



# Employee

## News

Issue 16, February 2012

Welcome to the sixteenth 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.

### Windsor CEO Awards 2011

#### Continuous Improvement Category

The Bug Contamination team at Windsor, winners of the Continuous Improvement category for North America, joined Heejae Chae - CEO and Paul Edwards - Group FD for dinner on 2nd February at Jonathan Pasco's restaurant in East Windsor, CT.

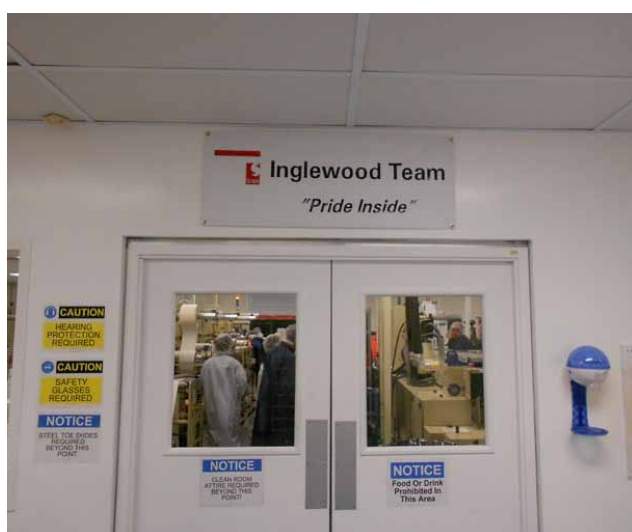
The evening was the first CEO Award Dinner to be held. The team were presented with their trophies and enjoyed a fun and relaxed evening with Heejae and Paul.

Subsequent ceremonies have been arranged at Valence, Rorchach and Ashton, which will be featured as and when they take place over the next few months. There will also be dinners held in Asia and Renfrew,

**Congratulations to all the winners!**



### Inglewood: Pride Inside!



The Inglewood, California team, which is part of the Healthcare division, is launching their campaign "Pride Inside". The "Pride Inside" campaign is to motivate and cultivate a spirit of pride in one's work. Many of the employees have worked at Scapa Inglewood for over 20 years and have a great deal of pride in the quality and service that Inglewood has always provided.

This is what some of the employees had to say about the campaign:

**Olga Barraza:** Inspector and Inglewood veteran of 21 years said that "Pride Inside" means to give your best as an employee, as a co-worker and above all as a human being. My motivation comes from our new personnel that support us and the hope of continued improvements from the company in general".

**Cesar Paredes:** Procurement, and Inglewood veteran of 19 years said that to him, "Pride Inside" means quality of work, team work, and my motivation comes from a great work environment the people here are like my second family".

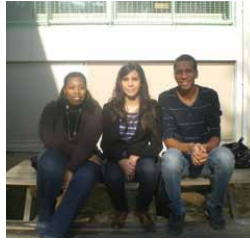
**Derrold Lyons:** Press Operator, and Inglewood veteran of 10 years says that he feels that: "Pride Inside" to him is "having the right attitude and mindset when I walk through the doors in the clean room and having pride in what I do. I am happy because I feel that we are being heard, supported and encouraged by Management".

**Robert Harada:** Receiving Department, and Inglewood veteran of 9 months said: "Pride Inside" means doing things right the first time and going the extra mile to make sure that everything is done correctly not just in one department but throughout every department. It means producing quality work".

**Frances Monge:** HR Manager, Inglewood

## R&D welcome 3 new recruits

Isabelle Rouzeval, European R&D Manager, has been working closely with French universities to promote the chemical adhesive degree as a step towards an interesting and international career. She has participated as a member of the panel of judges for the ITECH university in Valence. Subsequently, a number of final year students from the university have applied for a 6 month work placement within one of the European Scapa sites. As from 27th February 2012 we will be welcoming 3 students – one in Dunstable, one in Rorschach and one in Valence.



**Sabrina Palmis:** ROR du 21/02 au 31/07/12 - Optimization of PSA Tapes in R&D Department.

**Yoldes Ben Jedida:** DUN from 27th February to 31st August 2012 - Process capability and validation process for healthcare products in Quality Department.

**El Mehdi Ajarroud:** VAL from 27th February to 27/07/12 - Optimization of natural and synthetic rubber adhesive formulation for tapes in Industry in R&D department.

**Sandra Evans:** HR Manager, France

## 40 years service for Hubert !



Hubert Reboulet started with Scapa on 1st March 1971, over 40 years ago! He also celebrates his 60th birthday on 22nd March.

Until a few months ago, when the French Government changed legislation, it was to be his retirement year, he now has to work almost another 12 months!

He is proud to work for Scapa and is a well liked member of the 103 Coating Team who willingly shares his knowledge with the younger generation.

Congratulations Hubert!

**Sandra Evans:** HR Manager, France

## Joyce Thomas: Over 25 years of service

On January 13th, 2012 the Inglewood site celebrated Joyce Thomas' dedicated service of almost 26 years and her retirement from the company. Many of the staff, with tear filled eyes, shared how much they have appreciated her kindness, support and encouragement throughout the years.

Joyce was hired as a part-time employee in the accounting department back in 1986. Years later, Joyce was asked to come on board, full-time, as the Human Resources Manager. Joyce accepted the challenge and became an integral part of the Scapa Inglewood team. Joyce's sweet demeanor, made everyone feel cared for, supported and encouraged. We wish Joyce all the very best for her retirement!

**Frances Monge:** HR Manager, Inglewood



## Welcome to...

**Benita Bereuter** – Logistics, Rorschach

**Cleber Alexandre Festino** - National Sales Manager, Brazil

**Scapa employees featured on the front page are:** Giuseppe Maffe - Technical Service, Ghislaengo Zoe Fogg - Purchasing Assistant, Ashton and Simona Erbetta - Accounts, Ghislaengo

## Getting to know you....

### Francis Ng



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 Randy Holmes the January issue. This month it's the turn of Francis Ng.

**Where were you born and where do you live now?**  
*I was born in Singapore and currently travel around Asia most of the time.*

**What is your role in Scapa?**  
*I'm a Commercial Director, I oversee the sales and operation in Asia, excluding India.*

**What food reminds you of home?**  
*My mum's braised duck. This Teochew cuisine is a family favorite, often served at Chinese New Year as well as everyday meals. The duck meat should not be too dry or too tough and yet not too oily. The "lor" (gravy) is most important as that is actually the stock that the duck is braised in and it defines the depth of flavor of the meat.*

**What music are you listening to on your iPod?**  
*I enjoy Jazz music.*

**Where do you like to go on holiday?**  
*I love visiting Switzerland and love the mountains & lakes. Actually it is my wife who loves Switzerland, so I love to fulfill her wish.*

**What advice would you give to somebody visiting Singapore for the first time?**  
*For someone who would like to visit Singapore which is located almost on the equator therefore giving it a hot, humid feel all year round with often unpredictable rainfall, taking the appropriate clothing is important. One of the best things about Singapore is the food and food is the frequent topic of conversation among Singaporeans. Singapore's multi-cultural is reflected in the variety of local cuisine it has to offer, there is Chinese, Indian, Malay, Peranakan etc. Visiting guests ought to try some of our local delicacies.*

**What advice would you give to somebody just starting out in their working life?**  
*For the young that are just starting out in their working life - Work To Learn.*