

SCHUPAN TURNINGS



Unleashing the Potential of our Women Leaders

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CHALLENGES ARE OPPORTUNITIES!

First, I would like to thank our entire employee team. Under extremely challenging circumstances, you have performed unbelievably! It has taken more overtime than we have ever experienced, but somehow, we have managed to provide service to our customers at record levels. All departments are working together for that common goal. Record volumes have been logged in all areas despite complications caused by COVID.

To the employees that have been vaccinated against COVID, thank you. You are appreciated for caring about the health of your families and co-workers.

Challenges are opportunities! We have lost a few good employees and we wish them success. We have also gained some terrific new team members and we welcome all of you. As W. Edwards Deming said, "It is not necessary to change. Survival is not mandatory." Our Schupan business units are making changes to ensure success for all of us. Make sure you read their updates included in this newsletter.

We are making plenty of changes for improvement. We have four potential new projects that will be part of our prosperity in the future. There is a lot to be excited about for all of us. One change is switching our company banking from JPMorgan Chase to PNC. Chase did a good job for us over the years but PNC is more than willing to help us grow. We will have a few hiccups while we transition, so patience is key. It will be very good for the company in the long run. In case you didn't know, we are doing business on a worldwide basis. We are having a very successful year and that will translate to some good bonuses. I believe no employee will receive coal in their stocking this year.

I wish all of you a great Thanksgiving. Do all you can to stay safe and enjoy time with your families. Thank you to all of you for your efforts to make our company successful. We are 'One Schupan'. You are appreciated!

Marc Schupan
CEO

PS – Go Green!



MARC SCHUPAN
CEO





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SIRS Forecast: A healthy but busy finish to 2021

Customer base remains strong as volumes continue to increase.

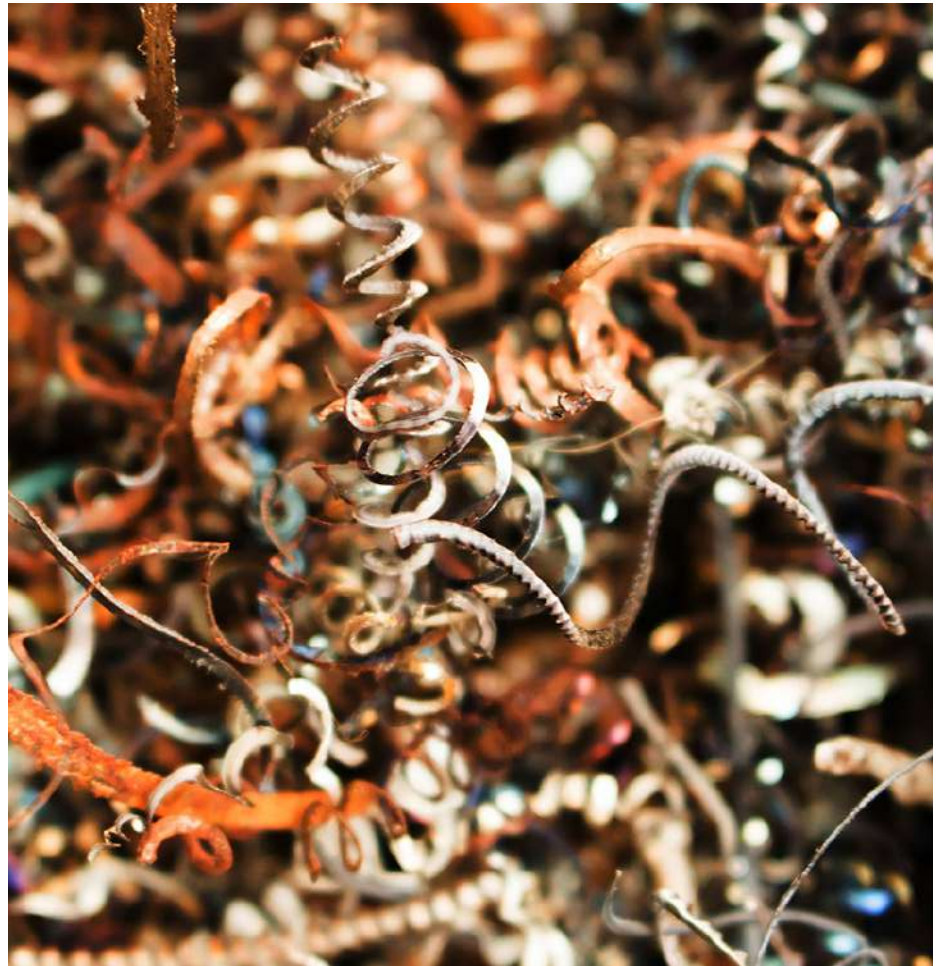
As we head into Q4 of 2021, we continue to see our volumes increase. Our manufacturing customer base is strong, and across all industries they are seeing strong order books well into 2022.

I just visited one of our larger RV manufacturers in Northern Indiana with Account Manager **Brok Borsa**. Their Purchasing Manager stated that their business is very strong, and they are forecasting an even stronger 2022. He said that "if we stopped taking new orders today, it would take us 12 to 18 months to complete the orders we have in hand". They are adding another new line in November, and he is in the midst of constructing a new facility that they expect to be open in April of 2022.

That same conversation is taking place with most of our RV and boat manufacturing suppliers. The manufacturer's only problems right now are the supply chain issues that you hear about in the news every day. In many cases they are building boats, and RVs to 90% completion and waiting for certain components to come in to complete the unit, and get it shipped to the customer. So, we know we will have a healthy, but busy, finish to 2021.

The markets have been extremely strong for the entire year, but we have seen the LME take another big jump higher in the last several weeks (exceeding \$3,100 per metric ton). Global demand strength for base metals, coupled with supply constraints, lends itself to further upside potential in base metal prices. As we are putting together the forecast for 2022, the tailwinds of strong pricing and strong volumes give us hope that we can see another highly successful year in 2022. But, not all aspects of the future are rosy.

As we are putting together the forecast for 2022, the tailwinds of strong pricing and strong volumes give us hope that we can see another highly successful year in 2022.



We are definitely seeing inflation in multiple aspects of the business. Areas like transportation, energy, fuel, labor, and insurance just to name a few. The leadership team will do everything possible to help mitigate those risks to our business, so we can continue on the path to success. We will all need to work together to achieve that success. More than ever, your efforts to work safer, more efficiently, and as a cohesive team will be what continue to drive our success. If you notice, I did not say we need you to work harder. I am very proud of how extremely hard our team has worked throughout the year. We will need everyone to work together and work smarter for the balance of this year and into the future. It is the process improvements, the system enhancements, and the streamlining that will allow us to work smarter.

By the time you are reading this publication, I hope each of you will have completed the anonymous employee survey. It is all of you, who do the work each day that will drive our process improvements and lead us to the next level of success as a company. But, please do not stop with just the completion of a survey. Please continue to bring your ideas, constructive criticisms, and energy forward. The leadership team truly wants to make this an even greater company, and we want to hear your input as to how we can accomplish that goal.

I want to sincerely thank you for making 2021 such a successful and rewarding year. Please enjoy the upcoming holiday season!

Gary Curtis
President, SIRS

Thanksgiving Turkeys Will Arrive the Week of Nov. 15th!



All employees will once again receive a turkey for their Thanksgiving dinner this year.

All buildings will receive their delivery the week of November 15th. The turkeys will arrive frozen and weigh approximately 16 pounds. **That's over 9,040 lbs. of turkey!**

Notices will be posted at each building with details about the delivery date for that location.

We wish you, your family, and your friends a very happy Thanksgiving!

New Baby Announcements

Congratulations to **Andy Wichman** on birth of his first grandchild, Aurora Jean, on September 20, 2021. Aurora weighed 6 lbs., 13 oz. and was 18 inches long.

Congratulations to **Jeff Crowe** and his wife, Vickie, on the birth of their first grandchild, Alton Herbert Perry, on August 28, 2021. Alton weighed 6 lbs., 15 oz. and was 19.75 inches long.

Congratulations to **Andy McKee** and his wife, Emily, on the birth of their son, Wells Stanford, on September 16, 2021.



Avoid the gobsmack and be in the know.

Sign up for your 1-on-1 meeting at oneschupan.com before Nov 18th to take charge of your benefits!



Know more.

Visit our new employee website @ oneschupan.com

Something to be proud of.

Impressive growth efforts happening at Schupan Asset Management



Schupan employees attend the onsite employee sale at SAPS Davis Creek in September, which featured discounted products from freshtechdirect.com.

I'm excited to share with you our first onsite employee sale that was held in September at the SAPs facility in Kalamazoo. The response was overwhelming and a huge success.

We are exploring similar outlets to make discounted tech from Fresh Tech Direct accessible company-wide. Currently you can find examples of our inventories at freshtechdirect.com. When you find an item to purchase, email freshtech@schupan.com with item details. The item(s) will then be set aside for either employee pickup at our Peekstok location in Kalamazoo, or you can pay for shipping. All Schupan employees are eligible for a 20% discount when ordering direct from SAM. I want to give a big shout out to all those who helped coordinate this successful event. We also could not have done this without the onsite support of **Mia Parker, Drew Beekman, Sarah Anthony, Phillip Anson** and **Angie Schultz**. Remember us as the Holidays unfold!

Recently the SAM team attended an ITAD conference in California. The team of **Drew Beekman, Jacob Schupan** and **Wenceslao (Lao) Manzano** met with current industry partners and

made some new connections as well. They also took advantage of trip and visited some of our current downstream buyers. This was a great networking opportunity that netted future visits by many of these strong leading companies -- some as far away as Puerto Rico! We are now selling to many of these companies and exploring other partnering opportunities.

Together we are building a SAM division that we can all be proud of, united as "ONE SCHUPAN".

The Resale and ITAD team has assisted with our growth efforts by looking to improve normal daily tasks and overall process flows. Their efforts have realized efficiencies that align us for even greater success. These efforts by all team members have been significant and appreciated. Thank you to the leadership team of **Sarah Anthony, Cody Antisdale** and **Brian Wilson** for your creativity and out-of-box thinking.

The eScrap operation is in a transitional phase, currently operating out of our Peekstok location but now relocating back to our Millcork facility. This move is part of our larger strategy for expanding our portfolio of SAM services. **Drew Beekman, Mitch Kooi** and team have been working extremely hard on facilitating this opportunity. I'm looking forward to sharing more as we begin to ramp up operations.

I would be remiss if I didn't share Drew's recent promotion as Operations Manager overseeing all Resale/ITAD/E-Scrap disciplines. Drew's passion for people, a drive to succeed and his industry knowledge are ingredients for the future success of SAM.

I can't say thank you enough to each member of this team for all your contributions. Together we are building a SAM division that we all can be proud of, united as "ONE SCHUPAN".

Troy Lincomfelt
GM, SAM



Your liability is our concern.

R2/RIOS CERTIFIED RECYCLER

Companies like yours must track their end-of-life data-bearing devices to monitor their disposal, eliminating all sensitive information and securing your sensitive data.

We're here to help. Certified service and responsible disposal means less liability to you and your business.

At Schupan Asset Management, we offer the following core services for your end-of-life IT assets:

- Asset disposition
- Certified data destruction
- Serial/asset number reporting
- General recycling
- On-site hard drive shredding
- Asset value recovery

Secure your assets today. Email us at sam@schupan.com

All services are performed under the strict guidance of the R2 (Responsible Recycling) and RIOS standards. All data-related services are compliant with NIST 800-88 guidelines, which are required under HIPAA, Sarbanes-Oxley, FERPA, and Michigan Act 452, among others.

SMT: Navigating the markets and setting the groundwork for 2022

The Materials Trading team has done a fantastic job navigating turbulent markets and sporadic supply chains in the 3rd quarter on their way to three consecutive record months in July, August, and September!

Looking ahead, the 4th quarter usually slows down a bit with consumers looking to trim year-end inventories and holiday downtime, but we still expect a solid end to the year. Although 2021 remains front and center, a good deal of our focus has been spent on setting the groundwork for 2022. We are in the throes of annual contract negotiations for next year and while only a few deals have been confirmed as of this writing, things appear to be lining up for a strong 2022.

Demand for scrap is at an all-time high from consumers and this trend will only continue to gain momentum as announcements of new cast houses and melt shop expansions are being released seemingly every week. Over the next few years, these increases in domestic scrap melting capacity will help bring the supply/demand balance for certain scrap grades such as UBC and painted siding back to equilibrium,

meaning spreads should return to more historic norms. The economic value, the supply chain security, and environmental benefits associated with using scrap metal will continue to drive this "scrap revolution".

The extremely volatile and ever-increasing commodity prices continue to provide opportunities, but offer its fair share of challenges as well. With the all-in cost of aluminum at record highs (surpassing historic highs by ~20 cents per lb), managing risk requires a bit more attention these days, whether it be keeping ample credit insurance in place with our consumers, or reducing physical inventories throughout the toll network.

Logistical challenges, labor shortages, and inflation all play a part in driving base metals over the past few months. But newer factors, such as the energy crunch in China, have sent LME levels soaring \$300/ton in the last 2 weeks. China has long been a major producer of the world's energy intensive light metal and with the Chinese government rationing power, major disruptions are occurring in the production of aluminum (as well as other alloying

elements used in the production of aluminum products). Aluminum is sometimes referred to as "solid electricity" as the amount of energy required to make one ton of primary aluminum would power an average US household for 3+ years.

Supply chains across the globe have been majorly disrupted due to the stop-and-go nature of the world we are in. Layer on the logistical challenges and worker shortage and you have a recipe for wild, unpredictable swings. If I had a nickel for every new "you-fill-in-the-blank" shortage I've learned about in 2022, I would have a lot of nickels. The average consumer can see the fruits of these supply chain disruptions by taking a trip to your local car dealership (which likely looks more like an empty parking lot) or trying to take delivery of a new couch or refrigerator. These swings provide us opportunity on the commercial side, but a major THANK YOU is in order for the SMT admin and logistics teams as they feel the brunt of these audibles and short lead-time opportunities.

Michael Anderson
Vice President, SMT

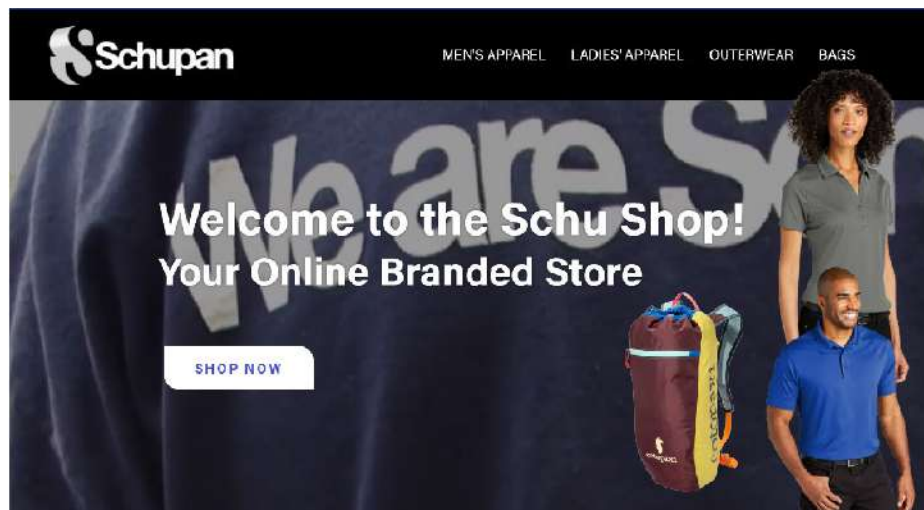


Schupan's Tuition Reimbursement Program

Schupan encourages employees to participate in educational programs that provide developmental opportunities to increase learning and further their professional development.

The Tuition Reimbursement Program was established for approved degree or certification courses that pertain to your present job or possible future positions within the Company. To be eligible for tuition reimbursement, you must be in good standing and have been employed full time for at least 12 months. In addition, courses must be taken voluntarily outside of your normal working hours, job-related, and taken at an approved and/or accredited educational or technical institution or affiliation. For specific eligibility requirements for tuition reimbursement you can go to your Paycom.com account under documents or contact the Talent Management and Retention department for more information.

Brand. New.



Sometimes things need a little refresh. Other times they need a full overhaul.

Our clothing site shopschupan.com recently received the latter: new site, new items, and a better way to shop. With brands like Spyder, Carhartt, and Nike, there's plenty new to see. We'll be adding more items every quarter!

Shop online. Pay online. Ship to your home or to the office. Ordering the Schupan brand has never been easier – and just in time for the holidays!

Denims and plaids and knits, oh my! Go check them out.

Facility Locations

CORPORATE HEADQUARTERS

Kalamazoo, MI

BEVERAGE RECYCLING (SBR)

Grand Rapids, MI
Wixom, MI

ELECTRONIC ASSET MANAGEMENT (SAM)

Kalamazoo, MI

ALUMINUM & PLASTIC SALES (SAPS)

Kalamazoo, MI
Dayton, OH
Toledo, OH

INDUSTRIAL RECYCLING (SIRS)

Elkhart, IN
Kalamazoo, MI

MATERIALS TRADING (SMT)

Irvine, CA
Los Angeles, CA
Atlanta, GA
Chicago, IL
Wixom, MI
St. Louis, MO
Cherry Hill, NJ
Cleveland, OH

SUSTAINABILITY

Wixom, MI

Don't forget to stop & smell the roses.

Through my career, I have been told to "stop and smell the roses." This is a phrase we all have heard from time to time. It's a powerful phrase and it can be difficult for one to actually try to put that concept into practice. Particularly when there has been a feeling of drinking from a fire hose.

This feeling and dedication has led to a large amount of change that will lead to a better future for all of us working at Schupan. As a leadership team, we wanted to take some time to highlight top performers and teams that have made some great accomplishments since the pandemic started and beyond. Let's take a moment to stop and smell some of those roses!

We have been launching several new parts for one of our medical customers for the last 2 years and the product lines have turned into actual production. This was our largest product launch in the history of our division and it took a large effort on many fronts. **Ryan Perry and Joe Proxmire** led the project with perfection and their technical abilities have really set us and the customer up for success. As we approached the finish line, there were many others whose talent and skills helped to keep all of the intricate details moving forward.

Tanya Holtz stepped in and did a fantastic job meeting some tough deadlines and preparing our future builds. Ryan and Tanya had so much fun working on this project together that they decided to get engaged. Congrats to them!

This created a large need for a lot of procedural changes so we turned to **Albert Chung and Adam Summerfield**. These two guys nailed it. They have created some of our most sophisticated work instructions and procedures

that will set up all of our production teams for success. This project brings a strong foundation to our company for the years to come. We appreciate the efforts by everyone involved to find a solution for our customer!

We have worked hard developing our leadership in all new areas of the business. **Markus Lenoir** promoted a meeting for leadership to talk about the "real" issues facing us on a daily basis. We meet three days a week at 10:00 am to discuss and find solutions. It's a great example of active management and our ability to quickly remove obstacles so our teams can be successful. It's also been a nice way to develop relationships across departments.

On the ERP front, **Cory Stevenson** is leading our subject matter experts weekly on continuous improvement-type activities as well as keeping things consistent throughout our facilities. He is a great leader and really knows our systems well. As we get better using the system, this team will be responsible for continued improvements. Keep up the dedication to our new systems, you are making a huge impact!

Strategic hires have been a priority of ours for the last 18 months. **Bob Lynch** has narrowed in on some potential Schupan products. He has shown how to be versatile with his abundance of experience in business and manufacturing. He has been a great cultural fit and really loves working at Schupan.

Kara Tomerlin has joined our team with a large tool bag in leadership and manufacturing. She has done a wonderful job focusing on building relationships through her dedication to continuous improvement. She is

working hard and asking questions along the way. It is impressive what she has accomplished in her short time working closely with our distribution teams.

In manufacturing, we have found two new key players in **Ronnie Ryan** and **Andrew English**. Ronnie is full of energy and his follow through has paid off for us. He is working on a new leadership structure in manufacturing that allows for smaller teams in hopes to engage our production staff at a new level.

Andrew leads our production planning group. He brings in a mind that loves the data. He has been able to provide both distribution and manufacturing leadership data to lead. This is a necessary piece for our future and with his guidance we are in good hands.

Our culture is strong, our company is strong, and this is an exciting time to be a part of our team!

Becky Hagey joined the team recently and she is working closely with **Gary Ahrendt** on VISUAL. Her positive approach and user solutions are already paying off. All of these new team members will continue to grow and make us better.

On that note, make sure you are asking anyone you know if they want to work for a great company. We have great referral bonuses and opportunities open! We are hiring!

On the production side of our business, a passionate effort can be seen in many



Back row (L to R): Jessica Ailes, Jill Steffic, Tanya Holtz, Jessica Stainbrooke, Victoria Gonzales & Brandie Penning. Front row (L to R) Angela Otto, Hailey Bosier & Talyn Herson

ways. **Gerard Otto** and **Scott Simpson** continue to reduce late orders for our distribution customers and keep the manufacturing team running with little downtime. They have a secret sauce that is working and we love their willingness to think outside the box.

Ken Dellowe in our plate area recently made a huge impact! Unfortunately, we had short staffing in the plate area and he stepped up. On his own, he developed a plan, met with Keith, and made it happen! This is the type of effort that makes us a great company, as well as provides an opportunity to continue our high level of customer service.

Daryl Kohler has been consistent for us. There has been a steady flow of materials coming in and he has managed to get things out of the bay quickly. He gets to put a jigsaw puzzle together every day and he has done well.

In manufacturing, we have a weekend shift led by **Ken Oldenberg**. He can be seen almost every day of the week helping us to be successful. His passion for continuous improvement and discovering new opportunities for his crew is contagious.

Jess Ailes stands out as one of our new team leads. She knows our operation

at a high level and is always willing to help. Finally, **Aaron Olson** has been a rock for one of our key customers. With many moving parts, he continues to rise to the occasion.

Our production teams are simply the best! They have worked mandated overtime throughout the year without wavering. All the overtime and weekend work is appreciated and noticed. Thank you for your dedication.

We have been blessed with a new group of women in leadership! These women are strong and powerful leaders. They represent and illustrate our core values while leading teams both big and small. **Angela Otto** has come out of our production planning department with a wealth of knowledge. She is at work every day giving her highest effort for our success. Angela is one of our manufacturing supervisors.

Brandie Penning has earned a new spot as Shipping and Receiving supervisor. She has worked hard on training her team and reducing the number of errors for our customers. We are lucky to have Brandie in leadership.

Jill Steffic will be our new manufacturing supervisor. She brings in a continuous improvement mindset and is someone who has

come up through the ranks in different manufacturing environments. She is an advocate for the production team and we have already seen some impact from her efforts. We are excited about her potential.

Tracy Starkweather was recently promoted to lead account specialist. Tracy has great relationships throughout our business and is someone who you can count on. Tracy will get it done! We are blessed with women leading in formal and informal leadership positions. We appreciate all of your efforts and your dedication to make Schupan a great place to work!

How about them ROSES! We are blessed. There are many other stories that can be told about the success we have seen in the recent weeks and months. Our culture is strong, our company is strong, and this is an exciting time to be a part of our team! We are building for the future. Tough times don't last, tough people do! Take some time over the next few weeks to tell some of the stories and allow yourself to laugh...and maybe cry. We have managed through this very challenging time by the individual efforts of many that make a big impact for us all. Back to work!

Kevin Roschek
Director of Manufacturing

HSA: The Benefits of a Health Savings Account



Take advantage of the benefits of having a Health Savings Account (HSA)!

Healthcare costs continue to rise and you can feel like you have no control. But, you do! It is true you cannot always control if you are sick or get injured, but you can look for ways to plan and prepare for both expected and unexpected medical expenses.

How, you ask? One way is by enrolling in the High Deductible Health Plan (HDHP) for 2022. The Company is always looking for ways to provide the best medical plans at the best prices; and we are confident our HDHP has tremendous value as there will be no increase in premium for the HDHP in 2022! In fact, we have lowered the Employee Only weekly premium! For 2022, if you have both wellness credits, you will pay no weekly premium for Employee Only coverage on the HDHP.

Yes, FREE!

The biggest reason to enroll in the

HDHP is to have eligibility to contribute to an HSA account. There are many advantages to having an HSA. First and foremost, your HSA is **TOTALLY TAX FREE** (and who doesn't love to save on taxes?! You receive a triple tax savings because:

1. **YOU DO NOT PAY TAXES** on the money you deposit into your HSA account
2. **YOU DO NOT PAY TAXES** when you pay for qualified medical, dental or vision expenses
3. **YOU DO NOT PAY TAXES** on interest or investment income you earn on your HSA

With all of this tax free money, and your ability to rollover the balance year after year, your money can continue to grow, helping you to prepare for that unexpected healthcare expense.

In addition, Schupan helps you get started! If you elect the HDHP and open an HSA, Schupan contributes \$750

(employee only coverage) and \$1500 (2 person/family coverage). Now that is an advantage!

Another reason to take advantage of an HSA is because it is **YOUR ACCOUNT!**

That means:

- If you change to another health plan in the future, **YOU KEEP THE MONEY**
- If you leave the Company, **YOU KEEP THE MONEY**

Yes, the money is yours (including the Company contribution) to pay for qualified medical, dental, and vision expenses.

Still not convinced? Let's put it together and see the results!

Contact your TMR liaison if you have questions, or would like more information.

A Warm Welcome to our New Schupan Team Members!

Kalamazoo

Abdulla Al Fehaid
SAPS – CNC Operator 1

Joe Anderson
SAPS – General Fabricator 1

Hailey Bosier
SAPS – Team Leader

Virginia Bower
SIRS – Maintenance Support Specialist

John Campbell
SAPS – Driver

Rachael Croy
SAPS – Plate Saw Operator

Jessey Ellard
SAPS – CNC Operator 1

Christopher Gatties
SIRS – Driver

Becky Hagey
CORP – Business Analyst/Programmer

Kitty Hillian
SAPS – General Fabricator 1

Tony Hoffman
SIRS - Retail Buyer

Bryan Huff
SAPS – CNC Operator 1

Roy Jarvis
SIRS – Material Handler Non-ferrous

Melvin Jeffries
SAPS – CNC Operator 1

Sheila Lipsey
CORP – Vice President of HR

Jared Lyons
SAPS – Supply Chain Coordinator

Amanda Madison
SAPS – General Fabricator 1

Nzinga Mavakala
SAPS – CNC Operator 1

Bridget McMann
SAPS - Quality Tech 1

Jealuan Moses
SAPS – Shipping Coordinator

George O'Connell
SAPS – Distribution Material Handler

Mia Parker
SAM – Staff Accountant

Paige Poulter
SAPS – Account Specialist

Jake Ramirez
SAPS - Facilities Lead

Nicole Reynolds
SAPS – CNC Operator 1

Shawn Ritter
SAPS – CNC Operator 1

Andrew Runowski
SAPS – CNC Operator 1

Eric Sanger
SAPS – Shipping Coordinator

Harry Scheidegger
SAPS – CNC Operator 1

Matt Snyder
SIRS – Driver

Jill Steffc
SAPS – Team Leader

Tyler Stratz
SAPS - Driver

Racheal Sturgeon
SAPS - CNC Operator 1

Andy Thomasma
SAPS – Distribution Material Handler

Kara Tomerlin
SAPS – Continuous Improvement
Coordinator, Distribution

Michael Watson
CORP - IT Help Desk Admin

Brendan Wiacek
SAPS - Tumbler Operator

Lexy Williams
SAPS - CNC Operator 1

Elkhart

Dustin Harbin
Driver

Jimmie Harbin
Driver

Jose Marquez-Guardado
Non-Ferrous Material Handler

SMT

Lorena Hine
Internal Logistics Coordinator

Paul Kupfer
Director of Operations

Wixom

Louis Grechumbo
Corporate Operations & Supply Chain
Manager

Zachary Hart
Cell Operator

Rodney Johnson
Washbooth Operator

Keith Richardson
Washbooth Operator

David Thompson
Switch Truck Driver

Wyoming

Devon Baker
Forklift Operator

Atrayu Bombard
Material Handler

Kari Hicks
Material Handler

William Taylor
Material Handler

SBR: Rising to the Top, Despite Challenges



Jeremy Kraft, Director of Michigan Operations for SBR (L), and Troy Lincomfelt, GM of Schupan Asset Management (R)

The craziness of operating through a pandemic has continued through the first three quarters of 2021. Who would have thought? But it is the reality for SBR and all of Schupan. I am so proud of our employees and how they have risen to the many, many challenges we have faced since March of 2020. ‘Thank you’ is not enough.

More directly related to SBR, I want to share a few really positive things I feel are important for folks to know as we move into the 4th quarter:

First of all, while non 3rd party volumes remain down, significantly, as smaller retailers and restaurants have not returned to pre-pandemic levels, UBCR and the large retailers have made up the difference. UBCR has performed extremely well this year and will continue to do so while we figure out what the future looks like for non third party operations. But I want to give huge props to the efforts of **Nick**

Kronsbein and his team at UBCR, and of course the Schupan operations that help make their success possible.

Troy Lincomfelt, who has been the VP Operations for SBR for the last several years, has taken on a very important role in supporting Schupan Asset Management as their General Manager. While Troy has taken on this challenge, we needed to make sure SBR operations has the necessary leadership to meet it’s daily demand.

Therefore, as announced in September, **Jeremy Kraft** was promoted from Wixom Plant Manager to Director of Michigan Operations for SBR. Jeremy has done an exceptional job in Wixom and is the right person to lead all SBR operations into the future. He is responsible for overseeing all Operations in Wixom and Wyoming and all matters related to 3rd Party and non 3rd party production. Congratulations Jeremy! Much deserved. And good

luck Troy as you continue your growth at Schupan!

We had a very exciting visitor to our Wixom facility in September. For the first time we hosted a tour and discussion with Congresswoman, Haley Stevens, US Representative for the greater Oakland County area. I am pleased to report that Rep. Stevens was thoroughly engaged, impressed, and asked lots of questions. Marc Schupan also attended and shared the impressive Schupan story, which was well received. The best part of the tour was when **Terry Gaudy** came over to meet the Congresswoman and received a big hug! It was a special moment for sure and a highly successful visit.

I am so proud of our employees and how they have risen to the many, many challenges we have faced since March of 2020. Thank you is not enough.

Finally, I just want to remind everyone in SBR, and company wide, that the “One Schupan” roadmap continues to be a strong focus from our executive leadership team. You will see a lot of activity in the 4th quarter with employee and cross divisional video profiles. We are really excited to share these stories and for everyone to learn more about the totality of YOUR company!

I guess I will close with “Happy Holidays – stay safe”. Did I just say “Happy Holidays”? Is it really that time of year? My goodness!

Tom Emmerich
COO, Schupan & Sons, Inc.
President, Schupan Recycling (SBR)



MARK YOUR CALENDAR FOR OPEN ENROLLMENT

November 4th - 18th!

Open enrollment

is your opportunity to add, drop, or change dependents and/or benefit plans!

If you do not make changes, your current enrollments will rollover!
(with the exception of FSA)

Login to Paycom

3 ways to complete enrollment:

1. **In-person** with assistance
2. **Virtual** with assistance
3. **On your own**

Visit OneSchupan.com to sign up for assistance

Wellness deadline

has been extended to November 30th

Enrollment information was sent to homes

Changes for 2022

Life & Disability provider
BCBS premium adjustments

You will find all enrollment materials on OneSchupan.com



Have questions?
Scan the QR code to visit
One Schupan's benefit section.

To enroll, go to
Paycom.com
or use your Paycom mobile app

Happy Birthday, Schupan Employees!

November

- 11/01 - Noe Ticante
Robert Miner
- 11/02 - Paul Ashley
Matthew Jennings
- 11/03 - Tracy Starkweather
- 11/04 - Jim Aman
Rich Eggers Jr
Taylor Sexton
Modesto Jeronimo-Calmo
- 11/05 - William Miller
- 11/07 - William Taylor
- 11/09 - William Sheldon
- 11/10 - Hailey Bosier
Abdulla Al Fehaid
Ryan Herder
- 11/12 - Tracy Marks
Andrew Runowski
Chris Vandenberg
- 11/19 - Alex Dingman
- 11/21 - Christopher Leonard
- 11/22 - Tim Brown
- 11/23 - Barb Asselin
- 11/26 - Matthew Johnston
- 11/29 - Matthew Good
- 11/30 - Victor Jones

December

- 12/01 - Mike Anderson
- 12/02 - Bryant Wilkerson
- 12/03 - Stephen Youngs
- 12/04 - Scott Zygula
- 12/07 - Ryan Perry
- 12/09 - Scott Wilson
Jeffrey Wilson
- 12/12 - Tyler Stratz
Michael Burnham
- 12/14 - Ben Urban
Shawn Ritter
Adriana Hernandez
- 12/15 - Gerard Otto
Jeremy Brady
Randy Feathers
- 12/17 - Mike Bakhuyzen
- 12/18 - Emily Miller
- 12/19 - Stan Groetsema
- 12/21 - David Wesner
Tanya Holtz
- 12/22 - Kimberly Pragacz
George O'Connell
Kevin Coughlin
- 12/23 - Todd Dewey
Connie Hunter
- 12/25 - Christopher Cavazos
Dylan Hayes
Doug Sherman
- 12/27 - Rodney Johnson
- 12/28 - Aaron Olson
- 12/29 - Luke Wagner II
Morgan Wilder
Randy Walters
Michael Henry
Denise Rutkowski
- 12/30 - John McGhee
Jacob Denaway
- 12/31 - Donzell Terry

January

- 01/03 - Charles Sullivan
Dennis O'Callaghan
- 01/05 - Justin Evans
- 01/09 - Virginia Bower
- 01/11 - Tom Marsh
- 01/12 - Nicole Reynolds
- 01/13 - Kara Tomerlin
Chuck Dingman Jr
- 01/15 - Doug Tucker
- 01/17 - Kari Hicks
- 01/19 - David Morgan
- 01/20 - Julie Bates
Rick Doest
- 01/21 - Phillip Haan
Luke Lightcap
Devoon Tyler
- 01/22 - Brock Bailey
- 01/23 - Jeff Crowe
Allie Hernandez
- 01/24 - Atrayu Bombard
- 01/25 - Chris Wiegand
- 01/26 - Michael Jennings
Mike Emig
- 01/27 - Jeremy Meyering
- 01/28 - Kaili Hemingway
- 01/29 - Cody Durden
- 01/30 - Luis Torres
Kelly Moran
Jayquan Sawyer



To all employees who used their annual **Community Enrichment Day...**

Jerry Anderson

Ted Bowers

Sigfredo Calderon

Terra Conley

Sharon Dever

Alexandra Dingman

Jessey Ellard

Connie Hunter

Jennifer Kargol

Michelle Kelley

Jeremy Kraft

John Oswald

Brooke Philapy

Mark Roehm

Denise Rutkowski

Matthew Schrock

Cory Stevenson

Ben Watson

Walt Zablocki

Thank you!

Employee Service Anniversaries

Congratulations to everyone on their years of service!

November

Oscar Aguilar - 16 yrs
Michael Ball - 10 yrs
Danl Beischl - 10 yrs
Todd Dewey - 37 yrs
Lisa Diekman - 2 yrs
Alexandra Dingman - 7 yrs
Harry Driver - 23 yrs
Chad Ferguson - 8 yrs
Jack Fuller - 2 yrs
Christopher Futrell - 1 yr
Matthew Good - 9 yrs
Shawn Goostrey - 22 yrs
Stan Groetsema - 10 yrs
Trent Harper - 10 yrs
Dylan Haywood - 1 yr
Allie Hernandez - 16 yrs
Bryan Huggett - 29 yrs
Dewaun Jackson - 4 yrs
Jennifer Kargol - 3 yrs
Laura Knowlton - 17 yrs
Eric Laforest - 3 yrs
John McGhee - 3 yrs
Harry Merrill - 8 yrs
David Ott - 5 yrs
Brandie Penning - 8 yrs
Brooke Philapy - 5 yrs
Joe Proxmire - 8 yrs
Kevin Roschek - 11 yrs
George Roy Jr IV - 2 yrs
Lonnie Sanders Jr - 1 yr
Tony Schiller - 28 yrs
Joshua Souther - 1 yr
Patti Taylor - 1 yr
Nolan Waddell - 4 yrs
Virgil Warner - 2 yrs
Jeffery Washington - 2 yrs
Kathleen Watson - 21 yrs

December

Phillip Anson - 3 yrs
Terra Conley - 2 yrs
Rick Coomer - 34 yrs
Logan Crespo - 4 yrs
Dan Emmerich - 4 yrs
John Gilliam - 6 yrs
Johnson Go - 1 yr
Victoria Gonzalez - 4 yrs
Kaili Hemingway - 5 yrs
Adriana Hernandez - 6 yrs
Maria Hernandez - 6 yrs
Jeremy Kraft - 5 yrs
Andrew Lindhout - 1 yr
Tammy Lober - 5 yrs
Jerry McNairy Jr - 4 yrs
Scott Molenaar - 1 yr
Kenneth Oldenburg Jr - 2 yrs
Connie Hunter - 11 yrs
Kaitlin Ragotzy - 3 yrs
Chris Roekle - 6 yrs
Maximilian Schwartz - 2 yrs
Devoon Tyler - 1 yr
Christian Vandenberg - 6 yrs
David Wesner - 24 yrs



January

Jessica Ailes - 5 yrs
Joshua Anderson - 2 yrs
Cody Antisdale - 4 yrs
Paul Ashley - 1 yr
John Barry - 17 yrs
Drew Beekman - 7 yrs
Korine Bennett - 2 yrs
Rowena Boraggina - 11 yrs
Keiko Brigham - 1 yr
Steve Campbell - 7 yrs
Chris Cavazos - 6 yrs
Clint Coffelt - 4 yrs
Jacob Denaway - 1 yr
Sharon Dever - 2 yrs
Chuck Dingman Jr - 9 yrs
Dylan Dixon - 4 yrs
Jacob Espinosa - 4 yrs
Daniel Gott - 4 yrs
Jason Govan - 6 yrs
Gaylon Hoffman - 9 yrs
Jason Kopp - 1 yr
Devin Larmeu - 3 yrs
Dusty Mott - 5 yrs
Dennis O'Callaghan - 8 yrs
Nancy O'Connor - 6 yrs
Jeannie O'Connell - 1 yr
Dawn Polzin - 8 yrs
Dan Schupan - 47 yrs
Kim Volenski - 21 yrs
Randy Walters - 11 yrs
Chris Wiegand - 1 yr
Khari Witcher - 1 yr

Looking for holiday gift ideas? We've got you covered.

Join Fresh Tech Direct for a pop-up store event
on November 16th @ SAPS Davis Creek!

But, what if I can't attend the event?



Employees will receive a **20% discount** when an order is placed via email to freshtech@schupan.com!

Visit freshtechdirect.com to view our full inventory of refurbished electronics.

Visit the Schupan & Fabri-Kal Employee Health Center!



HOURS OF OPERATION

Mon 7:00am - 3:30pm

Wed 9:00am - 5:30pm

Thu 9:00am - 1:00pm

3520 Covington Road, Kalamazoo, MI 49001

Call 269-924-0500 to schedule a visit, or visit my.marathon-health.com



Protect

Against

COVID-19.

I GOT MY

COVID-19

VACCINE!

We are **one Schupan.**

Stronger together with the COVID-19 Vaccine.

Send a photo of your vaccination card to tmr@schupan.com to claim your \$150 vaccine incentive, administered through payroll or opt to donate it to the charity of your choice!

