

LET'S Grow TOGETHER

Company Newsletter | 4th Quarter 2022



Keeping Us All Connected

**Bob Mayer,
President and CEO**

Fiscal year 2022 is in the rearview mirror and what a year it has been!

When the year first started, we were still battling Covid and all the challenges that came with it. We experienced significant growing pains throughout the summer and fall as we ramped up production schedules in Sparks, Sebring, and Burlington. Supply chain issues and inflationary cost increases on just about everything hit us hard as the year progressed. With all of these challenges, it would be easy to imagine a scenario where the year might end poorly. Quite the contrary! As the year progressed, HC got stronger and more productive.

Production records were set in Q4 by a number of different departments in a number of different plants. We worked hard to meet our customers' demands for our products and succeeded. HC has demonstrated to our customers that we are very serious about our vision to be **the first-choice provider serving the horticultural industry**. As we move into fiscal year 2023, we need to continue to work as a **Team and continue our unrelenting Commitment to Excellence. With our on-going Can-Do attitude, we will achieve Our Mission, From Grower to Gardener, Improving Our World.**

Since I am inserting our mission, vision, and values into these notes, I want to stress our number one value - **Safety**. I am so proud of all HC team members and their commitment to working safely. During fiscal 2022, we had all plants running at full capacity. We expanded shift schedules in three plants and hired

many new Team Members. Through all of this, our safety experience rating improved significantly compared to the prior year. This is truly impressive. Now we must keep that momentum going.

We need to stay focused and stay safe. We need to keep an eye out for our fellow HC team members, especially our new team members. Those of us who have been here for a while, need to watch out for our new teammates. We need to maintain an uncompromising attitude towards our safety environment. We need to maintain this attitude every hour of every day of every week. Safety does not just happen. You need to work hard to achieve it. Our entire HC team needs to work hard to take care of each other.

Fiscal year 2022 was a year of growth and evolution for our manufacturing and distribution facilities, as well as our third consecutive year of strong performance. All plants ramped up production throughout the year and really hit their stride in Q4. All plants are now running at full capacity and will continue to run at full capacity because demand for our product continues to be strong. Our order backlog continues to be at record levels. As we move into fiscal year 2023, we will be investing significant capital dollars into tooling and equipment to further expand our capacity. This investment in the future will allow HC to continue to be the leader in the horticultural industry.

As we move forward, more importantly, we are investing in our HC team members with competitive wages and benefits. These investments are being made to ensure that HC remains strong well into the future. As we move into fiscal year 2023, we need to stay committed to continuous improvement and implement our core values in everything we do. **Thank you for everything YOU DO every day to make HC a great company.**

Our Mission

From grower to gardener, improving our world.

Our Vision

To be the first-choice provider serving the horticultural industry.

- Innovation
- Customer service
- Sales support
- Manufacturing
- Logistics

Our Values



Safety

We keep ourselves and others safe.



Integrity

We act honestly, confront the brutal facts and keep our commitments.



Commitment to Excellence

We are committed to continuous improvement in everything we do with a bias for action.



Team

We win as a team and we value every individual's contribution.



Service

We serve our customers, team members, the communities in which we operate and our industry.



Can-do

We are positive, can-do people.

Welcome to BURLINGTON, CAN

SITE NEWS

EMPLOYEE OF THE QUARTER

Darren May, Site Manager

Safety

The Burlington team continues to keep safety our number one priority. Burlington has had three recordable incidents in the current fiscal year. While the nature of these incidents was minor, it's three too many. We are using an Ontario based company who provides training services and offers online courses. With a convenient subscription model, team members have access to hundreds of relevant and recognized courses. Early feedback from the team has been positive.

Production

As we near the end of our year, the Burlington team is on pace to increase production by 60% year over year. This year we also produced and shipped a significant amount of custom product, a large portion of which was the new roll cradle product line.

With additional tool investment coming, the team is excited to support both business segments by targeting increased production in 2023.

The retail sleeve applicator is onsite and operational. A highlight for the year was working with the Middlefield facility and recycling over 450,000 pounds of corrugate waste into our products.



Continuous Improvement

Additional team members joined the core CI team in the second half of the year. With positive engagement, the team has analyzed data trends and set new trial plans and targets in place. Focusing on O.E.E. in Q4, the entire Burlington team has improved our efficiency in March through May. New targets will be set for 2023 and the team is looking forward to the challenge.

William McLean

William joined HC in July of 2021 as a Production Supervisor for the new afternoon shift. His experience in the aerospace and automotive industries made him an easy choice. William is a key contributor to our core C.I. team as he is passionate about lean manufacturing and organization.

William enjoys camping, portaging, and watching his favorite hockey team, the Toronto Maple Leafs.



**Want to nominate
someone for Employee
of the Quarter?**

*Talk to your HR
Representative*



Follow us on LinkedIn, Facebook,
Twitter and Instagram for
information and inspiration.



Suggestions, comments, or questions? Contact Becky at 330-487-3749

Welcome to ELYRIA/WARREN, OH SITE NEWS

EMPLOYEE OF THE QUARTER

Elyria

Mark King and Seth Ehasz

The Elyria DC finishes up the year **460 consecutive days without a recordable incident**. There has only been one injury in Elyria in over four and a half years. An outstanding achievement!

The Elyria team is wrapping up one of the biggest and best shipping years on record. This year looked a lot different than past years. Although total shipping volume for the year was about the same as 2021, the constant demand has allowed the Elyria DC to maintain a steady shipping pace all year long, versus the traditional seasonal spike in the fall and early winter months. This enabled us to maintain a steady workforce all year long and contributed to better cost control, manageable warehouse capacity, fewer shipping errors, and a stellar safety record. All key metrics improved over the prior year! We look forward to continuing this trend in 2023.

Warren

Jen Ishman

The Warren DC also finishes the year **544 days without a recordable incident**. The team celebrated with some new HC swag and a local food truck. Congratulations to the Warren team for their outstanding safety record!

After a very hectic and unpredictable retail shipping season in 2021, things normalized in 2022 for the Warren team. Retail shipping volume this past year more closely resembled the seasonal trends of years prior to 2021. Amazon shipments increased significantly in the fourth quarter with April being the biggest month on record. Since this is a labor intensive account from a picking standpoint (lots of lines, less than full pallet quantities) the Warren team has been working diligently to identify continuous improvement opportunities for efficiency. With the help of IT, system improvements have already been implemented to significantly reduce pick times.



Michael Childress

Michael "Mike" Childress was hired into The HC Companies in May of 2021 after working as a temp for a few months.

Since joining the team at the Elyria Distribution Center, Mike has trained and worked in every department on the warehouse floor (Receiving, Picking, Shipping, and LTL). He has proven himself to be a valuable member of the team and has never missed a day.

Mike enjoys working with his fellow DC team members and is an Army veteran who enjoys traveling. His favorite country he has been to outside of the U.S. is Spain. He also enjoys gaming on his PlayStation and watching movies, his favorite being *Friday*. He is also an avid Browns fan!



Welcome to MIDDLEFIELD, OH SITE NEWS

EMPLOYEE OF THE QUARTER

Brian Cunningham, Site Manager

As crazy as it sounds, this will be the last newsletter article of the 2022 fiscal year. As you all know, I like to always start with safety. What a year it has been. **At the time of this writing, we have only had two OSHA recordable incidents for the full fiscal year.** I hope that by the time you read this, we will be talking about how that is where we finished the year.

If that is the case our RIR will be 0.3. This is world class and only happens when every single person in the company adopts a safety-first culture and lives it every day. It has been very exciting to watch our transition and see the results that follow. With that being said, it gets harder from here. We can't go backwards and I am confident that we will not. This team is too good, and our culture is too strong.

I am sure a lot of you have heard me say that if we do it safely the rest will fall into place. Well, in March 2022 we also set a new production output record for Middlefield. That means we kept all our customers happy as well.

In addition to that, both Co-Ex and Vacuum have broken their individual department daily and monthly records. We are really running on all cylinders and the numbers reflect it.

It's important to remember that your health and well being are our number one priority. None of the production records, new machines, or happy customers matter if we send people home hurt.

To keep on our current track record, it will take every single one of us. I appreciate all your hard work and dedication. It is because of all of you that we are positioned to grow this business and beat the competition well into the future.

Joshua Baumgartner

Joshua Baumgartner is the Dayshift Material Handler on the Injection Team in Middlefield. He has been with the company since 2019, and has worked in a few different roles on the team. Joshua is a stellar example of our companies core values, and those who know him, clearly see his commitment to service, teamwork, and his Can-Do attitude.

In his current role, Joshua works to trial and implement recycled materials, but Joshua can also be found volunteering for activities around the plant. He could be helping recruit new employees, administering Forklift Training, helping install a mold, or training new team members on the night shift. Because of the exceptional job he has done in his previous roles, Joshua has accepted a promotion to become a Process Technician. Congrats to Joshua and keep up the good work.



Welcome to SEBRING, FL SITE NEWS

EMPLOYEE OF THE QUARTER

Ryan Howell, Site Manager

Safety

As of May 26, Sebring is at 128 days with no OSHA recordable incidents. The Sebring Recordable Incident Rate has trended down since April. We continue to push toward our goals by working to physically guard against accidents, and continually push to change the safety mindset and culture of the plant. Over the last month, we have developed our S.W.A.T. or Safety Workplace Action Team here in Sebring with the help of Chuck Courtney. We have already facilitated our first round of Behavior Based Safety audits through our new team comprised of ten members across all four shifts.

Plant Staffing

Plant staffing has been a continuous issue at all the plants. With the aid of our team in Sparks, we started a Community Outreach Program to reach local charities to help with their food pantry program in exchange for leaving help wanted flyers with them to distribute. By networking with our team in Middlefield, we have developed the following programs resulting in 5 employee direct hires:

- Employee Referral Bonus
- Hire on Bonus
- Indeed postings

Plant Sub-Committees

To get our employees more involved and working as a team for the betterment of our plant, we started three sub-committees:

- S.W.A.T. - Safety Workplace Action Team
- Social Committee
- Facelift for Beautification Team

K-Cards

We recently developed a new work

practice pamphlet for our floating utility position that we are calling the "K-Card". Inside this trifold pocket-sized pamphlet, whoever is assigned to the float position will receive a check list of duties for their shift, a section for comments, and an area to track drain pan and oil water containment barrel levels. This has increased visibility with hydraulic/water leaks on the machines and we have seen a decrease in oily water evacuation costs.

QR Training

Recently, we began a training initiative where employees would have access to video training on the floor to equipment that they may be unfamiliar with. Using "QR codes" linked to in-house produced training videos, personnel are able to instantly learn how to properly use equipment via their phone or a production floor tablet. We are excited to see what kind of applications this new system may have moving forward.

"Jack Pot" - That's His Name and Production is His Game!



Recently, with the institution of a new production matrix tracking program, it was decided that this "running pot guy" would show the leaders in categories of production such as Yields by machine and shift, Pounds by machine and shift, and Scrap by machine and shift. This has raised some healthy competition in the plant. A plant-wide naming contest followed with "Jack Pot" being the voted name for our winning pot character. Jack Pot carries the reminder to our manufacturing teams that our goal is to PRODUCE POTS, and he carries on the legacy of Terry Jack for us well beyond Terry's retirement.

Greg Brooks

Greg sees what needs to be done and then does it without being asked.

He aids and leads his peers.

He volunteered to lead our new Facelift for Beautification Team.

Thank you Greg!



**Want to nominate
someone for Employee
of the Quarter?**

*Talk to your HR
Representative*



Welcome to SPARKS, NV SITE NEWS

EMPLOYEE OF THE QUARTER

Jack Daniels, Site Manager

The Sparks plant has made many strides toward a safer work environment throughout this last quarter. Through combined teamwork, the Sparks plant completed a comprehensive safety audit of all production areas and executed a significant number of safety improvements. We also started Behavior Based Safety Audits – completing audits each week. The Sparks plant is also in the process of recruiting for an EHS Manager. We are very excited and eager to fill this role soon.

Production pounds have steadily increased from Q3 into Q4 with a lot of room for improvement. Uptime in our Injection area has drastically improved due to correcting some lingering downtime issues. The hard work of the Sparks team, along with continued support from our Middlefield colleagues will continue to drive our Injection department back toward the efficiency we are capable of.

Skilled labor continues to be a challenge in all areas and probably shows the most impact in Thermoforming. We continue to recruit, onboard, and train eager and willing employees for our TF area. We have many new people and there are still some openings. The core team in TF continues to find ways to put pots on pallets each day and work through all the many challenges that come our way.

As TF and Injection continue to increase the number of pounds produced, our

printing department is ready, willing, and able to increase their output as well. We have full capacity on both of our daytime shifts and partial capacity on one overnight shift. When necessary, we are ready to fulfill the second overtime shift capacity as well.

Finally, the Sparks team was able to execute some fun and rewarding plans that we set out to do before our world changed in March 2020. We set up our employee appreciation gathering and attended two nights of baseball cheering for our Reno Aces. We entertained about 120 guests made up of our co-workers and their families. Fun was had by all that attended.



Arlene Valdez

The first thing that stands out about Arlene is her level of knowledge she has about the inventory, our processes, and our BOMs. What you quickly realize when talking to Arlene is her Can-Do attitude and willingness to help.

We rely on Arlene often for odd problems or if we have urgency for answers and the manager is unavailable. We have never been let down. We have learned recently about how much all our managers rely on Arlene for answers. They all have commented on how impressive it is that she is so willing to help anybody anytime.



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Manufacturing

Jason Brooker, VP of Manufacturing

How Many Pots Do We Actually Make?

When you look at some of the items we make, they are extremely light. For example, a 4" pot that we run in the Co-Ex department weighs about 15 grams. How much is a gram? Well, it takes 454 of them to make a pound. That equates to roughly 30-4" pots to make one pound.

Those numbers are fairly easy to wrap your head around. But let's take the next step. In May, as a company, our output was consistent to what we achieved in March and April as the manufacturing group continues to perform well. Just how many pots did we make though?

Let's put that into perspective. It was the equivalent of:

- 29 Boeing 747's
- 254 St. Louis Arches
- 5,500 Volkswagen Beetles
- 687,500 Bowling Balls

When you work the math backwards into pots on an annual basis, we produced over 1,000,000,000 containers. That's 1 Billion - with a "B". Although that may not sound like a lot to Elon Musk, that's a heck of a lot.

As we finish up our 2022 fiscal year, we are poised to make that many, if not more, products in 2023. The products we make touch every single person you know, have known, or will ever meet. From flowers and plants for landscaping or gifts, to growing fruits and vegetables for the food on our tables, to planting trees that will eventually help provide the clean air that we breathe. The mark that HC leaves on this world is substantial.

Plant Shout Outs

Middlefield

The team in Ohio is set to finish 2022 with the best safety record in the plant's history and have reached world class status with their recordable incident rate. What a great example of our #1 Core Value!

Sparks

Sparks has put most of their machine issues behind them and are running at a level that is getting more product to our nursery customers. As they continue to work on cavitation and cycle time in Injection, that trend will continue.

Sebring

Having one of the six machines in Sebring down most of the month has not helped output. However, the other five lines are running extremely well. With BM6 coming back online mid-June, Sebring will be firing on all cylinders.

Burlington

The Canadian team had their best output month in the past five years in May. Getting our arms around the balance of horticulture and protective packaging products has been a key to their success. We will ride that momentum into 2023.

Thanks for a great 2022! Now let's exceed it in 2023!

Welcome Rob Shade

In preparation for Chuck Beck's retirement in July, I am pleased to announce that Rob Shade has joined the Manufacturing team as the Director of Engineering, effective May 9, 2022. Over the next several weeks, Chuck and Rob will work together to ensure a seamless transition as Chuck finishes out his career with HC. Rob earned his Bachelor of Science Degree in Mechanical Engineering from Youngstown State University and has 20+ years of manufacturing experience in various technologies. With his experience in tooling and plastics processing, Rob will be an asset to the team. Rob and his family are local to the area and we are excited to have him join HC. Please join me in welcoming Rob to the HC family.





Continuous Improvement

John Harris, Director of CI

Flexibility is Our Competitive Advantage

“Be clear about your goal but be flexible about the process of achieving it.” – Brian Tracy

When you think about what we do, at face value, it seems like our competitors could replicate it. There is nothing stopping another company from buying similar equipment and setting up shop. They can hire people with the same qualifications, purchase materials from the same suppliers, and design and produce similar flowerpots.

The thing that would be difficult to replicate is our company culture. Within our company culture, there is a drive for flexibility. We see it manifested in many ways:

Manufacturing Flexibility - we have the ability to move molds between machines within a plant, and sometimes between plants.

People Flexibility - oftentimes we ask people to move to where the need is. This may be running a different

machine or leading a different group or focusing on a new challenge. Our teams are set up to move to the need and help us be successful.

Material Flexibility - For us to be cost competitive, we purchase materials that have a wide specification. This means we have to be flexible in our processes to allow for variation in our materials.

Products - we are the leader in product offerings. If we run low on inventory of one item, we can substitute another.

Problem Solving - Data drives our continuous improvement teams and allows us to focus on what is important today, and pivot as something else becomes important.

By being flexible, we are able to adapt to our changing world. This is something that many companies struggle with. Flexibility sets us apart from our competition.





Safety

Chuck Courtney, Corp. EHS Manager

Heat-Related Illness

Heat-related illnesses are cause for concern and with summer almost here, it's time for a refresher on the best ways to beat the heat at work. Keep in mind that severe heat-related illnesses like heat exhaustion can occur for several days after dehydration from exposure to high temperatures.

During extremely hot and humid weather, your body's ability to cool itself is challenged. When the body heats too rapidly to cool itself properly or when too much fluid or salt is lost through dehydration or sweating, body temperature rises and you or someone you care about may experience a heat-related illness. It is important to know the symptoms of excessive heat exposure and the appropriate responses. The Centers for Disease Control and Prevention (CDC) provides a list of warning signs and symptoms of heat-related illness and recommended first aid steps. Some of these symptoms and steps are listed below.

Heat Cramps

Heat cramps may be the first sign of heat-related illness and may lead to heat exhaustion or stroke.

Symptoms: Painful muscle cramps and spasms usually in legs and abdomen and heavy sweating.

First Aid: Apply firm pressure on cramping muscles or gently massage to relieve spasm. Give sips of water unless the person complains of nausea, then stop giving water. Seek immediate medical attention if cramps last longer than 1 hour.

Heat Exhaustion

Symptoms: Heavy sweating, weakness or tiredness, cool, pale, clammy skin; fast, weak pulse, muscle cramps, dizziness, nausea or vomiting, headache, fainting,

First Aid: Move person to a cooler environment, preferably a well air-conditioned room. Loosen clothing. Apply cool, wet cloths, or have person sit in a cool bath. Offer sips of

water. If the person vomits more than once, seek immediate medical attention. If the symptoms worsen or last longer than 1 hour seek immediate medical attention.

Heat Stroke

Symptoms: Throbbing headache, confusion, nausea, dizziness, body temperature above 103°F, hot, red, dry or damp skin, rapid and strong pulse, fainting, loss of consciousness.

First Aid: Call 911 or get the victim to a hospital immediately. Heat stroke is a severe medical emergency. Delay can be fatal. Move the victim to a cooler, preferably air-conditioned, environment. Reduce body temperature with cool cloths or bath. Use fan if heat index temperatures are below the high 90s. A fan can make you hotter at higher temperatures. Do NOT give fluids.

FACT: Using a fan to blow air in someone's direction may actually make them hotter if heat index temperatures are above the 90s. For more information on these heat related illnesses, see the Centers for Disease Control and Prevention (CDC) site.

HEAT EXHAUSTION	OR	HEAT STROKE
Faint or dizzy		Throbbing headache
Excessive sweating		No sweating
Cool, pale, clammy skin		Body temperature above 103°F Red, hot, dry skin
Nausea or vomiting		Nausea or vomiting
Rapid, weak pulse		Rapid, strong pulse
Muscle cramps		May lose consciousness
<ul style="list-style-type: none">Get to a cooler, air conditioned placeDrink water if fully consciousTake a cool shower or use cold compresses		CALL 9-1-1 <ul style="list-style-type: none">Take immediate action to cool the person until help arrives

Weather.gov/socialmedia
Weather.gov/heat
@SacramentoOIEH
SacramentoReady.org





Human Resources

From Your HR Team

Benefits

Exciting News! The HC Companies is working with our Broker and Cigna to establish a Health Fair at our facilities in Sebring, Sparks, Warren, Elyria, and Middlefield. We have tentative days for each facility. We are awaiting approval from Quest Diagnostics to confirm the following dates:

Warren - July 15th

Sebring - July 19th & July 20th

Middlefield - August 9th and August 10th, this includes all Twinsburg employees that would like to participate.

Elyria - August 11th

Sparks - September 15th & September 16th

Cigna is working with Quest Diagnostics to come on-site and do Biometric Screenings while you are at work. These screenings will include the following: Total Cholesterol, HDL, coronary risk ratio, blood glucose, blood pressure and pulse, height, weight, waist circumference and body mass index, plus A1c. The blood testing will be a non-fasting finger stick(s).

Who is Eligible to Participate:

Employees that are full-time for The HC Companies and their spouses are eligible to participate.

Wellness Credits for Participation:

Employees and their spouse are eligible for the 2023 wellness credit if they participate in the Biometric Screenings at the Wellness Fair in lieu of the Preventive Care Physician form for 2023.

Outside Sales, please contact Kendra Mohney at 440.632.3355 to review your options for participation in the Biometric Screening if you and/or your spouse want to participate.

Everyone that is participating will be required to log-in to a Quest Lab site to participate. HR can help individuals with this process once we get to that point. A posting with sign-up sheets will be posted by the timeclocks. If you are interested in participating, please sign-up as soon as possible.

Earth Day

Earth Day is celebrated globally on April 22 as part of an international initiative raising awareness about pollution and deforestation. The HC-Companies distributed flowerpots, seeds, and soil in celebration of Earth Day to all employees on Thursday, April 21 and Friday, April 22.

Employees were encouraged to plant the seeds in flowerbeds or containers where they will be reminded of HC's mission of promoting eco-systems through spring and summer.

Facilities in Middlefield, Ohio, Sebring, Florida, and Sparks, Nevada produce horticultural containers made with post-industrial and post-consumer recycled or reprocessed resins, while the facility in Burlington, Canada produces a full line of fiber containers. The fiber is derived from recycled newsprint, corrugate from The HC Company facilities, and raw newsprint.

The HC Companies manufactures products with repurposed materials and eco-friendly fibers, promotes biodiversity with purposeful design, utilizes closed-loop water processing with reduced environmental impacts, and follows through with community engagement.





Sales

Eric Gunderson, Sr. VP of Sales & Marketing

Tricia Price

Senior Marketing Manager

Over the last few seasons Tricia has done a tremendous job for the Retail group wearing many hats. She has been instrumental in the development and redesign of the Retail product catalog, Amazon Storefront, sales collateral including sell sheets, new product pamphlets, trend guides, banners, postcards etc. Tricia has also been a key leader in the launch of over 30 new product lines totaling over 1000+ sku's, resulting in new HC Retail business. In her role she has proven to be an effective leader managing outside vendors including home gardener influencers, third-party designers, photographers and trade show partners. In her new role she will be responsible for leading all HC marketing efforts for the organization as we move to one cohesive marketing function under one umbrella.



Please join me in congratulating Tricia on this well-deserved promotion.

Congratulations!



Suggestions, comments, or questions? Contact Becky at 330-487-3749



Marketing

Tricia Price and Craig Ruvere

Tricia Price
Senior Marketing Manager



Izzy Savich

Marketing Coordinator

We are excited to welcome Izzy Savich to the Retail Marketing team! Izzy is a recent graduate of Kent State University, where she also worked in the Admissions Office assisting with new student engagement and communications. In her new role, Izzy will be providing marketing and sales support for the department, assisting with trade show coordination, managing production projects and more. Izzy's passion for plants, photography and design have already made a positive impact, especially the Retail Instagram account. She is currently taking the design lead on a Planogram Library project, an exciting marketing initiative we are rolling out to the Retail Sales Reps in June.

Originally from Canfield, Ohio, Izzy recently moved from her hometown to the Akron, Highland Square area with her fiancé Jad and their mini schnauzer Roo.

The **NEW**
hc-companies.com
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Visit today and
explore all the
positive changes!





Welcome!



Christina Hoskin

Accounts Payable

Please give a warm welcome to the newest team member on the accounting team, Christina Hoskin! Christina started in the Accounts Payable department in April and fit right in like she's been here for years. You might recognize her smile as she has previously worked in our local community at Middlefield Bank and Burton Schools. She and her husband enjoy going to their children's various school programs and games; and she likes to hit the links in her Wednesday golf league.



Nicole Eakle

Recruiter

We are pleased to announce that Nicole Eakle has joined the Human Resources department in Middlefield, OH as a Recruiter. In this role, Nicole will be responsible for leading the full cycle recruiting process across a variety of high-volume roles helping management find, hire, and retain quality talent. She will work closely with our current recruiter on staff to meet our hiring needs. Nicole most recently worked at Harvest Sherwood Food Distributors where she held the role of Sr. Talent Acquisition Partner. There she was responsible for all facets of the recruitment effort.



Theresa Vlk

Production Scheduling Coordinator

Theresa Vlk has accepted the role of Production Scheduling Coordinator. In this role, Theresa will be overseeing the branding production schedules in Middlefield and Warren, supporting the scheduling of our Burlington facility, and assisting in various purchasing efforts. Theresa has been a valuable HC team member for 24 years in our Customer Service Department. Throughout her career, Theresa has developed strong relationships with customers as well as internal stakeholders, while displaying a talent for multi-tasking and a drive for continuous improvement. She is excellently suited for the various departments and challenges this new role will introduce.



Will Korecky

Process Engineer

Will Korecky had joined the Continuous Improvement Team. Will is taking on the role of Process Engineer in Middlefield and is supporting several parts of the organization. He comes to us as a graduate of the University of Akron with a degree in Automated Manufacturing Engineering Technology. Will worked as an intern last summer helping with automation projects in Injection and Branding. He has continued to work part time through the school year and picked up projects in extrusion and the tool room. He is quickly learning the business, and contributing to the team.



Lindsay Durham

Customer Service Representative

In late April Lindsay Durham joined the HC Customer Service Team. Lindsay brings a vast background in a variety of Customer Service roles in various industries. She will be supporting the team order entry.





Welcome!



Jason Burke

Sr. HR Generalist

Jason Burke has joined the Human Resources department in Middlefield, OH as a Sr. HR Generalist effective June 6, 2022. In this role, Jason will be responsible for providing support in all functional areas of Human Resources which also includes assisting in the implementation of policies, programs, and procedures. Jason most recently worked for Speedline Corporation (GLT Companies brand) where he held the role of HR Generalist. There he was responsible for providing all aspects of Human Resources support.



Sam Frontino

Director of Procurement

Sam Frontino has join the Supply Chain team as the Director of Procurement. Sam will split his time between Twinsburg and Middlefield with his initial focus being resin and other raw materials used in manufacturing. Sam has over 25 years of experience in purchasing and procurement roles sourcing a variety of plastics and other commodities. He most recently worked for Tarkett as a Strategic Sourcing Manager and has also worked for Newell/Rubbermaid, Alcoa, and Avery Dennison.



Follow us on LinkedIn, Facebook, Twitter and Instagram for information and inspiration.



Suggestions, comments, or questions? Contact Becky at 330-487-3749



Manufacturing

Jason Brooker, VP of Manufacturing

Chuck Beck

With appreciation and gratitude, HC recognizes Chuck for his 25+ years of service to the organization.

Congratulations on your retirement!



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