



Employee

News

OneScapa

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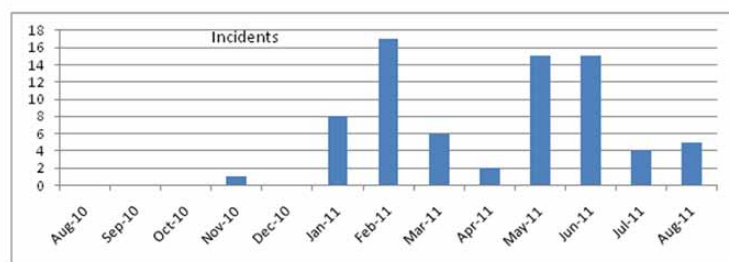
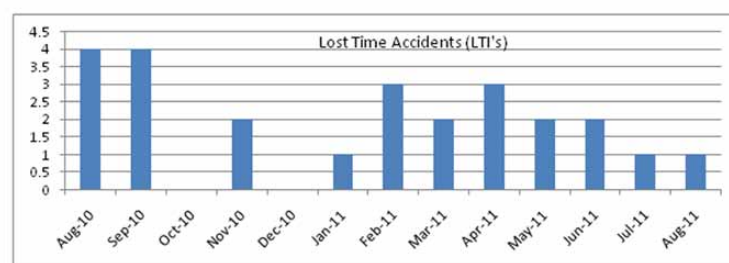
Welcome to the eleventh monthly Employee News update. The purpose of the monthly Employee News update is to provide Scapa employees with a source of information about the business, share ideas from around the organisation and celebrate success.

Health and Safety

There were 5 incidents during August. The most notable being an incident in Korea where an employee received some superficial burns to his head and neck area and was admitted to hospital for treatment. The incident was the result of a ruptured (failed) acrylic adhesive pipe which failed as the operator was observing the application of acrylic to the product. The pipe in question has been replaced with a higher specification pipe and the employee returned back to work straight after treatment on the day of the incident resulting in no lost time after the accident.

An accident in Ashton involved an employee receiving friction burns and a bruised arm when he reached into a machine.

Steve Giblin, Head of Group EHS.



The New OEM Sales Team



From left to right, Frederic, Dietmar, Didier and Markus

Two years ago the Remodel Team (project team to advise on the commercial structure) suggested Scapa should focus more on direct, high potential end users (OEM) in specific market segments. Over the last 10 years, Scapa has lost contact with end users, had little real market intelligence and margins were eroding. So once the full, new commercial management team was operational, the focus was to increase OEM's.

The focus of the newly formed team is on 3 regional areas in Europe (UK, France and Germany) and specific market segments like alternative energy, flooring, mass transit, sporting goods, signage, plastic profiles, electronics. The segments where a more extensive technical knowledge and a more intensive approach is required. Companies like the Siemens, Krone elevators, ABB, Philips, Tarkett, Airbus, Amcor, of this world.

Their brief is to first minimize attrition and increase sales at existing direct end users by selling products we are good at making (sell what we have got) and give Scapa more exposure to multinational businesses as we promote our capabilities.

The new team is lead by Tom Visser, and the members are Mark Jones, well known in UK and surrounding areas, and 4 new fresh, eager and highly motivated sales guys. Didier Monchot for the north of France and Belgium, Frederic Chapas for the south of France, Dietmar Herzog for the north of Germany, Holland and Scandinavia and last but not least Markus Dahl covering south of Germany, Switzerland and Austria.

Tom Visser, OEM Manager



Mannheim Warehouse Closure

As part of the closure of the distribution centre in Mannheim, Giovanni Alosi and his logistics team from Ghislarengo will go to Mannheim again in week 48/11 in an extra effort, to detach the storage racks. The possibility to use the storage racks again, helps Scapa to make big cost savings. We thank to Giovanni Alosi and to his motivated logistics team already today for their exemplary effort and their additional engagement! If any other Scapa site is interested in some of this storage racks from Mannheim, please let us now.

Sandro Pellegrino

Skillport: expand your professional background



We all like to stay up-to-date in our professional field. Sometimes, we need to learn more about a different business field from our own. Scapa now offers an online library and training tool - **SkillPort**.

No matter what your role is, SkillPort is the e-learning platform to extend your professional skills. You have access to the latest published materials in your professional field, or you can learn more about a different area. Most professional fields are covered (including sales, operations, finance, marketing etc). Also, you can use SkillPort to work on your personal development, with materials about team building, negotiation techniques, and time management.

SkillPort has a quick and easy to use search function: you can find books, videos, courses, skill briefs to answer any of your questions within seconds. Have a look at the catalogue today, and find the answers to your professional questions.

You can access all interactive recourses of SkillPort via the link below.

<http://scapa.skillport.com/skillportfe/login.action>

You can also access SkillPort via the Scapa Intranet. The link is in the 'Applications' menu.

CEO Awards Update

CEO//Awards 2011

Nominations for these awards are starting to roll in. Don't forget if you or your team has done something to boast about then go to:

<http://scapanet/apps/ceoAwards/?apps/ceoAwards>

A Blast from the Past!



This picture is of the fire brigade "truck" in Rorschach which was spotted by an English employee when visiting Rorschach.

This vehicle is not a museum piece as the van was just checked, approved and certified by the local (Rorschach) official fire brigade inspector.

Welcome to...

Jane O'Connell:
Graham Lanty:

Craig Fletcher:
Jeremiah (Jerry) N'Jie:
Beate Kniesel:

Group Reward and Benefits Manager
Global Category Procurement
Manager – Chemicals
Global Demand Planning Manager
Group Risk & Assurance Manager
Business Unit Manager Industrial Europe

Scapa employees featured on the front page are:

Magali Bennevault - Accountant, Valence
Cyril Oddon - Financial Controller, Valence
José Gonzales - Customer Care, Valence

Getting to know you....

Mike Muchin



Each month we include an interview of 150 words or less with Scapa employees. The aim is to help us get to know each other a bit better. We featured Paul Edwards last month. This month it's the turn of Mike Muchin, Global Industrial Business Unit Manager based in Windsor.

Where were you born and where do you live now?
I was born in Milwaukee, WI and now live in West Hartford, CT.

What is your role in Scapa?
Global Industrial Business Unit Manager.

What is your favourite food?
NY Style Deli Sandwich – Corned Beef on rye.

What music are you listening to on your iPod?
Coldplay, Dave Mathews Band, U2, Jack Johnson, Van Morrison.

Where do you like to go on holiday?
Anywhere there is a beach!

What advice would you give to someone visiting Windsor for the first time?
This time of year, apple picking and a hike to see the Fall colors in their glory.

If you have news stories that you want included in the update or have any questions or comments please contact: Tracy Sheedy, Group HR Director, tracy.sheedy@scapa.com.