
SCHUPANTURNINGS

Definitely Gaining Momentum

It's hard to believe, at the end of April, we will be one-third of the way through 2021. I thought we would be further ahead of the pandemic by now. Vaccines are making a difference if you have received the shots. As you know, we are trying to get the Schupan team vaccinated. Why Michigan is the worst state, nobody knows for sure. It certainly has caused problems for our SAPS division. A lot of times we find, after testing an employee, they do not have Covid, but I understand how fearful anyone may be if they have not received the vaccine yet. Over the next couple of months, almost everyone should be able to get vaccinated. Enough said, let's be positive!

Due to your 'above and beyond' efforts, we had a pretty good first quarter and April should be our best month yet. I know nothing has been easy, so I cannot thank you enough! I have never been more confident in our company's future. The leadership and all Schupan team members have accomplished so much already this year. I could not be more proud of our company as I am right now.

I am excited about our sustainability program that is going to be presented soon. The "We Are One" culture will involve every Schupan team member for all operations. The company will be featured in Encore magazine in May. That is a local magazine that highlights companies in our area.

Our Materials Trading division (SMT), after the first quarter, is really poised to show improvements. Our volumes have been amazing and now our margins are about to improve. Beverage Recycling (SBR) has been steady and the summer months will help their volumes after the crazy year of 2020. Thank you to the managers that have had plenty of challenges in SBR.

Rescued Metals, our retail operation in Kalamazoo that is part of Industrial Recycling (SIRS), is about to have a major growth spurt as we just purchased the entire steel inventory of a Jackson, MI distributor. We will have 400,000 lbs. of steel coming to Kalamazoo. This operation markets to retail artists and tradesmen alike. They are getting busier and have become experts at metals and customer service. A very clean and efficient operation.

The Elkhart location of SIRS is handling record volumes—thank you to drivers, maintenance, warehouse staff and administrators. You are all doing an amazing job!

There are still plenty of challenges—but also plenty of opportunities. It's all in how you think about it. We are moving in the right direction for sure. Have a great spring!

Marc Schupan
CEO

P.S. – As our Michigan Governor would say, "Fix the damn roads and get the damn vaccine!"

53 Years of Excellence

Industrial Scrap • Beverage Containers • Aluminum & Plastics • Electronics • Materials Trading • Sustainability

SAPS: Opportunity in 2021

A salesperson talking about opportunity sounds a bit cliché, right? I understand, but please hear me out. Fatigue is real. It is exhausting. It causes us to question and think about things we previously took for granted. We all may feel this now. The pandemic certainly did not come with “how-to” directions. It has impacted each of us uniquely. We have the incredible opportunity to continue to unite for The Schupan Team. Let’s look at what is on the road ahead and what opportunities abound.



CNC Department in Kalamazoo
Front Row: **Scott Anderson, Brandie Penning and Daryl Kohler**
Back Row: **Luke Lightcap, Eric LaForest, and Jeanne O’Connell**

As you continue reading, please allow your mouth to turn a bit more upward (smile), especially each time you read the word opportunity. I am counting on you, teammate! We woke up today. We have an opportunity to make something of ourselves, to make a difference. Each of us within Schupan play a role vitally important to ourselves, our families and friends, but also incredibly important to our customers. This is an opportunity. Our customers need us now more than ever. Truly. Their lives have been boldly impacted just like many of ours. We have the opportunity to excel with our new ERP system to service our customers better than ever. The system enables massive amounts of detailed data related to inventory, custom products, customer notes, sales history and more. We have ALL had to step out of our comfort zones to learn an entirely new process, while conveying to the customer that they should continue down this path with us, bumps and all.



Carlos Frank, extrusion saw operator in Kalamazoo

Even with the uncertainty COVID brought into our world, for many customers, knowing that Schupan is their partner brings them the confidence to run their businesses and weather the storm. And our new system enables us to make even more sound business decisions

based on true data, leading to an even stronger Schupan Aluminum & Plastic Sales.

The Schupan Team has an opportunity to strengthen our support network—both internally and externally. We are leaders in the communities we serve, and we are partners on the same work team, sometimes just in different buildings. If you have an opportunity to check-in on a co-worker or learn about their family, please do so. This is what bonds us together.



John McGhee, 2nd shift supervisor in Dayton

When we call on customers, one of the biggest responses we hear from people is that it “feels” like Schupan cares, beyond just the order. We do! Each critical step; the proper pulling of material, the precision cuts, the quality manufacturing, the careful packaging and the friendly deliveries the customer notices. As salespeople we hear this directly from the customer, but it’s truly most important for you to hear it - you are important and valued!



Kim Volenski, Account Specialist in Kalamazoo

Well done to all for seizing this opportunity and allowing the customer to feel it! From a sales perspective, we are hearing from customers their excitement of getting back to whatever the new normal becomes. Our customers are anxious to see us again. When this happens, new projects become more of a focal point as does future growth. It’s no secret, much of what we do is relationship-based, supported by solid operations, manufacturing, packaging, shipping and total order processing.

Being able to be face-to-face with customers is something we have missed, but we’re thankful for technology and virtual meetings. Certain industries are ahead of others in bouncing back. Outdoor recreation has been solid but is not immune from personnel availability due to Covid. Supply chains are hampered when part segments nearly halt production, which has been the case with some computer chips in the automotive world. Although we don’t directly supply this market, we feel

the pain indirectly from our customers. We look forward to solid rebounds in aerospace, automotive, signage, and tool & die.

We have the opportunity to continue being the dependable, high quality, supportive and caring partners for our customers. We are ready and waiting! Speaking on behalf of the sales team, we are beyond grateful for you, our tremendous colleagues, who day-in and day-out, throughout the pandemic, have come to work and handled the opportunities at hand. It is truly because of YOU that we will emerge from this stronger, smarter, safer, more reliable, more valuable, and more dedicated to both our Schupan Team and our customers. We are more prepared than ever to respond to opportunity. Thank you! By now you should have a full smile, keep it on and keep going strong TEAM SCHUPAN! You are important!



Kelly Moran, Inside Sales Manager



Christy with The Great Catsby

Christy Goldner
Account Manager, Cincinnati/Northern KY

Watch for the May issue of Encore magazine for a feature on our company. It is available in print in Kalamazoo or online at www.encoremagazine.com

SMT: Higher Commodity Prices Good for Company

SMT is hard at work managing some wild and quickly growing markets these days. Commodities across the globe are increasing in value as more stimulus money is being pumped into economies, markets recover from COVID related issues, and consumer demand picks up. Whether it's the lumber you are buying at Home Depot, gas at the local filling station, or your favorite beverage in a can, it's likely costing you more. The value of aluminum is up over 50% from this time last year and copper is at a decade high price.

When commodity prices rise this quick, it can pose some real opportunities as well as some unique challenges to the business. Certainly, higher prices bring scrap out of the woodwork and SMT has been able to capitalize on those opportunities and drive value for the company. Volumes will only increase throughout the summer months and we will be busier than ever. But keeping up with mill demand, rapidly changing prices, managing cash flow, and dealing with tight freight markets are the other side of the equation. Fortunately, our team is well stocked with good people meeting those challenges head on.

Projected Volume for 2021:

- Coil 50,000,000 lbs.
- UBC 220,000,000 lbs. (does not include lbs. processed in MI)
- Non UBC 120,000,000 lbs.

Big shout out to our freight team of **Matt Moore**, **Dan Emmerich**, and **Pete Rose** who are managing all shipments out of SIRS, SBR, and SMT. This amounts to around 400 loads a day!! Also thank you to the SMT Assistant Controller, **Kevin Jacob**, who is working with our financial partners to maintain a proper hedge book. This insures that we have proper protections from market volatility. These are just a few of the pieces keeping the engine running. The whole team; from the traders, to admin, to freight, to risk management....thank you. We are looking forward to a busy and successful 2021.

Andy McKee
President, SMT

SIRS: Volume Levels at Record High

Last year at this time the SIRS Division, like the rest of the world, was faced with the effects of the global pandemic. Our customers were shutting down their operations to comply with lockdown orders, and we saw our volumes diminished to record lows. We were faced with many difficult decisions about how to keep our operations running and employees working. Fast-forward to March 2021, SIRS is experiencing volume levels at a record setting pace.

Our Elkhart yard set an all-time record for nonferrous volumes in March, purchasing a total of 6.5 million pounds for the month. What a difference a year makes! This increase in volume is largely due to the surging RV Market. While many industries have taken a hit during the pandemic, RV and boat manufacturers are having a banner year. Sales for the industry are on pace to set an all-time record for the number of units shipped in a year, surpassing the record set in 2017. The market is being driven by first time customers who are turning to RVing as a way to still travel and vacation while being safe during the pandemic.

The market has been booming since late last year, and is showing no signs of slowing down. Many of our customers have backlogs of orders up to 6 months, with one customer stating they have a backlog all the way out to June 2022!



Estimated volumes for 2021:

- Non-ferrous - 120,000,000 lbs.
 - Aluminum - 115,200,000 lbs.
 - Other - 4,800,000 lbs.
- Ferrous - 72,576,000 lbs.

SIRS has also benefitted from upward metal markets and a strong demand for scrap materials in the 1st quarter 2021. The market coupled together with strong volumes have led to SIRS posting their best financial 1st quarter ever! This increase in volume hasn't come without issues. SIRS has been faced with how to process this increased volume each month. It has also put a strain on our transportation department as our customers are calling in for pickups more frequently. The whole SIRS team has done an excellent job of rising to the challenges we have been faced with. I have been very pleased with how we have come together as a team and overcome these issues as they arise.

If the 1st quarter is any indication of what the rest of 2021 will bring, I have no doubt that we will have new challenges in the future. I am confident that with the team SIRS has in place, no matter what the challenge, we will continue to excel.

Mike Sabanski
VP of Operations, SIRS

FACILITY LOCATIONS:

CORPORATE HEADQUARTERS

Kalamazoo, MI

SUSTAINABILITY

Lansing, MI

ALUMINUM & PLASTIC SALES (SAPS)

Kalamazoo, MI
Dayton, OH
Toledo, OH

BEVERAGE RECYCLING (SBR)

Grand Rapids, MI
Wixom, MI

INDUSTRIAL RECYCLING (SIRS)

Kalamazoo, MI
Elkhart, IN

MATERIALS TRADING (SMT)

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

ELECTRONIC ASSET MANAGEMENT (SAM)

Kalamazoo, MI

IT: Technology Constantly Evolving

Oh, if only my task was to write an article on something fun like Pickleball or write a poem about my Schupan journey. But alas, my responsibility in this article is to give an IT update. That does not mean you should stop reading! Even though no rally point will be discussed and/or poetic words written, you should not skip over this article. If you do, you will miss the reminder of each employee's IT role, how the SMT and ITAD traders/salespeople have a CRM solution, and that a company-wide desk phone conversion is in the works.



Cybersecurity is serious business and if you have ANY interaction with any of our systems, it is important you are trained to use these tools safely to eliminate potential threats. As **Carlos Vargas**, Schupan & Sons CIO, mentioned in the last newsletter, experts estimate that 95% of security breaches are caused by human error due to Phishing attempts. Translated that means if you open a compromised email, YOU, yes YOU, are putting our company's cybersecurity at risk. Do not lose sleep over this responsibility, but do not take it lightly. Engage with and complete all training that reaches your inbox from our security awareness training partner, KnowBe4. The monthly on-line training is less than 10 minutes and covers relevant topics to train YOU on how to move from being a threat to an asset in maintaining a healthy cyber environment.

Besides working diligently on Cybersecurity, we recently launched a top-of-the-line CRM solution for our SMT and ITAD teams called Salesforce. For the ITAD department, the functionality is working nicely. **Mike McDade**, **Drew Beekman** and **Jacob Schupan** are able to organize leads, document communication with those leads and assign action items.

The complexity of how scrap is marketed and the fact that SMT works in a very small niche industry meant building custom objects to be able to present that team with a robust tool designed with the uniqueness of dealing in commodities. All traders, from their leader, **Andy McKee**, to **Mike Anderson**, who was critical in helping design the solution, are now using Salesforce. They are updating marketing intel by account that will enable us to create a market share analysis.

Each trader is also entering their contracts into Salesforce. These contracts integrate with our accounting and transactional ERP system, RIMAS. There are hurdles left to jump on bi-directional integration, but every day we move closer to a closed loop solution. After 30 years of connecting people, process, and systems, this has been one of my biggest career challenges. I am confident with continued support and hard work from **Harry Merrill**, **Monica Velez** and **John Roth**, as well as every SMT administrator, Salesforce will provide years of return on investment to help sustain Schupan's footprint in our current niche or any industry we decide to tackle.

Speaking of return on investment, our current company-wide phone system, Shoretel, installed in early 2012 and paid for long ago, has given us over nine years of service. Technology has made huge advances in that time as you have probably seen with your cell phone. By replacing our desk phone system, we will take advantage of these advancements. **Sheri Meachum** is leading the implementation of our new system, Fuze. It is cloud-based which makes it more resilient and fault-tolerant in case of a local disaster. It will also integrate with Microsoft Teams to simplify communicating.

Who knows? By the next article I have to write, communication may be so easy I could be playing Pickleball, while dictating to an app on my phone. It could translate it into a rhythmic poem that will send it in an email to Judy Woolsey who may or may not flag it as a Phishing attempt.

Julia Bates
SR VP of Digital Transformation

"At the end of the day, the goals are simple: safety and security."

-Jodi Rell

SBR: 1st Quarter 2021

“To improve is to change; to be perfect is to change often.” Winston Churchill

Collaborating for change is a significant ingredient for sustaining success. WE ARE SCHUPAN and are no stranger to change! The fruit of our labor today must sustain our future for tomorrow!

Change we did. I think it’s important to recognize one of our most vital statistics in Beverage, the safety of our employees. We should all be very proud of what we have accomplished year after year. The goal of zero injuries was not attained, however the stats below confirm our commitment to change and could not have been achieved without the “We are Schupan” mentality!

Our resolve to improve can be seen throughout our facilities. Some examples of improvement are material handling positions, housekeeping measures, and reinforcing our commitment to effective and productive safety meetings.

Value add. For 29 years, Schupan Recycling has been providing the Michigan wholesalers, distributors and beverage manufacturers an outlet for destroying full-product beverage containers. Most material falls under outdated and or out-of-spec classifications. If we did not provide this service, many of these products would be bound for landfills. Glass, plastic, and aluminum -- if properly recycled -- support a variety of industries that require recycled content in their products, as well as Michigan’s Circular Economy. Not only are we recycling all packaging, but a majority of all the liquid is recycled as well. Schupan is currently processing hundreds of thousands of gallons of commodity each year. We partnered with a local anaerobic digesting company which consumes our material to produce fertilizer for the agricultural industry right here in Michigan. This once small service has grown over the years but has also taken a toll on our equipment. In 2020, the Michigan Department of Environment, Great Lakes and Energy (EGLE) was offering matching grant supplements in an effort to grow recycling markets and increase the use of recycled material. We shared our vision of growing this business with our partners at EGLE and, after an exhaustive grant proposal process, we were successfully awarded matching funds. To date we have purchased equipment specifically designed to process this type of material. Not only will this provide a means of processing more

material efficiently, but offer bulk handling options to our customers as well. These investments further solidify our commitment to change and to improve on Michigan’s waste diversion efforts.

“The heart and soul of the company is creativity and innovation.” Bob Iger

Measure to advance. Innovate to survive! We have some exciting changes to look forward to in February 2022. I’m happy to announce we are making a substantial investment in our 3rd party processing operation at our Wixom facility. We are purchasing new equipment with new technologies, all designed to improve how we process material and, more importantly, improve material handling features for greater ergonomics. We have been researching this project for several years now, engaging with some of the leading control and equipment engineering companies in and around Michigan. Our goal was simple: align Schupan with partners who share similar cultural values with a vision on best practices and of course a design concept that will showcase Schupan as the premier innovator of container recycling processes. After interviewing multiple companies and reviewing a multitude of design concepts we awarded this project to the same partners that built and installed a similar set-up at our Wyoming facility in 2018. We still have a long road ahead of us but we are well-positioned as we work toward completion of this project. I look forward to sharing this journey in 2022!

Reflection. In 1989, I was a young man in search of a career with a company of opportunities, a company eager to invest in employees, a company that truly cares for the well-being of an organization and the community around it. I’m here today as an example of finding that right company. To this day I’m honored that I was given the opportunities to attain new skills, learn from failures, relish in successes and work with and for so many great people. I’m just one person out of so many who have benefited from opportunities at Schupan. There are hundreds of stories like mine!

Troy Lincomfelt
VP of Michigan Operations

2020 Wixom Recordable Rate	1.92	Days since last recordable injury	386
2019 Wixom Recordable Rate	6.04	Days since last lost time injury	574
2020 Wyoming Recordable Rate	3.54	Days since last recordable injury	217
2019 Wyoming Recordable Rate	15.24	Days since last lost time injury	1,113

SAM: Heroes Work Here

I was excited to write this month's update for the newsletter. March was the best month we have had since last October when I became general manager at Schupan Asset Management, and the best month in well over a year. We topped \$100,000 in eBay sales for the second month in a row. My initial article idea included an exciting upbeat layout of where we are going. I am excited for the future of this division, if you can't tell, but the message this week is something totally different.



I got a call from the management team early this past week that SAPS needed employees and COVID was hampering the workforce within this division. We had a couple of customers who desperately needed our products to complete their manufacturing process of their products.

Tom Emmerich and **Gary Curtis** asked me if I would be comfortable moving between 10 and 15 of our staff to help get orders out for the SAPS division. I was reluctant to say the least, but we do have some of the most flexible workers in the company. We worked out a plan and we spoke the next day with my management team. They handled it with grace and a "can-do" attitude. The next day **Marc Schupan** and **Gary Curtis** spoke to my team and explained the situation. My team handled it as professionally as it could possibly be done.

The next day 10 employees begin training to help the SAPS team. I could not be prouder of these people! As I am writing this piece, the David Bowie song, Heroes, is feeding my mind, the chorus line is "We can be Heroes"!

You guys are my heroes:

Khaled Altyara
Philip Anson
Paul Ashley
Brock Bailey
Garret Groenwold

Dylan Haywood
Zach Liddle
Rhyan Moore
Jacob Novak
Chris Wiegand

If you see one of these employees, please let them know how much you appreciate what they are doing. I also appreciate the employees that agreed to stay behind and give everything they have to keep us moving in a positive direction.

Skeleton Crew:

Sarah Anthony
Cody Antisdale
Mitch Kooi

Denise Slate
Brian Wilson
Bryant Wilderson

Thank you! to everyone! I know the next few weeks will not be easy, but the SAM Division is doing its best to promote the true meaning of "One Schupan".

Mike McDade

General Manager, SAM



**LADIES AND GENTLEMEN, START YOUR
ENGINES!**

SCHUPAN SUMMER OUTING • GILMORE CAR MUSEUM • AUGUST 28, 2021

Rescued Metals: Check it out right “Meow”

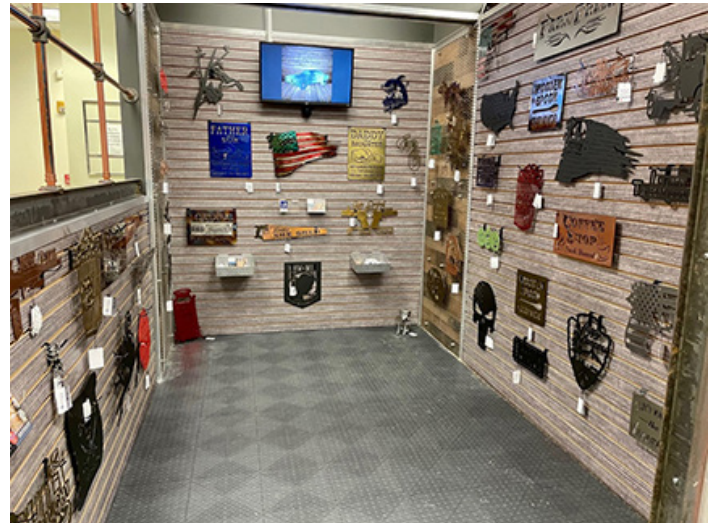
A few months ago, Rescued Metals was chosen from hundreds of vendors to have a presence at Kalamazoo Kitty’s new expanded location. Kalamazoo Kitty is truly a unique shopping venue and offers something for everyone. It features an expansive consignment area that’s packed full of everything from antiques to modern day quality furniture and décor.

What really sets Kalamazoo Kitty apart from others are the small vendor shops located inside. The perimeter inside the store contains over 60 independent shops which have built their own booths to display their items. Each booth offers something everyone can enjoy and appreciate. You could compare it to an arts & crafts show with a twist—and air conditioning!

The variety and range of items for sale is what really makes it different. One shop makes custom wood furniture, one makes clothing, another makes corn hole game boards. One of my favorites is the vendor that rescues metal that is doomed to be crushed, shredded and recycled and turns it into elegant, fun, cool and sometimes quirky signs and décor. You can’t miss their booth as it’s the only one built mainly out of metal and has those perfect additions for your home, garage, man cave or she-shed. On display are some custom pieces that can be personalized with names and dates. I even noticed they powder coat paint their items so they are more durable and can withstand outside elements. The name of the booth is Rescued Metals Artwork which is part of Rescued Metals & Equipment, a branch of Schupan & Sons.

I know you’re thinking I am being a little biased here and I don’t blame you, but I highly recommend checking it out. It’s a great place to stop with family and friends when running some errands or making a weekend plan. The new shop is located on Romence Road in Portage next door to the secretary of state office. All booths are open Monday thru Saturday from 10:00AM until 6:00PM. Stop in and visit us sometime!

Shay Schupan
Usable Sales Manager



Rescued Metals booth at Kalamazoo Kitty’s retail marketplace features examples of items that are for sale. They also accept orders for custom designs.

Keeping Michigan First: Legislative Presentations to Receive an Upgrade

Legislation has been proposed to strengthen Michigan's Bottle Bill – which is already the best in the nation – while deposit laws are growing worldwide. Our best education tool in keeping the Michigan legislature informed is in-person tours of our beverage plants in Wixom and Wyoming. Due to the pandemic, we have been unable to conduct these tours in person for over a year. However, we have adapted to conducting Zoom tours, complete with videos, a presentation, and thorough Q&A sessions with Michigan's legislators.

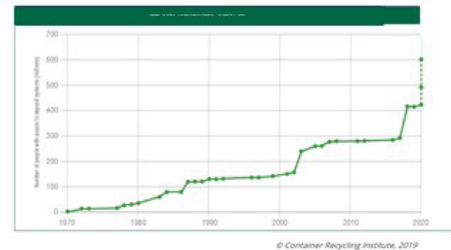
The information we show legislators, business partners, and environmental groups will soon be upgraded to include new drone footage of the material moving through the plants, along with compelling evidence on the efficiency of our popular system. We hope to share that new video with all employees soon! Thank you to **Kendra Townsend**, who tirelessly shares her talents on all of our media communications from print, to ads, to websites, to presentations, and to videos!

Shayna Schupan-Barry
Director of Legislative Affairs

A small sampling of the presentation we share with legislators & environmental associations during our beverage recycling tours. Our goal is to create an engaging & impactful conversation that highlights the benefits of Michigan's deposit system—and the facts that back us up!



DEPOSIT LAWS ARE UNDERGOING EXPLOSIVE GROWTH WORLDWIDE



NEW SCHUPAN TEAM MEMBERS

KALAMAZOO

- Paul Ashley**
SIRS – ITAD Data Entry Specialist
- Joseph Creek**
SAPS – Utility
- Joseph Guerin**
SIRS – Driver
- Zachary Liddle**
SIRS ITAD – ITAD Technician Level 1
- Robert Lynch**
SAPS – Product Development Manager

- Ryhan Moore**
SIRS – ITAD Technician Level 1
- Jenna Peters**
Corp – Human Resources Coordinator
- Denise Slate**
SIRS – ITAD Technician Level 1
- Lindsey Stanfill**
SAPS – Quality Material Coordinator
- Reginald Stoner**
SIRS – Non-Ferrous Material Handler

WIXOM

- Peter Bundarin**
Assistant Controller



EMPLOYEE ANNIVERSARIES

MAY

Mike Bakhuyzen - 7 yrs
Dave Blodgett - 9 yrs
Jeff Crowe - 34 yrs
Jacob Curry - 3 yrs
Ron Field - 11 yrs
Harold Freeworth - 11 yrs
Bill Frye Jr. - 11 yrs
Mark Geisel - 5 yrs
Russ Hyder - 3 yrs
Debbie Jackson - 11 yrs
Kevin Jacob - 5 yrs
Paul Jett - 4 yrs
Mandy Koehn - 4 yrs
Tony Krieger - 13 yrs
Dylan Leiby - 9 yrs
Troy Lincomfelt - 28 yrs
Ben Longcore - 1 yr
Emily Miller - 2 yrs
Bilal Muhammad - 4 yrs
Mickey Niewiadomski - 2 yrs
Angela Otto - 2 yrs
Robert Preston - 5 yrs
Henry Quaak - 3 yrs
Nick Rice - 2 yrs
Mike Sabanski - 11 yrs
Lynn Schiller - 10 yrs
Micah Schupan - 6 yrs
David Smith - 4 yrs
Stan Snyder - 18 yrs
Mike Soboleski - 10 yrs
Kendra Townsend - 10 yrs
Keith Urbain - 24 yrs
Tim Vosters - 5 yrs
Dan Walters - 13 yrs
Ben Watson - 7 yrs
Rystal Williams - 10 yrs
Josh Woodcum - 5 yrs
Stephen Youngs - 11 yrs

JUNE

Mike Anderson - 2 yrs
Ahnee Arend - 7 yrs
Lawrene Avey - 5 yrs
James Barrett - 9 yrs
Tom Bolkom - 14 yrs
Sharon Bowsher - 14 yrs
Ernie Braswell - 6 yrs
Tim J. Brown - 5 yrs
Justin Colby - 9 yrs
Seymour Cook - 5 yrs
Mike Ferguson - 9 yrs
Mike Geisel - 6 yrs
Phillip Haan - 1 yr
Cortland Hasenbug - 3 yrs
Owen Hendricks - 8 yrs
Matt Jennings - 1 yr
Michelle Kelly - 3 yrs
Jason Lind - 7 yrs
Tracy Marks - 1 yr
Vicente Martinez - 27 yrs
Andrea McGinnis - 6 yrs
Marcie Nance - 6 yrs
Jacob Novak - 3 yrs
John Oswald - 3 yrs
Cathy Parot - 6 yrs
Robert Richardson - 6 yrs
Chancey Rietkerk - 6 yrs
Ray Rogers - 33 yrs
Sean Rose - 6 yrs
Ken Savage - 8 yrs
Christopher Secondi - 4 yrs
Matt Story - 13 yrs
Samantha Sullivan - 6 yrs
Adam Summerfield - 6 yrs
Bryan Volenski - 1 yr
Julie White - 5 yrs
Kyle Willetts - 5 yrs
Jeff Wilson - 10 yrs
Brian Wilson - 3 yrs

JULY

Gary Ahrendt - 4 yrs
James Aman - 10 yrs
Barb Asselin - 2 yrs
Julie Bates - 31 yrs
Kathi Campbell - 8 yrs
Albert Chung - 5 yrs
Matt Emmert - 8 yrs
Justin Evans - 2 yrs
Pete Gildea - 26 yrs
Christy Goldner - 10 yrs
Edgar Gonzalez - 9 yrs
Talyn Herson - 10 yrs
Mike Hoffman - 1 yr
Mike Jennings - 1 yr
Mark Klann - 7 yrs
Evan Leipprandt - 1 yr
Derek Malott - 1 yr
Matt Michalak - 3 yrs
Matt Moore - 2 yrs
Ron Morrison - 7 yrs
Edin Okic - 2 yrs
Ryan Perry - 6 yrs
John Peters - 5 yrs
Markela Porter - 4 yrs
Don Ragle - 4 yrs
Gerardo Rivera - 1 yr
Pete Rose - 15 yrs
Matt Schrock - 4 yrs
Jacob Schupan - 12 yrs
Charles Sullivan - 7 yrs
Andy Wichman - 10 yrs
Katie Witt - 9 yrs
Karen Young - 20 yrs

“Our success or failure is determined by our level of energy. Much more than our creativity, our level of energy inspires the people around us.”

-Mark Burnett



ANNOUNCEMENTS



Congratulations to **Tracy Marks**, our corporate payroll administrator on earning her Executive MBA from Michigan State University in May of 2021.

Tracy has invested twenty-one months and countless hours doing homework, traveling to East Lansing every other weekend and late nights in front of a computer screen to earn her degree.

“This degree was earned by my entire family” shared Tracy. Her husband Brian, daughter Emily and son Jack all pitched in to make sure she could concentrate on her studies. Even her mom was involved as her home had faster internet. Many hours were spent at her mom’s doing homework. Tracy also appreciated her ‘work family’ for giving her some flexibility when needed.

I asked Tracy what inspired her to pursue this degree and she stated her dad, Bill, told her, “Get education as no one can take it away from you. You should keep learning no matter how old you are.”

Tracy earned her Bachelor of Science degree from WMU. She is also a twenty-year Army veteran. Thank you for your service!



BE THE CHANGE

VOLUNTEER &
MAKE THE DIFFERENCE



Thank you to all employees who used their annual Community Enrichment day to help others thrive.

Ahnee Arend
Brandon Arnold
Albert Chung
Jason Clarke
Kevin Coughlin
Sharon Dever
Edgar Gonzalez
Stefanie Hanson
Eric Hernandez
Duane Henry
Deb Jackson
Michael Lafler
Chris Lucier

Nancy O'Connor
Aaron Olson
Dawn Polzin
Kaylin Quaak
Chancey Rietkerk
Cruz Rivera
Gerardo Rivera
Nick Rose
Lynn Schiller
Chance Stevens
Cory Stevenson
Ashley Thoms
Nolan Waddell
John Woodruff



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.

HAPPY BIRTHDAY

MAY

05/03 - Cruz Rivera
 05/05 - Lawrence Avey
 Frazell Carnes
 Ryan Limburg
 Sean Rose
 05/07 - Cortland Hasenburg
 Markus Lenoir
 05/08 - Mike Banks
 Mary Lodge
 Christopher Weissert
 05/09 - Mike Sabanski
 Brad Waters
 05/10 - Bob Kowal
 Adam Pietrangelo
 05/11 - Randy Kennedy
 Jody McCappin
 05/12 - Nancy O'Connor
 Tony Schiller
 David Stirling
 05/13 - Jeremy Kraft
 Raymond Willbur
 05/14 - Sharon Dever
 Christine Penning
 Phillip Worline
 05/16 - Joe Proxmire
 05/17 - Mandy Koehn
 Andy McKee
 05/18 - Austin Arnott
 Kevin Jacob
 Don Ragle
 05/20 - Jason Clarke
 Jeffery Washington
 Audie Wilson
 05/25 - Jacob Novak
 Tommy Shoemaker
 05/26 - Edgar Gonzalez
 Marcie Nance
 John Stainbrook
 05/27 - Otis Baker III
 Terry Gaudy
 05/28 - Dusty Mott
 Keith Urbain
 05/29 - Alan Bolhuis
 Markela Porter

JUNE

06/01 - Brian Wilson
 06/02 - Scott Molenaar
 06/03 - Kaity Galarneau
 06/04 - Tina Wertz
 06/05 - Johnson Go
 06/06 - Talyn Herson
 06/07 - Jack Fuller
 06/08 - Kris Austin
 Brok Borsa
 Kenneth Oldenburg Jr.
 06/09 - Bilal Muhammad
 06/11 - Larry Calahan
 06/14 - Derek Anderson
 Sharon Bowsher
 Ray Rogers
 06/15 - Kristy Brown
 Ashley Martinez
 Billy Rogers
 Josh Woodcum
 06/16 - Jeffrey Granger
 Wendy Hand
 06/21 - Oscar Aguilar
 06/24 - Ted Bowers
 Dylan Dixon
 06/26 - Phillip Anson
 Edgar Felix
 Dylan Kirk
 06/27 - Michael Geisel
 Dawn Polzin
 Travis VanPutten
 06/28 - Rick Hart
 06/29 - James Barrett
 Lonnie Sanders Jr.
 06/30 - Randy Hollon

JULY

07/01 - Ahnee Arend
 Troy Lincomfelt
 Brandon Pickin
 Bennie Robertson
 07/02 - Steve Campbell
 07/04 - Dave Blodgett
 Chad Ferguson
 Virgil Warner
 07/05 - Daniel Gott
 07/06 - Pete Harrington
 07/08 - Rob Bradshaw
 Kenny Hoyt
 Edin Okic
 Eles Shurn III
 07/09 - James Masters
 Manuel Torres
 07/10 - Adam Carr
 07/11 - Henry Quaak
 07/12 - Pete Gildea
 Dan McMahan
 07/13 - Harry Driver
 07/14 - Gary Curtis
 David Smith
 07/15 - Tammy Lober
 Chancey Rietkerk
 07/16 - Eric Hernandez
 Francisco Sosa Rios
 07/17 - J.D. Davis Jr.
 07/19 - Matt Corbin
 Drew Kocsis
 Bob Lynch
 Vicente Martinez
 Mike Soboleski
 07/20 - Jason Govan
 Carol Hill
 07/21 - Gary Ahrendt
 Santos Garcia
 Mark Geisel
 Zack Krolewicz
 07/22 - Tim J. Brown
 Rhyan Moore
 Lynn Schiller
 07/23 - John Barry
 John Peters
 07/24 - Kim Volenski
 07/29 - David Ott
 07/30 - Jack Krammin
 Justin McNally
 Don Morgan
 07/31 - June Morand
 Kati Witt



GET THE COVID VACCINE.
EARN SOME GREEN!

RECEIVE \$150.

TO BE QUALIFIED FOR THE INCENTIVE, YOU MUST:

Receive the **full** manufacturer-recommended dose(s) of the **COVID-19 vaccine** approved by the FDA.

Provide **proof of your vaccine completion** to Talent Management and Retention.

Be actively working for the Company at the time of the vaccine completion.

ADDITIONAL DETAILS:

You are **responsible** for notifying your manager of your scheduled appointment **as soon as reasonable**.

For time away from work for receiving the vaccine, **you can choose** to use your PTO, Personal Day, Community Enrichment Day, or Unpaid Time Off.

This incentive will remain in **effect** until 12/1/2021.

For additional information, see your TMR Liaison



Congratulations to employees that opened their 'HealthJoy' account since the last newsletter.

Gift Card Winners:

\$200 - **Kyle Hoogenboom**

\$ 25 - **Logan Crespo**

\$ 25 - **Ben Longcore**

\$ 25 - **Kendra Townsend**

\$ 25 - **Julie White**



SCHUPAN & FABRI-KAL

EMPLOYEE HEALTH CENTER

Center Information

Schupan & Fabri-Kal
Employee Health Center
3520 Covington Road
Kalamazoo, MI 49001

Mon 7:00am - 3:30pm
Wed 9:00am - 5:30pm
Thu 9:00am - 1:00pm

269-924-0500 or visit my.marathon-health.com

A SIMPLIFIED HEALTHCARE EXPERIENCE

SIGN UP TODAY!



HI! I'M JOY,
YOUR PERSONAL
HEALTHCARE ASSISTANT.
AS YOUR ON-DEMAND
CONCIERGE, I'M
ACCESSIBLE BY PHONE
AND HERE TO SIMPLIFY
YOUR MEDICAL, DENTAL
AND VISION DECISIONS.

ENJOY SIMPLICITY WITH A FREE,
COST-SAVING, DECISION-MAKING TOOL

HEALTHJOY

HEALTHJOY CAN HELP YOU...

- SAVE MONEY ON CLAIMS
- FIND THE BEST COSTS FOR PRESCRIPTIONS
- FIND A DOCTOR (MEDICAL, DENTAL AND VISION)
- SCHEDULE YOUR APPOINTMENTS AND SEND REMINDERS ON PREVENTIVE VISITS
- REVIEW AND UNDERSTAND YOUR MEDICAL BILLS
- NEGOTIATE FEES WITH PROVIDERS AND SORT OUT YOUR COVERAGE ISSUES

FOR MORE INFORMATION
CONTACT YOUR
TMR LIAISON