




# Acrylatest

SUMMER 2006

## People Power

### As part of the Esschem Quality Equation



If you have ever made the trip to Linwood, Pennsylvania and toured our production facility, you've seen the equipment we rely on to manufacture and ship our products. Some of it is so specialized and proprietary that you probably won't see it anywhere else. Even so, that isn't what drives us. It's our people. They are Esschem's essential ingredient and we are committed to ensuring that they have the resources needed to be the best, work safely, and acquire new skills to help Esschem maintain its reputation as a world-class producer of specialty materials.

Barbara Gardocki, Director of Regulatory Affairs, is responsible for scheduling, planning and conducting much of the onsite regulatory training for the production team, laboratory employees and administrative staff. She organizes a monthly meeting that covers current issues relating to the Occupational Health and Safety Administration (OSHA), the Environmental

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Protection Agency (EPA), the Department of Transportation (DOT) and International Air Transport Association (IATA). Any one of these meetings might cover chemical handling in the workplace, lock out/tag out procedures or

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hazardous waste management. Attendance is mandatory for all employees—which poses some scheduling challenges for Barbara herself.

Like many manufacturing plants, Esschem runs multiple production shifts. Ensuring that the nighttime production workers receive the proper training means some odd hours for Barbara. “I’ll be up at 3 a.m. to come in for a safety meeting for the night shift,” she says. Her dedication is reflective of the high value Esschem places on educating everyone so they can be their best.

Education opportunities at Esschem go beyond job safety. Other on-site workshops routinely cover issues such as employee wellness (“Understanding the health risks of high blood pressure and high cholesterol”; “Steps to better back health”; “Workplace ergonomics”), human resources (“Workplace Diversity”) and management (“Supervision Basics”). This year employees have attended

off-site seminars covering a wide range of business topics including marketing, purchasing and personal development. Esschem also offers a tuition reimbursement program that has enabled some to complete their undergraduate work or go on to acquire a graduate degree.

Esschem’s focus on employee development crosses all lines within the organization. Senior leaders, managers and others routinely attend external programs to help them stay abreast of industry trends and best practices. Early in June, Sue Sheariss, Vice President of Technical Services and Tony Calise, Production Manager, attended the Color Cosmetics Summit in San Francisco, California. The three-day program presented some of the latest developments in the field of color cosmetics, pigments and additives.

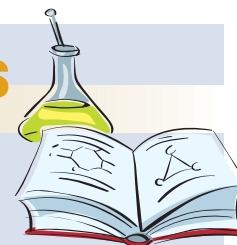
Even the company’s President and Chief Operating Officer, Mike

Norquist, makes time for continuing education. Mike attends a monthly CEO roundtable which focus on topics such as accountability, goal setting, hiring and retaining employees, public speaking and strategic planning.

Much of the training available to Esschem’s employees goes well above any mandatory requirements and industry standards—and for good reason. Providing people with the skills and resources to help them grow, live well and work better is a sound investment. It demonstrates that they are valued and it encourages positive employee/employer relationships. Ultimately it means that Esschem’s workforce is motivated to learn, open to new ideas and is continually striving to improve themselves and in turn, our products and services.

## Esschem’s team goes

# LEAN



Earlier this year, Esschem’s management team participated in an in-house interactive educational exercise which focused on the principles of LEAN manufacturing. The program included classroom study/discussion as well as a hands-on simulation. According to Esschem’s President and COO, Mike Norquist, “We set up a mini batch processing operation in our lunchroom and worked together as a team to identify areas where we could apply the LEAN principles and streamline the mock operation. It was a good experience. The activity drove the manufacturing concepts home and was a good team building exercise as well .”



## Meet Esschem's Production Manager, Tony Calise

If anyone exemplifies Esschem's culture of employee development and advancement, it's Tony Calise. He began his career with the company 28 years ago as a "Sifter" in our original manufacturing plant in Essington, PA. He progressed up the line to more technically demanding positions including "Chemical Operator" and "Colorist" before crossing over into a management role.

In 1993, he became a Shift Supervisor. Today, as Production Manager, Tony is responsible for the entire blending and coloring phase of the manufacturing process whereby Esschem's base polymers are customized to each customer's specifications.

According to Tony, his progressive growth experience through the ranks has helped him be a better manager. He understands the various jobs and knows firsthand what it takes to do them well. He also has an intimate understanding of the polymers, their working characteristics and the properties of the end products that each customer requires.

Now as a manager, Tony applies to others the same principles of employee development that helped

him grow in his career. He says he strives to guide his direct reports to be their best. He reinforces the need for consistency and attention to detail. Tony is always ready to give a pat on the back for a job well done—and he is quick to take corrective action when needed too. "I try to be fair at all times. I treat everyone the way I would like to be treated."

Tony lives in Aston, Pennsylvania with his wife, Suzanne, and two children. Suzanne teaches piano and voice. His 17-year-old daughter is a senior in high school and an avid athlete. Tony coaches her high school softball team and summer league. Tony's 14-year old son is a budding actor and dancer. He has appeared in television commercials and recently finished filming a video for a pharmaceutical company.

## Take a fresh look at F154 – High Impact Denture Polymer

If you are a dental customer searching for a high impact acrylic, you found it—Esschem's **F154 high impact denture base**. It's not new. We have been providing this rubber-modified PMMA for many years. It has all the working and handling properties that you should expect from a tried and true impact denture base resin:

- High impact strength (0.7437 ft. lbs. per inch by notched izod impact strength testing per ASTM D256 performed by an independent testing laboratory)
- Complies with all EN ISO 1567:1995/ISO 1567:1988 standards for denture base polymer (including thermal stability, packing plasticity, surface properties, translucency, freedom from porosity, sorption, solubility, transverse deflection, bonding to synthetic polymer teeth) as tested and reported by NIOM Laboratory
- Doughs up in less than 10 minutes and allows for up to 15 minutes of working time
- Processed by conventional heat curing procedures
- Available in a virtually infinite range of custom colors

Request a sample of F154 by calling 1-800-POLYMER today.

Note: All data presented herein are based on information available to and believed to be correct. No warranty, expressed or implied, is made regarding the results from the use of any data or material of our manufacture.



## Key Contacts

Two-way communication is essential for building quality customer relationships. At Esschem, we encourage your input and inquiries. To help you reach the right person to assist you, we've prepared the following reference list. Call or e-mail us at any time—we are at your service!

### General Contact Information

Esschem Inc.  
4000 Columbia Avenue  
P.O. Box 1139  
Linwood, PA 19061-1139  
610-497-9000  
1-800-POLYMER  
610-497-9007 (fax)  
1-800-POLYASK (fax)  
[www.esschem.com](http://www.esschem.com)  
e-mail: [polymers@esschem.com](mailto:polymers@esschem.com)

### Key Contact Information

Mike Norquist—President/COO  
Phone: 610-497-9000, Ext. 333  
E-mail: [mdnorquist@esschem.com](mailto:mdnorquist@esschem.com)

### Sales and Customer Service

Beth Welsh—Vice President of Sales  
and Customer Service  
Phone: 610-497-9000, Ext. 304  
E-mail: [mewelsh@esschem.com](mailto:mewelsh@esschem.com)

Kandy Collins—Customer Service  
Manager  
Phone: 610-497-9000, Ext. 303  
E-mail: [kcollins@esschem.com](mailto:kcollins@esschem.com)

Vanessa Good—Customer Service  
Representative  
Phone: 610-497-9000, Ext. 306  
E-mail: [vmgood@esschem.com](mailto:vmgood@esschem.com)

Erin Toth—Customer Service  
Representative  
Phone: 610-497-9000, Ext. 308  
E-mail: [etoth@esschem.com](mailto:etoth@esschem.com)

### Technical Support

Sue Sheariss—Vice President of  
Technical Services  
Phone: 610-497-9000, Ext. 326  
E-mail: [scsheariss@esschem.com](mailto:scsheariss@esschem.com)

Dr. Lee Lim—Special Projects  
Manager  
Phone: 610-497-9000, Ext. 316  
E-mail: [lklim@esschem.com](mailto:lklim@esschem.com)

Barbara Gardocki—Director of  
Regulatory Affairs  
Phone: 610-497-9000, Ext. 231  
E-mail: [bgardocki@esschem.com](mailto:bgardocki@esschem.com)

Esschem Inc.  
4000 Columbia Avenue  
P.O. Box 1139  
Linwood, PA 19061-1139