

Senneca Q2, 2022

Welcome to the Q2 Team Talk newsletter. We hope the newsletter keeps you updated on our latest news, celebrations, and provides valuable information about our company and our people.



A Message from our CEO, Clark Hale

All of our Senneca associates should be proud of what we accomplished in the 2nd quarter. In spite of unprecedented challenges, including continued supply chain disruptions, ongoing Covid-19 related absences, excessive heat, higher training requirements resulting from new hiring, and on and on, our Senneca team generated a record quarter of revenue and new orders. This is a testament to the commitment and diligence of our associates to safely manufacture specialty doors that enhance the performance of the internet, improve the responsiveness of emergency services, reduce energy consumption, and beautify commercial businesses. Congratulations to all and remember records are made to be broken as our 3rd quarter forecast anticipates new records.

We set another record in the 2nd quarter, number of participants in the employee Senneca NPS survey. A repeated comment from you is the desire to participate in making Senneca a better company. This desire aligns perfectly with our Senneca value of "I am They." I own the opportunity and the solution. Your comments also indicated hesitancy to independently move forward an improvement opportunity. Many felt that improvement efforts must be managed or implemented by your supervisor. Our goal is to create a more entrepreneurial environment where we quickly and continuously make decisions and take action. If you use these few basic guidelines of improving safety, reducing lead-times, enhancing value for our customers, or lowering our costs, you can be confident that your initiatives will be endorsed. I also suggest that you use the below list of "wastes" to target opportunities to improve the value we provide to our customers.

If you require assistance with activating your improvements, please discuss with your supervisor or submit a suggestion to your local suggestion box or via the Senneca.com website under Employee. [Employee | \(senneca.com\)](https://www.senneca.com) Your involvement is imperative to our success. Thank you in advance for making improvements.

8 Wastes: Lean Six Sigma



Inventory
Excess products and materials not being processed.



Talent
Underutilizing people's talents, skills, & knowledge.



Waiting
Wasted time waiting for the next step in a process.



Motion
Unnecessary movements by people (e.g., walking).



Defects
Efforts caused by rework, scrap, and incorrect information.



Transportation
Unnecessary movements of products & materials.



Overprocessing
More work or higher quality than is required by the customer.



Overproduction
Production that is more than needed or before it is needed.

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Anniversaries of Note

In Q2, we would like to recognize Maria, Ron, Barry and Timothy for their work anniversaries. Congratulations and thank you for your dedication and hard work!



- 38 Years** Maria Dahlinger
Kalamazoo
- 34 Years** Ron Woodall
Cincinnati
- 33 Years** Barry Sebralla
Cincinnati
- 32 Years** Timothy Merkle
Kalamazoo

Happy Retirement, Paula McCosham!

The Senneca Holdings family would like to wish Paula McCosham, who worked in the Cincinnati, OH location, a happy retirement. Paula was with the company almost 7 years. Thank you for being a tireless professional, a helpful coworker, and a good friend to many.



Milestone Anniversaries



15 Years

- Jason Sprague (Brownsville)

10 Years

- Tony Hunter (Cincinnati)
- Christopher Lindlar (Salt Lake City)

5 Years

- Guillermo Frias (Kalamazoo)
- Alejandro Hernandez (Kalamazoo)
- Sarah Dunning (Kalamazoo)
- Robert Muir (Kalamazoo)
- Christian Ogrin (Oregon)
- Jesse Taquino (Salt Lake City)
- James Shuey (Kalamazoo)
- Caroline Collins (Redmond)

Note: Anniversaries shown fall within 5 year increments.

**Correction Q1 Newsletter:* Tammy Ballard (Kalamazoo) celebrated 10 years in Q1.

**Happy Birthday
to everyone that
celebrated in April,
May and June!**



Senneca Selfies

Thermoseal doors - Thermoseal Showroom, Irving, TX.
Shown: Kendall Gamble



Traffic Door - Hilton Garden Inn,
Cannonsburg, PA. *Shown: Rick Paterni*



Chase traffic door - Canal 337 in Indianapolis, IN.
Shown: Dan Link, Cincinnati



Chase Durulite door - 1965 expansion
of the Post Office in Mankato, MN.
Shown: Julie Dempster, Mankato Facility



Senneca Stories

Cathy Knutson, Office/Safety Manager at the Salt Lake City Facility, shared that she was in the warehouse kitchen and Pedro Morillo, a bi-lingual vinyl team player, came up to her and asked about her summer and if she had any plans. She said she hadn't made too many plans yet, but she asked him if he had plans. He then told her a beautiful story.

Pedro told her that his wife and child will finally be able to come to America from Venezuela and live with him. He hadn't seen them in over a year!

He then said, "thank you" to Cathy. She was startled and asked, "why thank me?"

He said "Thank you for hiring me. Without this job, it wouldn't be possible, finally my family will be with me, and we'll be together forever now."



Senneca Celebrations

Introducing...the newest members of the Senneca Family!



Ava Warren
Dad - Will Warren
(Redmond)



Wren Sherwin
Dad - Dalton Sherwin
(Redmond)

Employee Spotlight

Nate Malcolm
Production Lead, Thermoseal

How long have you been with the company? 6 months.

What's next on your bucket list? Visit the Galapagos Islands.

What's your superpower? Water! Whatever you put water in, it conforms to its new home. When life throws you curve balls, you have to adjust and keep moving. I'm like the water to life's curve balls, I just adjust and keep moving.

Current series you're binge watching? All of Us Are Dead (Netflix). I can't wait for the next season!

When not at work, you are? Learning how to fish. Living in NYC all my life, I never touched a fishing pole, let alone a fish. People in Texas are outdoorsy so I'm trying a new sport to identify with those in my new environment.

If you weren't doing your current job, what would you be doing? Traveling to Munich, Germany (one of my favorite places), as well as any and all of the islands in the Caribbean. I might travel again to Istanbul too, which I loved when I visited a few years ago.

Best advice you've been given? My grandfather told me when I was younger, "don't let anyone tell you the sky is the limit when they are sending people to the moon. Shoot higher; your potential is endless."

Proudest moment? Graduating college cum laude. I have an undergrad from Fordham University in Business Management and Ethics and a Masters from Denver University in Business Law.

One food you can't resist? Sushi! I like to try new things when I travel. I have eaten goat, sheep and even live sushi in Japan.

People would be surprised if they knew... My entire family is British. My mother moved to New York, which is how I ended up in the states; however, the rest of my family is still in Scotland.

Biggest pet peeve? People who don't put things back where they found them.

If you won the lottery, what is the first thing you would do? I would travel to the Galapagos Islands.

If you could learn to do anything, what would it be? Fly a helicopter.

What do you love most about Senneca? Thermoseal is run like a small family-owned business. We are all on the same level, have a sense of belonging, purpose and everyone counts. You're not just a number, people address me and others by our names, from the highest level down. Ryan Williams, Director of Operations, as well as other leaders have an open-door policy; they are available for the associates to share their thoughts and are always willing to listen. I think I'm home.



Senneca Sales Wins

Charlie Chapter Sells First Cold Flex Door

We have been supplying standard model 100E Flexible Doors to Saker Shoprite Supermarkets, which operate 52 Shoprite Supermarkets in Holmdel, New Jersey for cooler operations and refrigerated prep areas.

A recent application came up, which involved a refrigerated produce prep area on one side of the opening and an ambient hallway on the opposite side. Charlie convinced the Engineering department that the new Cold Flex Door would be a much better product for maintaining their refrigeration and reducing their energy costs.

There are approximately four to five applications of this type throughout their supermarket, and most openings are 5' W x 7' H.

Congratulations, Charlie!

Tim Berberet Secures \$2.7M Target Glass Door Case Bid

Thermoseal teamed up with our largest OEM customer ZERO-ZONE in meetings / presentations and secured the TARGET case bid with our glass doors.

Thermoseal received a \$2.7M purchase order this month, securing orders over the next 12 months.

Way to go, Tim!

Senneca Launches NEW Curtron Replacement Door

We are excited to announce that in May, the Curtron Replacement Door for Coolers and Freezers was launched.

When environmental control is necessary, the Curtron Replacement door provides maximum energy savings and easy ordering for cold storage door applications. This door is suitable for interior and exterior applications and is available with a wide variety of options.

The Curtron Replacement door incorporates a tough and thermally neutral FRP framework, FRP casings and non-CFC foamed-in-place polyurethane core. This innovative design provides a strong and durable door system that will provide years of worry-free service. To learn more go to <https://www.eliasoncorp.com/curtron-swing-doors>.



Tradeshhow Insider

Allied Buying Corporation Conference - Amelia Island, FL



National Restaurant Association Show - Chicago, IL



Thermoseal Southwest Fuel and Convenience Store Show - San Antonio, TX



Station Design Show - Chicago, IL



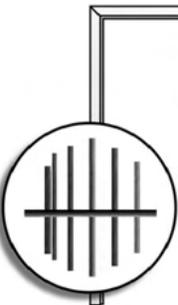
Thermoseal NACS Show - Las Vegas, NV



Senneca Product Spotlight - Security Doors by Jason Hamond

It's been said that beauty is only skin deep. That is never truer than with our Senneca security doors. The HMF Express and Door Engineering security doors might look good, but don't let the looks fool you. They are built to stop anything that comes at them. Within HMF Express' arsenal of defenders are some of the most battle tested products. They include:

Detention Door



Made from 14- or 12-gauge steel, these detention doors kept the bad guys in and the good guys out.

- Featuring:
- High security hardware
 - 11-gauge strike reinforcement
 - Steel Stiffeners
- And HMMA 863 certified

This door takes more than a punch, it takes a pounding.

Radiation Door



Are your X-ray or MRI rooms leaking radiation into the hallways again? Don't worry, replace them with the HMF radiation door.

- Featuring:
- 16- to 12-gauge A60 galvanized
 - Square or beveled edge
 - Steel Stiffened with fiberglass insulation

Certified for: Fire, Smoke, Host steam and lead lined.

Ballistic Door



Do you know a Bounty Hunter looking for a little extra protection or a Grow Room owner with a ton of cash laying around the office?

- Featuring:
- 22-gauge stiffeners
 - Armor plated centered core
 - High frequency reinforcements at all hinges
 - Flush welded 14-gauge top and bottom channels

Not to be out done by HMF Express, Door Engineering's approach to security is on a slightly larger scale.

Are you a small country, defense contractor, tech giant or a secret society looking for a little extra security in your life? Look no further than the Door Engineering Security doors to keep the weakest part of your defenses well protected.

Blast Doors



Need to protect your million dollar car collection, secure your priceless painting or just want a cool garage door?

- Comes in 3 styles:
- Sliding Door
 - Vertical Lift
 - Four-Fold

- And Featuring:
- Blast requirements up to 27psi
 - Meets ICC-500 specifications
 - Meets FEMA 361 storm shelter requirements

Four-Fold Security Gate



There's an enemy at the gate! But they aren't getting past the Four-Fold Security Gate System.

- Featuring:
- Galvanized woven mesh
 - Vertical bar grills
 - Louvers
 - Custom options available

- Control Inputs for:
- Safety devices
 - Loop detectors
 - Card readers
 - Other access devices

To learn more about these security doors and other HMF Express and Door Engineering products, go to www.hmffexpress.com and www.doorengineering.com.

Tours of Senneca Plants

**Brought to you by the:
Diversity, Equity & Inclusion Committee**

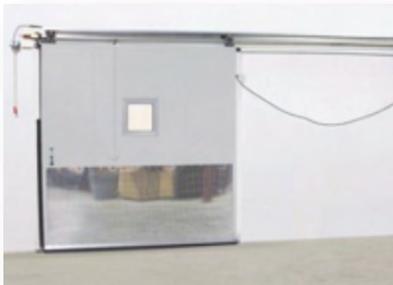


We Make: Cold Storage and Freezer Doors

ColdGuard[®]

HERCULES

Saino[®]



For more information, go to Cornerstone and search “Brands and Products 101 Training.”

Living and Working in Cincinnati, OH

Cincinnati, OH



Senneca represents the Cincinnati community.

Area Demographics:

48% White
 31.5% African American
 16.9% Hispanic or Latino
 1.3% from two or more races
 0% Native American
 2.1% Asian

Female: 51.4%

Senneca in Cincinnati:

58.3% White
 22.6% African American
 15.5% Hispanic or Latino
 2.4% from two or more races
 1.2% Native American

Female: 19.0%

*84 Employees

Cincinnati Tour Guide:

Tour Guide: Mickey Smith

Job in Cincinnati: Administrator,
 Human Resources

Time with Senneca: 20 years, 3 months

Fun Facts About Your Tour Guide:

- Mickey's favorite color is orange.
- She loves visiting historic sites while on vacation.
- Her hobby is crocheting.
- When not working, she loves spending time with family and friends.



This tour is mobile!

Scan the QR code with your phone to see more photos and view the tour online.



Cincinnati's Production Team



Scan the QR code with your phone to see more photos and view the tour online.



Cincinnati's Production Team



Scan the QR code with your phone to see more photos and view the tour online.



Cincinnati Quotes

We asked our associates what they think about living in Cincinnati and working at Senneca Holdings. Here are their responses.

“ In the machine shop, we all get along and Marvin has been a good supervisor.

- Rodney Sawyer ”

“ On time shipment is a team sport! Thanks to all from the sales group and customer service all the way through engineering, planning, production, and shipping. Without everyone on the team giving 100%, we would not have accomplished this excellent service matter.

- Ed Mulloy ”

“ We have a lot of quality individuals who care, we have a great family environment.

- Marvin Mitchell ”

“ Senneca is a good company to work for. They care about their employees and there are many opportunities.

- Shannon Diaz ”

“ It is an exciting time for Cincinnati as Hercules and other products are transitioned to the Cincinnati facility. The facility looks completely different now with the addition of the Hercules product line. There are many new faces in Cincinnati to support the Hercules production.

Work continues on the Design Automation Software for ColdGuard. We now have automation for all models for ColdGuard and are expanding the automation to more of the advanced features/offersings for ColdGuard models.

- Mike Conley ”

“ I enjoy working in a growing facility with plenty of learning opportunities.

- George Boyle ”

Cincinnati Cookout Celebration

The Cincinnati plant was recognized for their outstanding 100% On Time Delivery performance for May, along with a few service anniversaries. For more photos from the celebration, click the QR code on page 12.



Tour of Cincinnati is brought to you by your Diversity, Equity & Inclusion Committee



The DE&I Team brings the tours to highlight Senneca's direct laborers. Inclusivity, Equity & Inclusion are how we keep our doors open! Our hope is that we capture Senneca's culture within each tour! One Team Senneca!



Shonda Jones
 Talent Acquisition Manager
 Cincinnati, OH



Sarah Dunning
 Sales Specialist
 Kalamazoo, MI



Elizabeth Sanchez
 Rule Writer
 Brownsville, TX



Robert Muir
 Customer Ambassador
 Kalamazoo, MI



Norma Spence
 Quality Manager
 Cuyahoga Falls, OH

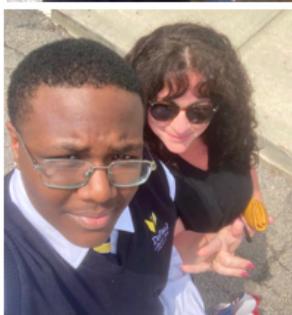
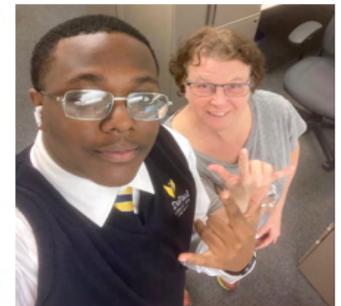
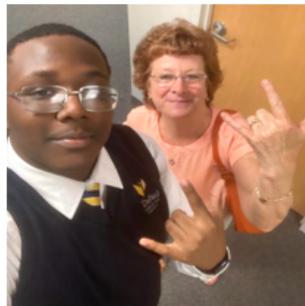
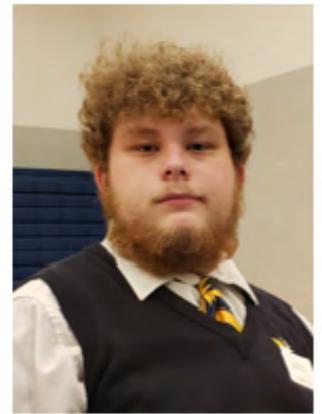


Troy McGuffey
 Group Lead for Port, Assemble and Pack
 Portage, MI

Have ideas or comments? We would love to hear from you! Contact us at: deandi@senneca.com.

DePaul Cristo Rey Program

Senneca is committed not only to the success of its employees, but also to the community. We “opened” our doors to DePaul Cristo Rey high school students to give them a glimpse of the workforce.



Shown: Comar (Conner) Watson with Mike Conley

Diversity, inclusivity and outreach as a team. One Team Senneca!

Shown in collage - Ar'Monde Tyus with:
 Top Row: Mickey Smith, Justin Hoffman, Mary Ann Madgett
 Middle Row: Josh McGimsey, Bradi Anderson, Paula McCosham
 Bottom Row: Theresa Dris Benchargiu, Shonda Jones and David Genis

Meet Our Senneca LEAP Interns and Associates!

Senneca Holdings LEAP (Leadership, Experiences, Applications, Performance) Program launched in January 2020 and is designed to attract, develop, and retain top talent. Recent college graduates are hired as LEAP Associates to go through a 12-24 month training curriculum including exposure to company culture, our products / core processes, financial acumen, lean thinking / quality and safety. Moreover, they receive in-depth experience in various departments complemented by leadership development support. Since inception, we have graduated 4 individuals from the program into key roles in the organization! We are excited that the following individuals recently joined our company as full time LEAP Associates or as 2022 LEAP Summer Interns.

Michael Benedetti

University of North Carolina, Wilmington
 HMF Express - Wilmington, Operations



I look forward to working hard on projects such as tooling, expansion, make/buy decisions and many more. HMF has welcomed me with open arms and has made me feel like a valuable member of the team.

Gannon Bishop

University of North Carolina, Wilmington
 HMF Express - Wilmington, Supply Chain



In the two weeks I have been here, the logistics team has welcomed me with open arms. Brian Burkhardt has been extremely helpful and has stopped whatever he is working on to explain or help.

Sterling Byrd

Minnesota State University - Mankato
 Mankato, MN, Engineering



My favorite thing I have done so far is working with painters to develop a training manual and standards for new hires. I enjoyed learning about what they do and finding ways to make their job easier and efficient.

Michael Debruyne

Western Michigan University
 Eliason Corporation, Supply Chain



Since starting as an Operations intern at the beginning of the year, and now as a LEAP Associate, I have felt nothing but warm welcomes from everyone on the Kalamazoo team. I look forward to continuing to work and grow with everyone here.

Jose Ricardo Carrilo Hidalgo

University of Texas, Rio Grande Valley
 Salt Lake City, Supply Chain



I want to thank Roberto and Rodolfo (from the Brownsville Plant) for their help and support during my internship last summer. I learned the importance of communication and team work during my time in Brownsville, TX.

Maura Homan

University of Cincinnati
 Cincinnati Headquarters, Marketing



Since starting at Senneca Holdings in May, the Marketing team has been a constant source of encouragement. I would like to thank my supervisor, Jolinda Lydon, specifically, for all the knowledge, support and guidance she has provided me with already!

Devin Hooper

Texas A & M University
 Thermoseal, Engineering Department



Everyone has been very welcoming towards me throughout my time here and I'm very excited to learn from the great engineering team at Senneca Holdings!

Collin Monville

Western Michigan University
 Eliason Corporation, Engineering



I was expecting to gain only coworkers when I joined the Senneca team, but what I found was a group of friends within the company. I am excited to come to work every morning and have fun learning what goes on behind the scenes in engineering, while gaining a sense of accomplishment at each milestone.

Samuel Rohlman

Iowa State University
 Cincinnati, Engineering



It's been really exciting to work on the Hercules transition. It's given me the chance to directly see the positive impact my work can have and given me a passion for continuous improvement.

AARP Employer Pledge Program

Senneca Holdings has proudly signed the AARP Employer Pledge. Doing so recognizes the value of experienced workers, and our commitment to hiring an age-diverse workforce. The AARP Employer Pledge Program encompasses a nationwide group of employers.



As a group, we understand that a multigenerational workforce is good for workers of all ages. It creates a strong pipeline of talent, protects business continuity and taps into new resources to address labor shortages.

In addition to employers' need for talent in a tight labor market, it makes great business sense to hire experienced workers.

Experienced workers offer many of the attributes that employers look for:

- 81% of workers age 55+ are motivated, exerting extra effort & contributing more than normally required in their job
- 65% of employees 55+ are engaged in their jobs
- 79% of workers 55+ are curious about and interested in increasing their tech skills
- 81% of workers 55+ are able to keep up with technology

In addition, employers believe workers 55+ offer many other benefits:

- 87% believe they are a valuable resource for training and mentoring
- 82% believe they have more knowledge, wisdom and life experience
- 69% believe they are more responsible, reliable and dependable
- 59% believe they are more adept at problem solving

Diversity makes organizations stronger and better prepared to flourish in today's business climate. Senneca Holdings is proud to be part of this nationwide commitment to experienced workers and a diverse workforce.

Social Media Engagement

Did you know that most of our brands are present on Facebook, LinkedIn & YouTube?

Please take just a few minutes to “like,” “follow,” and “subscribe” to our social channels.

We encourage you to interact with our posts and to share so that we can continue to grow our audience and provide both our internal and external followers with fun and interesting content!



Save Big. Every Day.

Senneca Holdings BenefitHub Employee Perk Program

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- Restaurants
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Registration

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The DE&I Team heard you, here's the door to your next career opportunity!

Visit:

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About Us and Careers.

www.senneca.csod.com and click on
Home and Internal Career Site.

Open the Door to.....Fresh Ideas

We encourage your contribution to the newsletter! Snap a Senneca Selfie and take note of newsletter worthy content that you think the organization would like to hear about. We want everyone to know what's going on throughout the company and we're so excited to have this platform to distribute this info in a fun, yet informative way. To submit content for the newsletter, please contact your manager.

If you have an idea how we can expand our business into new markets, or a new product idea, please send your idea to marketing@senneca.com.



Are You or Someone You Know Depressed or In Distress?

If you or a loved one is struggling or thinking about suicide, there are crisis resources that can offer help and emotional support. We can all help to prevent suicide. Please reach out to the National Suicide Prevention Lifeline at 1.800.273.8255 or click <https://suicidepreventionlifeline.org/>

Thank You for Reading!

We hope you enjoyed the Q2 edition of the Team Talk newsletter. Keep an eye out for the Q3 edition next quarter.