



VENTURE VOICE

NEWSLETTER

Venture Plastics, Inc.

VENTURE VOICE

September 2020

STANDING OUT!

In our last Venture Voice newsletter, the front page featured an article titled the “Manufacturing Election”. This article is more relevant now than ever, so if you haven’t had a chance to read it, I encourage you to do so (please revisit our March 2020 issue or contact Venture’s HR department if a copy is needed).



During that March time period when our newsletter was published, U.S. businesses had little insight as to how the coronavirus would impact the American economy. Today, we know it has been devastating. The automotive sector, for an example, was shut down for months with heavy layoffs across the country. We have witnessed the steepest and fastest recession in U.S. history. Our El Paso plant (SVP) was forced to stop production for 2 straight weeks in April and Newton Falls (VPN) production has been limited to 4 day weeks for the better parts of July & August. However, the economy is starting to slowly recover and the economists largely credit trillions of dollars in federal aid that kept consumers spending including \$1,200 stimulus checks, generous unemployment benefits, and federal loans to small businesses that retained or rehired employees.

But clawing back the lost ground will likely be a tough slog. Venture has re-forecasted its 2020 consolidated (SVP & VPN) sales and recognizes this year will be at least 25% less than the original 2020 plan. However, it’s important our employees, stockholders and customers know the company remains financially sound and can weather the pandemic’s economic storm. Venture Plastics’ management team is already evaluating 2021 and, at this writing, I’m pleased to report our customers are providing a 10% sales increase for next year. It is also encouraging that both our new tool sales and new business programs are running ahead of their original goals for this year....customers like Stoneridge, ITW, OPW, Holden, GOJO, nVent, C&D, Stemco, Unirac and HMI have all contributed with new or transferred tooling purchase orders. Of particular interest is the new Foster speaker systems slated for Ford’s Bronco which goes into production late this year. Early market feedback indicates this model will be a winner. Most of Venture’s new business is targeted for SVP, as it should be, and they (along with our engineering team) are diligently working to manage this extra work.

Please rest assured that despite the worst pandemic in 100 years and the worst recession in 90 years and the worst social unrest in 50 years, Venture Plastics will survive. The spirit of our employees is amazing, so credit for surviving goes to you! The management team wants to recognize and provide special thanks to employees with perfect attendance during Covid-19, to employees who continue to better themselves with additional certifications and training, to those who have volunteered to do the extra shift cleaning, to those who mix & provide the sanitation supplies and to every department that has gone the extra mile helping make our work environment safer and more enjoyable. THANK YOU! With your continued support, Venture Plastics will maintain its purpose, do more with less and stand out in a sea of sameness.

We appreciate what you do!

Steve Trapp

Inside this issue:

Employee Spotlight SVP Update	2
Southwest Birthdays Southwest Anniversaries	3
Venture Birthdays	4
Venture Anniversaries	5
Customer Spotlight	6

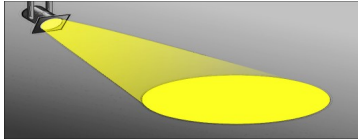


Venture Plastics & Southwest
Venture Plastics will be closed
on Monday, September 7, 2020
in observance of Labor Day.



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SVP Employee Spotlight

By : Armando Lagos

I am happy to introduce to you Francisco Ortiz. Francisco joined the SVP team on 7/13/2020 and holds the position of Maintenance Supervisor.

Francisco has over 25 years of experience in the maintenance field. Prior to joining our team, Francisco worked at Mister Car Wash where he served as a Maintenance Tech. He was responsible for the installation, maintenance, and repair of all carwash drive-through systems in the El Paso, TX and Las Cruces, NM area. Francisco acquired his plastic injection molding experience while working at Hoover Co. He was a long tenured employee at Hoover having served 7 years as an Industrial Electrician and another 6 years as the Maintenance General Foreman.

During his off-time, Francisco enjoys riding his mountain bike. Francisco also enjoys listening to music. In Francisco's own words, music is like religion. Music heightens the human senses and makes you feel good. Francisco listens to all kinds of music. His favorite is classic rock. During weekends, Francisco enjoys playing his favorite tunes while working on different projects at home.

Welcome to our team, Francisco!



Career Path

By Armando Lagos



Greetings Venture Plastics associates,

So much of our world has changed since the last edition of our newsletter. No one could have anticipated that we would be confronted with a global pandemic. This pandemic has left no part of our lives untouched. This virus has not only transformed our world—it has also affected the workplace.

During these critical times, it is important that we stay close to our employees and that we carefully navigate through these changes. Doing so will allow us to continue to move ahead with business. I know some of you have felt confusion and anxiety over the past few months. I want you to know that you are not alone. At the same time, amidst all of this uncertainty, there are stronger signs of hope, solidarity, and a desire for togetherness.

As we continue to push forward, I want to let you know that there are great things being planned for our employees for 2021. One very important project that we are working on is the development of the Career Path Model for Press Operators. You may be asking yourself, what is that? Career Pathing is a structured way, which helps our employees visualize career progression within the company. Some of you may have already thought about taking that next step in your career but are unsure of how to get there. By developing a Career Path Model, we can help our employees see their potential for career progression by providing clear milestones and providing training and development opportunities. This Model will define the skills, knowledge, experience, and personal aptitudes required for advancement.

This project is a huge undertaking, but I want you to know that we are committed to you and we want to help invest in your future. We also want Venture Plastics to be one of the best places to work. Together, we can create a workplace where our employees can thrive and feel valued. Hey, making more money isn't bad either.

We will share more details about this project in the following weeks. Stay tuned.



Southwest Venture Plastics Birthdays



Monica Avila	07/01	Hilario Favela	08/24	Maria Morales	10/04
Olga Garcia	07/11	Maria Oseguera	08/26	Willie Jordan	10/10
Jesus Camargo	07/20	Nick Zavala	08/28	Ximena Mora	10/21
Alejandro Castillo	07/25	Kathleen Gonzalez	08/30	Dante Vignes	11/07
Trinidad Hernandez	07/31	Jesus Gonzalez	09/04	German Rascon	11/23
Ricardo Medrano	07/31	Saul Flores	09/06	Karen Rodriguez	12/08
Victor Solis	08/06	Hugo Mendez	09/08	Shawn Jensen	12/09
M. Luisa Nava	08/17	Cecilia Ramirez	09/11	Cristina Loya	12/17
				Ching Say	12/20



Southwest Venture Plastics Anniversaries

Armando Lagos	07/16/06	14 years	Librado Enriquez	08/18/14	6 years
Shawn Jensen	11/20/06	14 years	Nicholas Zavala	10/15/14	6 years
Debora Benitez	08/07/07	13 years	Sonia Gerardo	07/28/15	5 years
Maria G. Morales	09/17/07	13 years	Monica Avila	07/15/16	4 years
Margarita Seijas	10/16/07	13 years	Diana Simental	08/26/16	4 years
Enrique Perez	08/03/09	11 years	M. Luisa Nava	08/13/18	2 years
Joe Ortiz	10/19/09	11 years	Carlos Hinojosa	08/27/18	2 years
Luis Verduzco	08/09/10	10 years	Jesus Camargo	07/08/19	1 year
Julio Pando	10/19/10	10 years	Idaly Pulido	07/08/19	1 year
Ramon Cabrera	07/05/11	9 years	Jesus Gonzalez Jr.	07/15/19	1 year
Jesus Gonzalez	07/05/12	8 years	Trinidad Hernandez	07/29/19	1 year
German Rascon	08/13/13	7 years	Dante Vignes	08/26/19	1 year
Karen Rodriguez	07/17/14	6 years			

Venture Plastics Birthdays

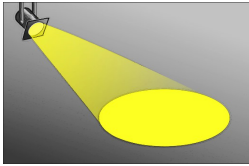
Ruth Fitch	07-01	Glenda Gerber	09-18
Ryan Francis	07-07	Yvonne Colley	09-21
Alteese Williams	07-08	Gayle Lockhart	09-25
Brenda Knight	07-09	Ernest Mormon	10-07
Annette Dye	07-28	Marilyn Shuttleworth	10-10
Daphne Robinson	07-29	Jeanne MacLaughlin	10-12
Chris Grant	07-31	Kathy Miller	10-22
Brandon Twyford	08-02	Chuck Kubilis	10-29
Mickey Retherford	08-03	Tracy Simko	11-02
Jackie Duckworth	08-08	Marcia Flattum	11-06
Julie Peters	08-10	Shawn Tamba	11-16
Steve Szewczyk	08-11	Mary Chesonies	11-22
Tim Groff	08-15	Katina Christian	11-24
Mary Henderson	08-15	Steve Trapp	12-06
Dodi Priddy	08-15	Tim Fisher	12-10
Samantha Rihel	08-15	Natasha Caffie	12-12
Jason Murray	08-18	Carl Gossett	12-13
Ed Davis	08-22	Larry Sheller	12-18
Cindy Pawcio	08-27	Al Schultice	12-22
Penni Kubilis	08-28	Marie Albaugh	12-27
Rachel Williams	09-02	Sue Mast	12-29
John Caruso	09-10	Tom Rovnak	12-30
Jennifer Marshall	09-12	Mo Baker	12-31
Diane Love	09-16		
Tabitha Dobbins	09-18		

Happy Birthday to You!

Venture Plastics Anniversaries

Marilyn Shuttleworth	08-01-07	13 Years	Brenda Knight	10-17-11	9 Years
Al Schultice	08-06-07	13 Years	Sue Mast	10-17-11	9 Years
Brian Ziegler	08-07-19	1 Year	Mickey Retherford	10-17-94	26 Years
Judy Corbett	08-11-14	6 Years	Denise Thorne	10-24-00	20 Years
Amy Nolen	08-12-13	7 Years	Ed Davis	10-26-15	5 Years
Karen Breckenridge	08-15-16	4 Years	Steve Szewczyk	10-27-86	34 Years
Allison Robertson	08-17-98	22 Years	Annette Dye	11-02-92	28 Years
Mary Henderson	08-17-81	39 Years	Tim Groff	11-03-95	25 Years
Jessica Duncan	08-19-19	1 Year	Brandon Twyford	11-05-19	1 Year
Jeremy Platt	08-19-15	5 Years	Gayle Lockhart	11-05-85	35 Years
James Lopez	08-21-14	6 Years	Tyler Showers	11-05-19	1 Year
Ruth Fitch	08-22-88	32 Years	Janine Parker	11-06-95	25 Years
Scott Baker	08-27-18	2 Years	Alteese Williams	11-14-17	3 Years
Samantha Rihel	09-04-19	1 Year	Tom Rovnak	11-14-85	35 Years
Jon McClain	09-09-19	1 Year	Mo Baker	11-14-18	2 Years
Arv Danielson	10-04-99	21 Years	Kerry Williams	11-21-16	4 Years
Larry Sheller	10-11-04	16 Years	Ted Bowman	12-06-02	18 Years
Monica Prtenjak	10-17-11	9 Years			

Congratulations to All!



Commercial Spotlight

By Daryl Wene

On July 7, 2020 it was announced that Unirac, Inc. based in Albuquerque NM, acquired Ecolibrium Solar based in Athens OH. Both companies are customers of Venture Plastics and both are major manufacturers and distributors of mounting ballasted systems for PV (photovoltaic) solar panels. The acquisition will expand Unirac's line of products (mainly metal) for attaching and installing solar panel systems on commercial and residential rooftops. Please continue reading for more details and information on both companies.



Unirac, Inc. was founded in 1998 and was a pioneer in North America for solar PV mounting systems. They have grown to become the leader in the solar market with sales revenue of approximately \$48 million annually. They have been recognized in the industry as having very strong engineering expertise, with their products enjoying a reputation of outliving their warranties. Unirac designs and tests its products in their Albuquerque, NM manufacturing facility. Unirac is proud to be able to state that over 90% of the company's supply chain are US manufacturers. It has been several years since Venture last produced products for Unirac, but just within the last couple of months, Venture was awarded a new product which will be a featured component in one of their new major mounting systems.



EcolibriumSolar



Ecolibrium Solar was a start-up company with a focus of revolutionizing the solar power market. Founded in Athens, OH the company is regarded within the industry as the "next generation" of photovoltaic solar panel mounting systems. The Ecolibrium system has been proven to cut installation costs and helps make green energy more accessible both for commercial as well as residential applications. Ecolibrium Solar's annual sales are undisclosed but their sales with Venture were \$1.8 million in 2018 and grew to \$2.2 million in 2019 making them one of our largest customers. While Unirac's core components are manufactured in metal, Ecolibrium's bases are produced in plastic. Venture played a key role in the early stages of development of their new mounting system, assisting with product design and the formulation of a special resins to meet some of the stringent certifications for solar products going on roof tops. In a 3 year period Ecolibrium grew 989% and was named to Inc. Magazine's list of top fastest growing companies in North America. Unirac's plan is to integrate Ecolibrium's team and product line over the next few months. Unirac characterizes the acquisition as a partnership, sharing the same passion for customer success with a strong focus on distribution. It is also felt Ecolibrium's development of mounting systems featuring plastic components will further Unirac's efforts as a market leader providing cost-effective, user-friendly products that maximize solar installation efficiency. With these two companies joining forces, Venture feels plastics will play a greater role in future Unirac mounting systems designs, thus more opportunities for Venture Plastics.