

# The HERALD

## Era Polymers News Bulletin



### WELCOME

#### IT'S RAINING BIRTHDAYS - HALLELUJAH!

You always know when "you're getting on a bit" because you start remembering, and indeed celebrating the past. So in this issue, we talk about the "stars" who have made it to their 10th birthday. And whilst we are at it, would you believe TERRY is quickly approaching his "15<sup>th</sup>"!

WELL, I have THREE more birthdays to share with you.

In early February I celebrated my 34th Birthday in the Polyurethane Industry! Yes, I can't believe that it has been that long either! Sometime in late 1971, I finished my B.Sc. in Industrial Chemistry at the University of New South Wales. Boris, Konn and I, the "Three Musketeers" of the class (or maybe we were the "Three Stooges"), took a month off to try and forget all that we had learnt in four years, then we started applying for jobs in earnest. It was in the days before Personal Computers (Yes, Virginia, there was such a time), so all the resumes that I would send out were hand written. Up to 11 pages worth! I think that the HR Managers that I sent the resumes to, felt sorry for me for writing such long winded applications. So invariably I would get an interview. I eventually was offered TWO jobs. One was with a pharmaceutical company and the other as a Development Chemist in Polyurethanes. To me it was an open and shut case, play with lab rats for the rest of my life, OR play with "buckets and sticks"! Buckets and sticks it was.

I remember I started on \$5,000/year. I also remember us saying to each other: "Gee, if we work REALLY HARD and suck up to our bosses, one day maybe 30 years from now, we will be making \$10,000/year!"

The SECOND Birthday occurs on April 14<sup>th</sup>. On that day in 1986, Era Polymers opened its doors for the first time. The company began because maybe, with my previous boss, I didn't bow and curtsy the way I should have. SO, in the end, it was easier to walk out with NO next job in hand. The problem was that I had a young family to feed and a burning passion for all things Polyurethane.

So in the end, at 1.30 am one night, after ONE MONTH of late night discussions, the "boss of the boss" convinced me that we should start our own business. We went to bed around 2.00 am. I lay there eyes wide open, staring at the ceiling, planning the unplannable. I had to work out who would make our polyurethanes for us, who would we partner with, who would I write to overseas to supplement the products that we would make locally??? etc, etc. The last question that I had to answer was, what were we going to call the company?

WELL, my father was taken out of school at the end of fourth class primary school. His father, my namesake, needed Dad to help in the tobacco farm. So Dad didn't get a lot of schooling. All that he remembered from school was Greek Mythology and a bit of "Alpha, Beta, Gamma". So, whilst I was growing up, dad would teach me Mythologia. I still remember those lessons. So who was the Patron Goddess of Samos, our island when the Greeks ruled the world! HERA! Perfect, the company would be called "HERA POLYMERS". Then I thought bummer, I would forever have to spell the silent "H" in the front. How about ERA POLYMERS? Perfect George, it's a NEW ERA IN OUR LIVES. Even "A NEW ERA IN POLYURETHANES". Then at 4.00 am came sleep, glorious sleep.

So, here we are, TWENTY YEARS on to tell the tale.

And the THIRD birthday? PETER HOLLAND turned 65 on Thursday 23<sup>rd</sup> of February.

So Happy Birthday Peter, Happy Birthday Era, and even Happy Birthday to me.

Don't you just love memories and Birthdays?

George Papamanuel

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## SAMOS DIO IS UP AND RUNNING

About one year ago we purchased our second factory complex in Kommer Place, St. Marys. This is a brand new factory complex comprising 5 factories, each factory being 2,000 sq metres (undercover, that's over 100,000 square feet in total). The original site has now been christened **SAMOS ENA (Ena in Greek means ONE and Dio in Greek means TWO).**

Over the last twelve months we have been busily outfitting **SAMOS DIO**, with THREE "State Of The Art" kettles, and a whole bunch of new blending tanks.

**Kettles 20, 21 and 22** are the most versatile we have, and are now in action. They all have the capability to manufacture, if necessary, solvented systems.

**Kettle 20 is by far the largest of the three, and can make an 80 drum batch, that's 16,000 kgs or 35,000 lbs/batch, which makes it the largest Kettle of its type in Australia. It has also been set up to provide BULK, i.e. tanker load quantities to customers.**

So, why so big? So we can make lots of stuff, QUICKLY!



## Argenplas 2006 20<sup>th</sup> - 24<sup>th</sup> March

Come and see Era Polymers at Argenplas, the 3<sup>rd</sup> largest plastics exhibition in the world.



Argenplas will bring together more than 300 companies and 25,000 trade visitors from across Argentina, Latin America and the world.

This year Argenplas will take place at La Rural Exhibition Center, Palermo, Buenos Aires, Argentina.

Our range of polyurethane will be promoted through our agent A.Z. Chaitas at stand Q7.

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more on us @ [www.erapol.com.au](http://www.erapol.com.au)

## Era Polymers Contract with Dux Hot Water



Era Polymers have recently won a contract to supply expanding polyurethane insulation foam to Dux Manufacturing Limited. The rigid foam material will be used for the insulation of Dux's range of electric, gas and solar hot water systems.

The foam components will be manufactured at Era Polymers brand new production facility at St Marys in Sydney. The contract was awarded only after Dux had carried out a thorough investigation of potential suppliers from around the world. Dux found Era's local technical service, support, production capabilities, machinery back up and continual new product development, to be of the highest standard.

## TRAFFIDECK® PROVIDING AN ATTRACTIVE YET DURABLE ANTI-SLIP SURFACING

At the Tameside Bus Station in Greater Manchester (UK), 2200m<sup>2</sup> of Traffideck® was applied. Initially the E4 primer was forced into the prepared concrete substrate, followed by Grip 4000 which was broadcast with a 1-3 mm Buff Bauxite aggregate.

A similar system was used at the Eden Project in Cornwall (UK) for the on site bus lanes. Traffideck® was also used here for the footways. The Eden project chose Traffideck® because it looks good but is also odour-free, very important for a project that "promotes the understanding and responsible management of the vital relationship between plants, people and resources leading to a sustainable future for all".

For further information on the Traffideck® system please contact Nicola French at Era Polymers.



## Handi-Foam® Straw Foam

Era Polymers distributes Handi-Foam® Straw Foam as part of the Fomo Range of Products. Handi-Foam® is intended to fill smaller voids and cracks and is especially useful in hard to reach places.



It can be used in and around air conditioner units, conduits, pipes and can seal wall and floor joints, and amend small holes and damages.

Handi-Foam® Straw Foam has a number of uses within the building and construction industry, so why don't you give it a go!

The product comes in two sizes:  
a 12 oz (340 gm) can @ AU\$4.90 + GST and  
a 24 oz (680 gm) can @ AU\$8.33 + GST.

Please contact Nicola French or Nick Kozanitis for further information regarding the Handi-Foam® Straw Foam or any other products from the Fomo range.

## LIFE EXPLAINED BY A GREEK

A boat docked in a tiny Greek village. An American tourist complimented the Greek fisherman on the quality of his fish and asked how long it took him to catch them.

"Not very long," answered the Greek.

"But then, why didn't you stay out longer and catch more?" asked the American. The Greek explained that his small catch was sufficient to meet his needs and those of his family.

The American asked, "But what do you do with the rest of your time?"

"I sleep late, fish a little, play with my children, and take a siesta with my wife. In the evenings I go into the village to see my friends, dance a little, play the bouzouki, and sing a few songs. I have a full life."

The American interrupted, "I have an MBA from Harvard and I can help you. You should start by fishing longer every day. You can then sell the extra fish you catch. With the revenue, you can buy a bigger boat. With the extra money the larger boat will bring, you can buy a second one and a third one and so on until you have an entire fleet of trawlers. Instead of selling your fish to middleman, you can negotiate directly with the processing plants and maybe even open your own plant. You can then leave this little village and move to Athens, Los Angeles or even New York City! From there you can direct your huge enterprise."

"How long would that take?" asked the Greek.

"Twenty, perhaps twenty-five years," replied the American.

"And after that?"

"Afterwards? That's when it gets really interesting," answered the American, laughing. "When your business gets really big, you can start selling stocks and make millions!"

"Millions? Really? And after that?"

"After that you'll be able to retire, live in a tiny village near the coast, sleep late, play with your grandchildren, catch a few fish, take a siesta with your wife, and spend your evenings singing, dancing and playing the bouzouki with your friends."



## What's Cooking?

Our EMD products are MDI based PTMEG systems. This means they are high performance castable elastomers that exhibit outstanding toughness and abrasion resistant properties. Additionally they have good tensile strength, high rebound resilience and excellent hydrolytic stability-making them useful in a number of diverse industries. They are commonly used for the production of mining screens, rolls for chemical plants and for general high abrasion resistant industrial applications. Other advantages you may not know include EMD's low viscosity at processing temperatures and lower chemical hazards when handling the prepolymers and curatives when compared to some of our other products. With a wide range of hardness's available, 85 shore A to 52 shore D, and their excellent wear characteristics it's worth trialling and discovering how Era Polymers EMD series can help improve your products and business. Please contact our sales staff for further information.

## XRF Analyser

X-Ray Fluorescence Analysis (XRF) is used to determine the bulk elemental composition of the polyurethane by testing the level of curative.



### How does it work?

When a primary x-ray source strikes a sample, the x-ray can either be absorbed by the atom or scattered through the material. Because each element has a unique set of energy levels, each element produces x-rays at a unique set of energies. The two elements of interest are Chloride (for MOCA) and Sulphur (for Ethacure 300). Both these elements are used in curatives.

### How do we use it?

We measure the intensity of each type of elastomer using different amounts of curatives (elements). We can determine the amount of a particular element used in a sample by matching the intensities of each sample/type against previously prepared samples. The amount/intensity of either one of these elements will determine how much curative has been used. Standards are analysed before and after the samples are tested to ensure consistency of results.

## Era Polymers Polyurethanes used for Concrete Moulding

For the last 20 years Era Polymers has developed and marketed a unique range of polymer systems that are used in a number of industries. The Cold Castable (CC) range and the Cold Castable Medium (CCM) performance range of elastomer systems, specifically cater to the needs of the concrete industry.

These Erapol Systems are used to cast concrete moulds and stamps. The systems are durable, versatile and relatively inexpensive to produce. Once cast the material has good toughness, high elongation, good chemical resistance and excellent abrasion resistance.

Concrete moulds or stamps made from the Erapol range offer the following advantages:

- Excellent shelf life
- The mould can be used hundreds of times
- Can be used to make an unlimited variety of designs and finishes
- The material can easily be processed and cured at room temperature
- The convenient mix ratio and low viscosity of the material allows straight forward processing, even by hand. No specialised equipment is required.

For further information on the CC or CCM range of products for your concrete moulding or stamping needs please don't hesitate to contact Era Polymers Sales Staff.



## MACHINERY NEWS

As you probably are aware Era Polymers Pty Ltd has been Australian Gusmer machine agents for many years. In February 2005, GRACO INC acquired the GUSMER CORPORATION. Like Era Polymers, Graco also saw the strengths of the Gusmer machinery range.

Although, the two machinery companies are now one, we at Era Polymers would like to confirm to all machine customers our **100% commitment** to maintaining the Gusmer range in Australia and New Zealand.

We will continue to recommend, stock, supply and offer second-to-none trouble shooting on the Gusmer range.

The Gusmer equipment is here to stay, and we look forward to continuing to support your business.

For those of you who received Era Polymers World Famous 2006 calendar, you may be wondering why Easter is in March? We were wondering the same thing too! It seems that there has been some confusion at the printers. So let me set it straight for you, Easter Sunday falls on the 16th of April, not the 26th of March as stated in our calendar. We hope that this has not caused too much confusion.

## CONAP STOCK ON SALE

**TU-500B and TU501B and TU-601B.** All stock is expired. These products can be used with CCM Part A to achieve a different shore A hardness. Original price of \$42/kg. **Sale price of \$10.50/kg. 75% off!!!**

**TU-6090 A + B.** All stock is expired. It's cold castable with 90 shore A hardness. Original price of \$32/kg. **Sale price of \$9.60/kg. 70% off!!!**

**TU-8030 A + B.** All stock is expired. It's cold castable with 30 shore A hardness. Original price of \$28/kg. **Sale price of \$7.00/kg. 75% off!!!**

**TU-8040 A + B.** All stock is expired. It's cold castable with 40 shore A hardness. Original price of \$28/kg. **Sale price of \$9.80/kg. 65% off!!!**

**TU-956 A + B.** All stock is expired. It's cold castable with 55 shore D hardness. Original price of \$38/kg. **Sale price of \$9.50/kg. 75% off!!!**

## ON BEING 10 AND 20

Sometime in early April, our company will celebrate its 20th birthday. It was the "boss of the boss" who pushed us into the dark and uncharted waters of owning our own business. Incidentally, having pushed us both into it, she made me promise back then that she would be able to "retire" from the business **IN TEN YEARS.**

"Sure, sure", I said, "We will BOTH be retired by then."

Well I'm happy to say that we are both here, plugging away, day in day out, **20 years later.**

It was tough back then. We took a Multi National to court six months after we started. The court case lasted for seven months. It made legal history, A "David" taking a "Goliath" to court. Not a bad start, eh?!

We hired our first employee, Terry, the storeman about 12 months after we started. We giggled with delight. We were now a company of THREE, Wow!

Then we hired Effy my cousin, as our first chemist, then Margaret, as our first secretary. In the early years it always seemed that we were saying;

"Wow, this is the FIRST time that...."

Then 15 years ago, we put our first ad in the paper for a GRADUATE Chemist. Wow, we are going to hire somebody from university. Wow!

**Terry** applied for, and subsequently got the job.

**Yep, wow, TERRY is 15 years old!** Good one Terry.



Chris, Marica, Kay with George and Tina, celebrating their 10th birthday

So after **TERRY** we employed **TONY** (FOURTEEN years ago. WOW again!!) then **SHANNON** (nearly eleven years ago), then **KAY**, then **MARICA**, then **CHRIS**, who all started 10 years ago (boy this needs another WOW. Actually I stole the idea of the word, "WOW", from my mate Frank Pearson. Take a bow, Frank!)

So the dream that Tina and I dreamt all those years ago, all our valued employees have helped to turn into reality.

We are a company of people.

We dream.

Watch us grow.

## MEET THE ERA TEAM

### DEBORAH LI - ACCOUNTS PAYABLE

Deborah is one of those ladies that sits in the front office and does her job quietly, confidently, and with a minimum of fuss. Indeed the only time I hear from her is when **I've** done something wrong. Excellent.

A few years ago I had a need for many, many months to come in on Saturdays. So did Deborah, her husband John and her daughter Lillian. So we all got to know each other pretty well. In my breaks I would tell them stories about Greek culture and they in turn told me stories about Chinese culture (somehow, it broke the tediousness of Affidavits and the "Cold Wall Effect").

And we all concluded that culturally we weren't too far apart. We both came from a very strong work ethic, strong family values.. i.e. you always kept your kids up close and personal. That sort of stuff.

Deborah and her family however, have a weakness that TERRY and I can never get the hang of ... CHICKEN FEET.

Deborah, John and Lillian all hail from Shanghai. Lillian is doing her High School Certificate this year. She's coping remarkably well. Mum and Dad however are STRESSED, and there's 8 months to go!!

I think that Deborah is around Moey's vintage, she's coming up to her 7th birthday.

### H.K. MOEY - ASIAN SALES MANAGER

I first met Moey, around 22-23 years ago. We worked for the same company. Somewhere along the line I acquired some responsibility for growing the business in Asia. So I used to go up to Singapore and from there, the two of us would hit the road selling the occasional bucket of polyurethane and having a good time doing so.

Sometime around 20 years ago our career paths diverged. We found ourselves sitting on opposite sides of the fence. Lesser mortals would use this as an excuse to break off the friendship. Moey and I came from a different class. We kept a cordial, albeit distant relationship. Mind you in the formative years of Era, our paths didn't cross that much, I didn't have enough money to get to Singapore.

However, our paths did cross again about 7 years ago at a Utech Show in Singapore. Moey, like me, had been thrown on the scrap heap of life, by one of those "800 lb gorillas". So the opportunity was too good to give up.... We could hit the road again, together!

Moey is now, coming around to his 7th Birthday. He tells me he has a few more left before he starts to learn to play Mahjong!

Moey has a wonderful wife Mary, who cooks a mean Sichuan chicken, and two boys Peter and Michael who do their parents proud. And to top it all off Moey speaks all those wonderful Chinese dialects that I don't. And when I go to Singapore we all go out to Geylang and get stuck into the Durian... heaven!

# inside stories

## PEOPLE WHO NEED PEOPLE

**PETER HOLLAND** - Has started a new role within the company as **Queensland State Manager** and **Business Development Manager**.

**SAM SULTANA** - Has moved over from the warehouse to be Shannon's right hand man, as **Assistant Factory Manager**.

**DOMINIC PEARSALL** - Has joined our Queensland team, as the **Account Manager for Elastomers**.

**MICHELLE KELLY** - Has replaced Mouna Dakir, looking after **export orders**. Mouna has decided to relocate to Broome, to try and make her fortune in pearls.

**KAYLEENE EAGLES** - Has joined us fresh out of the University of New South Wales. Kayleene will be working as a **Foam Development Chemist**.

**LYNDELL ANDREWS** - When Lyndell first joined us, she was a "Balfour". She joined us as a chemist, and left us when she was a Customer Service Manager. Somewhere along the line, she also graduated to become an "Andrews". Left us to marry Mark, had three beautiful boys in a row, Lachlan, Hamish and Campbell.

Now she is coming back, part time, to keep Brendan our Warehouse Manager sane. Good one Lyndell.

## MEET THE SAMOS TEAM

### MIGUEL CABALLOS - SENIOR KETTLE OPERATOR

Somewhere around 10 years ago we had a growth spurt, both here at Era and at the factory, Samos Polymers. Miguel is one of those 10 year olds. I think next to Shannon he is one of the real "ol" hands".

In fact he's been on the job long enough where he can do it with one hand tied behind his back. He gets all the stuff inside the drum when it's being packaged off.

He has one severe failure in life however, he's addicted to karaoke. During the occasional spot of free time, he'll walk around the factory using a bung spanner as a microphone and belting out Frank Sinatra songs. The problem with that is Emmanuelle, not to be out done, starts belting out a few bars of "O Solo Mio" in Italian!!

Miguel hails from Manila. His hair length ranges according to the time of year, from a NUMBER 1, all the way up to a John Lennon. Personally I like the John Lennon look.

### ROBERT NAUMANN - STOREMAN

The company is blessed with a great many "quiet achievers". You know the type, they come to work everyday ON TIME, **give it their best shot** ALL DAY, and then go home. Robert is one such person. Sometimes you never know he's there, but the work always gets done, and done well. He treasures his own forklift - nobody, but nobody is allowed to touch it. He specialises in getting together our overseas orders, so he's amazed at all those far away places that we send our stuff. Even though he lives in the "big smoke", I think that he's a country boy at heart, because he certainly heads for the Queensland outback any chance he gets.

He's married to Michelle, and has 2 girls and has the one Birthday in the world we can't ever forget - the same as the "boss of the boss" - 23rd of May. How did you do that Robert?

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