Adrian has been working with the El Paso and Newton Falls locations for the past year or so. He has been helping us with the transformation of our workforce and our culture. Here's what Adrian had to say. Enjoy!

**How would you describe your feelings when you first met the Venture Plastics team?** I observed a group of people that were in distress. You could sense that there was a lot of confusion. But at the same time, I also observed curiosity and a genuine interest in the people in learning about culture change. I then said to myself, Wow, what a great opportunity. I was very happy to have found Venture Plastics and felt highly optimistic. I felt I could help provide the clarity the team needed.

**What have you enjoyed the most about working with Venture Plastics?** Seeing the Venture Plastics team go from being confused and frustrated to obtaining clarity and adopting a new management style. We suffered the consequences of a bad management style & are now reaping the benefits of the new way of doing things.

**Have you ever felt that we have tested your patience?** No, not on purpose. I think the time it took to decide whether my program was a good fit for the company did take a little longer than I expected.

**You have different clients that work with your program. In your opinion, what makes Venture Plastics unique?** The fact that Venture Plastics is a family-owned business that did not have formal management training. The employees at Venture Plastics are very skilled at molding. The fact that the company was willing to take a leap of faith; that says a lot about Venture Plastics. Not all companies are willing to take this chance.

**I'm sure you get many satisfying moments. Is there one in particular that left a lasting impression in you?** I can think of two of them. The first one that comes to mind is Joe Ortiz. I got to see Joe in his most vulnerable moments and also saw his breakthrough moment first hand. He understood the source of his behavior and how it affected his life. He realized that was not what he wanted to experience and he decided to change. This was a great experience to see. The second satisfying moment was having the privilege and opportunity to develop relationships with people. I feel I have built high trust with you Armando and this has allowed us to move quickly.

**Thank you for sharing that Adrian. Is there anything else you would like to say?** As much as I'd like to say that I helped you change, you should know all the credit goes to you guys. I also grow and learn from you and all the experiences. I am very pleased to have seen where you once were and where you are today. Finally, I want to give special thanks to Jim Smith for always wanting to give both plants the opportunity to go through the Workplace Transformation Program. Jim has been committed with the change since day one and has helped me and supported me and my teachings. Jim may not know this but he is an example and role model to me. His work ethic, values, and commitment to serving others has inspired me to do better both in my line of work and in my personal life. Jim took a leap of faith on me and my program. For this reason, I will always be grateful to him.

**Thank you Adrian for everything that you've done for our organization. We appreciate you!**



## Southwest Venture Plastics Birthdays



Monica Avila	07/01	Trinidad Hernandez	07/31	Kathleen Gonzalez	08/30
Olga Garcia	07/11	Victor Solis	08/06	Jesus Gonzalez	09/04
Alejandro Castillo	07/25	Andrew Salas	08/09	Saul Flores	09/06
Maria S. Garcia	07/31	M. Luisa Nava	08/17	Hugo Mendez	09/08
Ricardo Medrano	07/31	Nicholas Zavala	08/28	Cecilia Ramirez	09/11



## Southwest Venture Plastics Anniversaries

Armando Lagos	07-13-06	13 years	Librado Enriquez	08-18-14	5 years
Debora Benitez	08-07-07	12 years	German Rascon	09-29-14	5 years
Maria Morales	09-17-07	12 years	Sonia Gerardo	07-28-15	4 years
Enrique Perez	08-03-09	10 years	Monica Avila	07-15-16	3 years
Luis Verduzco	08-09-10	10 years	Diana Simental	08-26-16	2 years
Ramon Cabrera	07-05-11	8 years	Aaron Villegas	07-11-18	1 year
Jesus Gonzalez	07-05-12	7 years	Fernando Castillo	08-13-18	1 year
Karen Rodriguez	07-17-14	5 years	Carlos Hinojosa	08-27-18	1 year
Donald Buxton	07-21-14	5 years	M. Luisa Nava	08-13-18	1 year



## Venture Plastics Birthdays

Sharika Adams	04-03	Amber Nicolopolis	05-30	Julie Buchanan	07-10
Saundra Retherford	04-05	Matthew Gerber	06-02	Annette Dye	07-28
Brian Ziegler	04-06	Allison Robertson	06-09	Daphne Robinson	07-29
Gary Flattum	04-09	James Lopez	06-11	Mickey Retherford	08-03
Lisa Mechling	04-11	Kerry Williams	06-11	Mark Long	08-07
Chris Patterson	04-11	Brandi Norman	06-15	Jackie Duckworth	08-08
Jon Barnett	04-18	Patryck Kennedy	06-18	Julie Peters	08-10
Jim Smith	04-19	Dave Douce	06-19	Steve Szewczyk	08-11
Scott Baker	05-02	Leandra Logston	06-23	Tim Groff	08-15
Jose Morales	05-04	Jeremy Platt	06-25	Mary Henderson	08-15
Elaine Askey	05-12	Brian McAllister	06-28	Dodi Priddy	08-15
Denise Thorne	05-18	Ruth Fitch	07-01	Jason Murray	08-18
Patty Vislosky	05-18	Chris Sudnik	07-04	Ed Davis	08-22
Cathy Sudnik	05-19	Joe Pierson	07-07	Cindy Pawcio	08-27
Mary Hinkle	05-23	Alteese Williams	07-08	Penni Kubilis	08-28
Arv Danielson	05-30	Brenda Knight	07-09		



### History of the Birthday Cake . . .

The history of Birthday Cake can be traced back to the ancient Greeks who made round or moon shaped honey cakes or bread and took it to the temple of Artemis, the Goddess of the Moon.

Some scholars however, believe that the tradition of Birthday Cake started in Germany in the middle Ages. Sweetened bread dough was given the shape of baby Jesus in swaddling cloth and was used to commemorate his birthday. This special birthday cake later re-emerged in Germany as a "kinder fest" for the birthday celebration of a young child. Germans also baked another special kind of a cake called Geburtstagorten as it was baked in layers. This was sweeter than the coarse and bread-like cake that was usually made at that time.





Steve Trapp	04-05-04	15 Years	Yvonne Colley	06-15-09	10 Years
Jackie Duckworth	04-09-18	1 Year	Brian Linger	06-17-13	6 Years
Jen Marshall	04-11-11	8 Years	Patryck Kennedy	06-18-18	1 Year
Robert Collens	04-13-09	10 Years	Kim Hays	06-21-04	15 Years
Saundra Retherford	04-16-84	35 Years	Pam Barnett	06-25-12	7 Years
Brandi Norman	04-23-18	1 Year	John Nagy	06-26-06	13 Years
Natasha Caffie	04-23-18	1 Year	Mary Ambrose	06-27-18	1 Year
Marie Albaugh	04-23-18	1 Year	Marcia Flattum	07-05-93	26 Years
John Caruso	04-28-03	16 Years	Penni Kubilis	07-08-97	22 Years
Cathy Sudnik	04-29-13	5 Years	Kathy Lambert	07-08-09	10 Years
Cindy Pawcio	05-01-90	29 Years	Kathy Barndt	07-13-98	21 Years
Dodi Priddy	05-04-09	10 Years	Chuck Kubilis	07-14-08	11 Years
Jeanne Maclaughlin	05-11-03	16 Years	John Janus	07-25-18	1 Year
Elaine Askey	05-12-08	11 Years	Tracy Simko	07-25-16	3 Years
Shawn Tamba	05-13-13	6 Years	Marilyn Shuttleworth	08-01-07	12 Years
Ron Mendenhall	05-16-05	14 Years	Alan Schultice	08-06-07	12 Years
Jim Smith	05-19-03	16 Years	Judy Corbett	08-11-14	5 Years
John Kerchum	05-19-99	20 Years	Amy Nolen	08-12-13	6 Years
Patty Vislosky	05-23-84	35 Years	Cheryl Pugh	08-13-79	40 Years
Duane Ambrose	05-27-08	11 Years	Karen Breckenridge	08-15-16	3 Years
Mary Chesonies	05-28-09	10 Years	Allison Robertson	08-17-98	21 Years
Joe Eudell	05-30-17	2 Years	Mary Henderson	08-17-81	38 Years
Danielle Sudnik	06-04-18	1 Year	Jeremy Platt	08-19-15	4 Years
Dave Douce	06-12-85	34 Years	James Lopez	08-21-14	5 Years
Carl Gossett	06-12-17	2 Years	Ruth Fitch	08-22-88	31 Years
Adam Wilson	06-13-16	3 Years	Sharika Adams	08-24-15	4 Years
Diane Love	06-14-76	43 Years	Scott Baker	08-27-18	1 Year

## WELLNESS PROGRAM UPDATE *Submitted by Elaine Askey*



### Debunking sleep myths for a better night's rest . . . .

*Cleveland Clinic Wellness Updates*

We're all for myths when they're in the form of ancient Greece's deities, heroes, and mythological creatures. But modern-day myths about sleep? Those just perpetuate bad habits—which can prevent you from getting the shut-eye you need for good for health. Researchers recently reviewed more than 8,000 websites that contained faulty information about sleep. Here are three harmful sleep myths that need to be dispelled once and for all!

**Myth:** 8 hours of sleep? Pshaw. I can get by on four or five.

**Truth:** Minimizing the importance of sleep can contribute to long-term sleep deprivation, and sleep deprivation usually comes with serious health consequences. In truth, most adults need 7 to 9 hours of sleep a night to function well. Set a schedule that allows for at least seven hours of sleep, and follow other good-sleep habits like getting regular exercise, limiting caffeine, and having a soothing, screen free wind-down routine.

**Myth:** Snoring may annoy my partner, but it doesn't hurt me.

**Truth:** Sometimes snoring is indeed harmless. But it can also be a symptom of obstructive sleep apnea, a serious disorder in which breathing periodically stops during the night. Sleep apnea can lead to serious heart problems and other illnesses. See a doctor if your partner reports that you snore or gasp for breath, or if you regularly feel tired after a night's sleep.

**Myth:** A beer or glass of wine before bed will help me sleep.

**Truth:** Nightcaps can make you nod off quickly, but their net effect may be a sleep pattern that's not good. Drinking alcohol before bedtime can prevent REM sleep, which can leave you feeling groggy, and can lead to waking up in the middle of the night. You need REM to restore normal brain function. If you drink, do so earlier in the evening and in moderation (up to one drink a day for women, two for men).

## Upcoming EVENTS



ON-SITE MAMMOGRAMS WILL TAKE PLACE ON TUESDAY, AUGUST 27TH AT VENTURE PLASTICS IN NEWTON FALLS, OHIO. THIS IS A FREE SERVICE COVERED BY ALL HEALTH INSURANCE PLANS.

PLEASE SEE ELAINE IN HUMAN RESOURCES TO SIGN UP.



Be Well Solutions will be on-site at both the Ohio and Texas facilities on **TUESDAY, OCTOBER 22nd AND WEDNESDAY, OCTOBER 23rd** for our annual Biometric Screenings and Flu Vaccinations. More information will be posted soon.

### know **YOUR** numbers

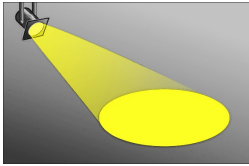
#### OUR WELLNESS PROGRAM HEALTHY CRITERIA . . . .

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 Joel Cabral - Southwest Venture Plastics, Sales Manager



Stoneridge, Inc. is an independent designer and manufacturer of highly engineered electrical and electronic components, modules and systems principally for the automotive, commercial vehicle, motorcycle, agricultural and off-highway vehicle markets. Stoneridge solutions power vehicle intelligence systems, provide dramatic increases in fuel efficiency, reduce emissions, and improve safety and security for everyone on the road.

Stoneridge is a long-standing customer of Venture Plastics, a brief history of the company:

1. Founded in Warren, Ohio in 1965, just a few years before the founding of Venture Plastics
2. Became Pollak corporation in 1988
3. Created Transportation Electronics Division 1992; became a VPI customer in mid-90's
4. Became a public company in 1997, became a major customer account in 2008.

Stoneridge has been in our top 5 customers in sales since 2008. Stoneridge sold the wiring division in 2014, although VPI was able to maintain the wiring business with the new owners of the wiring division.



We have seen a business decline in the Heavy Truck division and increased sales in the automotive division, since the automotive division is a more dynamic environment where new products and platforms are always under development.

Earlier in 2019, Stoneridge presented VPI with an opportunity to capture a mold transfer package. Initially this program included 17 molds and approximately 20 active part numbers.

This business was initially identified as increased sales for SVP to service the Stoneridge plant in Ciudad Juarez.

After further review, Stoneridge requested that the business be transferred to VPI in Newton Falls due to proximity to their Lexington, OH. facility where most of these items will be assembled. (see photos below)

As of today, the total count of molds transferred on this program are 23 tools with 28 active part numbers, two of the molds have transferred to SVP.

There are two additional molds that we have been awarded for their VCM program. The VCM program is slated for transfer to SVP before the end of 2019.

These mold transfers ensure the continuation of our business partnership and supports the volume to maintain a healthy work schedule for both Venture plants and keeps Stoneridge as a significant Key Account.



Front Axle Disconnect



Latch Release Linear Actuator



Canister Vent Solenoid Valve