

Wats Up at Watson

September/October 2017

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and much more...





First and foremost, Paul is an artist. He is also a known character, a nurturer, a gatherer, extrovert extraordinaire, keeper of useless and useful knowledge... the brainiac! Paul has a undeniable funny bone, is an incredible chef and this is what helps earn him the title of Watson's mad scientist of color, flavor and creativity! If anyone can, the candy man can. - Christina Cole

CC: As we revive the newsletter... It only seems appropriate the first employee interview be yours. Some of the new employees, and some of the old... may or may not be aware that you are its name creator. How did naming the newsletter come about? Was there a contest or...?

PG: I came up with the name "Wat's up at Watson." "Wat's up" seemed like a perfect name as it uses the first four letter of Watson as well as explains what the periodical addresses... What's up! Sara Watson had sent out an email asking for ideas for the name. I wrote Wat's Up on a piece of paper and left it on her desk. I did not know they had used my name until the first issue came out.

CC: You have been in product development a long time. Tell us a bit about how you got started in this industry, what your original goals were

and if you thought this is where you would end up applying your art knowledge.

PG: I have been working in Research & Development/Product Development for 30 years. I started using my creative skills for industrial purposes as a colorist for a major paint manufacturer before there was computer aided color matching. I would blend and match colors as well as create new ones. While attending art school most of the focus was on fine art or graphic designs, but there are so many more opportunities for artistic endeavors in the industrial sector as well. Since I am a man that likes steady income I focused more on the jobs in those fields.

CC: Since I have known you I have been privy to some pretty interesting "WOW PAUL" stories dealing in your field. I see your self-created art outside of work and you deal mostly in primary colors.

For example, your painted horseshoe crabs, which are an interesting contrast to the spectrum that you generally work in. Could you share a few stories from your vast colorful catalog with your Watson Family to "oooo" and "ahhhh" at?

PG: Over the years I have made a few "ahhhh" worthy creations. I made the paint for use on the Golden Gate Bridge. I have made faux wood and stone interiors for high-end automobiles. I have even made custom nail polish to match the bathing suits of my female co-workers.

CC: Tell us a little bit about what you are working on, your concept foods, how they work and perhaps some of your favorites that have been sold to other companies.



PG: The skills I obtained while working in product development for other companies made me a good fit for the R&D department in our Edible Films Division. You see, the process of making vinyl or edible film is very similar. The main difference being... one you sit on and one you eat. My job here at Watson is varied, one part is customer driven, by which we in the film lab make edible films or glitter that have been requested by one of our customers. The second part, and in my opinion, the most fun part, is coming up with new and unique ways that our products can be used in food and beverages or even over the counter medical items. The red, blue or green speckles you see on gum and mints... That's Watson glitter. We have put glitter on Marshmallow Peeps and in Oreos. We have made edible films for meat processing. A few of the flavors that we made for the meat processing film are: Barbeque, Mango Habanero and Onion Garlic.

CC: What are some of the artful yet scientific aspects of your favorite projects or flavors... say particle size in reference to matte, shine, color... how size or even reflection could make a difference in appearance etc.?

PG: Watson makes edible glitter in different size particles known as mesh size. The bigger the mesh numbers the smaller the glitter. 8 mesh is used for the biggest visual impact as where 60 Mesh or smaller is what we call glitter dust. One of my favorite flavored glitters is Sweet Jalapeno. I developed that flavor for use in chocolate. Then there is a red grape glitter that when added to peanut butter cookies make it a delicious PB&J flavored confection.

CC: How many people work in Research and Development and what are their jobs? What impact do they have in reference to your job? What do you feel are your strong points as a team? Essentially... what makes the team tick?

PG: The great part of working in Film R&D is how we bounce ideas off of each other and work well as a team. Sales, Marketing and the lab are an incredible group of people that communicate well with each other to find the best solution to fill any customer's requests. Though we are few in number we make a big impact.

CC: How many colors and flavors has your team developed? What out of those do you notice the general public and industry people are drawn more too?

PG: The list of flavored films and glitter is too long and varied to list them all. What I can offer is categorically we have made, Sweet & Savory flavors from Blue Raspberry to Cheddar Cheese, which include all the colors of the rainbow. Right now the Natural Colors are all the rage, however, it is the bright artificial colors that people are really attracted to.

CC: What is the one project that you thought should have flown and become a hit but petered out instead?

PG: One project that I really hoped would catch on was a shampoo and soap film I created for hikers and bicycle riders. The shampoo and soap film both were all natural film that carried very little weight and when mixed with water made a lovely peppermint hair and body wash.

CC: We will end with... what are your future dreams, hopes and aspirations in your field and beyond?

PG: I look forward to new challenges and more ways to use my creativity as an asset for the company as I finish my first decade working here and Watson heads towards its 80th year in business. As I like to say, "When it comes to Watson Edible Films and Glitter, the only limit is your imagination."







Tairy Ramos life's lil' cake walk...

I was born in New Haven at Yale Hospital. I lived in West Haven until I was 9 and then moved to Puerto Rico with my family. **What made me get into baking?** It was something that came out of no where. I do like to cook. I started cooking when I was 13 years old. I was always drawing with my older sister making posters for birthday parties... characters like Elmo, Dora, and Winnie the Pooh. When I was 16 years old my Mother's Cousin who owned a bakery in Puerto Rico saw my drawings and asked if I was interested in working in her store. She stated that she needed someone to draw decor on cakes. I agreed, thinking it would be easy, but in actuality it was not. I used to go nuts trying to draw on the cakes. Drawing on a cake is definitely NOT the same as drawing on anything else at all. Eventually I got it down and I started to enjoy it. It was fun to be in the kitchen learning how to bake, make frosting etc. I did end up leaving after couple of months though. Working there wasn't technically like a real job. I was a minor getting paid cash under the table and only working on weekends. I

moved back to CT in 2007 at 19 years old to take care of my grandparents, my aunt and help my aunt Ivette with their care. I didn't bake or try to do any cakes again until around 2010/2011. It was then that I started practicing on my own, trying to push myself towards new things, immersing myself into techniques that I hadn't learned at the bakery. (YouTube helped me a lot as well.) I just kept baking until ... well... today. I keep learning new skills, getting ideas and creating little inventions of my own. I enjoy doing things for others, making surprise Birthday Cakes or just any cake for no reason at all. Bringing joy to people makes me feel good. I like to see people happy and make them feel special. Making people feel special makes my day as well as theirs. Cakes really do make people happy you know? I get some ideas from the Internet; from what the people themselves are like, putting that all together ends up creating my own form. Some days I just go with it and see what comes out. I have used products from .

Watson before. I have used Watson's Edible Glitter. There was one time I made Christmas Tree Cupcakes and brought them to work. Gavin saw them and gave me the idea to use edible glitter on them. I ended up making the cupcakes again; using his idea, and they came out really nice. I would like to use the Watson film on a cake.

One of the new things I would like to try is to make a gravity defying cake. A Gravity Defying Cake is constructed in such a way that they suspend disbelief and perspective, making garnishes appear to float in mid-air. This is achieved using secret scaffolding – usually plastic straws, bamboo sticks or even metal rods concealed within the cake or disguised with Buttercream, Ganache –

or Icing. (Per the Daily Mail UK's description) I think that is going to be my next work.

What are my 10yr goals? I

am still working on and trying to figure that out. I have been working for Watson for almost 10 years. Watson was my first real job. I started working in the Glitter Department. From the Glitter Department I moved to the Film Department. Now I am in the QA Department. I enjoy working at Watson very much! Watson is a very friendly atmosphere. It's not only a family owned company, but they have created a family atmosphere here as well. If you look at all the workers, you really see the inner families too...smiles, laughing, joking around... these are people who care and worry

about others and help each other out. I look forward to many more years working with Watson and learning much more here.

*Example:
Anti-Gravity
Cake*





The University of New Haven's Mayor's Advisory Commission proudly announced their 3rd Annual WestFest Saturday, Sept 2 that ran from 11-6 on the West Haven Green! Watson had the opportunity to sponsor and participate in this special event. The Watson Marketing Department put together a Carnival themed photo booth to raise funds for W.H.E.A.T of West Haven. The Watson photo booth quickly became a busy hub of donations, laughter and smiles from everyone... children to adults alike! In addition to the photo booth, the event was host to a plethora of funtastic happenings... Unity Run, Color Party, Top Hat Dance Academy performance, Live Music, Dunk Tank, Pie Eating Contest, Bounce house, Bounce Joust, Food Trucks, Obstacle Course, Tug-O-War, Hot Shot Contest, Food Drive, Crafters, Student Organizations, and a diverse amount of local businesses! Watson was proud to be one of those businesses. It's important to reach out within the community in which your business resides, whether through education, sponsorship, or charity ... every aspect is an integral part of a continuing a lasting relationship that one has with their area. This event also helps get the word out that #wearewatson and we are here. This knowledge boosts the constant flux of employees and continues to grow job opportunities for the West Haven area. Everything you do in your community can only make you all better and brighter. In response to our campaign for W.H.E.A.T with the Food Drive and donations, all of the West Fest vendors decided to donate their profits to W.H.E.A.T! This act alone clearly outlines once again that compassion, generosity and gratitude are contagious.

In the words of West Haven's mayor;

This special event, sponsored by the University of New Haven Mayor's Advisory Commission is a welcoming opportunity to immerse the students of the university of New Haven into the rich and diverse culture of West Haven. According to the MAC, students do not frequent many city businesses and restaurants in part because of lack of knowledge of their existence. Westfest aims to bridge the gap between these two prominent communities by offering local establishments a unique marketplace to promote themselves to hundreds of city residents and the university of New Haven students. – Mayor Edward M. O'Brien

However, in actuality, West Fest became so much more! Looking forward to next year! #wearewatson

See how you can help in your community:

<https://www.unhmac.org/westfest-2017>

<http://www.wheatpantry.org>

<http://cityofwesthaven.com>

If you would like to volunteer to help with any of the Watson community events, please contact Moira, Blake or Christina in the Marketing Department.







Thank You Watson Family, once again, for another great day at Lake Compounce June 2017!





Fellowship Garden

“For the most part the garden did really well this year. I think 2017 was one of the best prepared gardens that we have had out of all three years! We had great success with drip irrigation and added fertilizer and compost after soil testing.” - Moira Watson

As part of the prep this year we had the garden hand tilled. A tractor was used up until this point. Hand tilling allowed us to have the rocks removed by hand. Removing the rocks by hand has really improved the quality of the soil. The weed mat and fencing was installed better than ever. This really contributed to keeping animals out and allowing the grounds to flourish without interference. For the most part the garden did really well this year. I think 2017 was

one of the best-prepared gardens that we have had out of all three years! We had great success with the drip irrigation and added fertilizer and compost after soil testing. The drip irrigation needs a little adjustment before 2018 but is much better than the sprinklers! Next year we intend to feed the drip system from two sides and by doing this it will provide more even watering. The drip system though a big improvement could still be better. Most of this is why



we got a late start and is what impacted crops like broccoli and cabbage that like cold weather. Those crops started too late and with it being too warm, it held them back. The gardeners took a while to plant, meaning that some of the seedlings were sitting in the garden's aisles for 3 or more weeks in their original pots. When that happens tomatoes become leggy and bolt. This effects yield and overall the plant just ends up looking stringy. The 2018 Garden definitely needs to get an earlier start. This will be possible and even sped up now that we have a good contractor.

In 2016 we mapped out an area for a third garden. We originally had hoped to start this year but instead installed the drip irrigation to the

existing gardens. We hope to start the third garden in 2018. The idea for this garden was that it would be a shared garden that we would not till every year. Therefore, that garden could have permanent plants. The third garden would be for crops like blueberries, raspberries, and asparagus... the type of plants that come back every year. I had originally planned to stay away from fruit trees. Fruit trees look great but they are a lot of work between pruning them a certain way to produce a crop to spraying for bugs several times a year. Gavin is in favor of fruit trees so it still may be an option. The idea with the shared garden would be gardeners who wish to partake in the berry harvest would each give time to the planting and maintenance of the garden. In

return for helping they would get their share of berries. In other words, the whole garden would be shared vs. having individual plots. The gardener could also still have a plot in the other gardens for seasonal planting.

Highlights: The most productive crop we had this year was our squash. The consistent watering helped. The crop that didn't do well was the peppers. Something affected them and they died off. Disappointing. Not only does the Garden produce food for the gardeners and WHEAT, it has provided a place for endangered Honey Bees to flourish as well as created a habitat for song birds. The Fellowship Garden keeps giving back.

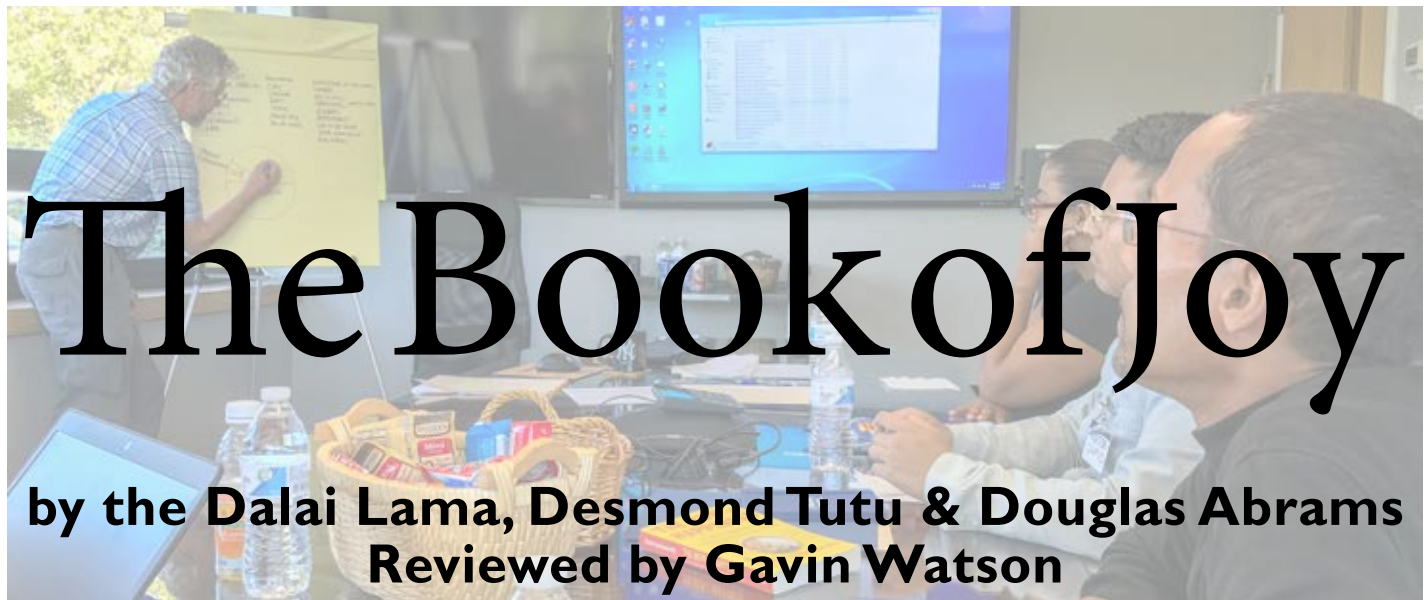


Goals for 2018's Garden:

Get started in March & have some gardening 101 for those who'd like to learn more. Perfect the watering system. Help people plan for multiple plantings to extend grow time. There are root crops that can be planted as late as September. Enlist more volunteers to help with the W.H.E.A.T garden. We need more help planting and picking.







I am really passionate about learning how people can enjoy work more, work better together, and create a more joyful workplace. I feel passionately that we should be able to have a lot more joy out of our work lives. (For those of you reading this who feel that a more joyful workplace will lead to financial ruin let me say that, I also am convinced that having a more joyful work experience will lead to other side benefits. I think that having more joy at work will also most likely make us more profitable as a company.

So how do we go about creating a more joyful work experience? Work experience is in many ways the sum of its parts and the most important parts of our work experience are each of our relationships with each other and how we choose to perceive each other and ourselves. I think the answer can be found in the “Book of Joy” by his holiness the Dalai Lama, Archbishop Desmond Tutu and Douglas Abrams. (There are copies through out the lunchrooms)

In the second half of the book they discuss eight pillars of Joy. Perspective, Humility, Humor, Acceptance, Forgiveness, Gratitude, Compassion, and Generosity are the eight pillars.

One of the pillars, generosity, for instance... “Companies that are caring of their workers are more successful. Now they could say... ‘Well we pay them so much and that is the end of our concern for them. Yes well okay, do that, and your workers will be workers who say, ‘If I work my shift from a certain time to a certain time, I’m finished.’ However when they have experienced that you care about them as people- it does increase productivity. I don’t know what other evidence we want that would tell us that the caring corporation, the caring person, almost always is the ones who do well. In fact, very, very well and the opposite is true as well.” – Desmond Tutu

Humor. Abrams says “One of the most stunning aspects of the week (the week he spent with the Dalai Lama and the Archbishop in Dharamsala) was how much of it was spent laughing. At times the Dalai Lama, and the Archbishop seemed to be as much a comedy duo as two venerable spiritual leaders.”

We need a sense of perspective and humility to laugh at ourselves. “It is much better when there is not too much seriousness. (Said the Dalai Lama) “Laughter, joking is much better. Then we can be completely relaxed.” Desmond Tutu said “Well yes if you are longing to bring people together, you are not going to do so by

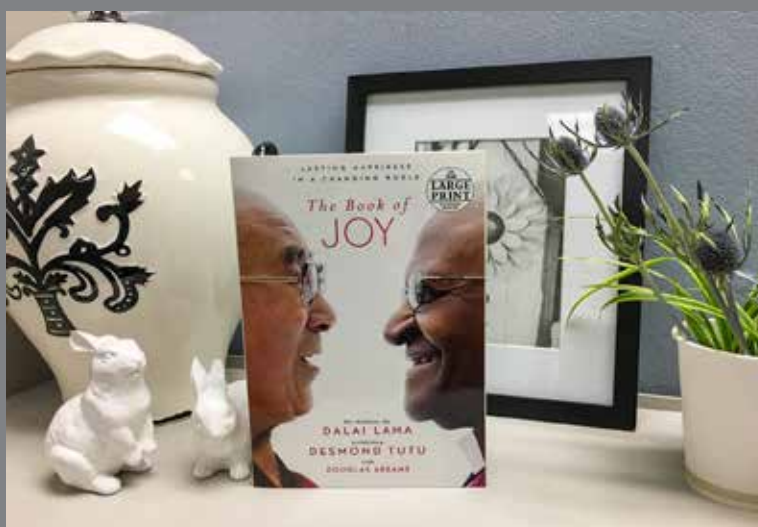
being acerbic. You know it is so good to see the ridiculous in us all really. I think we then get to see our common humanity in many ways.”

Acceptance. “The only place where change can begin.” A Buddhist Quote says, “Why be unhappy about something if it can be remedied? And what is the use of being unhappy if it cannot be remedied?” “Acceptance it must be pointed out is the opposite of resignation and defeat.” Writes Douglas Abrams. The Archbishop says, “We are meant to live in Joy. This does not mean that life will be easy or painless. It means that we can turn our faces to the wind and accept that this is the storm we must pass through. We cannot succeed by denying what exists. The acceptance of reality is the only place from which change can begin.”

Gavin has written a pretty in depth synopsis of “Joy” that has been printed out and is located throughout Watson. If you do not see a copy and would like to read it we can print one out for you. It’s pretty hard to summarize in a few short paragraphs all the incredible things he has said and pointed out about the book and then try to put it in a tiny space for a newsletter. I urge you to pick up a copy of the book yourself and Gavin’s handout that accompanies it. Gavin has also provided copies of the book in the cafeterias throughout Watson, in both English and Spanish. If you would like a copy and do not see one please reach out to Gavin at:

Gavin.Watson@watson-inc.com

Gavin also visits the new employee training groups at which he shares his knowledge and interpretation of these texts combined. This gives all the new employees an idea of what outlook the workplace they are entering into has.





HALLOWEEN WORD SEARCH

H	M	F	T	C	D	O	S	Z	T	E	D	S
L	A	E	L	A	O	C	T	O	A	P	R	N
Y	U	L	E	O	R	F	M	M	Y	I	A	I
L	S	D	L	E	W	B	F	B	I	C	Y	A
L	N	O	A	O	S	E	L	I	W	E	E	R
U	D	M	U	T	W	C	R	E	N	R	V	B
K	A	A	O	T	A	E	A	E	A	I	A	N
S	T	N	E	E	P	L	E	N	W	I	R	E
A	E	R	I	P	M	A	V	N	D	I	G	V
H	A	U	N	T	E	D	F	S	H	L	E	A
T	P	Y	R	C	O	S	T	U	M	E	E	R
O	C	T	O	B	E	R	W	I	T	C	H	E
T	H	U	N	D	E	R	A	D	N	N	T	C

COFFIN	HAUNTED	HALLOWEEN	OCTOBER	ZOMBIE
CANDLE	UNDEAD	WEREWOLF	COSTUME	RECIPE
VAMPIRE	THUNDER	GRAVEYARD	SCREAM	BRAINS
CRYPT	WITCH	TOMBSTONE	SKULL	RAVEN

A Large Helping

for a small portion

"Remember, if you ever need a helping hand, you'll find one at the end of your arm." — Sam Levenson

Ever see the donation stacks going to some of our charitable endeavors and think to yourself how do they do that? That must cost a fortune. Surprisingly it doesn't and that fact actually helps a snowball effect to help with the next venture.



Today we are here today to break it down for you... Most of, if not all of the thrift can be attributed to our Vice President of Marketing and shopping guru Moira Watson. Moira has now become a master at finding deals. First it starts with scouring the internet, then it moves to countless list alerts. That is when the magic happens...

STOP EVERYTHING!

And run to Kohl's for unbelievable deals on **Hamilton Beach small appliances**. Starting today, eight different appliances are on sale for \$19.99 (shown from slow cookers, hand blenders, rice cookers, and more). Plus there's a \$12.00 mail-in rebate available for each one of these remaining, right?

There's much more! Use code **HOME10** to get \$10.00 off your home purchase of \$50.00 or more, AND code **JAN15** to get an additional 15% off. Plus, through 2/5, you'll receive \$10.00 Kohl's Cash for every \$50.00 spent after coupons. Make sure to sign up for **Yes2You Rewards** and earn a \$5.00 reward for every \$100.00.

Buy seven **Hamilton Beach appliances** and stack-up to five of each product. Pay \$118.44 out of pocket after the coupon each, but get back \$20.00 Kohl's Cash, \$5.00 Yes2You Rewards, and a whopping \$84.00 back in rebates.

The final price will be 1.44 for all seven appliances... that's just \$0.21 each!



Buy 7 Hamilton Beach Small Appliances (reg. \$24.99)

Buy 1, Submit for \$12.00 Mail-In Rebate through 1/31 - Postmark by 3/4 - Limit 5 Per Product per Household

Use code **HOME10** to get \$10.00 off your home purchase of \$50.00 or more through 2/5

Use code **JAN15** to get 15% off your purchase through 2/5 (\$10.40)

Receive \$20.00 Kohl's Cash through 2/5

Receive \$5.00 Yes2You Rewards

Free shipping on orders of \$75.00 or more or free store pickup

Pay \$118.44, Receive \$20.00 Kohl's Cash, \$5.00 Yes2You Rewards and Submit for \$84.00 in Mail-In Rebates

Final Price: \$0.21 each, when you buy all 7

That's what to buy that way?

Get four appliances for only \$0.21 each after all presented!

<http://bit.ly/2xMvxhS>

Buy 7 Hamilton Beach Small Appliances (reg. \$24.99) \$19.99. Buy 1, Submit for \$12.00 Mail-In Rebate through 1/31 - Postmark by 3/4 - Limit 5 Per Product per Household Use code **HOME10** to get \$10.00 off your home purchase of \$50.00 or more through 2/5 Use code **JAN15** to get 15% off your purchase through 1/28 (-\$19.49) Receive \$20.00 Kohl's Cash through 2/5 Receive \$5.00 Yes2You Rewards Free shipping on orders of \$75.00 or more or Free store pickup Pay \$110.44, Receive \$20.00 Kohl's Cash, \$5.00 Yes2You Rewards and Submit for \$84.00 in Mail-In Rebates Final Price: \$0.21 each, when you buy all 7

and Voila' something so simple helps so many who wouldn't otherwise be able to afford these very basic conveniences.

21 cents?

Who gets appliances, anything for that?

"The best thing is when you use the Kohl's cash and rewards toward the purchase of the next deal. That really helps make it even more wonderful." - Moira

Workaversary

October 2017

September 2017

Jose Corona	9.17.97	20 yrs
Kimberly Imbimbo	9.17.01	16 yrs
Monty Shride	9.3.02	15 yrs
Kuarnyuin Koang	9.8.03	14 yrs
Jeanette Crans	9.13.04	13 yrs
Flor Bernier	9.26.05	12 yrs
Enver Zahirovic	9.18.06	11 yrs
Pu Sie Lo-Santiago	9.10.07	10 yrs
Alejandro Herrera	9.24.07	10 yrs
Paul Giarniero	9.22.08	9 yrs
Julio Pacheco	9.29.08	9 yrs
Rita D'Angelo	9.30.08	9 yrs
Cynthia Shanahan	9.30.13	4 yrs
Katrina Boone	9.25.2015	2 yrs
Dennys Rodriguez	9.28.15	2 yrs
Daniel Sanchez	9.28.2015	2 yrs

Jerry Musser	10.15.85	32 yrs
Minren Xu	10.30.95	22 yrs
Mary Pataky	10.13.03	14 yrs
Kevin Boyle	10.25.04	13 yrs
W. Craig Dickey	10.23.06	11 yrs
Daniel Nieves	10.29.07	10 yrs
Heriberto Torres	10.29.07	10 yrs
Archie Sawmadal	10.15.09	8 yrs
Mwenze Bulabula	10.18.10	7 yrs
Siriluck Handjono	10.25.10	7 yrs
Noemivera Seda	10.27.11	6 yrs
Ben Shuler	10.20.14	3 yrs
Elida Rivera	10.27.14	3 yrs
Christina Cole	10.16.15	2 yrs
Dallana Rivera	10.26.15	2 yrs
Krystal Rodriguez	10.26.15	2 yrs
Kinsasha Quinde	10.26.15	2 yrs
Adrian Lugo	10.26.15	2 yrs
Brienne Bogner	10.6.16	1 yr
Kevin Tu	10.6.16	1 yr
Gary Britting	10.17.16	1 yr



Happy Birthday

September 2017

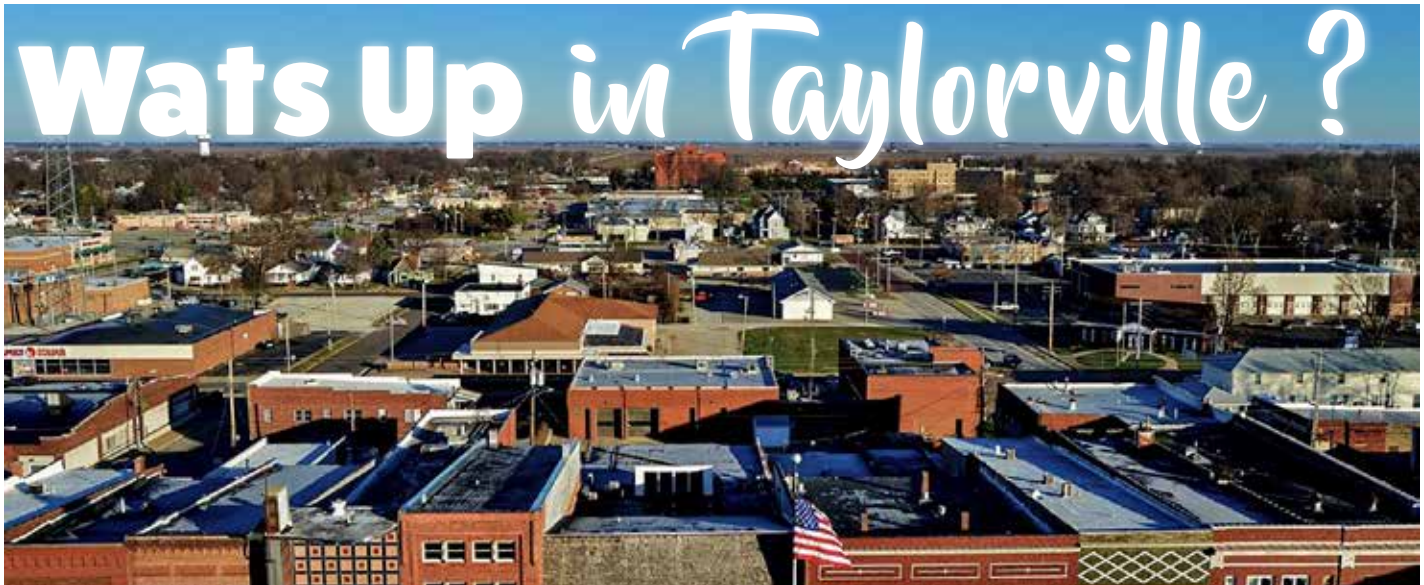
Juan Dennys	2nd
Joseph Guido Jr.	2nd
Karina Martinez	2nd
Minren Xu	2nd
Francisco Pena	3rd
Dallana Rivera	4th
Alejandra Vazquez	5th
Phong Pham	6th
Janice Plas	6th
Paul Giarniero	7th
Flor Bernier	8th
Tom Pietrosimone	8th
Michael Pendergrass	8th
Tairy Ramos	9th
Pu Sie Lo-Santiago	12th
Raymon Beall	13th
Michael Beaven	15th
James Wright	15th
Alice Wilkinson	16th
Curtis Bell	17th
France Mendoza	20th
Adrain Lugo	21st
Kristen Ferencz	21st
Keith Clark	21st
Sherry Lawrence	23rd
Zenaida Deida	23rd
Sade Ebanks	23rd
Amit Sinha	24th
Eduardo Santiago	25th
Collin Hall	26th
Jose Hernandez	28th
Craig Fassett	29th
Helen Roberts	29th
Darold Jackson	29th
Brienne Bogner	30th

October 2017

Nelson Figueroa	3rd
JohPaul Tata	5th
Patricia Catauro	6th
Antony Quispe	6th
Chante Green	7th
Kevin Boyle	8th
Angel Mastriano	9th
Christopher Pinto	10th
Alan Seda	13th
Roger Weldon	13th
James Ziegler	15th
Margarita Herrera	16th
Elisabeth Sassano	18th
Jose Corona	20th
Krystal Rodriguez	21st
Joshua Lambert	22nd
Darnell Colter	23rd
Daniel Nieves	28th
Pedro Texidor	30th
Kinsasha Quinde	30th
Maurice Sanchez	30th

As each candle is added
to your cake...
May your happiness
multiply!

Happiest of Birthdays
Watson Family!



August 18th, 2017 our team members dropped off about 200 brand new back packs full of school supplies based on grade level to the Taylorville Emergency Food Pantry. An example of what was included in the backpacks: Backpacks for children K to 3rd Grade, 1 box of crayons, 1 pack of colored pencils, 1 package – 16 pencils - #2 pencils, 1 pack (2 sticks) glue, 1 ruler, 1 pair of safety scissors, 3 wide rule notebooks single subject, 70 pages, 1 package of construction paper, 2 pocket folders, 1 Pencil sharpener, 1 Big Pink Eraser and Pencil case. This was adjusted accordingly to grade level from ballpoint pens to Scientific Calculators! Volunteers from the churches, that are part of the Ministerial Association that Taylorville Food Pantry is run by was responsible for the distribution of the backpacks!

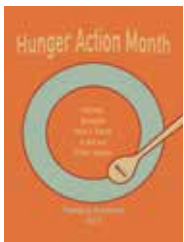
Bush Stadium *Cardinals* vs. PIRATES June 24th 2017

Watson team members and their guests enjoy a day at the park



**Blending
Rooms
are
finished!**





September is Hunger Action Month – It is a time to come together and tell our families, communities, lawmakers and the world that it is not okay for millions of neighbors to go hungry. There is no reason that anyone should go without food. If you look at the waste that comes from stores, restaurants to our own gardens you realize all of this could have been donated to someone in need. There are many more ways to help in your community. Contact your local food bank about volunteering or donating food. Speak to your elected officials about starting a pantry or Saturday Farmer's Market donation area. Sometimes it all boils down to just giving a few dollars. Pick the action you are going to take as part of Hunger Action Month to help end hunger, and then pass the plate by sharing it on social media. As we know generosity is contagious and it all starts with you.



Watson participates yearly in Hunger Action Month. However, the company is not limited to just the month as we are strong participants in pantries and food banks nationally and internationally. The company is always pushing to get the community involved and often challenges other businesses to do the same. If you know caring people in your circle or just want to help out yourself please see someone in the Marketing Department. If you know of someone that is in need please contact us so we can help and/or point them in the right direction. Local actions make a big impact and we need to come together to end hunger in our communities. From Community Kitchens to Donation pop ups there are always ways to get nourishment to children and adults alike. If you would like information outside of Watson, if you should want to participate on your own, please take a look at feedingamerica.org.



For the 2017 Hunger Action Month and Spontember Watson employees joined one another on the lawn in mind, body, spirit and t-shirt solidarity to form a 'W' of Hunger Slayers. (rawr) Christina Cole from Marketing shot the 'W' from the roof of Watson. This was yet another great idea from Melinda Saller. (Gavin photo-shopped in out of thanks since he missed the picture being roof host.) We also had our friends from NC and Las Vegas jump in this year. Thanks to everyone that participated and took time out of their busy work days to show some respect for important causes and have a little fun as well.

In the Works

with Mike Saulsberry



Beta Bagel is a registered trademark item for Watson. We are hoping to have the plant trial very soon and should have samples available to submit to customers. More and more people are eating on the go, and a bagel is just the key they need to unlock the market of handheld foods. Many customers eat five small meals a day, or graze on foods between meals. The Beta Bagel® is the perfect option for a snack or small meal: light, easy to eat, quick to prepare, and guilt free.

Beta Bagel is a delicious Bagel with the Heart Healthy Power of Oats. One serving of Beta Bagel provides 0.75 Grams of Beta Glucans from Oats Rich with Nutrients i.e. Vitamin A, Vitamin E, Folic Acid, Vitamin D3, Thiamin, Riboflavin, Niacin, Pyridoxine, Vitamin B12, Pantothenic Acid, Iron, Zinc, Copper

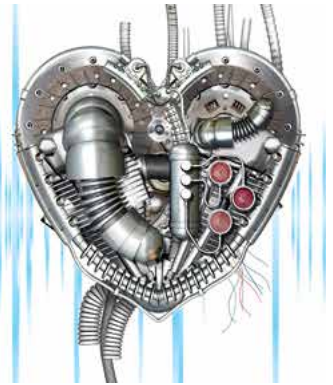
We asked Mr. Saulsberry what he thought was particularly great about our new product from being enriched with nutrients and vitamins to being a healthy on the go product for snacks and small meals to which he stated that the sell point for him is most definitely the fact that it lowers cholesterol!

Elevated total and low-density lipoprotein (LDL) cholesterol levels are considered major risk factors for cardiovascular disease. Oat β -glucan, a soluble dietary fiber that is found in the endosperm cell walls of oats, has generated considerable interest due to its cholesterol-lowering properties. The United States Food and Drug Administration (FDA) approved a health claim for β -glucan soluble fiber from oats for reducing plasma cholesterol levels and risk of heart disease in 1997. Similarly, in 2004 the United Kingdom Joint Health Claims Initiative (JHCI) allowed a cholesterol-lowering health claim for oat β -glucan. The present review aims to investigate if results from more recent studies are consistent with the original conclusions reached by the FDA and JHCI. Results of this analysis show that studies conducted during the past 13 years support the suggestion that intake of oat β -glucan at daily doses of at least 3 g may reduce plasma total and low-density lipoprotein (LDL) cholesterol levels by 5-10% in normocholesterolemic or hypercholesterolemic subjects. Studies have shown that, on average, oat consumption is associated with 5% and 7% reductions in total and LDL cholesterol levels, respectively. Significant scientific agreement continues to support a relationship between oat β -glucan and blood cholesterol levels, with newer data being consistent with earlier conclusions made by the FDA and JHCI.

Beta Bagel is yet another healthy option made available by Watson!

pulse

electrolining into the heart of Watson



Purchase a Schlick Bar vs. Build Your Own

Gavin asked Kimberly to compare the costs of purchasing a Schlick Spray Bar vs. building our own spray bar just to make sure we are in fact saving money. Kimberly shows our last purchase of the Schlick Bar with head, no spray nozzle, was \$10,197.00. Ken Bakulski gathered the labor and materials costs associated with building our own bar, including the head and without spray nozzle. The total cost for building our own Spray Bar is \$2667.00. Watson has built (4) new units for Fluid Beds 1-4. The bonus, on top of the monetary savings, is the rewards of less cleaning time, less assembly time and less chance of damaged and/or lost parts. This is a win all around.

Orange Warehouse Roof

Ron Chiles, Alaster Patterson, Joe Togba, Jean Gelin and others have been working on the roof in Orange. They have been coating it with a white silicone rubber material. The original roof was a black rubber roof and it was reaching the end of its life expectancy. Due to the deterioration of the older roof we were having occasional leaks. They have now coated over 60% of the roof and intend to finish it by the middle of October, weather permitting. The cost of reroofing this building out of house was \$250,000. Instead, we spent \$50,000 on the silicone rubber product and are doing it ourselves. The silicone rubber material we are using has a 50-year warrantee. An additional benefit to upgrading the roof is that the white roof is a lot cooler than the old black one so the Orange warehouse will be cooler next summer because of their work.

New Dust Collectors

Terence and Tom DeNatale have been installing new dust collectors in the building. We have a few more to do which are expected to come in soon. The old dust collectors had several problems. The first problem, which started the whole redo, is that the NFPA rules for the old dust collectors changes this October. We would no longer be able to operate them unless we did two things. The first thing would be to install explosion vents on them that would vent them outside the building in much the same way as the fluid beds do. This venting would have cost several hundred thousand dollars if it were even possible to do. Secondly, if we were to keep using them we would have to send out samples of the materials that we collect in them for explosion testing. The cost of the explosion testing is \$5,000 per sample and with about 1,000 different raw materials we would be looking at about \$5 million in testing. Even if we broke things down into categories and tested them in combinations we would have been looking at several hundred thousand dollars for just the testing.

Fortunately after much searching, creative thought, reading of all the regulations to look for exceptions and or loopholes and looking at equipment... we found a solution. The solution being that the small stainless steel single cartridge dust collectors we are installing have a volume of less than 8 cubic feet. This difference makes them exempt from the NFPA regulation. The new collectors have several other advantages. One of those new advantages being they use much less electricity than the old units did. Just on their own, the new collectors would pay for themselves in 4 years with the electricity they save. They also save even more electricity because they do not exhaust the room air to the outside of the building as the old units did.

New Dust Collectors continued...

These new units are located close to where the dust is being generated and they are exhausting the air-conditioned air back into the room. The combined electrical savings (smaller motors and savings on air conditioning) means that they are paying for themselves in less than 9 months.

The new units pull the same amount, or more, air through their collection hoses than the old units did. Gavin personally tested the old units with an air flow meter and compared it to the new units with a dirty filter installed. The new units were better. Watson has about 9 more of these to do in West Haven.

Steam Traps

We had a Steam Trap survey done for us and it found a lot of traps and steam pumps that were not working properly. Terrence and Lou replaced and repaired these. We just had the steam trap survey done again and a few more non working traps were found. Terrence is working on these now.

Many of you may not know, but Terence Threet was working in Maintenance doing a lot of painting. Watson desperately needed a plumber on staff. Terence stepped up and offered to learn plumbing to help with these types of projects. Many people (including Anthony from the outside plumbing contractors) shared their knowledge with him and he has learned a lot.

The work on the steam traps should save us at least \$50,000, if not more, a year on natural gas.

Air Booster Systems

We have continued to make progress on compressed air efficiency. Yesterday we replaced the temporary hose that connected the new compressor to the new 3,000 gal tank with this valve that goes straight from the compressor into the compressed air tank. On September 29th we received two compressed air booster systems. One for the analytical lab and one for the film lines. These will be used to boost the compressed air to the current pressure of 110PSI. Both the analytical lab and the film line belt tension pistons need this high air pressure to work properly. Once these are installed and working

properly we will be gradually lowering the rest of the compressed air in the building to around 95PSI. Lowering the compressed air by 15 psi is projected to save us about \$17,000 per year on electricity. (It has been said to also increase the lifespan of our new compressor, and reduce the losses from any leaks in the piping that we still have.



Other subjects:

- Watson's Energy Bills are dropping. We are down 30% in Orange since we installed the LED lights and we are down about 20% so far in West Haven with still a lot more to do.
- Lab 9 fluid bed room is coming along we should be working on this in a few weeks
- Replacing Rooftop AC units. Watson has done 15 out of 30 so far.

Go with the flow... in West Haven



The Parking lot now has arrows showing the direction of traffic flow. Please acquaint yourselves with the specified route.



Wats Good at Watson



I have been here a couple of weeks now and I love it! Love it! I am learning so much and the people are just really great!

-James Alvarado

No one stays somewhere almost 16-17 years and doesn't like it. Clearly I love working here. I love the environment and I love the people! - JoJo Togba



The people have all been very nice. I have been here all of 6 days and I can say I like it so far!! - Robbie Greenberg



Working at Watson has been a great learning experience for me. I'm glad that I got to work with Amit and Jack as part of the Research and Development team this summer. Being able to complete some meaningful projects here at Watson has really helped me grow as an engineer and strive to achieve more success.
- Matthew Maisel



My experience here at Watson has been wonderful. The work environment is very warm and welcoming. Since I began working here in May, I've learned a great deal about the company in the span of 3 months. Working with new computer programs and learning about the food technological innovations that Watson has created, has been very inspiring. While assisting the film department I had no idea of all the creative applications there were for edible glitter. It was amazing, to be able to work with glitter and making samples. Learning about all the time and effort it takes to create these products makes me realize the hard work every Employee at Watson contributes. Meeting new people and making connections that I can use in the future would have never been possible if I hadn't had this opportunity and I am grateful. -Silvia Vasquez



I have been an intern at Watson for over a year now. Last summer, I worked in the IT department where I helped people with any type of technological issue. As a new worker, I felt very welcomed into the Watson community. I was kept busy and didn't mind working a 40 hour work week. During my winter break last year I worked as an intern in purchasing. This was very different from IT. I was kept very busy, but I didn't mind it because my job had purpose. The work I was doing wasn't just busy work, it was work that mattered. This summer I am in the purchasing department as well. It's easier this time around because I have some experience under my belt. Overall I have really enjoyed working at Watson, and will come back any opportunity I get. - Joe Guido III



Being a new employee at Watson, I have noticed that everyone is helpful & chips in. You go to someone and they help you with anything. If they can't help they point you in the right direction. It's cool! I have a Bachelors in IT originally, so being on the floor is a new experience. It's nice to be somewhere at a company that you can count on having that outlook from you coworkers that if you need help, you get it - Genaro Claussell

Wats Watson all about?

How Watson is "Feeding the Good Food Future!"

Everyone should have access to healthy foods and nutrition. We started close to home - many of our employees had no place to grow produce. We dug up the company lawn for the "Watson Community Garden." Watson not only did this for employees but also for the 'Plant A Row For The Hungry' program (Watson then challenged local companies, to do the same!) We're committed to supporting local and national Food Banks. We donate supplements to prevent deficiencies in areas like Dominican Republic, and provide nutrient blends to augment relief efforts after natural disasters. We formulated a line of clean-label ingredients, and naturally colored sprinkles without PHOs. Nearly 1/3 of bread is discarded. Reducing Food Waste requires innovation in shelf-life extension, so we developed a line of natural shelf-life extenders, which prevent staling/molding of breads. Trust and Transparency matter, so we provide full disclosure with complete Certificates of Analysis for every lot, and encourage customers to visit us and do an audit! We're passionate about Sustainability! Since 2010 we have purchased 100% of our electricity from wind energy. Our Kaizen teams quantified all the energy we consumed company-wide. From this, we developed a plan that encompasses wind, solar, upgrading to high-efficiency equipment and re-engineering existing systems to optimize efficiency. Before 2019, we'll reduce our electrical consumption by 25% - a reduction of over 1 million KWhrs! Watson is "Feeding the Good Food Future" by increasing accessibility to nutrition, innovating to reduce food waste, and engaging team members' ingenuity to minimize energy consumption.

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www.watson-inc.com

Thank you to everyone that took time out of their busy day(s) to contribute to the newsletter!

Important Dates Coming Up:

The next Watson employee meeting will be:

Monday Oct. 9th

7am: 1st & 3rd Shift / Teams A&D

3pm: 2nd Shift and Office Personnel

Tuesday Oct. 10th

7am: Team C, Team B & Orange

Puppy Up

October 8th 2017 Guilford Fairgrounds

Employee Chair Auction

Holiday Party

December 4th & 5th

Details to follow

Suggestions, Ideas or photos should be submitted to christina.cole@watson-inc.com

