

TRIED & TRUE

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SPRING 2021



FRATCO

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To Tried & True Readers,

Spring is a welcomed change. Last year, life was about as real as it gets for so many—unusual circumstances, to say the least. As we closed the chapter on 2020 and entered this new year, the prevailing story emerging industry-wide was the resin shortage: the perfect storm of unfortunate events from political strains to Mother Nature. Please take some time to review the “2021 Resin Shortage” piece included in this issue. As events continue to unfold, visit [Fratco.com](https://www.fratco.com) for more information.

We could easily become swept up in the heaviness of what’s been occurring in our world for more than a year. Instead, let’s choose to look to stories of perseverance, striving to be better and give back. That theme starts at home with my team and me. Rather than telling employees and clients how we feel, Fratco is working hard to show them. “The Dream Team” editorial shares why building camaraderie in the workplace is essential and an investment worth making. You’ll also get an inside look at Francesville’s new Wellness Center and renovated employee break room: a small way of thanking our staff for continuing to bring you the best pipe in the business.

Most people who play golf never consider the massive undertaking happening under the fairways and tee boxes to keep the greens lush and standing water from ruining turf. In 2019 and early 2020, Fratco was proud to work alongside Tippecanoe Country Club to save the Monticello, Indiana golf course from repetitive drainage issues. Included is a great piece about how one act of kindness led to an interesting underground Fratco-find, a neighborhood with basements drenched no longer and how the club gave back to kids wanting to learn how to play the game.

We continue to be humbled in your trust to provide product your customers rely on. Thank you for all you do to move your local businesses and communities forward, too. During this season, let’s remember to continue looking out for one another and extend grace to those who need it most because we’re all in this together.

Sincerely,



Chris Overmyer
President and CEO

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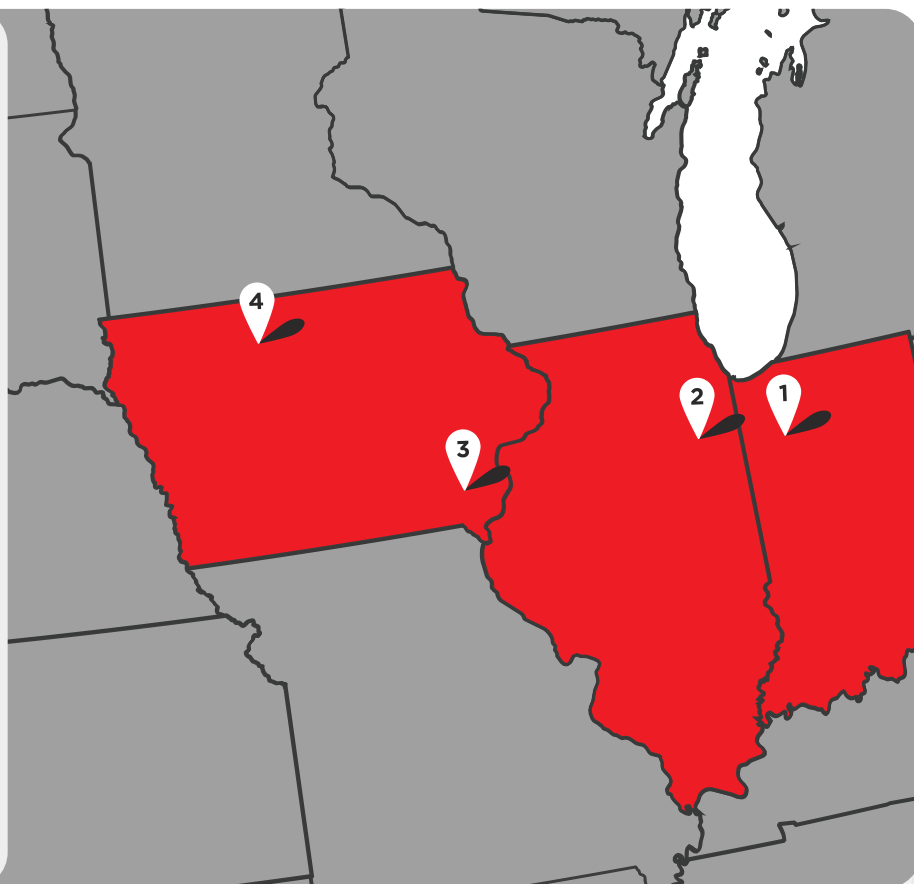


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Locations

- 1** **Francesville Headquarters**
4385 S. 1450 W.
P.O. Box 368
Francesville, IN 47946
- 2** **St. Anne Location**
499 S. Oak St.
St. Anne, IL 60964
- 3** **Mt. Pleasant Location**
1600 W. Washington St.
Mt. Pleasant, IA 52641
- 4** **Algona Location**
2502 E. Poplar St.
Algona, IA 50511



2021 RESIN SHORT

*An update from Fratco President,
Chris Overmyer*

Written May 2021

They say the five stages of grief are denial, anger, bargaining, depression and—finally—acceptance. When the February Freeze hit Texas, I firmly denied the looming impact on polyethylene pricing. When the HDPE pipe industry began announcing increases in March and April, I'm sure as buyers of pipe you were in the same stage with me!

Whenever demand is significantly more than supply, there will be pronounced moves in the market reflecting the imbalance. This is where resin has been market-situated for the past few months. We were optimistic supply and demand would work their way back into balance in May. Gulf Coast producers ramped up their lines, working towards normal resin output ranges. We held onto hope that the worst of the situation was behind us. Unfortunately, the bad news continues to emerge from the petroleum world.



**...bad news continues
to emerge from the
petroleum world.**

Many of the companies that invoked force majeure* notices continue to operate under these notices where unforeseeable circumstances prevent contracts from fulfillment. Both Nova and Dow have announced new force majeure notices specific to polyethylene for various reasons. From mechanical failures in large plants (Nova) to supply issues (Dow), these new notices will put fresh support under currently inflated PE prices and delay the relief we hoped May would deliver.

Speaking of inflated prices, it's hard to listen to the news or read a current article without hearing

about inflation regarding raw materials. Some steel grades are up 400% from late last year to record highs that are 300% of the 20-year average. Lumber is up 280% since the pandemic began—an all-time product peak. Copper, aluminum and most agricultural commodities are in the same aggressive, upward trend. Virgin polyethylene, relative to prices Fratco was paying late last year, is up about 155%. Fundamentals aside, it feels like we're in the midst of an inflationary cycle. "No matter where you go, there you are" as the saying goes. So, my friends, this is where we are.

Polyethylene is up
155%

TAGE

I didn't mention inflationary numbers to desensitize you to our specific market grief in the polyethylene world. It would be foolish not to recognize the bigger-picture challenge to our economy. No one has clear answers as to when we'll return to "normal" pricing. If they pretend to, you should tell them, gently, they're cemented in the denial stage of grief.

Here's what I'd like you to know: We at Fratco are trying to be as transparent about an open-ended and fluid situation as we can be. Yet, it's hard to share complete visibility when all you see out the window is fog. We're

trying to be competitive in the marketplace while maintaining the posture that this may not be a short duration event. As we navigate ever-increasing input and vendor-manufactured product costs, our team is making decisions with our customers' interests in mind.

At the end of the day, we all need to work together to accept the current market environment. No matter where you find yourself on the grief spectrum, I invite you to try to make the journey into the "acceptance" stage with me because we're all in this together.

In case you missed it...

In March 2021, Fratco President Chris Overmyer penned a resin shortage update including the following highlights:

- The perfect storm of unfortunate events: Texas winter weather collided with political discord
- 85% of US resin manufacturers remained idle due to zero production output
- The market shortage of virgin and recycled materials
- All major producers of PE declared force majeure
- Prices inched sky-high with no immediate end in sight



To read Chris's original letter, scan the QR code or visit [fratco.com/news](https://www.fratco.com/news)



WE MISS YOU!

It's hard to believe it's been a year without trade shows, and—honestly—we miss seeing you. Now that places and spaces are reopening we're looking forward to gathering again.

In the meantime, give us a call.

Let's chat, catch up and let us know how we can help because Fratco hasn't stopped working for you. And thank you for allowing us to continue bringing you the best pipe in the business.

MEET WILLIE PARISH

MANUFACTURING SUPERINTENDENT



Since 1987, Willie Parish has been part of the Fratco family. Recently promoted to Manufacturing Superintendent, Willie began where so many start their careers at the four-generation strong business. “What did I do previously?” he laughs, recalling all the stops along the way, “A little bit of everything.”

Parish knows the ins and outs of what goes into a day’s work within the manufacturing giant, from running the line to maintaining safety plant-wide. He understands the ingenuity and technology behind every inch of pipe produced and appreciates the hands that craft it. Now, he takes that experience with him traveling between Fratco’s plants, logging a lot of miles since taking this new position in January 2021.

When asked about what’s most interesting about his work, Parish passionately details the way Fratco hums on the production line. Installing innovative equipment, testing the latest product and seeing it all come together is what he loves most. **“When new lines launch and we get them up to speed...that’s a definite joy of my job,” he beams.**

Hard work, determination and growth are kindred themes for both Fratco and Parish. When he stepped into the Francesville plant as a new employee nearly thirty-five years ago, there was one production facility. Four now dot the Midwest: the flagship Indiana location, one in Illinois and two in Iowa. As the company has

grown, so has Parish. “Before, I saw my job as more day-to-day. Now, I look at the big picture for the company, where we’ve come since the early days and the road ahead.”

Whether it’s one plant or four, CEO Chris Overmyer and the leaders before him have always worked to ensure employees feel like family. Parish cherished this atmosphere from the very beginning. He is also quick to applaud Fratco for supporting education and job advancement as an extension of their investment in people. “If you work hard, show up and take the initiative, Fratco wants to see you succeed,” he heartily affirms.

Parish sees superior product and quality pipe as two reasons customers continue choosing Fratco. As he drives along the countryside—even during hunting season on his day off—he’ll stop when he sees pipe going into the ground. He can’t help himself. He knows customers trust Fratco and wants to connect with contractors every chance he gets. That customer service aspect is what it all comes down to for Parish. He’s grateful for the loyalty, commitment and trust customers have built with the company through the years, especially this last one. **“I want to thank our customers for their patience this year. Between the pandemic and the current resin issues, I want them to know we’re going to continue doing everything we can to bring them the pipe they rely on us to provide.”** Because for Parish and Fratco, only the best will do—always.



FEATURE STORY

GROWING HOMETOWN ROOTS

SCOTT AND TADD EADS

Eads & Son Bulldozing

The Wabash River snakes through a series of towns and cities that generations of Midwestern families have called home. Where it branches into the Salamonie River, you'll find Lagro, Indiana. Founded in 1835, Lagro is a cozy community made up of generations of residents who love their tight-knit hometown. It is also where you'll find Eads & Son Bulldozing, owned by Fratco partners and cousins Tadd and Scott Eads.

Established in 1968, Eads & Son began with one bulldozer and the determination of Ronnie Eads. If you ask Scott what inspired his father to become his own boss and launch the family business, you'll hear the word "opportunity." Something Fratco is no stranger to as a business who loves partnering with entrepreneurs.

"My dad started in the ag business as a farmer and also filled silos," Scott shares. "My dad saw an opportunity to branch into other areas of agriculture and take on construction as well." Scott grew up working alongside his father and saw the potential in helping run the family business. **When you look at the services Eads offers their customers, one would wonder what the dynamic duo of Scott and Tadd does not provide.** Their list includes construction site prep, excavation, backhoe services, trucking material to and from sites, retention ponds, wood clearing, septic repair, new and resurfaced driveways, and last yet never least—farm drainage.

When asked when he came to work alongside his uncle and cousin, Tadd shares, "It's been so long since I've

been here, and Eads is such a big part of my history, that I have no idea when I came on board," he laughs.

Scott adds, "Tadd showed up to help one day, and my dad wouldn't let him leave." As radio personality and storyteller Paul Harvey once coined, now you know the rest of the story regarding these cousins and entrepreneurs.

Closeness is a huge component of what makes their combined efforts in business flourish. It's also what Scott and Tadd admire about Fratco. The businessmen appreciate and value the way the company attends to their needs. Customers since the late '80s, the camaraderie the Eads feel with their current Fratco sales rep, Chris Calisto, makes their jobs installing pipe that much easier. To add a little



Scott and Tadd Eads

more humor to the story, the Eadses report that, conveniently, all of their Fratco representatives through the years have been named “Chris.” “I think we are on Chris 3.0 by now,” they laugh.

When asked how the cousins were introduced to Fratco products, they were investigating different lines of pipe and took a long hard look at several manufacturers. The cost was a key factor, yet other items were essential to check off the list when choosing a partner. **“We were comparing costs for a job,” Tadd shares, “and when it came down to price, value and customer service, Fratco was the only choice for us.”**

The list of benefits stemming from the Eads’ relationship with Fratco is

miles long, a lot like the pipe they’ve installed for customers over the years. Trust is built and earned in any relationship, whether it’s business or personal. Tadd is quick to interject what it is about Fratco and why they keep coming back for more pipe. “Fratco always stands behind their products—100%. That’s something we do in our business too. Those are the kind of people we want to work with.”

There is a reason family businesses tend to partner with one another. The thread of hard work and knowing that at the end of the day your name is above the door means everything to small businesses continuing to flourish. When the Eads ponder the Fratco qualities that keep them loyal customers, dependability is at the top of their list. “You can always count on your product showing up and to spec,” Scott testifies. “It’s rare, but when we need replacement pipe, they’re on it. If you have a problem, they make it right.”

Being vital contributors to your hometown is something both Fratco and the Eads family believe in. That’s why the business partners take great pride in their work. They also care deeply about their community and giving back. They donate their time and talents to The Community Foundation of Wabash County to help revitalize their hometown. As with many other small towns,

Lagro is going through a historical rehabilitation downtown. In the 1960s, 750 people called Lagro home. The last census showed that this town, which lies between Huntington and Wabash, reports just over 400 residents. Once prosperous as a transportation hub on the Wabash and Erie Canal, today’s Lagro advocates are dedicated to seeing the area surge. Members who are passionate about improving the area have seen it happen in other small towns in Indiana and beyond. They believe Lagro is no exception. Scott, Tadd and their crews have installed new water and sewer lines and hauled gravel to the new River Walk site. While construction of some areas remains underway, a new public pavilion, biking trail, boat ramp and public restrooms are complete.

When you’re trusted and well known in your community, there is a sense of pride that permeates everything you do. From how Scott and Tadd divide work responsibilities to their equipment always being ready to go and in top form, they care about how they represent themselves to their customers. **“When you’re around in business for a long time, it’s because you’re trusted in your community,”** Scott shares. With each having their roles—Tadd handles farm drainage while Scott takes commercial and residential calls—it keeps them twice as productive in the town of Lagro they both love and call home.



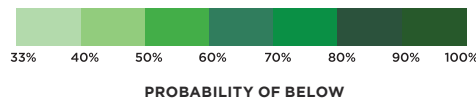
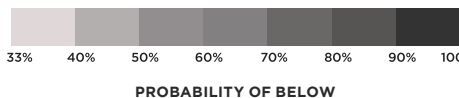
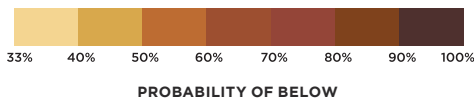
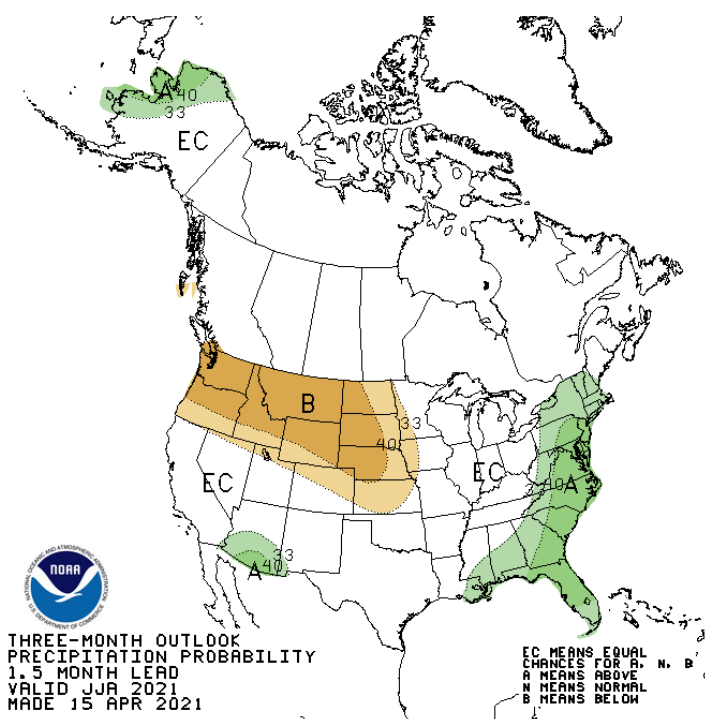
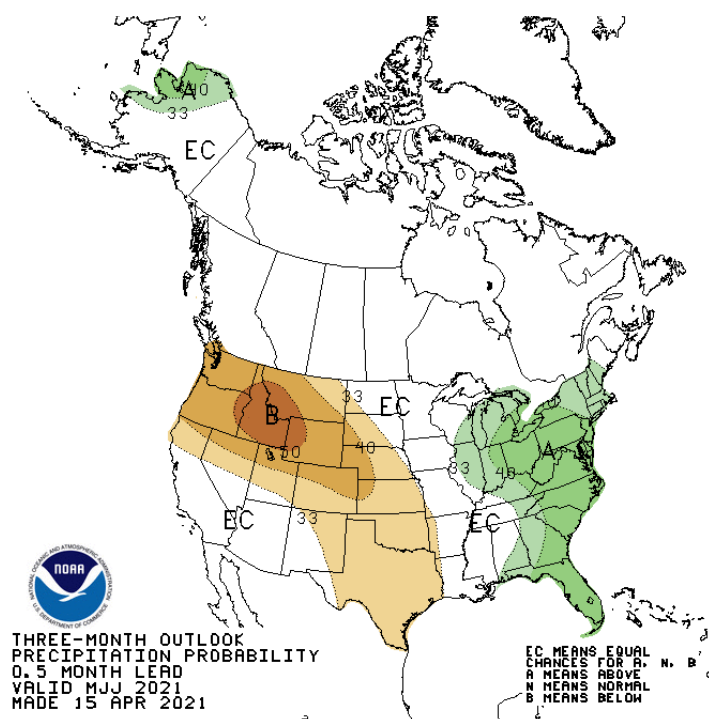
PRECIPITATION OUTLOOK

FROM THE NATIONAL WEATHER SERVICE

2021

MAY-JUN

JUL-AUG



Nothing about the future is set in stone, and weather predictions are no exception. But in an industry where thorough preparation is fundamental, having an idea of what lies ahead can be the difference between business as usual and battling rain delays. Always keep an eye on daily and weekly weather outlooks, but also set yourself up for success by planning ahead through seasonal forecasts.

For the latest weather information, visit the National Weather Service's website.

www.noaa.gov

NEWS, EVENTS AND ANNOUNCEMENTS

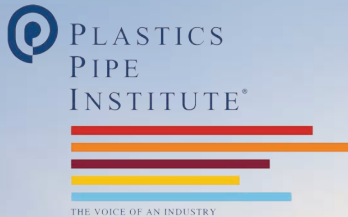
PLASTICS PIPE INSTITUTE RENEWS SPONSORSHIP FOR DEPARTMENT OF ENERGY'S SOLAR DECATHLON

PPI is continuing its commitment to financial and technical support as an educational sponsor for the 2021 Department of Energy Solar Decathlon® Design Challenge. This collegiate-level competition challenges teams to design highly efficient and innovative buildings powered by renewable energy, and features seven building divisions, including attached housing, suburban single-family housing and elementary schools. This virtual event took place on April 15-18, 2021.

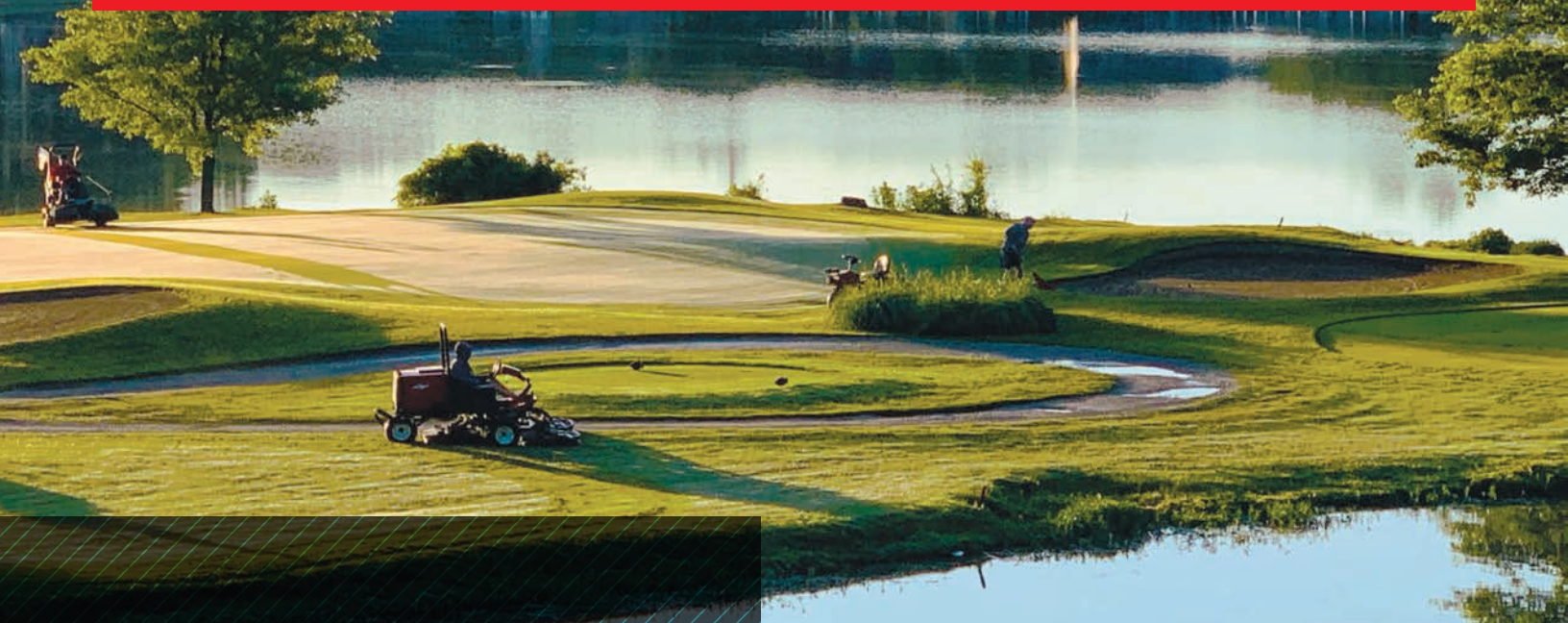


Project design resources can be found at
plasticpipe.org/building-construction/bcd-2021-solar-decathlon.html
turn to page 12.

To learn more, visit www.plasticpipe.org.



GREENER FAIRWAYS & GOOD DEEDS



How drainage made a big difference for a golf course and their community

When it comes to golf course planning, a developer's focus is location, location, location. For landscape architects and contractors creating a scenically manicured 18 hole experience, their mantra is drainage, drainage, drainage.

Having the right pipe in place for specific terrains and soil types saves a substantial amount of water. Perfect conditions on the greens are critical, much like they are in the agricultural fields. Both require solutions for heavy downpours, standing water and drainage

reliability. The water footprints left behind in both golf and ag industries impose on the planet's resources. That's why Fratco takes sustainability seriously. Soggy fields do not allow seeds to grow well. Golf course managers cannot book tee times on flooded or desert-dry courses. Farmers cannot have adequate crop growth if their soil is dehydrated. Players cringe at teeing off on ground reminiscent of concrete floors. **Finding the perfect balance with the proper drainage makes all the difference.**

WATER USAGE AND SUSTAINABILITY

Claiming the golf industry uses a hefty amount of water to maintain its aesthetic is an understatement. Private and municipal courses around the US pump a total of 2.08 billion gallons of water daily to irrigate turfs. That's 130,000 gallons per course, per day, which is a lot in terms of output. It can make it even more challenging in areas with considerable drought or water restrictions.

Golf course drainage and efficient watering go hand-in-hand. Watering plants and greens by manually, not full-blast systems on timers, is time consuming yet saves water. Groundskeepers know turning on a deluge of sprinklers is not always necessary nor efficient watering. Measuring water amounts is a precise science all its own, consisting of soil measurements, moisture readings and adjustments for rain showers or even blazing heat. Too much water on the greens kills grass. Without enough watering, the grass dies.

Finding the perfect balance takes time and patience—just another day at the office for those in the greens business.

WATER ISSUES AT EXTREMES

Investing in the environment—installing drainage—keeps resource vulnerability low and negative impact at bay so operations can harmonize and work within their habitat. There is a purpose behind shaping and constructing golf course drainage layouts. They consider the area's soil conditions, the best turf for the climate and whether grass dormancy is a good thing in the regions experiencing intense seasons. Grounds that consist of constantly shifting soil due to weather or climate require meticulous surveying, a hindrance to busy maintenance schedules that could be served elsewhere.

In golf, saving and redirecting water matters. Courses with water issues tend to lean towards extremes: unplayable, deluged fairways and greens or arid, desert-like conditions.

Nowhere for the water to retreat to or mounting watering bills to keep it playable. This is why having the right pipe in place matters, whether a course is located in Nevada's mountains or a Midwestern valley. Lush, carpeted greens must be the norm, not the exception, to keep tee times on the books. Sloping hills, waterways, rock formations and intricate landscapes are all part of watershed planning. Whether they are artificial or natural features, watersheds are drainage basins that channel water towards outflow points. These catchments whisk water away from the greens towards larger pools to draw upon later.

KNOW WHEN IT'S TIME TO IMPROVE THE GREENS

Facility managers know the pressure of keeping courses ready for play. Days with golfers scheduled to tee off back-to-back along with inclement weather can pose a challenge. When the soil under the turf is compacted from foot traffic pressure or overloaded by saturation, it needs as much intervention as it can receive.

When course managers and groundskeepers have aerated, reseeded, reduced watering and tried every trick in the turf management book on saturated or dehydrated grounds, it's time to invest in new drainage. Installing pipe removes groundwater that inhibits play, builds up water stores and provides golfers those coveted greens they dream of playing on. Although golf course drainage projects can vary in size and scope, not all greens require a complete demo of the property to

improve. For smaller installs, areas are player-ready a day or so after pipe installation.

The process of installing pipe is simple. First, the site is visited. The greens and fairways are surveyed to note valleys, slopes and other natural or manmade characteristics. It's imperative to establish the best direction for drainage design from the tee box to the sand traps. Next, the sod is cut and carefully rolled to replace later. Once the pipe is installed, a greens mix is applied. Its job is to direct water towards the pipe and the water stores. The sod is replaced precisely and tamped until level. Once the greens are blown and debris is removed, it's game time. Players can tee off and grounds managers can rest easy knowing the rainiest or driest of days are no match for Fratco products.

Installing pipe is a win-win. Drainage means the courses are available for play even after the heaviest of storms and the clouds are long gone. When turf managers consider the price of having to cancel tee times due to oversaturated courses versus the investment in drainage solutions, contractors hear from clients they wish they had made the leap sooner.

HOW FRATCO IS HELPING MAKE A DIFFERENCE

Dow Dellinger is one of the general managers of Tippecanoe Country Club in Monticello, Indiana. Golf has been one of the loves of his life for over 45 years. Dellinger has played many courses and knows what makes good turf. When you ask about his

ideal day on the greens, he laughs. “With my game, there is no perfect day anymore.” With his busy schedule, Dellinger is just happy to get out and play from time-to-time. Yet the perfect day and the perfect course eluded him in Monticello.

For years, the Tippecanoe Country Club’s golf course experienced multiple water issues. This golf course is essential to area residents who love to play and whose children attend affordable camps and learn to play the game. On the back nine, where the drainage system met the pond, flooding ruined turf and would render several holes unplayable for days after torrential rains. Drainage was not happening efficiently. The galvanized pipe installed decades before was filled with mud. There was definitely a need for improvement.

Always ready to lend a hand in the community, Fratco worked with Dellinger and the country club’s team in 2019 by donating pipe to improve drainage. “We could never have completed the work without Fratco,” Dellinger quickly adds as he recalls the story. He also mentions a relic unearthed

as repairs were underway. “After we took away the galvanized steel drainage, we noticed original clay tile underneath. It was practically pristine. After wiping the dirt from the company imprint, we realized it was Fratco’s.” Estimated that it was installed in the 1950s, it was a fantastic find and no surprise to Fratco that 70 years later, it remained in like-new condition.

Once the new Fratco pipe was in place, the change was immediate. No more flooding. No more damaged turf. Lots of players on the course. There was another surprising benefit Dellinger mentioned. “There are homes built along the back nine of the course that had experienced water issues for years.” Flooded basements. Standing water in yards. A real mess for neighbors. This Fratco fix on the course became an unforeseen solution. “The homeowners were thrilled,” Dellinger shares. “Without Fratco, this would’ve never happened, and our project wouldn’t have been completed.” A thirty-year problem for those with homes on the county roads behind the club was now over. It’s incredible how one random act of kindness led to something greater for the neighborhood at-large.

Fratco drainage installation at Tippecanoe Country Club.



Yet the giving didn’t stop with Fratco’s donation two years ago. The Tippecanoe Country Club continues passing it on. During the summer days of the 2020 coronavirus pandemic, when golf courses could once again open to players, the club welcomed children to play for free. “We are a part of a community that believes in giving back to others,” Dellinger shares. “Fratco made that possible, and we will never forget it.”

Sources: Golf Digest, USGA, European Golf Design, Tippecanoe Country Club



NEW FRATCO SPACES AND PLACES

Employee Break Room

When you work in manufacturing, adding extra sunshine into the day makes everything brighter. That was one of the ambitious goals Fratco brought to the design table when planning the new employee break room at its Francesville location. Wrapped in windows, the break room is warm and inviting with thoughtful touches throughout. New tables and chairs, a big-screen television, vending machines and a large refrigerator to store lunches are just a few of the amenities you'll find.

More attentive details abound, including a computer station with a two-fold purpose. To change the dynamic of internet equity in rural areas, Fratco decided to make a difference. "We understand that not everyone has access to the internet at home," comments Colleen Stroetz, Fratco's Personnel Director. "That's why we decided it was important to install a computer in the break room." It also provides access to Fratco's online tools, such as the Employee Support Fund. "Providing an employee-specific computer breaks any barriers to accessing information or applying for financial assistance when our work-family needs it the most."



The Wellness Center

The Wellness Center gives any fitness center a run for their money: 24-hour access for employees and their families, state-of-the-art elliptical machines, treadmills and rows of free-weights. New restrooms, complete with showers, make it easier for team members to hit the treadmill before work, jump on the elliptical during their lunch break or pump iron and then rinse off at the end of the day. "Chris Overmyer, Bill Champion, Craig Douglas and the team who planned and executed this new area went above and beyond. Their commitment to and appreciation for their employees shines through in both of these new spaces and I think they knocked it out of the park," Stroetz says.



THE

DREAM TEAM

*Why team building is essential
in the workplace*

Creating a cohesive workspace is a common business goal. Employee bonding time should be more than a quick wave in the parking lot at the end of the day or the obligatory holiday gift membership to the Jelly of the Month Club from management. Coworkers and team members want to know that the hours they give, the experience they bring and their presence mean something. That's why it's essential to create an environment that enables and encourages team building.

Team building is the process of bringing individual employees together into a group organized to work together to meet the needs of customers, coworkers and supervisors with a sense of pride, ownership and camaraderie. The

biggest workplace obstacles are no match for a group who excels and gets results together.

HOW TO KEEP EMPLOYEES ENGAGED

New research shows that over 63% of 600 US-based businesses with 50-500 employees say it is more difficult to retain workers than hire them. Competitive wages, new opportunities and better benefits can lure hard workers into seeking other offers. However, there is one thing people list time-and-again as the reason why they prefer to stay where they are rather than move on—feeling appreciated. Whether it's being thanked for a job well done or an assist from someone beyond their shift hours, positive

engagement makes all the difference. It encourages employees want to stay right where they are.

Most coworkers spend more time together than they do at home. That's why workplaces with an air of extended family retain employees more often. High-fives over a job well done, sharing a laugh or two and someone at the ready to lend a hand are just some of the reasons why people love their jobs, their coworkers and cannot imagine working anywhere else. Not every working relationship is filled with fun and friendly banter, though. Those in management positions are there to help problem-solve, motivate and maintain approachability. There is a fine line between respect for those in supervisory roles and seeing them as

your pal. When the lines are blurred, it can be challenging to clean the lens without misunderstandings or hard feelings. That's why open and honest dialogue while reviewing roles and responsibilities makes a big difference, and it's where team building strongly comes into play.

WHY TEAM BUILDING IS IMPORTANT

For people to work together effectively, trust is essential. Coworkers knowing their fellow employees have their back when called upon builds rapport. Trust allows people to open up to one another because they feel safe. Vulnerability and honesty about individual strengths and weaknesses invite listening and processing of talents and ideas. **When there is the confidence of respective roles within a team, members also tend to give one another more space to complete tasks, make independent decisions and the space to be accepted as unique individuals.**

Active listening and open communication help peers complete tasks together with desired results. When each person understands the group's respective roles, everyone knows what each individual has on their to-do list and can strategize together for the best outcome. When the workload is shared, productivity skyrockets, which means everything to production schedules, customer orders and the bottom line.

HOW IT BRINGS PEOPLE TOGETHER

Team building is critical to fostering and improving interpersonal relationships among coworkers. Taking the time to get to know those you work alongside is an investment in them. Not everyone will be best friends. Not all shifts will create a

Friday night bowling league team. But employees will have a better understanding of the real-life, real honest, real issues with people on their team. Sharing life's victories and sorrows continues to build trust and show others' softer side. Sometimes it takes a little vulnerability and understanding to remind us our coworkers are human too.

When teams recognize talents from within, they learn new skills and ideas from one another; they also foster a place of creativity filled with new ideas. Fresh perspectives can be the launching pad of innovation and problem-solving. Collaboration leads to improved performance, efficiency and can help with conflict resolution. Positive workplace cultures make people more accepting of mistakes. People become quicker to apologize for shortcomings and, in the end, this strengthens relationships.

HOW FRATCO TEAM BUILDING HAS MADE A DIFFERENCE

Colleen Stroetz is the Personnel Director for Fratco. When President Chris Overmyer brought Stroetz on board, he tasked her with team building and finding ways Fratco could do more than tell employees they were family. He wanted to show them.

Stroetz spent the first two months on the job interviewing every Fratco employee. "I wanted to know what they loved about working here as

much as I wanted to know what they'd like to see done differently," she shares. Stroetz wanted to hear everything and anything employees had to say. Not to make immediate changes, but rather to find themes within the collective of conversations. **"When overarching topics and subjects arose, it allowed us to categorize and see what was working well and what could improve."**

These themes allowed Stroetz to build a framework for direction towards beefing up what was successful while incorporating new programs, incentives and initiatives. Shining Star Awards, Fratco Incentive Rewards, Lead Trainers and a new eLearning partnership with the Indiana Chamber of Commerce for shift supervisors are just a few of the ideas Stroetz has implemented in a little over a year with Fratco. Not only has this created new positions and helped with employee retention, but Fratco is feeling more connected, more like family. The synergy of compatibility, value sharing and connection to coworkers strengthens teams and companies like Fratco. Coworkers who feel invested in and valued engage with one another. They happily stay right where they are because that's where they want to be.

Sources: Harvard Business Review, Workest, Society for Human Resources Management



Three Cheers!

FRATCO PROUDLY ANNOUNCES NEW
TEAM MEMBERS AND PROMOTIONS

GIVE A WARM WELCOME TO...

Joe Dahl – 3rd Shift Supervisor (Algona)

Shawn Klemm – 2nd Shift Supervisor (Algona)

Matthew Metzen – 2nd Shift Maintenance (Algona)

Ryan Mordick – Maintenance Personnel (Mt. Pleasant)

Samantha Setticasi – Office Administrator (St. Anne)

Laivy Anchondo-Wegener – 2nd Shift Supervisor (Mt. Pleasant)

CONGRATULATIONS TO...

Alicia Miller – Quality Lab Personnel (Algona)

Matthew Rightman – 1st Shift Supervisor (Algona)

Omar Sanchez – Quality Supervisor (Francesville)

Shane Solberg – Plant Manager (Algona)

Mauro Zuniga – 1st Shift Supervisor (Francesville)

“ SOMETIMES IT IS THE PEOPLE WHO
NO ONE IMAGINES ANYTHING OF WHO DO
THE THINGS THAT NO ONE CAN IMAGINE. ”

— ALAN TURING



“ *If you don't second-guess yourself,
then you are not trying to get better.* ”

— DON MATTINGLY





FRATCO

Fratco

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