

Era
Polymers

THE Herald

ERA POLYMERS NEWS BULLETIN



"We are what we repeatedly do. Excellence, then, is not an act, but a habit."

INSIDE THIS EDITION

#38

IN THIS ISSUE

LESSONS FROM LIFE.....	1-2
SAIP MACHINERY.....	3
EME 165 QUASI	3
KLINGSTONE PATHS.....	3
SUMMERS EQUIPMENT.....	3
TAXIDERMY - STUFF IT.....	4
2019 ERA POLYMERS SALES MEETING.....	5
WATERKOTE® 2K SATIN.....	6
TRAINING - SOUTH AMERICA.....	7
ENGAGEMENT NEWS.....	7
FUND RAISING & EVENTS.....	8
STAFF NEWS.....	9
UC PRESENTS.....	9
SAMOS SAYS.....	10
ERA NEWS.....	11
MACHINERY NEWS.....	12
THE LIGHTER SIDE.....	12

LESSONS FROM LIFE # 5 - SISTERS

Our First Newsletter was issued on June 2004. That's 15 years, and we're still going strong!

There were many reasons for starting the Newsletters. We have been creating a character, a culture (for 33 years now!) ... So, to me, it is important, to show our customers, our suppliers, the world, and most importantly our EMPLOYEES, our evolving culture, and character.

It was also to communicate, to our customers, new products, new successes, to celebrate our employees' milestones.

All that stuff and more.

AND, I had a selfish motive... I wanted to put down my, life, before I forgot it, to show, my children, and the then unborn, grandchildren (apart from George), who I was.

(Continued Page 2)



(Continued from Page 1)

As I have written, with the best guess, our personalities are about 60 % DNA, and 40 % environmental.

So, what made this George who he is? What he is? A lot of the Newsletters are about the 40%, that defined me.

I had a vague idea, that the MOST important bits of my life would have single digit numbers, when numbering the News Letters. So, EMOTIONAL INTELLIGENCE, was Number 1. "Dad" was Number 2." Mothers" was number 3...etc.

After this one, "8", "9" and "10" are missing ... and I know that I am going to have a helluva time, trying to explain, to the people that fill in those THREE numbers, why they are so far down, the ladder. That's another fight, for another day.

So, NOW it's time to write about my SISTERS.

I have TWO. I'm 69. My eldest sister, is ELEFThERIA. She was born in 1941. Eleftheria is a Greek word, meaning FREEDOM... 1941 right!



When she was 13 Dad took her out of school, Mum took her to the factory in Paddington where she worked. LUSTA HOSIERY, just around

the corner of our house in Paddington. She pretended she was 16, and Mum got her a job. On the first day, her Aussie supervisor asked her, her name... "That's too hard ... I'm going to call you ELLA, after Ella Fitzgerald"

Its stuck. The whole family, the whole world, from then on, called her ELLA.

Ella married when she was nearly 18 and a bit. That made me about 9. So, I don't have a lot of childhood memories, of our time together... Only ONE, haunts me and which I was never allowed to live down OR, forget ...



I chased her around the house with a KNIFE in my hand, because she told me to do something and I wouldn't...I was around 6 years old!

YES, I was a brat then.. and maybe I still am...

My younger sister is MARIA. She's 6



years older than me. She was born in 1944. She was named after our PATERNAL grandmother. She finished school at 16, and got her first and only job, at the Repatriation Department .. she made some

lifelong friends there, In fact Maria collects lifelong friends like young kids collect football cards... she holds them close... FOREVER.

Maria married, when she was about 23... THAT, was "bad" to Dad, back then. Back then, girls were like Mary Jane Clampett of The Beverly Hillbillies. ...if you weren't married by 20, you were over the hill. WAY OVER the hill.

So, Maria was under a lot of pressure... And like a lot for girls of that generation, she grew up wanting to marry an "idol", an, Elvis, OR, Rock, (little did we know, back then), or Frankie Valli. She and Ella, in the '50's, would walk down to the Sydney Stadium, to get a glimpse, of whatever Rock n' Roll star was in town, playing at the TIN SHED. They would cut out photos of their idols, put them in scrap books, and dream the impossible dream. I think that she had a crush on Elvis. And like all GOOD Greek girls, she wasn't allowed out... UNLESS we went together.

So, we used to walk up to, the Randwick "Spot" cinema to see the latest Elvis movie.

I grew up with Maria. SHE was the one, that would read to me, Hans Christian Andersen, and Grimm's Fairy Tales... and THAT gave me a LIFE LONG passion, for SCIENCE FICTION.

Apart from that stoopid time, chasing Ella around the house... We have NEVER,

EVER had a bad word between us.

We love each other passionately.

Ella and Maria, have more of Mum's DIS-passionate nature. I took more after Dad... So, I laugh, I cry, I get passionate about everything GREAT, and, SMALL.... ALL THE TIME ..(It drives Tina nuts!).

Every time I talk to them, I tell them that I love them, and they reciprocate.

(I also have dad's SARCASM gene, which also drives Tina nuts... Out of the 6 grandchildren... I think that TWO, definitely have it, one possibly ... I quietly nurture their gene , hoping / praying that it will blossom, like mine has...).

Somewhere along life's journey, I feel that I have become their OLDER brother.

I want to hold them. I want to cuddle them. I want the World to Go Away, so they won't hurt, e.g. when Maria had to deal with HER husband's Dementia, and passing, and as Ella is now dealing with her husband's similar decline...

When we IN-frequently see each other, I look at them, hold them... I think of those simple times, growing up in Paddington, when mum and dad brought us to the Promised Land.

I became the lucky one... because by the time I grew up, the family was on its feet ... so I got the University education that my sisters, TOO, should have had.

I have copies of our 1954 Passport photographs on my office wall. I look at them every day...and count my blessings.

I take our childhood memories with me around the world... and marvel at the life that we lived together... a life breathed into us , by our parents.. who gave us the tools, to be the best we can possibly be.



I'm blessed to have the sisters that I have.

George Papamanuel, 12 September 2019

Have you visited our website lately?

Era
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PRESS RELEASE



Era Polymers Distributors for SAIP Machinery

Excellence in Polyurethane Chemistry

Era Polymers are happy to announce that they are now distributors for **SAIP Machinery** in Australia, New Zealand and Indonesia.

SAIP an Italian company established in 1978 has been designing and building customised polyurethane foam processing systems and machines for 40 years.

SAIP offer complete production line solutions for; continuous and discontinuous production of sandwich and composite panels; complete solutions for the insulation of domestic and commercial appliances with expanded polyurethane; special systems for thermal insulation and pipe joints; specific technical solutions for turn-key projects and much more.

Their range also includes a vast set of technologically advanced and extremely competitive dosing units including high and low pressure dosing machines and low pressure elastomer dosing machines.



SAIP are working closely with **Era Polymers Machinery Department** and their customers to provide them with the very best machinery to meet their polyurethane processing needs.



To find out more about **SAIP's Machinery** please contact **Era Polymers Machine Specialist Tom Butt - tom@erapol.com.au**
Or visit our website
<http://www.erapol.com.au/equipment/dispersing-machines/saip/>



Era
Polymers

Technical BULLETIN



Erapol EME167 Quasi Polyester MDI

Excellence in Polyurethane Chemistry

Erapol EME167 is being used extensively around the world for many applications

EME167 is a 3 component system, catalysed using **Era Polymers** proprietary catalyst blend **Eracat MF** which is Mercury Free. Despite being Mercury Free the catalyst provides excellent hardness build up and demould times.

When reacted **EME167** can give a range of hardnesses from 55 to 70 Shore D.

The material has excellent physical properties and particularly good abrasion resistance of less than 25mm3 (10N) for the 85A hardness.

Erapol EME167 is ideal for machine processing but can also be hand cast.

Applications for the **Erapol EME Elastomers** include but are not exclusive too: Mining screens, snow plates, rolls, seals, gaskets,

linings and a variety of industrial and mining applications.



Erapol EME167 grade contains only FDA approved raw materials so can be used for a multitude of Dry Food applications subject to relevant approvals gained in that region.

For more information on Erapol EME Range:
Telephone: +61 (0) 2 9666 3788
Email: erapol@erapol.com.au

GO TO: www.erapol.com.au/downloads/bulletins and latest information

Era
Polymers

BULLETIN



Klingstone® Paths - A Solution to Footpath Maintenance

Excellence in Polyurethane Chemistry

Klingstone® 400 is a single component, environmentally friendly polyurethane that permanently binds and stabilises soil/sand by essentially gluing the particles together.

Klingstone® 400 has the ability to bind aggregates of varying sizes from pea gravel to sand particles so is suitable for a variety of applications including:

Klingstone® 400 Applications	
Pea Gravel Pathways	Retains the natural look of pea gravel. <i>Resulting in an aesthetically pleasing, safe & functional surfacing</i>
Pathways around structures e.g. Tree Pits	Creates Soil Stabilisation
Areas prone to high erosion	<ul style="list-style-type: none"> Walking Tracks Creek Crossings High Traffic Areas



Klingstone® 400 A Solution to Foot Path Maintenance

Easy to Apply	Requires no specialised training for application
Single Component	No mixing required
Moisture Cured	Reacts with moisture in the air to cure completely
Inert once cured	Becomes a solid resin
Two Grades	Grade used will depend on application



Era Polymers manufacture **Klingstone®** under licence in Australia which means local delivery times!



For more information contact **Era Polymers** on 02 9666 3788 or email erapol@erapol.com.au

Era
Polymers

Technical BULLETIN



Mix Difficult-To-Blend Materials in Seconds

Excellence in Polyurethane Chemistry

Blend Materials Quickly, Evenly & Efficiently, with No Time Consuming Clean Up of Equipment

Summers Equipment, Dual Drive Planetary Mixers are designed to mix and de-gas difficult to blend materials over a wide range of viscosities with no blades in seconds!

They use dual axis centrifugal mixing which produces a tremendous shear force, as no blades are required there is no time consuming clean-up of equipment.

The **Summers Equipment**, Dual Drive Planetary Mixers, are suitable but not exclusive for blending the following:

- Polyurethanes
- Silicones
- Inks
- Waxes
- Filled Polymers
- Epoxies

Summers Equipment, currently offer two Dual Drive mixers, a 5kg Mixer which can mix materials from 1kg to 5kg and a 10kg Mixer which has a mixing capacity from 4kg to 10kg.

Each machine can store up to 255 mixing profiles with up to 3 mixing stages for each. This means if you are mixing different materials or different batch sizes you can set up a profile to save you time setting up a new mixing programme each time you need to mix.



SUMMERS EQUIPMENT INC.

To find out more on Summers Equipment Range contact our Machine Specialist on:
Tel: +61 (0) 2 9666 3788
Email: erapol@erapol.com.au



Era Polymers - Taxidermy Foam

Excellence in Polyurethane Chemistry

Creating life-like 3 dimensional animal Replicas

Taxidermy is the art of preparing, stuffing, and mounting the skins of animals, to create a life-like three dimensional replica.

It takes on a number of forms and purposes including hunting trophies and natural history museum displays.

Museums use taxidermy as a method to record species, including those that are extinct and threatened.

The word taxidermy is derived from two ancient Greek words, taxis meaning arrangement and derma meaning skin. Therefore loosely translated taxidermy means the "arrangement of skin".




The only natural parts used in the construction of a 3 dimensional model of an animal are the antlers and the skin.

All the other organs and tissues are recreated with man-made materials.



The eyes are made from glass, the eyelids are sculpted from clay, the soft tissues of the nose and mouth are sculpted from epoxy or wax and the manikin or "form" (which incorporates the anatomy of each muscle and vein) is made from polyurethane foam.

For further information please contact us on +61 (0) 9666 3788. Alternatively email erapol@erapol.com.au

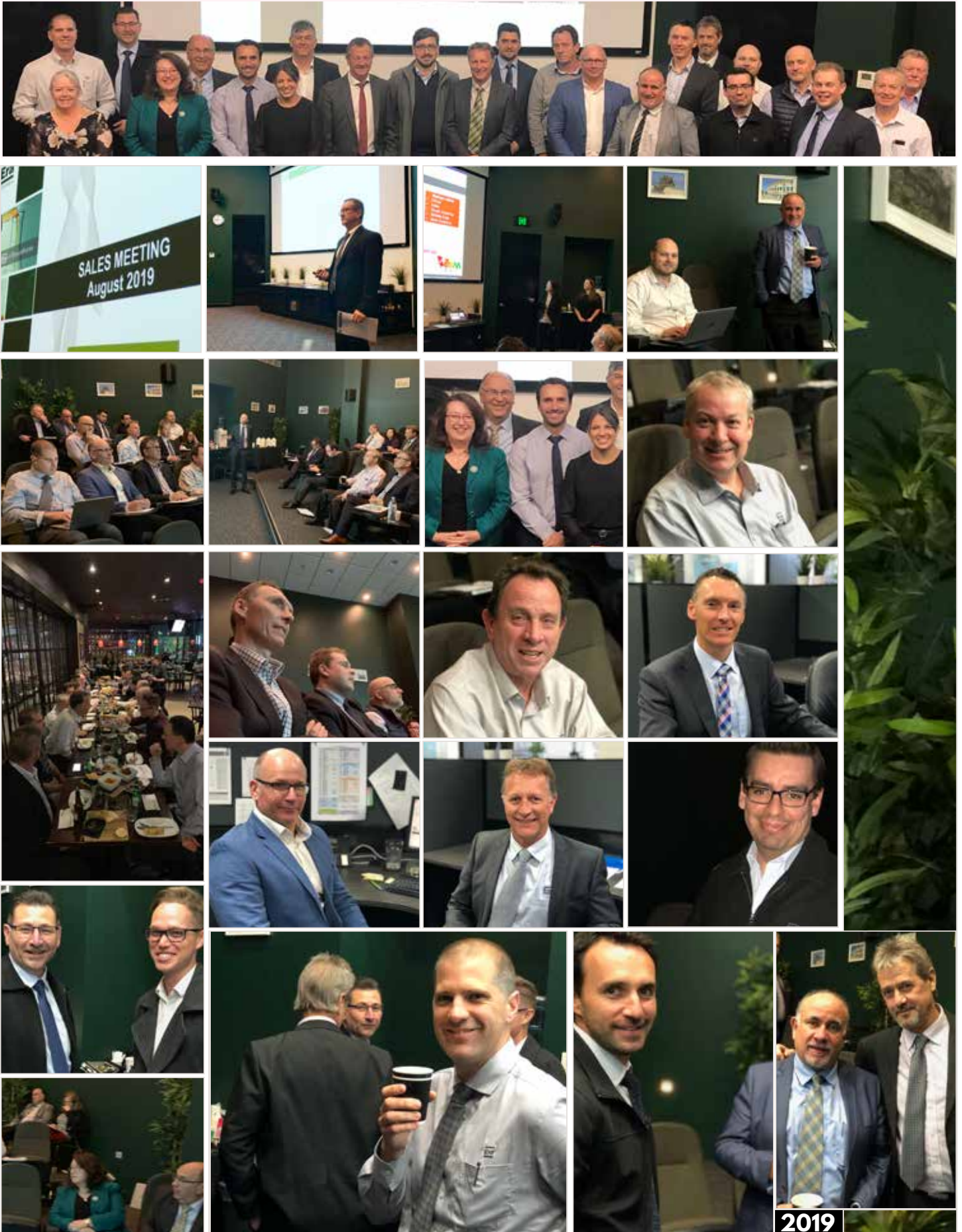
Aptane™ P263/B900 	
<i>A two component rigid polyurethane foam system for the manufacture of closed cell rigid foam an ideal choice for taxidermy projects</i>	
Contains no HCFC Blowing Agents (Zero ODP system using HFC blowing agents)	
Has an extended reaction profile.	
Mix Ratio: By Weight - 100 Parts P263 : 110 Parts B900 By Volume - 100 Parts P263 : 100 Parts B900	
Easily processed by hand mixing or through plural component dispensing machines.	
Includes a Fire Retardant to ensure optimum performance.	
Core Density 47 kg/m	



HARDNESS - DID YOU KNOW THAT...

The most common method for classifying polyurethane elastomers is according to their hardness, which is measured on a durometer. Erapol elastomers offer a very wide hardness range in which items can be produced, ranging from 10-15 Shore A to over 80 Shore D.

ERA POLYMERS - 2019 COMPANY SALES MEETING



URETHANE COATINGS NEWS: WATERKOTE 2K SATIN



A Beautiful Blackbutt Timber Floor Once Again!

Taking care of your timber

Blackbutt is an Australian hardwood that is commonly used for structural and exterior applications. It is also used to produce plywood.

This case study looks at a residential Blackbutt timber floor previously coated with a solvent based finish. Over time, the result was a very yellow floor that was in need of some restoration.

The home owner commissioned a professional floor-coatings applications team to apply a natural satin finish to the Blackbutt timber floor.

WaterKote® 2K Satin was chosen from the Urethane Coatings **WaterKote®** range to do complete the work.

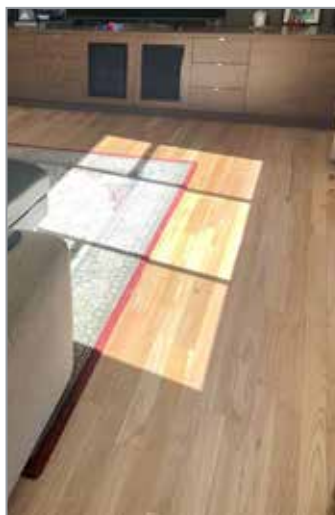
WaterKote® Sealer was used to ensure that the natural colour of the timber was kept.

Finally, a **WaterKote® 2K Satin** coat was applied resulting in the desired natural Satin finish.

Urethane Coatings WaterKote® range of products are non-hazardous water based polyurethane coatings.



WaterKote® - an effective and durable non-hazardous alternative whilst retaining the hard wearing benefits of a solvent based system



WaterKote® - SEALER



1 component primer/ first (sealing) coat

- Extended open time
- Excellent flow & levelling
- Reduces the risk of edge bonding & tannin bleed
- Retains the natural colour of timber
- Subsequent coats remain on the surface maximising the wear layer

WaterKote® 2K SATIN



A NEW generation 2 Component water borne polyurethane

- Extended Open time
- Exceptional flow & levelling
- Can be walked on after 24hrs
- Full cure: 5-7 days after application

A Beautiful Natural Satin Finish



Question: What floor coating product is the most durable, looks the best and cures fastest?

Answer: The Urethane Coatings Timber, Cork and Concrete Range of course!

Telephone: 02 9666 3888

Website: www.urethanecoatings.com.au

TRAINING - ERA POLYMERS: SOUTH AMERICA



Congratulations Courtney!



She Said Yes

We should have realised something was afoot when our hard-working Courtney Maddigan from Era Polymers' Exports Department was whisked away for an annual leave break by her partner Jon Franke at the Sandon River area.

So it came to pass on a beautiful night the 20th May 2019 that Jon got on bended knee (alright, I may be embellishing here) and proposed! Courtney said YES! Her actual words were "a million times yes".

Nothing makes us feel more wonderful than a beautiful love story unfolding right before our very eyes.

The engagement was made official on the 17th of August 2019 and the celebrations were held at the Aurora Rooftop Hotel in Surry Hills.

Jon's proud Mother and Courtney's Mother-In-Law is none other than Maggie Franke, formerly of Era Polymers Head Office in Banksmeadow!

Congratulations Courtney and Jon!



FUND RAISING AT ERA POLYMERS



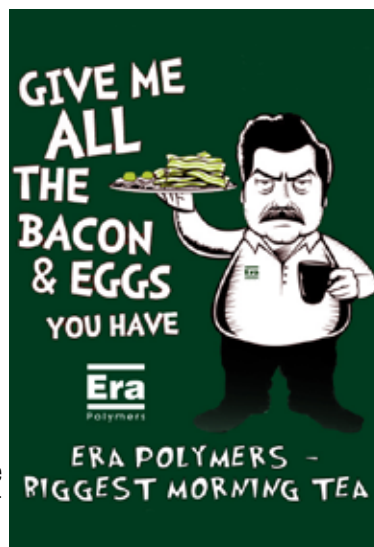
**Australia's
Biggest
Morning
Tea**

Australia's Biggest Morning Tea is Cancer Council Australia's most popular fundraising event and the largest, most successful event of its kind in Australia. The Official Australia's Biggest Morning Tea launched on the very same day as our beautiful Boss of The Boss's birthday - 23rd May.

Participating in this event were Era Polymers - Headoffice : Banksmeadow New South Wales, Applied Polymers: Dandenong Victoria and Samos Polymers: St Marys New South Wales.

A big thank you to George and Tina Papamanuel for donating the food for this occasion in Sydney and to Tom Butt from Era's Head office for preparing and manning the BBQ; to Jacintha Owen and Candice Stooke from our Victorian office as well as to Dearne Osborne and Varunita Samli from Samos Polymers in St Marys.

Together (Era Polymers, Samos Polymers and Applied Polymers) we raised a grand total of \$1,154.50 for the Cancer Council this year !!!



THE WEIR WORLD OF SCIENCE WEEK



Science Week was held at Ella Weir's school - It was decided to see her final day of Science Week off with a bang (thankfully not literally). Dave Weir came to the rescue to talk a little bit about his work as a chemist. With him he brought a couple of experiments to help demonstrate. The two experiments both revolved around the mixing of the same two chemicals, the only difference was the addition of water to one of the mixes. Our first experiment (no water) was mixed together and poured into a pair of plastic moulds. This one was going to take a little bit to finish, so while it was in progress Dave mixed together the next experiment (with water). Even though they were the same chemicals this one reacted very differently, starting to bubble, and then expand. As it reached the top of the container it kept growing, reaching past the lip, without spilling. It then started to harden and cool a little, leaving a firm but squishy foam, instead of our liquids. It felt really funny. By this time our first experiment had set. We opened up the mould, and discovered a rubber dog bone instead of our liquid. The liquids had formed an elastomer. We trimmed the messy edges and passed it around. We passed around the dog bone for everyone to look at, and said a big thank you to Dave for his demonstration. What an awesome ending to a week of learning, a chemistry demonstration by an actual scientist.

ERA POLYMERS HEAD OFFICE -SYDNEY



SAMOS POLYMERS, WESTERN SYDNEY



APPLIED POLYMERS, MELBOURNE



ERA STAFF VACATIONS: RELIVING MEMORIES - MAKING NEW ONES



ANGELA CAI
Payroll (Era Polymers)

Angela Cai recently went back to Zhaoqing, China for her 30 Year School Class reunion. 30 Years later her best childhood friends are still her best friends.

She expressed such a joy to relive old memories, especially the one where she and her four friends won the school basketball championship the year they graduated - the only FIVE girls in the class! How many of them have turned their lives around not once but many times in 30 years.

They have had adventures they never dreamed of, and experiences that changed them forever.

So, in this reunion they gathered to exchange knowing smiles, share their stories, hug each other, give a pat on the back and a high-five for surviving and thriving through the last three decades that changed their world utterly from the world they lived in at Guang Li High School in 1989.

Congratulations Angela!



1989



2019



1989



Best Friends: (L to R)
Rui Ling Wu, Zhi Ling Zhong, Wei Fang
(Angela) Cai, Jie Zhen Wang, Yong Mei Xu



PRESENTATIONS



The Surface Coatings Association Australia held its 59th Annual Conference in Melbourne, Victoria on the 4th - 6th September 2019.

"2020 and Beyond... Focus for the Future" was the theme this year.

As an industry leader in Coatings, Era Polymers' Urethane Coatings division was invited to participate to show how, we can, as individuals, and organisations, help the coatings industry to look to the future clearly and with understanding to focus collectively on a single common goal – a sustainable, driven, innovative and focused Coatings Industry in the Australian, and global, context – one that leads rather than follows.

Urethane Coatings' Business Manager, and resident expert on timber coatings, George Zavras, presented "The dynamics of timber floor coating systems".

Congratulations on keeping everyone interested and attentive!





NARAIN REDDY



Narain is our quality control, Prepolymers specialist here at Samos Ena... His laboratory is always pristine and loves his lab equipment. Narain's latest testing gadget is the NIR (near infrared)... It is so good, he can have an NCO result to you in a few seconds! Keep up the high standard, keep up the fitness regime, and we look forward to the next 20 years!! Congratulations and THANK YOU Narain!



SAM MOHAN



Sam Mohan has spent the last 20 years with Samos Polymers! Sam has produced thousands of magnificent Prepolymer batches at Samos Ena, And now has accepted the new challenge of sorting, counting and organising the raw material warehouses at Samos Dio... And what's remarkable is that somehow, after all these years, he still hasn't aged a bit! Congratulations and THANK YOU Sam!



PETER STUTH



So, who's Peter ? He is one of those quiet achievers... one of those hidden talents, that makes Era who we are . In this case, he is well and truly hidden.... i.e. Peter is the night supervisor at Samos Ena. That means he starts very late and finishes very late... which means that most of us never get to see him. He makes all sorts of good stuff, like our Sampol , polyester polyols, prepolymers that just HAVE to catch that boat, that is sailing to faraway places, yada yada yada. Thank you Peter ... may you, and we, live long, and prosper.

George Papamanuel



SHAUN HAMILTON



Shaun Hamilton has spent the last 10 years with Samos Polymers! Shaun is one of our senior Polyol Blenders at Samos Dio. There wouldn't be a formulation Shaun hasn't made, but one of his specialties is Erabond primer. I think just about every can of Erabond primer, in the 76 counties we supply, would have been made by Shaun!.. One of his passions is to play the 'gentleman's game' of Cricket. Medium pace bowling is his preference, and he has never needed to keep sandpaper in his pocket to beat the opposition! I believe the second Ashes test is about to begin so there will be a few late nights ahead for him...Congratulations and THANK YOU Shaun!



JAMES DUMITRIU



James, as you may know, looks after our Elastomer business, in a few states. As I mentioned, he is a snappy dresser, a consummate professional. In his mind, the customer and Era.. are KING. He makes sure that the look, and feel of our Dandenong facility, matches our expectation.



WENDY CHARLIE



Wendy is a very important member of our Export Department. She's super focussed, super efficient, super professional ... Her job is to keep her international customers... HAPPY. She does that beautifully... and has been doing it for 10 years

ERA & SAMOS POLYMERS BABY & BIRTHDAY NEWS



CONGRATULATIONS SAM & MARY-ANNE SULTANA!

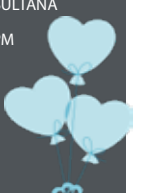
BABY SEX: BABY BOY!

BABY NAME: ARCHIE OLIVER SULTANA

DATE: 13th May 2019 - 8 PM

WEIGHT: 4.1 Kg

LENGTH: 51 cm



The things that you miss when you travel ... We have another addition the Era family ... Sam Sultana and Mary-anne, did us proud again! **Archie is number 6!** He's healthy, mum and dad are healthy ... what more could we ask for? Warmest Congratulations from all of us. So Mary-anne, when are you coming back to work again !!!?

ERA POLYMERS - AFRICA



Buti works in our Johannesburg facility. I met him properly around the Middle of last year. He was so serious. But beneath that serious face was someone just dying to break out in a BIG smile. It took me a while to get the smile to peak out.

Now we have a thing going, as soon as we meet, he gives me the biggest smile that I could ever wish for...just look at the photo.

HAPPY BIRTHDAY BUTI. Best Wishes George Papamanuel



Happy Birthday to **Sonja Volpe**. So who is Sonja? Sonja works from our Johannesburg operation. She is gifted at all things to do with numbers, manufacturing, dispatch, invoicing, collecting money, etc etc. She, like the "real boss" and Francene, is a perfectionist And like all perfectionists, she sets an extremely high standard on herselfand like all of us, when you don't get there, you say; "Damn it, I gave it my best shot" She does. I pray that your day, is filled with Love, Good Health, Happiness, and a nice Birthday song sung by Livhu, and accompanied, by the rest of the team. You are doing a fantastic job Sonja. Best Wishes, George Papamanuel



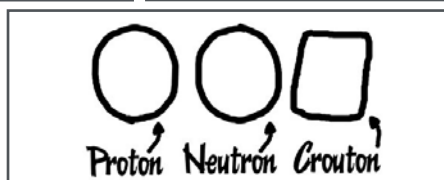
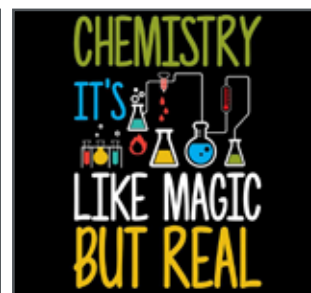
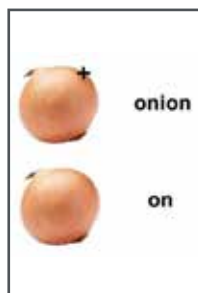
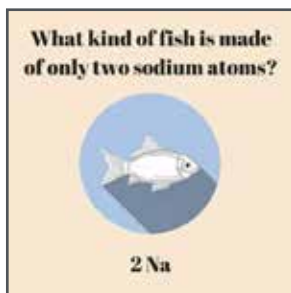
Happy Birthday **Livhu Nemakhavhani!** Gerhard will conduct the choir, when they all sing; "Happy Birthday" to you. For those of you who don't know, Livhu is our chemist in our Johannesburg operation. She keeps a meticulously clean lab, excellent at keeping perfect records .. and is coming along brilliantly, for Technical Service. Well done Best Wishes, George Papamanuel



THE LIGHTER SIDE

A COFFEE HACK - IT WORKS!

Improve the taste of your coffee with salt. Just a pinch will remove bitterness from coffee.



WHAT'S MOVING IN MACHINERY?

Mixing just got a whole lot better... Introducing Summers Equipment

Summers Equipment Inc. manufacture innovative equipment for material processing. Era Polymers, headquartered in Australia, are a global supplier of high performance prepolymers, used in the cast elastomer industry.

Era Polymers will handle distribution of the Summers Equipment Dual Planetary Mixers globally, with the exception of North America, where Summers Equipment will continue to service and distribute to this market.

The Dual Drive Planetary Mixers allow for mixing of a wide range of different elastomer chemistries, including high viscosity and heavily filled materials, in seconds.

The 5kg model has a mixing capacity of 1kg - 5kg, and the larger 10kg model has a mixing capacity of 4kg - 10kg.

For further information:

www.erapol.com.au
Tel: 02 9666 3788



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