



VENTURE VOICE

NEWSLETTER

Venture Plastics, Inc.

VENTURE VOICE
MARCH 2022

2022 - A HAPPY & PRODUCTIVE NEW YEAR

By Steve Trapp / John Zelina



It feels good to start a new year with the pandemic waning and an optimistic 2022 Venture Plastics annual operating plan. Although 2021 was a good year for the Company, this year will be better. Not surprisingly, this new and better year requires great people – our Venture Family – supporting it.

That said, the Venture Management Team held strategy sessions last year, to evaluate the Company's strengths, weaknesses, opportunities and threats (SWOT Analysis). Throughout the "strengths" portion of this exercise, it was clear to everyone how fortunate we are to have great employees, who are loyal, knowledgeable and committed to Venture Plastics.

This SWOT analysis also led to a revision of our overall strategy - Profitability, through Sustained Growth and Operational Excellence. This strategy helped guide the development of our goals and objectives for every department, e.g., sales, engineering, operations, etc. Sustained Growth and Operational Excellence are key factors to enhance the Company's profitability allowing investments to continue for our people and infrastructure which strengthens Venture Plastics for the future. Operational Excellence can be achieved through workforce transformation, innovation and automation, resource utilization, continuous improvement initiatives and accountability.

To support our employees, Venture continues its commitment to the Workforce Transformation Vision (i.e., its culture). Venture Plastics has structured itself to provide our employees a safe, secure, and enjoyable place to work; the Company strives for an atmosphere of trust throughout the entire organization; it will develop opportunities for personal development; and wants employees to be engaged and productive because they know their respective jobs and understand the Company's goals and objectives.

Attaining this Operational excellence, also requires supporting the following philosophies: 1) everyone should be treated with dignity and respect, 2) we listen to understand and 3) we encourage kindness and praise.... eliminating the negativity and sarcasm. It's with these cultural guidelines, the Company will be able to achieve sustainable and profitable growth as outlined in this year's plan.

While customers and suppliers have played a large part in Venture's success, it is the contributions of our employees, that have allowed this success to continue for the past 52 years. Working together to embrace our strategy, and strive for operational excellence, will ensure Venture Plastics will enjoy success for many years to come. Thank you all for your continued efforts.



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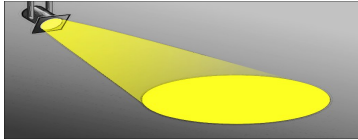
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Venture Plastics & Southwest Venture Plastics will be closed on Friday, April 15, 2022 in observance of the Easter holiday.

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VPN Employee Spotlight

By : Cindy Pawcio



The Employee Spotlight for this month is Scott Baker. Scott actually joined Venture Plastics in 2004 and left to pursue another adventure, but returned in August of 2018 as a Processor on Midnights. He then advanced to the Midnight Shift Supervisor. Presently he is the Processor and Back-Up Shift Supervisor for day turn.

Scott worked in maintenance for many years and is very knowledgeable in a lot of areas including electrical. With his vast knowledge, Scott has traveled to SVP in El Paso to help get their RJG up and running and has helped with many other maintenance issues while there. The Team at SVP has embraced his knowledge and they look forward to him returning.

Scott is married and has 3 daughters.

SVP Employee Spotlight

By Armando Lagos



For this edition of the newsletter, I would like to introduce you to Jisel Valdez. Jisel joined the Southwest Venture Plastics team in May of 2021. She holds the Front Desk Receptionist position and also performs HR-related duties including Press Operator recruiting, new hire orientations, benefits enrollment, and payroll. She also does a great job of taking care of our SVP associates and our VPN visitors.

Jisel has a 5-year old daughter, Ximenna, whom she adores. Outside of work, Jisel enjoys spending time with her daughter and family. Most recently, Jisel earned her certification as a Spinning Instructor and teaches spinning classes at EP Fitness Gym after work. Jisel enjoys coaching and mentoring people. She takes pride in helping others reach their personal and fitness goals.

Jisel is a humble and caring person. She admires her grandparents the most. They provided Jisel love and encouragement. Jisel strives to be helpful and supportive of others. Jisel is seeking to continue her education in the area of Human Resources and be more valuable to the company.

We are happy to have Jisel as part of our team.



David Santana	01/05	Jose Becerril	03/16		
David Mounce	01/16	Antonio Rangel	03/26		
Sonia Gerardo	01/18	Ramon Cabrera	03/31	Patricia Villarreal	05/20
Virginia Solano	01/25	Anthony Lopez-Rios	04/06	Raquel Rodriguez	05/22
Dania Torres	01/28	Nohemi Delgado	04/08	Armando Lagos	05/29
Librado Enriquez	02/17	Antonio Toledo	04/11	Adolfo Castro	06/06
Jisel Valdez	02/18	Vicente Hernandez	04/24	Michael Phillips	06/07
Lourdes Sanchez	03/02	M. Arturo Adame	04/25	Julio Pando	06/08
Georgina Zamora	03/06	Jose De La Pena	04/28	Daniel Estrada	06/16
G. Adriana Porras	03/07	Luis Verduzco	05/07	Diana Simental	06/21
Margarita Seijas	03/07	Marisela Arreola	05/08	Humberto Guijarro	06/22
Guadalupe Sanchez	03/07	Jesus Gonzalez Jr.	05/13	Claudia Armendariz	06/22
		Mary Doakes	05/16	Enrique Perez	06/25
				Mike Durham	06/29
				Francisco Ortiz	06/29



Southwest Venture Plastics Anniversaries

Virginia Solano	6/11/07	15 years	Daniel Molina	1/19/21	1 year
Jose Becerril	6/06/12	10 years	Anthony Lopez-Rios	2/08/21	1 year
Guadalupe Estrada	2/13/14	8 years	Norma Vaquera	2/04/21	1 year
Mike Durham	4/01/14	8 years	Eddie Alvarado	2/09/21	1 year
Cecy Ramirez	4/01/14	7 years	Margarita Romero	2/24/21	1 year
Nohemi Delgado	4/15/14	7 years	Oscar Toledo	3/22/21	1 year
Cristina Loya	4/13/15	7 years	Jose De La Pena	3/31/21	1 year
Willie Jordan	4/13/15	7 years	Jisel Valdez	5/05/21	1 year
Mary Doakes	5/12/15	7 years	Rosa Hernandez	5/05/21	1 year
Raquel Rodriguez	6/22/16	6 years	Vicente Hernandez	5/24/21	1 year
Ricardo Medrano	6/26/17	5 years	Humberto Guijarro	6/14/21	1 year
			Omar Perez	6/28/21	1 year
			Antonio Toledo	6/08/21	1 year

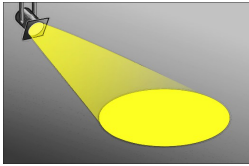
Venture Plastics Birthdays

Janine Parker	01-02	Anita Homa	03-18
Kayla Tubberville	01-07	Clevawn Richards	03-26
Monica Prtenjak	01-12	Amy Nolen	03-28
Danielle Aldrich	01-13	Alan Armstrong	03-30
Andrea Gibson	01-15	Saundra Retherford	04-05
Skeet Harney	01-16	Brian Ziegler	04-06
Adam Wilson	01-16	Gary Flattum	04-09
Ted Bowman	01-18	Chris Patterson	04-11
Joe Eudell	01-24	Devin Gibson	04-12
Judy Corbett	01-27	Jeremy Groff	04-14
Jason Jamison	01-29	Jon Barnett	04-18
John Nagy	02-02	Jim Smith	04-19
Ron Mendenhall	02-04	Mark Bufwack	04-25
Trisha Pope	02-07	Scott Baker	05-02
Karen Breckenridge	02-08	Jon McClain	05-10
Jacob Hartung	02-11	Elaine Askey	05-12
Robert Collens	02-13	Heather Brown	05-15
Jonathan Phillips	02-16	Sophia Johnson	05-15
Robert Giancola	02-18	Denise Thorne	05-18
Mark Conner	02-20	Patty Vislosky	05-18
Jamie Monroe	02-24	Cathy Sudnik	05-19
Kim Hays	02-26	Chuck Orange	05-24
Ken Groff	03-02	Arv Danielson	05-30
Brian Linger	03-04	Allison Robertson	06-09
Tom Crook	03-06	James Lopez	06-11
Denise McCarthy	03-09	Kerry Williams	06-11
Destiny Stuhldreher	03-10	Jack Vanderwall	06-11
Kristen Cunningham	03-12	Dave Douce	06-19
Mike Brodnik	03-13	Leandra Logston	06-23
Denise Rhodes	03-15	Jeremy Platt	06-25
		Heather Settles	06-28



Venture Plastics Anniversaries

Jon Barnett	01-03-05	17 Years	Natasha Caffie	04-23-18	4 Years
Rachel Williams	01-04-16	6 Years	John Caruso	04-28-03	19 Years
William Aldrich	01-18-21	1 Year	Cathy Sudnik	04-29-13	9 Years
Christina Reed	01-18-21	1 Year	Cindy Pawcio	05-01-90	32 Years
Mike Brodnik	01-23-17	5 Years	Dodi Priddy	05-04-09	13 Years
John Zelina	01-25-21	1 Year	Robert Giancola	05-06-13	9 Years
Destiny Stuhldreher	01-27-20	2 Years	Denise Rhodes	05-06-19	3 Years
Jeremy Groff	01-28-21	1 Year	Shawn Tamba	05-07-12	10 Years
Jonathan Phillips	02-02-21	1 Year	Miranda Thorne	05-10-21	1 Year
Gary Flattum	02-04-86	36 Years	Mark Bufwack	05-11-21	1 Year
Skeet Harney	02-05-18	4 Years	Elaine Askey	05-12-08	14 Years
Alan Armstrong	02-06-95	27 Years	Ron Mendenhall	05-16-05	17 Years
Tabitha Dobbins	02-06-18	4 Years	Clevawn Richards	05-17-21	1 Year
Katina Christian	02-18-19	3 Years	Jerel Williams	05-17-21	1 Year
Jason Murray	02-29-16	6 Years	Kelly Drayer	05-19-21	1 Year
Leandra Logston	03-12-18	4 Years	Jim Smith	05-19-03	19 Years
Tom Crook	03-14-11	11 Years	Patty Vislosky	05-23-84	38 Years
Christine Patterson	03-17-10	12 Years	Joe Eudell	05-30-17	5 Years
Glenda Gerber	03-22-06	16 Years	Danielle Aldrich	06-04-18	4 Years
Jamie Monroe	03-29-89	33 Years	Dave Douce	06-12-85	37 Years
Amy Nolen	03-31-14	8 Years	Carl Gossett	06-12-17	5 Years
Steve Trapp	04-05-04	18 Years	Adam Wilson	06-13-16	6 Years
Jackie Duckworth	04-09-18	4 Years	Diane Love	06-14-76	46 Years
Jennifer Evans	04-11-11	11 Years	Brian Linger	06-17-13	9 Years
Robert Collens	04-13-09	13 Years	Daphne Robinson	06-17-19	3 Years
Sandra Retherford	04-16-84	38 Years	Kim Hays	06-21-04	18 Years
Marie Albaugh	04-23-18	4 Years	John Nagy	06-26-06	16 Years



Commercial Spotlight

By Al Schultice, Director of Sales

FOSTER



Foster Electric is one of our largest accounts in our El Paso facility. We manufacture automotive sound system speaker housings. The largest current program we are manufacturing for Foster is for the new Ford Bronco's sound system. We have also produced programs on the Ford F150, F250, Fiat and the new electric Mustang-the Ford Mach E.

Foster was founded in 1949 in Japan and employs approximately 17,000 employees in North America, South America, Japan, Asia and Europe. Foster has been a customer of Venture's for approximately 15 years.



Venture is supplying product to one of the world leaders in sound projection systems. Everyone in today's world is utilizing some type of the Foster technology in our everyday lives stemming from automotive speaker systems, cell phone speakers, ear buds, headphones, computer speaker systems and much more.

Foster worldwide is estimating a 2022 annual forecast of \$778 million in revenue. Foster certainly fits into Venture's definition of a Key Account. Joel Cabral has been Venture's account manager with Foster for many years and continues to work closely with the account.



Foster will account for 16% of the El Paso facility's sales in 2022. Venture has invested in new equipment for this Bronco program, and we look forward to it being a real success for years to come with Foster and Venture.

Our dedication to this account will make us all successful this year and in years to come.