

Era
Polymers

THE Herald

ERA POLYMERS NEWS BULLETIN



We want to assure you that we take the health and well-being of our community, members, businesses, and associates very seriously.

Like you, we're closely monitoring the quickly developing effects of the Coronavirus pandemic and will continue to share important updates affecting us all.

*As our motto says,
Business is PEOPLE doing business with PEOPLE.
We are all in this together.*

Era Polymers will continue to monitor the COVID-19 situation and will follow guidance from The Australian government and our public health officials so we can continue to supply and best serve you.

Many of our customers have reached out to us as a trusted source for advice and appropriate resources, let's continue to support each other. Be well, be strong, be SAFE.

George Papamanuel

INSIDE THIS EDITION #40

LESSONS FROM LIFE # 27

AN OLD MAN AND HIS SHOES

SPECIAL BIRTHDAY ISSUE

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Yesterday, I received my last present from Niki and Shannon... It was some shelves to store MY shoes, in the garage. I never ,ever wear shoes ,in the house... So all my shoes are stored next to my car. The old racks had seen better days... so it was time for an upgrade... Shannon put the racks together... and Niki, did some magic, putting everything away. On the old rack, years and years ago, I had put dad's old WORK shoes. Dad passed away on August 17th 1993 ...



Twenty Seven years ago, TODAY. The shoes are the ones he used to wear when he worked for the Gas Company. So they are about 50 years old...Niki made the comment that;



"Gee Pappou had small feet"
His shoe size was " 8 "..... mine is, "12".
But for an 70 year old son, it has been my life's journey, to be able to fill his shoes.
At my ripe old age ... It is still "Work in Progress".

(Cont'd Page 2-3)



GEORGE PAPAMANUEL

"Today", FRIDAY, dawned on me ,on Wednesday.
Why Wednesday? I got home on Wednesday night, and there was a Birthday Card waiting for me, from the Prime Minister of Australia, Scott Morrison... wishing me a Happy 70th !

Gosh, Golly and Gee... I've arrived at that magical age.. where the PM ,sends me birthday Greetings.



How lucky am I ?!

So, I was born on a Monday, 7th August 1950.. in the Samos, Greece ,village, of MITILINI. From memory, it was a Monday, around 10 am. I was the third born ... Eleftheria, was born in 1941, Maria in 1944.

I should have arrived, in 1947 (mum wanted her kids spread ,3 years, apart)...

Dad went off to fight in the Greek Civil War ,around 1947....
So, I had to wait, until 1950, to be born.

Dad, like all Greek fathers, wanted a son... so when Maria was born, he said to my mother, Elpiniki; " Again, again, you've given me a daughter ... how about a son, next time"

Just to make sure, he went to the village witch doctor, Fokion, to ask what did he have to do, to get a son next time;
" Easy, Aleko, you and Elpiniki have to drown, breakfast, lunch and dinner ,with PEPPER ... and then you will have your son"
So, for weeks...PEPPER it was ... Why does Pepper work?
Well... like George Costanza, once exclaimed ;
" My boys can swim" So, pepper, just turbocharges the "boys", a bit more !

It's a family secret ... all the subsequent generations, have used PEPPER, to get a first born, son. e.g. Alex and Francene, ages ago, bought a house from an Italian couple ... they had 4 daughters. When we met them, I asked, IF, they wanted a SON.
" Of course" I let him on, the Papamanuel secret.
12 months later he called me up, and proclaimed ;
" We have a son, we have a son... the pepper worked"
I'm telling you it works.

By all intents and purposes, I was a BIG boy at birth...

The midwife, Elizabeth , exclaimed to my mother (there were no baby scales in the village of Mitilini);
" Gee, he's a BIG boy, Elpiniki"

SO, WHO IS GEORGE ?

This is the soul searching bit.. and in NO particular order;

1. I have a SARCASM gene... I inherited it from my father, who inherited it, from his MOTHER , grandmother , Maria...TWO of my grandchildren have it ... I'm nurturing one, and hiding the other one ... This is the Era, of NON sarcasm personalities ... NOBODY try's to understand it, anymore. So, it always gets me ,into a lot of trouble.

Here is a bit about sarcasm ,that I wrote in 2005 !

Dear Staff,

For those of you who haven't been here long enough to notice, you can tell a true Papamanuel, by their highly developed sense of sarcasm.

(Come to think of it, lately Peter Bekiaris is showing some incipient degree of sarcasm. FIFTEEN YEARS in contact with our family, is finally honing his sarcasm gene).

Well any way, in the Sunday Telegraph, there was a small snippet about Israeli scientists have found that there is a gene for sarcasm.

TRUE !!

*"Simone Shamay Tsoory, the psychologist who led the research, said the study aimed to determine how people distinguish between words and a speaker's intention.
Only then can you really understand sarcasm, she said."*

There you go, Peter has the gene.

Papamanuel's definitely do.

Anybody else ??

Best Wishes

2. IF there is a gene for SELF DEPRECATION ... I have that one, as well. I like to poke fun of myself ... I like to put myself DOWN. I DIS-approve, of myself, SOMETIMES, (well to be truthful, nearly ALL the time) when things go wonky, for me ... So, at times, I talk to myself...Getting ANGRY at myself.... sometimes in ear shot of my grandchildren...
Who all start giggling. My wife, my children, and now some of my grandchildren... like to take aim, and "fire" ... they rationalize, IF, I do it to myself.. then surely they too, should be able to do it, to me.
I love it.... Most of the time !

GEORGE PAPAMANUEL



3. I can't stand FAILURE.

I hate losing at anything.... This drives me, AND TINA constantly crazy. This too gets me into trouble from my bride.. Who is ALWAYS lecturing me, to slow down, to take life easier..... to occasionally accept, defeat .

Hard to do, Tina, VERY hard to do .

4. I detest, with a vengeance, being spoken DOWN to.

THAT has got me into a lot of trouble, over the years, as well. I was always taught, that we are all God's children... To me, talking to someone who makes 10 cents / hour (YES, I have), is no different to people who are on their way to making their first \$ billion. I talk AT everybody... NOT down to ANYBODY. Status and Stature, mean NOTHING, to me.

Unfortunately I come from a culture, which "bows and curtsies" to titles. NOT this boy.

5. I can join dots together.

Sometimes this is called wisdom... I have a LITTLE bit... a TINY bit. I have my mother's intelligence (as all boys do, from their mothers) and WISDOM from my father. In the original Greek culture WISDOM was prized above everything else ... The ANCIENT Greeks, therefore produced, a multitude of , "wise men" ... Plato, Socrates, Solon, Pythagoras, Aesop , Epicurus, Aristarchus, Thales, Aristotle, Diogenes, Herodotus, Plutarch, Eratosthenes, Thucydides, even Melissus of Samos ... yada, yada, yada .

Then our Greek culture, forgot, to "think" ... to try and rationalize and explain, the universe around them. Pity. BUT, you need more than wisdom... You need INTELLIGENCE, to "succeed" in LIFE. I'm blessed with a SUPER intelligent wife ... TINA. She's my Mentat . We became a formidable team.

6. I like TIDINESS, I like CLEANLINESS.

BOTH de-stress me ... IF the world gets me down, I head for the floor steamer, at home. Cleaning the floor, sterilizing the floor, resets my soul. Just ask TERRY, and my family, about my mania, for tidiness and cleanliness.

7. I get bored easily.

This one especially drives Tina, nuts. I have to be doing, something , anything, which I define, as worthwhile . Doing NOTHING, is not an option. In my advancing years ... even when other people are watching TV, I can't just SIT there ,and watchI have become a serial " flicker", from my iPad... I.e. I'm always "flicking stuff " to my family ... that I, find interesting... Sad to say ... most of the time, they don't have the same appreciation, of what I , "flick" !

8. I have a TEMPER ... a bad one.

This one I've failed miserably at controlling. I inherited it from my father ... his was bad... mine is worse, much worse. The only thing that works for me, is to retreat into a cocoon.... IF, I'm left alone, and also manage to get some "floor steaming" done ... I'm good. The problem is that Tina tries, and tries, to talk me through ... it doesn't work. BUT she has learnt to notice,when the "volcano" is about to erupt...So occasionally, she lets me retreat, to my retreat

THEN, I'm good again... ready to go one more time ... tilting at all those damn, WINDMILLS .

"SO George, what is THE highlight of your life? What has defined you"?

"Easy, I married Tina ... my life, then, fell totally, into place.... Eternity, fell into place."

Seventy down, who knows, how many to go.
Best Wishes

Due to social distancing and capacity limits, we could not celebrate in true Era style...but soon...soon, we'll make it up to him!





Invisible Protection for 3 Different Species of Timber

Taking care of your timber

Reclaimed timber protected with Waterkote® 2K Bare Timber.

Environmentally conscious home owners of a beachside dwelling in Clovelly, NSW, Australia used reclaimed timber as a sustainable flooring option for their ground floor.

This resulted in a collection of **3 different species of timber** being used adding lots of character to their living space. However, they needed a protective coating that would prolong the life of all 3 types of timbers while bringing out the natural beauty of the Jarrah, Cypress and Baltic.

To achieve the desired look the contractor chose **Urethane Coatings, Waterkote® 2K Bare Timber**, a non-hazardous, non-yellowing coating suitable for various timber species which brings out the natural beauty of the timber and results in a silky satin finish that would rival any designer floor.

The residents weren't disappointed they had a top end finish while using reclaimed timber and a non-hazardous product to protect and prolong its life.



WaterKote™ 2K Bare Timber

A NEW generation 2 component water borne polyurethane

Extended open time

Exceptional flow and levelling.

Can be walked on after 24 hours

Full Cure 5 - 7 days after application

Non - Yellowing - UV Stable

For more information:

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Tel: 02 9666 3888 | Fax: 02 9666 4805 | Website: www.urethanecoatings.com.au



BREAKING A RECORD #NEVERDOUBTEDIT

AMAZING PRE-POLYMER STABILITY

E83A

by Dominic Pearsall (Era QLD Office)

Don't let anybody say our pre-polymers don't have good storage stability!
Used this old sample of E83A from our office at a new potential customer recently
and it melted out nicely and came up to 83A when cured with Ethacure 300.
This IS a record considering it's 15 years old!



ANZAC DAY 2020 - A SPECIAL EDITION

How did you spend Anzac Day George?

Tina, and I got up at 5 am.

We left home at 5.30 am, to go to Shannon and Niki's house.. we hadn't told them that we were coming.

There was a chill ,and darkness, in the air.

We sat outside their house, and listened to the Dawn Service from the War Memorial in Canberra.

The Prime Minister gave a magnificent speech.

Somewhere through the speech, Shannon knocked on our window ... we went inside for a quick cup of coffee.. the grandchildren still had sleep in their eyes.

We went outside, as millions of other Australians and New Zealanders did, that morning ..

The two youngest children, George and Joanna, read their speech...

And ADAM, our 12 year old grandson, played;

“ The Last Post “

On his trumpet .

Brilliant , brilliant .

Special Day, Special Service that will last forever, in our minds.

The Prime Minister ,as I said, gave a magnificent speech.

He recounted a “ digger” (soldier) who had cancer, BUT always insisted on marching, on this very special day .

And the “digger” said ;

**“IF YOU WANT TO GO FAST, GO ALONE.
IF YOU WANT TO GO FAR, GO TOGETHER”**

What a brilliant saying.

A truism about soldiers.

A truism about family.

A truism about business.

And indeed, a truism about , life .

Anzac Day, by the way ,the Americans call, Veterans Day



Adam Williams



TIME TO SHINE - OUR REPUTATION IS SPOTLESS

ERA POLYMERS CLEANING RANGE

A variety of cleaning products to have your machinery looking good and functioning at their optimum.



EraSolve

For cured PU

Is a unique solvent used in the polyurethane industry; it has two major functions:

1. A solvent for swelling cured polyurethane.
2. A primer for polyurethanes, PVC and other similar materials.



EraClean

For boiling up metal machine parts

Is a solvent free product ideal for cleaning metal equipment parts such as mixing heads etc, used in polyurethane elastomer manufacture.



Era Gun Flush

For low pressure mixing chamber flushing

Flush your Spray Gun Clean. Era Gun Flush is a colourless liquid with low toxicity and a mild odour.

Era Gun Flush provides good solvency for a wide variety of resins including acrylic, epoxies, alkyds, polyesters, nitrocellulose and polyurethanes.



MEK

Used for cleaning surfaces & tools

Also known as Methyl Ethyl Ketone.

Is a solvent used for cleaning surfaces and tools and it can also be used to thin down solvented polyurethane systems.

For complete or more information contact

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or email erapol@erapol.com.au



APTANE

Applied Polymers
a Division of
Era Polymers Pty Ltd

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Specifically developed for

Pipeline Trench Breakers

Ecofoam RST320

- 2 - Component HFC blown (zero ODP) PU Spray Foam
- Nominal 32 kg/m³ density
- Lower Exothermic Temperature
- Contains Fire Retardant
- Excellent Adhesion
- Cost Effective
- Fast Installation



Scan to visit our website



**Ecofoam
RST320**

www.appliedpolymers.com.au



EUROPEANS EMBRACE THE L-SERIES: LOGICAL LOGISTICS



Erapol L-series are lower free TDI prepolymers, as compared to conventional prepolymers - this means the labelling, transport regulation and storage regulations are less rigorous



Era Polymers Exports WorldWide

Our unique production method does **NOT** involve the high temperature stripping process that exposes the prepolymer to excessive heat. This means the Erapol L-series will not lose NCO while being melted in a drum, or more importantly, not degrade when loaded into stored in the tanks in of a casting machine, thus eliminating production problems.

- L-E series –abrasion resistant elastomers based on PTMEG, 77 Shore A – 65 Shore D
- L-ETX series – High hardness series, 60 – 78 Shore D, based on PTMEG
- L-ETL series – general purpose grades, 85 – 95 Shore A
- L-RN series – polyester based elastomers, 70 Shore A – 55 Shore D

POLYESTER
PRODUCT
L-RN701A
L-RN71A
L-RN85A
L-RN92A
L-RN501D

For complete or more information contact
Era Polymers on +61 (0) 2 9666 3788
or email erapol@erapol.com.au

POLYETHER (PPG)
PRODUCT
L-ETL85A
L-ETL91A
L-ETL94A

POLYCAPROLACTONE
PRODUCT
L-ECP61A

POLYETHER (PTMEG)
PRODUCT
L-E83A
L-E90A
L-E93A
L-E95A
L-E60D
L-E65D
L-ET82A
L-EHP90A
L-EHP95A
L-ETX70D*
L-ETX751D*
L-ETX801D
* In development

ERAPOL EHP SERIES

The **Erapol EHP Series** has clear performance advantages over the standard Erapol “E” high performance polyurethane elastomers. They have been designed to operate in the harshest environments where wear characteristics are of prime importance.

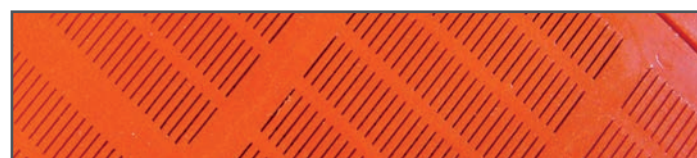
The polyurethane elastomers exhibit excellent physical properties, including good tensile strengths, high resilience and excellent wear characteristics as well as outstanding hydrolytic stability. There are also clear advantages in terms of processing, including low viscosity at processing temperatures.

Applications: The **Erapol EHP Series** are ideally suited to machine dispensing, especially where large mouldings are required, but can

equally be used for hand casting applications.

Typical uses: Mining applications such as screens, pump impellers, pipe linings as well as wheels, rollers, cyclones and other high wear applications.

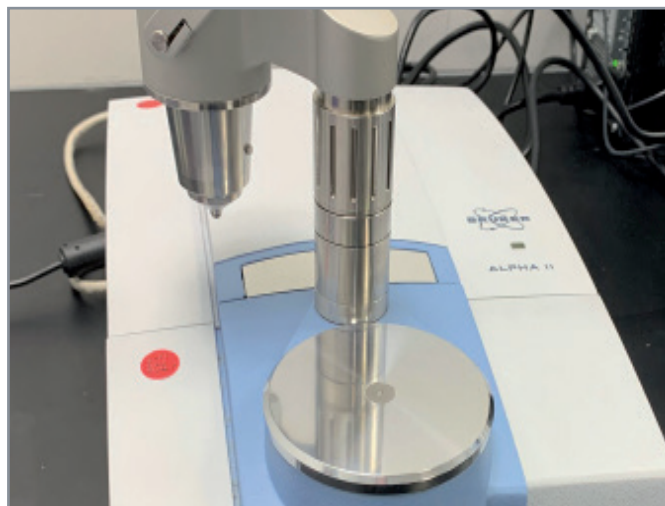
Products: EHP83A, EHP90A, EHP93A, EHP95A, EHP60D, EHP70D



$I = 4r^2t^2c^2E^2\cos^2(vt-2\pi kx)\cos^2(\pi k\Delta d)$ - ? IT'S OK, WE CAN IDENTIFY IT FOR YOU

ERA POLYMERS ADDS AND UPDATES FT-IR ANALYSIS EQUIPMENT

Easy, efficient and reliable identity control of your POLYURETHANE and POLYMER products - now faster & universally feasible with the introduction of the ALPHA II FT-IR spectrometer into the Era Polymers R & D Centre

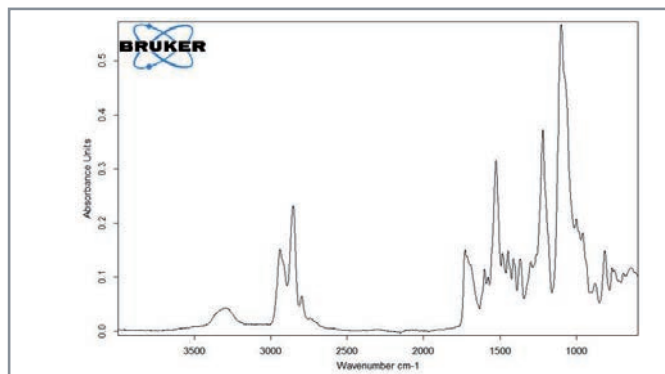
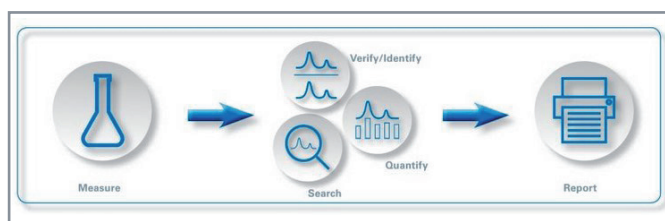


Our Bruker ALPHA II FT-IR Spectrometer is the newest addition to our ever-growing suite of analytical instruments at **Era Polymers**.

FT-IR spectroscopy is an analytical technique in which a solid or liquid sample is irradiated with infrared light. Different functional group (eg. -OH, -NCO, -NH₂, -CH₃) will undergo absorption of infrared light at different wavelengths. This absorption produces a chemical fingerprint and allows us to determine the functional groups present in the sample and at what concentrations.

At **Era Polymers**, FT-IR has the ability to **rapidly and accurately** characterise an unknown sample, confirm the presence of moisture or other contaminants within the sample or even to determine if the cast sample has been processed at the correct mix ratio.

The Bruker ALPHA II FT-IR offers the state of the art technology with improved signal to noise ratio, fast acquisition (measurement within a few seconds), reliability, compactness, and portability.



SLOW AND STEADY WINS THE RACE - ERACAST CONPATCH S

Slower Concrete Repairs with Eracast Conpatch S – Ideal for a Warmer Climate

Eracast Conpatch S is a two-part ultra-low viscosity, polyurethane crack and spall repair system for concrete.

Eracast Conpatch S is a slow version of **Eracast Conpatch**. The ultra-low viscosity of **Eracast Conpatch S** allows it to penetrate deep into cracks for excellent adhesion and added strength.

Eracast Conpatch S was developed for the Asian market, with a warmer climate where a longer working time was more favourable. Grind off time for **Eracast Conpatch S** is 2 hours verses an hour with the standard **Eracast Conpatch**.



TRANSWORLD VISIT TO SINGAPORE

H.K. MOEY

Trans World has been Era Polymers' distributor for the Philippines close to twenty years now. So it was with excitement and happiness that Transworld made the trip to visit with H K Moey in Singapore 5th February 2020.

After a lengthy business meeting it was off to a popular Thai restaurant located in Paragon on Orchard Road. Later that evening, Jomar, Emerson and Moey took a short walk to Lucky Plaza, also affectionately known as Little Philippines!

Era Polymers are proud to be represented by Trans World in The Philippines as they are a resilient and loyal company. Recently, this is what Present and CEO Melody C Hwang had to say "The crisis has allowed us to appreciate the importance of our role as a reliable and trusted partner to our principals and customers. We are very proud of our positive impact to our customers, our suppliers, and our country during this difficult time."



(L-R) Emerson B. Sto Domingo, H K Moey, Melody C Hwang and Jomar V. Demetria



Melody C Hwang, President & CEO



STAIRWAY TO MINI COOPER HEAVEN

The Mini Cooper is a car that has stood the test of time and has been on our roads since the late 1950's.

Sydney's Mini Garage sells this iconic beauty; their showroom has a staircase in the centre leading to more Mini's on display taking potential customers to "Mini Cooper Heaven".

The staircase in the centre of the Mini Cooper Garage Sydney show room, is custom milled Blackbutt timber and they needed something to protect it while not distracting from its natural beauty.

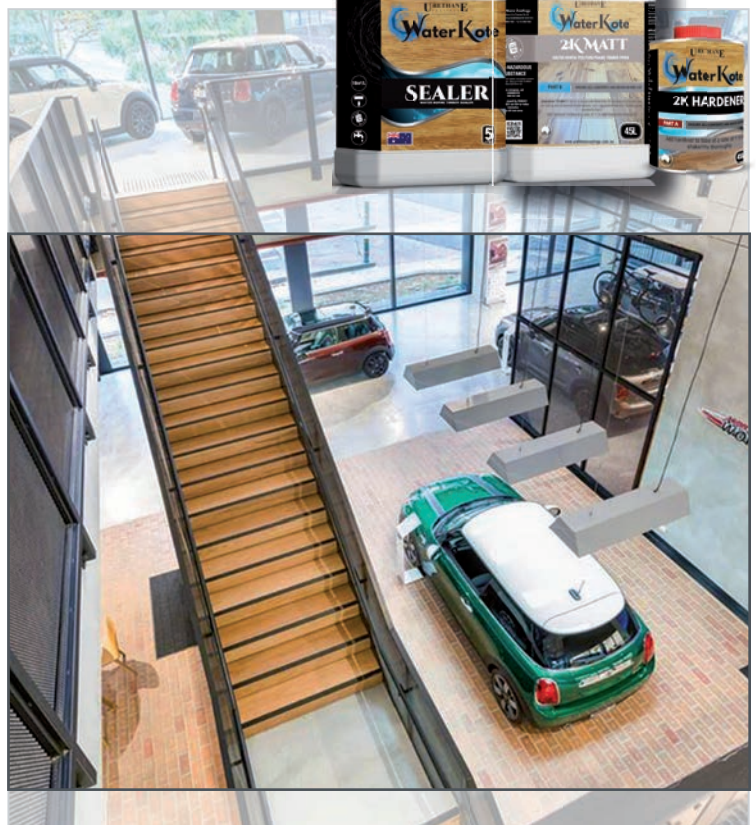
WaterKote®2K was specified for the job. The Blackbutt timber was initially sealed with WaterKote® Sealer to ensure subsequent coats remain on the surface therefore maximising the wear layer. WaterKote® Sealer was followed with 2 coats of WaterKote® 2K Matt creating an elegant finish highlighting the natural features of the timber.

A beautiful staircase leading to an Iconic Beauty!

For more information:

www.urethanecoatings.com.au

Tel: +61 2 9666 3788



ERA STAFF BIRTHDAY GREETINGS



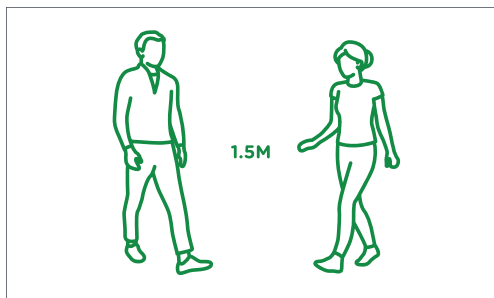
Era
Polymers



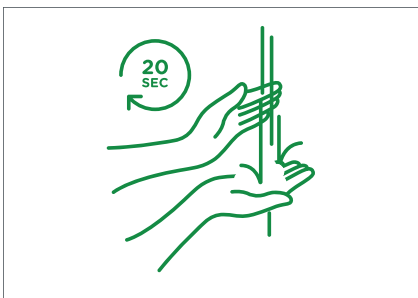
THE BIRTHDAY SECTION

DURING THIS UNPRECEDENTED TIME, GEORGE PAPAMANUEL SHARES ALL HIS BIRTHDAY GREETINGS HERE

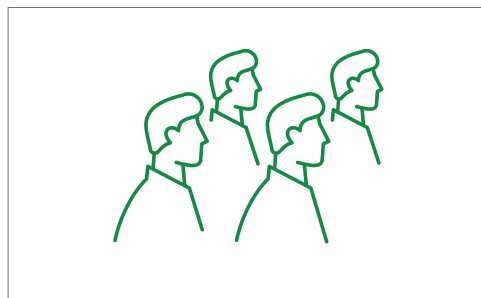
At Era Polymers, we have been taking steps to help **stop the spread**



SOCIAL DISTANCING



SAFE HYGIENE



CAPACITY LIMITS

Unfortunately this has meant that we could not gather together as the Era Family to celebrate and cut birthday cakes for staff. We are always optimistic, soon...soon...we will cut cake again!

ANDY CLOCK - ERA USA 3 MARCH

So on such an auspicious day ... Andy should be home, helping his grandchildren, to blow out all HIS birthday candles.. right?

Not Andy, He's at Stanley , doing Stanley stuff. If he does everything that he's going to do , SHANNON when he goes over, will have absolutely nothing to do ... apart from looking suave and sophisticated ..Nah , that's NOT Shannon ... he'll be up to his armpits , doing stuff. Andy and I , as I've written many times before, go back a long way... probably 40 years. Along life's journey we both lost our "cut" bodies ... BUT, we still kept our friendship.. through thick and thin ... especially when Andy wasn't supposed to talk to me, according to Uniroyal ... we talked .

When I wasn't supposed to talk to Andy, (according to my family) ... we smuggled him in to a Greek BBQ, or two. THAT is friendship, right ? But friends can still fight , right?

His ; " But George " Quickly elicits a ; " But WHY, Andy " from me .

Then its on .That's what true friendships are all about ... you tell it like it is , to each other, then you kiss and make up.

Enjoy blowing out the candles tomorrow Andy. Rey, Becky, Randall, Patrick, Tate, Travis , Crystal, Randy , Steve, and maybe even PAUL, will help you.
Best Wishes

JACINTHA OWEN - ERA VICTORIA 29 MAY

Sometimes in life , even in business life ... you hit the jackpot.

We did with Jacintha... and then some!

I hope today and every day is filled with good health, love happiness and laughter.

And I , for one, and Kristian for another ... can't wait for this Covid stuff, to go away...
We are all Covid out !!

We all miss the cakes, the comradery that goes with blowing out the candles ,eating cake... and even occasionally, a bucket , or two, or three of KFC !



-THE HERALD: ERA POLYMERS NEWSLETTER -

THE ERAPOL "BIRDIES"

I've got MULTIPLE birdies ... birdies to die forIt's a truism in business, that ONE of a good employees goals , should be, to make the boss look good... Infallible memory.... that sort of stuff.

**I am truly blessed to have the
"birdies" that I have , to remind me
of milestones...All the time,
THEY get it right ...
sometimes I don't.**

So this edition is a special one for our special people..... come to think of it, we are **ALL** special !

CALUM HENDERSON - ERA SYDNEY 23 FEB

SO CALUM, May the sun today, and everyday, shine down upon you with Good Health, Happiness and Love . SO WHO IS CALUM?
A couple of years ago, George Zavras introduced me to a NEW Expression;
" FRONT OF HOUSE, AND BACK OF HOUSE "

The FRONT, are the guys EITHER , in the customers " face " , or the people who interact with the customer, either in the phone, OR, ,via email. BUT, we are much more than that aren't we !? We have a WHOLE LARGER TEAM , IN THE "BACK ".... The guys in the " BACK" ,are the guys who make stuff, who come up with new stuff,guys who get customers out of trouble ... guys who make sure that the customer gets the right stuff, ON TIME those sorts of people. CALUM, is one of the " BACK OF HOUSE GUYS. " HE A CHEMIST EXTRAORDINAIRE... he makes things happen , in the ELASTOMER LAB. When the pressure ,is on to permutate a formulation, to come up with a totally new one ... to find out what has gone wrong at the customers end ...WHAYAGONNA CALL ..?
Emilie and her team,... just ask ANDY, and the guys... actually sometimes it's DAVE and MATT, as well ! So CALUM, A VERY MUCH an integral part of this elastomer team. He does fantastic work, and does it with a warm band disarming smile. NOTHING is too much trouble ... he just gets on with it, and does it . I think that he was born in Darwin ... at least that's what I remember him telling me, when we had our YumCha lunch, last year. He graduated with an Honours Degree in Chemical Engineering ... and like a lot of our team, his Alma Mater, is UNSW .
And I think that somewhere in the past, he was a Part Time Lifesaver . After being with us for TWO years... he is all Era .

Happy Birthday Calum.
Thank you for what you do,and you do it , with such aplomb .

COURTNEY MADDIGAN - ERA SYDNEY 17 JUNE

Courtney, What a total pity that we can't all bond, at morning tea, over some birthday cake, and some sausage rolls.. It will come, again one day ... In my advancing years ... I just hope that I am around to witness it again ! Anyway, I hope that you have a brilliant love filled, day.

SO, who is Courtney celebrating with today ... ?
THIS TIME, before my "birdies" jumped in, and told me who I had forgotten, I had a look at my iPhone, and, my trusty Blackberry ..
And they BOTH told me, that I have a dentists appointment ..
AND, and ,it is YOUTH DAY, in South Africa.
Happy Youth Day... to all of S.A's youth !

So, how do you measure the worth of an employee ?
Many, many, ways..e.g. John Eve, sent a note around last week, on a "congratulatory note from WEIR (no, not DAVE ... the company !)..
They told us ,that they loved doing business with us .. we are an easy company to do business with ...THAT is nice, right, that's the sort of stuff that we like to hear. BUT they were talking about our PEOPLE....
" We are only as good as the People that we Employ " ... right !

THAT IS COURTNEY.
Andy, Paul and Miles, from our USA operation, are hard task masters. They want, demand, insist on, PERFECTION ,with everything ,that they throw at Courtney .And God Bless... she delivers every ,time.

THAT is Courtney .
Happy BirthdayONE of my little birdies, came in late, and told me that you hit 26.. nah ! Andy , Paul and Miles are shocked, that somebody so young, could be so good .

BIRTHDAY MENTIONS

13 MARCH - Alex Papamanuel

29 MARCH - Francene Papamanuel

30 MARCH - Nicola French

3 July - Victoria Zavras



DOREEN SCROGGY- ERA SYDNEY 26 JANUARY

Doreen Scroggy ,is our Purchasing Manager ... A little birdie said that it is a BIG, BIG birthday but, I wasn't told how BIG !
We will find out when she tries to blow out the birthday candles .

CHRISTINE LAWRENCE- ERA SYDNEY 28 JANUARY

Christine Lawrence, works here, in accounts.. I work here too, sometimes, but I never seem to see her ,she's one of our quiet achievers normally you see people in the lunch room.. Christine , never

DOMINIC PEARSALL - QUEENSLAND 10 JUNE

I'm reliably told, (I think), that Dominic turned 55 .
 Yee Gods... Nobody with such an impish laugh and smile, can be THAT OLD .
 Dominic, is one of those people , who is the quintessential Salesman ... he is a "foot soldier" ,
 par excellence ...
 Loves the thrust , the "kill, crush, and destroy the competition " mentality of his profession.
 Does it with aplomb... goes down , like yours truly, when life , and business doesn't go his way.... And then quickly bounces back again... to have another go.... Just like me !

HAPPY BIRTHDAY , Dominic.

LINDA LIU- BANKSMEADOW, SYDNEY 25 JANUARY

These trips sometimes play havoc with me keeping up with emails .
 I think that it was Linda's Birthday on Saturday ...
 SO, Happy Birthday Linda.

Linda , by now, I think, doesn't need introduction ..she is our Senior Foam Chemist.

I had to look up when she joined us it was in late 2012 !
 So, by now, EVERYBODY should know Linda.

She is one of our gifted, deep thinking, hardworking people ... she too, makes us who we are.

Many, many, Happy Returns , Linda.

JAMES DUMITRIU - DANDENONG SOUTH 11 JULY

He doesn't even own a pair of jeans ... so when he does the gardening, it's in old suits ,that have seen better days BUT, still have enough life in them , NOT to be thrown away.. You probably know that after all these emails, that my mind works on IMAGES, and emotions, when it comes to remembering the past ...

The INTELLECTUAL bit, is that I NEVER forget an insult...Insult me ONCE, and you will pay dearly, like FOREVER....It's a serious fault according to my family ...I've tried and tried, to expunge it from my soul ... BUT I've failed . Anyway, like all good salesmen... you hang your emotions on you sleeve, when:

1...You don't get the order, when
 2...The "customer" doesn't call you back.. when
 3...You are trying to SELL.. and the "customer" is trying to convince YOU, that you are selling THE WORST polyurethanes in the Universe.... And you have to report THAT, back to "sir " ... yada ,yada , yada.

In these circumstances, SELLING ,is a tough gig, right ?! It can get you upset, right ... ? It certainly does, me . So, HOW DOES JAMES REACT?? Well ,when we are visiting our Dandenong facility, and Tina and I are sitting in the boardroom, James comes in, with what I call his SPENCER TRACY look ... my mind works on IMAGES, right .
 (watch one of Spencer's old movies, and you'll see what I mean)
 i.e. His forehead is deeply furrowed, and his lips are pursed, to the point of disappearing into his mouth. i.e. He takes these DOWNS, seriously... THAT is a sign of a PROFESSIONAL SALESMAN... It is NOT just a job, It's a CAREER, It's a CHOSEN LIFE ...win , lose or draw.

And the flip side, when things are going well...
 He wears his new suit, whilst watching Andrew Bolt, as Andrew, is sticking it, into Chairman Dan ... NO leftist ideology, for James !

And, to let you in ,on one of my hidden secrets ... James , has THE, list of people's milestones... he quietly lets me know... when these milestones are coming up.

IF I got this one wrong ...I'll have to blame my granddaughter Evie ... she put the birthdays, into my iPhone, a couple of days ago ...
 Then again ,I can blame ANGELA, who came up with the list, in the first place.
 HAPPY BIRTHDAY

H.K. MOEY- SINGAPORE 28 FEBRUARY

I think that it is a toss-up who is the oldest guy in the company, Moey, Andy or yours truly ! Who cares, our minds are still strong, even though our bodies have taken a lot of punishment , over these decades .

So who is H.K. Moey ? Moey is based in Singapore , and he is South East Asian Sales Manager. He, Andy, and I ,go back to a gentler age, when we all worked for a company called Uniroyal, which became Crompton, Crompton Knowles, Witco, Chemtura, and now LANXESS ... Along all these many transformations.. it lost its soul, its character, .. and now the Germans ,are re making it, one more time in THEIR ,image !

Decades ago, when we both worked for Uniroyal, I used to go up to Singapore.. at a time when Singapore had a urethanes industry...and we'd hit the road ... go to the Philippines, Malaysia, Indonesia .. and bond with each other, and the customers. I developed a lifelong mania for all Asian food ... even picked up some "civilized " customs.. like taking your shoes OFF, before you walk into your house.
 To this day, I'm proud to say that the whole family, goes barefoot in the house...

WHY would you bring , all that CORONA virus attached to your shoes, INTO the house ! I also developed ,a passion for people, of different cultures , learning to listen, at meetings, TWICE as much ,as you talk .
 (TWO ears , ONE mouth, right !)... all the time with Moey.

So, we've become lifelong friends.

Does he get stressed...? Damn right, just like the rest of us.
 He has Lanxess, COIM, Covestro, BASF, Dow, the Chinese / Inov, Headway , Mitsui, Tom Fu, to compete with.... In essentially, tiny, tiny markets
 SO, how does he DE Stress... ?

TWO ways, that we share ... a love of DURIAN, and FOOT MASSAGES.
 The first time that I had a foot massage , I was thoroughly embarrassed that a young man, a third of my weight was massaging my BIG Greek feet ... he did such a good job that I fell asleep .
 I woke up and gave him a \$10 tip.. when the cost of the massage, was \$2 !

HAPPY BIRTHDAY MOEY .

MARTIN MORISSEY - BANKSMEADOW, SYDNEY 15 MAY

So, WHO IS MARTIN ?

1. Martin is exactly ONE year younger, than the "Boss of the Boss" "... that's pretty good ,in its own right, right ?!Having said that, he promised me about 3 weeks ago ... that he's good to go, for ANOTHER 10 years. Nice... thank you Martin... To Infinity and Beyond. He and I both know and understand ... that there is STILL a lot of; KILLING, CRUSHING AND DESTROYING, still to be done!
2. So, Martin is our Business Development Manager. He has spent as much time in the PU business as ANDY and I.I think that he started his career at WRM, before WRM was acquired by Uniroyal. He moved around a bit, and finally found the place, that he should be at ... US! MARTIN, by the way, looks after our South African Business. He has fallen in love with the country, especially our business, and the PEOPLE that we employ. He loves them, they, love him back. Since they don't have this social distancing stuff, in offices... the guys there are having a CAKE IN MARTIN's honour, today . Gerhard our Manager there, is having Martin's piece of cake, as well.
3. Martin, like yours truly , and many of us ,is a perfectionist. IF you aren't ... you don't understand the significance of that .. It means that you are CONSTANTLY restless ..constantly looking to better YOUR SELF, and the world around you.

So, what do you do when you and the world doesn't come up to your STRATOSPHERIC standards?

- IF you are Francene and Alex, you go for a walk AFTER lunch. Alex ,as well, gets on his indoor bike ,every morning at 5.30 am.. to relieve the tension and stress... and doubles up with an 80 km ride on the weekends .
- If you're DAVE... you go for a RUN , instead of having lunch .. comeback ,and then have a shower. TERRY, then destresses, by cleaning up Dave's shower area, downstairs . Terry and I double up, by putting toilet paper out, filling up the soap dispensers ,sweeping ... very, very therapeutic.

- IF, you are SHANNON.. you put in the hard yards / metres, running the factories.. get home late, have a quick dinner, interact with the kids ... then get on the phone to the USA... It is one of our hidden family secretes , that Shannon talks to Stanley MOST nights.. starting around 9.30 pm. He gets phone calls , regularly at midnight, 1 am, 3 am, 4 am, and finishes off at 5.30 am when he is having his Weetbix. Shannon is also driven.. he wants to make sure that Stanley is OK, 5 days, in his case, NIGHTS , per week.

Cummon George , this is very WINDED .. technically... very , VERBOSE.

HOW does MARTIN DESTRESS ?

Well Martin has two kindred spirits .. who also have perfectionist STRESS issues.... TONY and JEFF.

So, Tina , Alex , Francene , and I, sit at the same table downstairs , for lunch.. Behind us is a table that JOHN DIAZ sits at ... John , is brilliant, like Dave, at finding anything and everything on his iPhone... so he eats and he Googles. NORMALLY, Martin, TONY and JEFF sit at the same table.

BUT , lots and lots of times, it is John playing with his phone by himself.... when the other three boys don't come down for lunch the family then realizes, that they are under a GREAT deal of stress... they are so stressed that they skip lunch !! True !

Where are they ...??

Playing snooker/ pool ... downstairs.

They take out their frustrations, on that little white ball, that just won't push them other balls, into a pocket, or two . Martin then , if he is REALLY stressed, doubles up, and does "an Andy " on the weekend, trying to get an even smaller golf ball, into a smaller pocket.

SUCH is the life of a perfectionist .

Happy Birthday Martin. One day we'll have cakes ,again.... In the meantime, the guys in S.A. will blow out your



PAUL WAITE - UNITED STATES OF AMERICA 27 JULY

Paul, May your special day be filled with Love, Happiness, and Good Health.. AND just in case you haven't been taught BLOWING out candles, is now banned I'M RELIABLY INFORMED, that your moisture filled breath, will just spread, and spread..... GERMS... Lots of them ! (hopefully no pesky viruses)

My GRANDCHILDREN now tell me, that you are supposed to CLAP your hands ABOVE the candles... THAT air pressure wave, is supposed to do the trick, and blow them out.

I've got to " blow " out SEVENTY candles next week.. wish me luck ... there is going to be a lot of clapping going on .

So, who is PAUL?

Nah, he too, doesn't need an introduction....surely ! He is a quintessential professional salesman. Dresses impeccably. Writes magnificent call reports. Is dogged, when there is an order in the offering.. He just loves going in for the "kill "... Sinks "a little bit , like all professional sales people , when it doesn't come his way . Likes to do " bond " selling (you "bond" then you sell) ... just like me ...

AND, just like the Chinese say; " FIRST we become friends, then we do business ". AND, Oh, his favorite movie is FORREST GUMP. "George, Forrest Gump is my all-time favorite movie. May the winds of the storm be in our direction". What more do you need to know?

PETER WOODFIELD- ERA SYDNEY 30 JULY

SO, WHO IS PETER ?

Peter is one of our secret , quiet ,achievers.He started as a Development Chemist, in the Elastomer Division... NOW he does all manner of stuff, to make sure that ,our sites, our factories, our laboratories, are ALL safe, and are compliant. That's a tough job right... the "do's and don'ts " are a global, minefield that only a person of Peter's intellect, and character, can cope with the multitude of regulations... he does it brilliantly.

As you may, or may NOT know, I'm a mad "filer" ...i.e. I have hundreds of files.. customers, suppliers, contacts, and EMPLOYEES files. So, I looked up Peter's file ONLY 13 entries. That can be construed as "good" or "bad "... right ? In this case it's GOOD.... He does his job... and I only need to know , on an "as needed" basis
So, I looked up OTHER files.

The RECORD goes to ANDY.... 4206 emails ... and that is NOT counting, the "Andy" emails that have been distributed amongst USA customers.

ME... 3725

ALEX ...2523

Next is DAVE... 1679

And, Oh... the , " boss of the boss" ...sits at 1150

So, Peter is nowhere near ,making the "top 100 email list"... but he still does a brilliant job.

KFC, today Peter ?

RANDALL HARDIN- ERA USA 6 JULY

SO, WHO IS RANDALL ?

Randall is a Senior Plant Operator at out Stanley facility.

There are three operators there, that are you're quintessential, "perfectionists" when it comes to making prepolymers (I'm sorry this Covid stuff, has stopped me from meeting some of the new team). Randall cooks to perfection.

He makes it look so simple ... and he is ULTRA , ultra clean, in the way he makes them... not a spec of anything on the floor.

When we're cooking the last thing in Randall's mind is lunch.

i.e. you probably know by now that TINA likes to feed... it's a GREEK GRANDMOTHER thing. So, she prepares the food .. Greek Salad and all ..(most of it, however , is brought in)

As juicy ,and tasty, as it is ... Randall disappears to check on the batch.

I had to take some watermelon out to him, last time ... to keep him hydrated. When things aren't going well.. Randall takes it personally.

i.e. The Stanley plant was in "mothballs" for a number of years .. So every time that we think that we have taken care of all its "bugs" ... some come back to bite us. That's not Randall's fault, that's not the team fault ..It's purely Murphy's Law !

Thank you Randall.... One day, sometime in the future, HOPEFULLY, we will meet again .

Happy Birthday .

RHYS WALDRON- ERA SYDNEY 5 JULY

SO, WHO IS RHYS ? Rhys' title is ;

" Technical Sales Manager Membranes , Coatings and Adhesives "

That's a mouthful if ever there was one. But Rhys is more than his title .

He has come out of the Laboratories, RUNNING, at full speed, to create another, Growth Engine, for us .SO;

We are NOT just a Prepolymer Manufacturer and Supplier.

We are NOT just a Foam company.

We are NOT just a " Urethane Coatings " company .

We are a TOTAL, POLYURETHANE COMPANY...

A Systems House, specifically dedicated, to ALL things polyurethanes.

And to do all that, and do it well, we are a... PEOPLE COMPANY .

That is the key.. THAT is what differentiates us. So, Rhys is one of those young people, that we employ, who give it his best shot ... EVERY DAY. He goes DOWN, when business goes down. He goes UP, when he hits the jackpot ,with a new customer , and / or New Technology.

He likes the thrill, of the " kill " He likes thinking about polyurethanes ... incessantly. Does he have business faults .. sure , and occasional one ... BUT, yours truly has much many, more, at my ripe old age. He does have the maturity, the business maturity , to correct them . ME, I struggle .

To Infinity and Beyond Rhys.

ROB MCLEAN- ERA ADELAIDE 7 JULY

SO, WHO IS ROB ?

Rob is our National Foam Sales Manager.

He hails from the old Ariel Industries / Applied Polymers business, that we bought.. BUT he left ,before we acquired it . So, when we were looking to grow the FOAM side, of our business...Who did I call ?!

Rob, that's who..

Rob works from his home office, in Adelaide, is driven , to grow the business ...He is as frustrated as we all are, in not being able to travel.

He did make it to Victoria a couple of weeks ago. NOW, that Chairman Andrews, has closed the State down again... he's stuck in the City of Churches / Adelaide !

Nice place to stay, and pray, for Australia to get back to some kind of normality ...soon !

I'm sure that I wrote about it last year ... BUT, in his spare time, he plays UNDERWATER hockey. The PUCK is made with **Erapol E95A**. Underwater hockey ,means that you have to be able to hold your breath for a LONG time.

Happy Birthday Rob.

SHANNON WILLIAMS - SAMOS POLYMERS 29 FEBRUARY

Some aren't so lucky.. they only get to celebrate every FOUR years.

One such person is Shannon Williams. Tomorrow, the 29th February, he celebrates ,his 11th birth- DAY. By comparison, his son, my Grandson, Adam David Williams ... was 12, this month ! Shannon needs no introduction, right ?

He is responsible for our 6 factories. Is he overloaded ,doing that ?... You betcha ... just like "yours truly" and the rest of us.

Does it get him down ?.. Nah !

Is he "hands on" ... definitely, just like the rest of the family.... Even ALEX, when he goes to Stanley, pitches in, and helps decant batches.

He has no problem driving a forklift, pulling a pump apart... and putting it back together again. No "airs and graces " with him ,and the rest of the clan.

We sweep, we clean, we wash dishes , we put toilet paper in the toilets .. we do ALL the stuff that needs doing ...we ,and especially SHANNON ,do it with aplomb.

HE, does it without complaining ,and without seeking credit .

So, how does he DE Stress, with all the daily stress, and grind ?

He has the most gorgeous children , Adam, George, and Joanna .. they alone DE stress him.

EXCEPT, when they don't do their homework, mess up their bedrooms, don't do their chores, talk back, Adam stirs his brother who punches back , and THEN the fight, screams, and crying, is onNORMAL parenting stuff .

His REAL passion, apart from Niki and the kids, is cutting grass, AND, AND crashing cars .

He has a \$3000 bomb.. roll caged, bare inside and out ... and he goes racing, against a bunch of other guys, who keep pushing him into the wall.

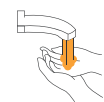
THEN ,his Irish passion and TEMPER ,come to the fore. His temper when it gets going, is as good as mine. AND, when you know, and understand tempers.. you wish and pray, that they sleep, a peaceful sleep .

Tomorrow, the father gets to blow out 11 candles, whilst the son, blows out , 12.

Nice !
HAPPY BIRTHDAY, SHANNON .



STAY SAFE | STAY HEALTHY EVERYONE



Wash Your Hands With Soap



Keep Object Clean



Use Hand Sanitizer



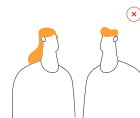
Sneeze Into Elbow



Avoid Traveling



Use a Mask



Avoid Contact



Stay At Home

The ultimate measure of a man is not where he stands in moments of comfort and convenience but where he stands in times of challenge and controversy. (MLK)

WENDY CHARLIE - ERA SYDNEY 16 APRIL

So, Who's Wendy ?

Wendy is in our Export Department .. she together with Courtney . (they sit opposite each other) , and Nathan, in New Zealand, make , the Export Department hum.

Some people are naturals at what they do. They pick it up straight away. They think on their feet ,and, sitting down. They are proactive.. since they are running a business within a business.

Consummate professionals, and more. THAT is Wendy. Wendy is blessed with two beautiful daughters ; Zoe and Scarlett. Zoe.. means " Life " in Greek. She does drawings for me, which I keep on my desk. She used to give me hugs, too. NOW she can't... because of " social distancing ". Happy Birthday, Wendy.

GINA GORMAN - ERA 2 AUGUST

She does purchasing with aplomb, and all the charisma, that her ALPHA personality allows. She and Doreen, are held in awe by our suppliers... they both know, and understand, that BUYING right, is just as important as SELLING right. And, Gina does her job from a far Western NSW town called GULGONG ... I haven't got a clue why she went so far, west ... she tells me that it is a better life for the chickens out there... they hatch much tastier eggs.... She promises to bring me some next time, she makes it to the BIG SMOKE to see us .

TERMAINE THOMPSON - ERA USA 20 MAY

I hope that your special day is filled with love, happiness, good health, and Covid free.

SO WHO IS TERMAINE ? Before I start I haven't got a clue how Termaine ended up being called " Tate "... I'm sure that he told me, BUT, I've forgotten..

So TATE it is.

Tate, works out of our Stanley, USA , facility.. He is a Senior Operator there. He was also one of the ORIGINAL team members, that we employed, when we kicked off the facility. Have a look at the first photo... He is the good looking one, on the left hand side (come to think of it... they are ALL good looking ! the other two are REAY and RANDALL)



The "dirty big " things in the background, by the way, WE call KETTLES, and the Americans call " REACTORS "

When it comes to prepolymer production , he is an ULTRA pro .. Super fussy, Super meticulous, SUPER CLEAN.. have a look at the second photo... that's Tate on the floor, cleaning up the "hidden " area, before he paints it ... THAT is clean, with a Capital " C ". You can tell people's character , with the "small things' that they do ...

i.e. You just don't clean up what you can SEE, you clean up what you CAN'T see.

Watch people that walk into a building, a house, an office... many walk just over the mat, at the front door, not even noticing that it is there ...

SOME, give it two quick "chicken swipes" and walk in...

Tate , Terry, and I , wipe our shoes BEFORE ,we walk in... that translates into EVERYTHING , we do !

THAT attitude also translates, in how TATE makes prepolymers. Nice one Tate !



The USA team have ALL, been THREE times, to our favorite GREEK restaurant ,in Belmont ESTIA . He has developed a liking for Greek food ... except CALAMARI.. And he politely has, Tina's famous Vegemite starters.. so as not to appear, to be rude.

BUT he tries ... That is a truism in LIFE right ..sometimes you do things that you don't like to do .. BUT, it builds character, and a broadens the appetite !

Tate is married to Latiya...

On the way in ,this morning, between phone calls, Tina and I ,discussed how many children they have . We THINK it is either 3 or 4 .. We think that it is three girls one boy.. but it's just a guess.

Have a fantastic day, Termaine / Tate... get the children to help you blow out the candles

NEILL GIBHARD - ERA SOUTH AFRICA 7 MAY

I hope that your special day is filled with love, happiness, good health and definitely Covid free ! So, you've just come out of a month's lock down? How much weight did you put on ? Martin tells me, that Gerhard went on a Mediterranean diet , and actually lost weight ... Is that true ?!

So, who Is Neill ? Neill is our Salesman in our Johannesburg , South African business. Gifted with all things polyurethane ... because he, like Miles, Paul , Andy and the rest , came from the PU factory floor ... a perfect way, to learn your PU craft. He's tall, very tall... at least that is how I remember him, when we met about a year ago. He has one vice ,that he shares with Gerhard , our S.A Manager.. He rides a motorcycle! When you get a chance , ask Gerhard, why HE, gave up the bike !

Enjoy the cake, enjoy your day.... And ,make sure that you keep your social distance right ,when you blow out the candles . Thank you for all that you do for us .

MILES MACARTHUR - ERA USA 23 APRIL

Miles is a star salesman ,based in the Bay Area / USA. He is fearless, when it comes to asking for an order. He has NO problem , asking ,one more question. He is driven both in his business, AND, private life . He now has a mortgage, and NOW, he needs a partner, who can share his passion, and zest for life. In his spare time he likes to jump off cliffs, into the wild blue yonder.

HAPPY BIRTHDAY MILES

DAVE CIFRA - APPLIED POLYMERS 4 JANUARY

Dave Cifra , works in Melbourne .. he is Kristian's right hand man.. Loves to do gardening, when he's not on the forklift, and cleaning .

Has been on a "once in a life time " visit to Disneyland, at least three times.. Like Kristian, he loves KFC...

THE BIRTHDAY SECTION

-THE HERALD: ERA POLYMERS NEWSLETTER -

CRAIG BISHOP- ERA NEW ZEALAND 27 FEBRUARY

May all your dreams come true, today and EVERY day.

So who is Craig? Craig is our New Zealand Sales Manager. He originally hailed from South Africa... that means that his favourite snack, is Biltong (JERKY for the rest of us) The Biltong can be from gnu, buffalo, wildebeest, alligator etc. ... but he DOES draw the line, at rhino, cheetah, giraffe et. al.

On a recent trip to EnZed, Craig and I did some serious bonding, at their version of Bunnings / Lowe's ... he likes to shop , for STUFF. Even better he is extra good at assembling it ...shelves, cupboards... good, and NEARLY as good as SHANNON... in very quick time, the shelves went up, ditto the cupboards.

He also has a "Tidy and Clean" gene. i.e. He also helped me clean the labs, and offices ,to their former glory ! And his other passion is that he is TECKIE... he likes to buy all sorts of stuff, that needs a power point to work...so he is CONSTANTLY upgrading to the latest, and best . BUT, unlike Teckies, who like their desks and offices to be as messy as they can get them ... he brings the discarded / last year's model stuff, to work, and stores them in the spare room, under the offices in Auckland... And presto his home and office ,are tidy. And, with his blessing, we are going to have a "garage" sale, soon, on all the juicy stuff, under our offices. He also has set a trend, which the rest of our 180 people have yet to follow...i.e. it became a badge of honour , in our company, to have TWO computer MONITORS .

YES, I know that it can be argued that flicking between TWO screens, makes your more efficient. CRAIG has gone one better .. he has THREE monitors on his desk ... Now THAT is quintessentialefficiency, of the highest order. AS YET, no one has knocked on my door, and said; "Please sir, please sir, do you know how much more efficient I would be ,IF ,IF, I had THREE screens to look at ?"

Such is life,. BUT THERE IS A MAJOR CORRECTION TO WHAT I WROTE. DAVE, also ,has THREE monitors on his desk ... and, he proudly showed me, that he ALSO uses his lap top, daily as well, and ... as we all know,... Dave is our resident expert at iPhone usage.. he is a wiz at WhatsApp....so he is always on the iPhone to Sven ,and more important ... MELODY. SORRY, Craig you've lost your mantle... QUICK, go downstairs and grab one of those spare monitors blow the dust off , connect it up... and you'll be in the lead again ! To think this all started with VICTORIA, needing two. We've come a long way, eh Vasilia ?! Enjoy blowing out the candles Craig ...and I hope all that building activity at home is finished.

SAMOS STAFF BIRTHDAYS JANUARY

HAPPY BIRTHDAY Peter Stuth! 31 JANUARY

HAPPY BIRTHDAY Mary Anne Sultana! 30 JANUARY

GERHARD CRONJE - ERA SOUTH AFRICA 16 JUNE

I hope that today, like all days ,is full of Love, Happiness, Good Health, the OCCASIONAL sweet treat... AND the occasional polyurethane order! i.e. A typical BRILLIANT, 10 carat diamond day!

Would you believe that my trusty Blackberry didn't let me down today .. It told me that it was YOUR birthday, Francene's sister's birthday .. and COUSIN Matthew 's birthday. So, I came in today with the BEST intention of making you my FIRST email for the day... and somehow I got sidetracked ! I started the day with 165 emails in my Inbox.. so I thought that I would answer a couple and get to you ... NOT to be .. its 3.24 p.m..... And this is the first chance that I've had. I'm down to 124.. and I'm running out of time.

In the Good Old Classical Greek days ... my ancestors believed, that IF, you were unlucky enough to get to Hades (hell) .. You had to suffer the same PUNISHMENT, every day , for all eternity. So, in Hell, there was this guy called Sisyphus (God knows what he did to get to Hades)..EVERY day, he would roll a giant Ball to the top of the hill.. only to have it roll back down again.. he did that, FOR ALL ETERNITY .

For me, sometimes EMAILS are like giant balls .. the more I roll them, the more they keep on coming back . I trust that you and the family and all of Era are Covid Free..

BY THE WAY, I heard today , that South Africa may ,keep the borders closed ,until 2021! Yee gods. Do you know what that will do to MARTIN, not to mention.. all those hunters, who want to pay BIG money to come over to KILL, the BIG 5 !

Stay safe, stay healthy.. not too much cake .

RAHUL PATEL - SAMOS 3 AUGUST

Rahul, works at Samos Dio... he makes the Urethane Coatings stuff. Does it SUPER well.

Certainly THESE DAYS, George Zavras has a new found spring to his step... he knows that stuff is well made, and being well made ... George is out there " Killing, Crushing and TRYING to Destroy the competition"

Thank you Rahul.

RICKY PEARCE - SAMOS 3 AUGUST

Ricky has been with us , for I think, 12 years (?).. he does wonderful things ... keeps BOTH factories at Samos looking pretty, clean and well organized.

It's a delight to watch him work.. he cuts the grass, exceptionally , he sweeps HE CARES . Good one Ricky .

-THE HERALD: ERA POLYMERS NEWSLETTER -

SHANEEL RAO - ERA NEW ZEALAND 10 APRIL

Shaneel works in our New Zealand operation. He has a talent which is dear to my heart ... he likes to clean, DEEP CLEAN. Last time Tina and I were over there, the labs and dispatch office, the factory, needed a major makeover. Craig, Shaneel and I worked up a decent sweat, giving it the "Era look". If you have the "cleaning gene" you can tell, is somebody has it too...NO quick swipes at a bench. No sweeping and cleaning, what you can see... you sweep and clean, what you can't see. NO, playing dumb, so that someone can clean up after you. Shaneel has it.

The poor guy has, like all of New Zealanders, is locked down in his house for 3 weeks, with a possibility of a further two weeks, to follow.

(The "curve" has well and truly flattened, in EnZed, BUT the powers that be, are furiously trying to come up with another curve, that doesn't look so flattened, so, that they can again say; "Lock down, lock down, we have a NEW un-flattened curve, so we can't un lock")

God you're a cynic George.

I am, I am.. it drives my family crazy. ANYWAY, Shaneel's house is sparking and sparkling. He's dying to come back, to continue the Era sparking.

ANGELA CAI - ERA BANKSMEADOW 10 APRIL

Angela doesn't need an introduction does she?! I can write reams and reams about Angela ... BUT, it can all be summarized in a few words; "Angela is a LADY, a CLASSY lady. She exudes class, and professionalism". Enough said. Happy Birthday.

The Birthday cake will wait.

MARCEL TONDO - APPLIED POLYMERS 5 FEBRUARY

So Marcel is our Technical Manager, for Foams and other stuff... based in Melbourne. He and Bianca are blessed with two beautiful boys.. MOST days they feel blessed, some days not so ... Tina and I tell both of them, that all that hard work is worth it... just look at what WE ended up with.

I tell the same thing to Nicola .. and she always counters with .. "Don't talk to me about Jack".

Marcel is Melbourne's version, of Terry.... i.e. he wants, demands perfection.. in the look and feel, and work ethic, of the laboratories. I've wanted that too, Marcel for 48 years ... It's all work in progress.

JIMMY KOSTOUIROS ERA BANKSMEADOW 30 JUNE

Jimmy runs our Physical Testing and Analytical Laboratories. It's a tough, very tough job... all the chemists, and a multitude of customers, drown Jimmy, DAILY, with lotsa stuff to test.

Jimmy rises to the occasion ALL THE TIME. He doesn't fluster easily! He's quiet, unassuming.... Has a beautiful laugh.

He used to be our, in house photographer, in the days when we had Birthday cake, for morning tea. AND, UN like Victoria ... he doesn't take photos when your mouth is full of food!

He is also our resident NOAH. i.e. Somewhere in the Bible there is a story about an IMPENDING Great Flood.. God wanting to punish us, because we went off the rails .. that sort of stuff. So, Noah built an ARK, to house all critters large and small ... TWO of each, thank you. In fact, there was REALLY a Great "Flood" ... i.e. Most of the world's COASTAL peoples talk about such a "flood"... including the Australian Aborigine's, the Japanese, the Chinese, even the South Americans. (there are sea shells for example in Chile, up in their mountains, at 8,000 feet.. how did they get there!!)

Anyway, don't start me on conspiracy theories. So, why is Jimmy our resident, Noah? He collects all sorts of critters, Great and Small, and always, at least, TWO OF EACH. e.g. So, when Charlotte my Gold Fish, died... I inherited TWO water SNAILS from Jimmy ... POLY and ISO. MUCH easier to feed... ONLY once / week. I asked Jimmy, a few weeks ago, how many critters does he have; "Oh, about 500"

SO, if the END of DAYS, sometimes called the APOCALYPSE, is coming, rest assured, that if WE don't survive as a species... all of Jimmy's critters, will.

You are a pleasure to employ Jimmy.

By the way... People always assume, that because the owners are Greek... we like to employ Greeks ... that's true ... but we have MORE than 44 nationalities in our company ... NOT BAD eh!

BUT, we only have about 10 Greeks, out of a total of about 180 ... that's not too many is it?!

JAKUB LISOWSKI - ERA BANKSMEADOW 14 AUG

May your special day be filled with Good Health, Lots of Love, maybe another one of my Birthday Cakes, an excellent trial at Conqueror, and even some weekend fishing. SO WHO IS JAKUB? Jakub hails from Poland. He came here with his wife Ania, and three gorgeous boys

When he and the family landed here a couple of years ago, they spoke little, if any, English.

I asked how last week, how the boys English was progressing; "They speak English better than me, now" THAT is what happens ... as you get older, you absorb less (I speak from experience!)... The Young Ones, on the other hand, are like sponges, they absorb everything.

As I have written multiple times, over multiple years ... we are a PEOPLE company. Its our strength... it what makes us who we are. All our people have multiple talents It's one of my roles to identify those talents ... maybe even nurture them slightly ... and then let them "shine"

So, I come from a generation where BUCKET chemistry was KING ... maybe even Andy can relate to that. A little bit of this, and that, a tweak here, and there ... maybe a pinch of luck throw in, to reduce your variables... and PRESTO; "We're in". I'm glad and grateful to say that JAKUB is the ANTITHESIS of that ... He is a DEEP THINKER, extraordinaire. He gets down to the molecular chemistry of it all; He dots "t's" and crosses the "l's" .. like nobody that I've seen for a long, long, time (He's our version of RON ROSENBERG). And we are a better company, for it. Happy Birthday Jakub. Happy Fishing.

TINA PAPAMANUEL

I have been "writing" this in my mind for the last few days ...

In fact THAT is how I write the Lessons From Life.. and all the emails with the "hidden" messages... even the ones, that are NOT so hidden... I "write" them first

My family gets embarrassed my most of what I write.... BUT, why do I write them?

Well ,for better or worse, for richer or poorer... I am TRYING to create a CULTURE, of who and what we are as a company. A culture that will HOPEFULLY survive after I'm gone . Attitudes, beliefs, systems, approaches to life, and business.. which HOPEFULLY will NOT shackle, the growth of the company, for decades to come ...

We have laid ,and continue to lay, good foundations.. to facilitate this growth.

AND THEN THERE IS TINA.

The simple bit, is that Tina was born, on the 23rd May 1957, in Brisbane .

She is the eldest of THREE children.. she has two brothers, Andrew and George .

Now, ask any child psychologist.. how to love children.. and they will tell you ...EQUALLY.

Not so, MY generation, and before that, my father's and Tina's father's, generation.

They had favourites.

Tina was HER father's ,favourite.

She had, has, his intelligence, his demeanor, his sense of fair play.. of always wanting to do the right thing, of giving it your best , every time.

One thing that she didn't get .. was putting up with nonsense.. Her father could, and did, every day of his life ... he was straight out of that saying in the BIBLE ...

" TURN THE OTHER CHEEK "

She never has ... I think that she gets that, from me !!

He named her ,after one of his sisters, who died tragically, as a baby.

So, her REAL name ... is ADAMANTINA.

That's where Niki and Shannon's ELDEST, ADAM, gets his name from .

We met , when she was 18 years old ... A microsecond after looking at each other, (boy this is corny dad, nobody does "corny" any more) .. we both realized that it was meant to be. That was about 45 years ago.

Back then, she was an alpha female, is sheep's clothing.

Back then, Greek mothers, always brought up their daughters, to be good housekeepers, to be able to cook, to be able to embroider and crochet.. TINA does all that ,and more.

BUT, they were also brought up to be submissive to the "husband to be" will .

NOT SO NOWADAYS ,huh ?!

I didn't want that ... I wanted a real live ALPHA female , to spend the rest of eternity with .

I got what I wanted . So, we fight, we make up, we test each other, emotionally intellectually, spiritually .. and our love grows stronger, with each fight.

So, our life's journey ,began 45 years ago.

The Era families, journey, began 34 years ago.

Her journey, began 63 years ago.

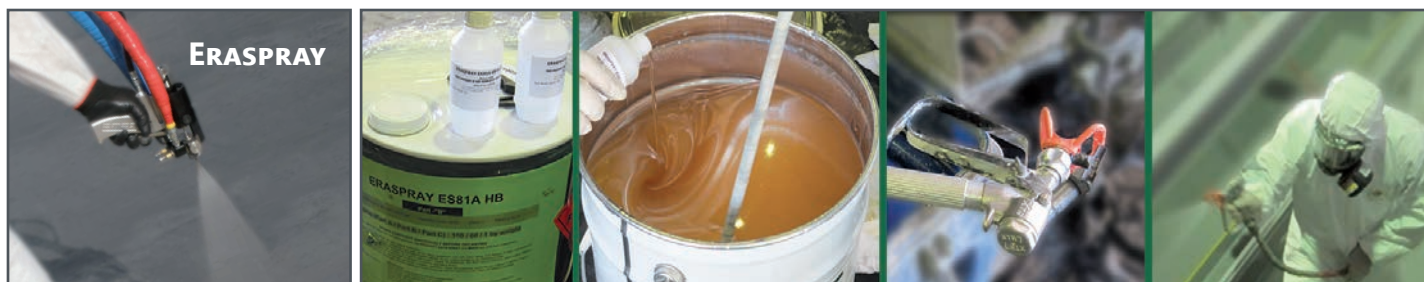
May we all grow old together .

HRONIA POLLA, MORO.

NA TA EKATOSTISOME



PRODUCT FEATURE: ERASPRAY



Eraspray ES81A HB - A High Performance Spray Polyurethane

Excellence in Polyurethane Chemistry

Eraspray ES81A HB is a premium grade, high performance solvented polyurethane spray elastomer.

Typical applications for **Eraspray ES81A HB** would include, but are not limited to, lining of flotation cells, hoppers, launders truck bodies and chutes.

Eraspray ES81A HB offers:

- Applications 3 – 4 times thicker than conventional solvented spray elastomer systems due to its high solids content.
- Rapid build-up capacity without solvent entrapment and sagging.
- Excellent abrasion resistance.
- Corrosion protection.
- Bonds to any substrate when appropriate surface preparation and primers are used.
- Remains flexible so can cope with movement of machinery or substrate.
- Can be pigmented to a number of different colour options by adding Era Polymers liquid pigment products during the mixing stage.
- Application with standard airless spray equipment.

For ease of application **Eraspray ES81A HB** is a 3-component product supplied in pre-weighted kits and packaged in such a way that all three components can be mixed together in the Part A pail.

Eraspray ES81A HB

Physical Properties of Mixed ES81A HB

Solid Content (%)	74
Colour	Light Amber
Mixed Viscosity, Initial (cps)	12,000
Mixed Viscosity, After 30 mins (cps)	20,000
Mixed Viscosity, After 50 mins (cps)	35,000
Density (g/cm ³)	1.05
Theoretical Coverage 16kg kit will cover 11m ² at 1mm thick; over spray losses will reduce this up to 20%.	

Physical Properties of Cured Spray Elastomer - ES81A HB

Hardness (Shore A)	75
Tensile Strength MPa (psi)	11 (1595)
Elongation (%)	280
DIN Abrasion Resistance 10N (mm ³)	55 - 85
Compression Set / 22hr @ 70°C (%)	45
Cure Specific Gravity (g/cm ³)	0.95
Operating Temp (°C)	-50 to 60

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

ERASPRAY ES81A HB - CHUTE LINING



Pump & Spray Gun



Clean Lines



Eraspray ES81A HB



Pre-Melt ES81A HB Part A



Add Part B to Part A & Mix



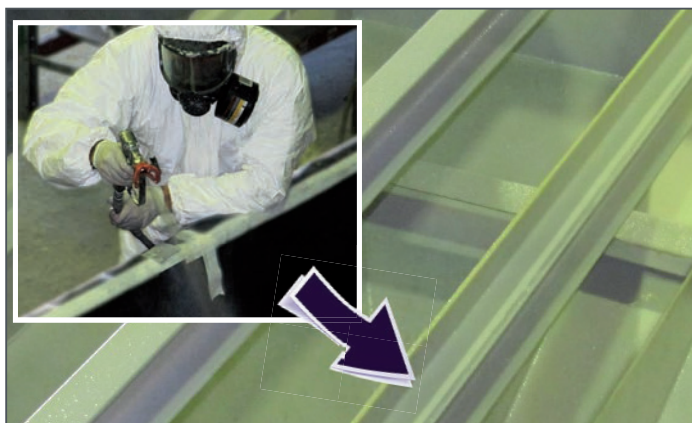
Scrape sides of Pail



Add Part C & Mix



Add Mixed Material to Pump
Once spraying is completed, flush pump with MEK to ensure lines are clean for next time.



NOTE:
Good surface preparation is key to a great finish. Ensure your substrate is prepared and primed with a recommended primer.

Spray prepared chute with **Eraspray ES81A HB**. For more information contact Era Polymers on 02 9666 3788

SPECIAL NOTE



On the 15th of August 2020, India celebrated her 74th Independence Day. We at Era Polymers, extend our warm regards to all Indians – all over the globe.

Not only is India's Independence Day a historic celebration honouring the mighty sacrifices made by the courageous leaders and fighters, but also a day to take pride, celebrate and respect India's rich honour, valour, rich history, culture and tradition. Most importantly, the day makes us all remember the core value on which India was built on- **peace and freedom of expression**.



JOHN EVE - GENERAL MANAGER



John definitely doesn't need an introduction, surely !
I congratulated John when he came into my office....He too can't believe that it has been 10 years.

John is the quintessential, high class ,CONSIGLIERE.

There's a nice new word that I haven't used before , Huh !

I remembered the word yesterday, when my daughter Niki, said that she tried watching the " Godfather", and found it too slow, going.. HUH !!

It was also his actual birthday too!

BUT who is John ?

John most definitely ,belongs in the Era, family.

When did I first say ?

" We are only as good as the people that we employ .. and we employ a lot of, very good people "

John is most definitely one of those.

He's good, very good.

When Rebecca Lee, from Bayer/ Covestro, mentioned John's name (just after Brian Hudson retired).. for a fleeting moment , before I even met him, I wondered ;

" Will he fit in ? "

That's a silly question, surely George!
No its not.

There's a different mind-set, and SKILL, and personality, required working ,for a LARGE multinational , versus working for a FAMILY business.. Especially when the member of the business are NOT "absentee landlords " .. i.e. they work in the business EVERY day, intimately .

John worked for a LARGE multinational for most of his working life.

So, did Brian , our previous, General Manager. Even, ANDY CLOCK.

EVEN, yours truly. ..

But I was a "special " case . I never fitted into corporate life .

I would see the stupidity of Corporate Life ,and commented on it .. and it got me occasionally , into a lot of trouble!

But that's me .. I have been tilting, at "windmills" all my life .

Anyway, it was just a glancing thought ...

"Will he fit in?"

So, I met with John .

YEP, he will definitely fit in.

He has ... beautifully .

It's interesting running a family business, with the family, in the business.

In CORPORATE businesses.. the boss is like a "god " .. what he says GOES.

He may the dumbest "boss" on earth ...

BUT, he is STILL ,THE boss.

So, not so, with our business... ALL the family members, excepting SHANNON, and FRANCENE, very often, put me in my place...

They know me as " husband " , " dad " .. and never as " BOSS "

So, one of my pet hates.. and I've been lectured by the family ,for 44 years, about this ..

Is that I hate ...DETAIL.

I tell everybody who wants to listen;

" I "paint" this business with a 4 inch paintbrush .. I HATE JUST THE DETAIL , the minutiae of business.

AND;

" I need people around me, that can paint with a micro brush ...i.e. . Fill in the broad brush, outline"

JOHN, God Bless him , paints with a micro brush. He LOVES the detail, that I hate.

When the team needs some wisdom , they go to John. When there are people issues, they go to John... that's a slight lie..

They first, go to the "boss of the boss" ..

Lots of times Tina's door is closed .. so we all know that there is something special going on .. and THEN , they go to John.

So, I dream the impossible dream.. and John , with the rest of the team .. make it happen .

That is who we are .

That's John.

Anyway, John, is only a THIRD of the way through his stint at Era.

HAPPY AND HAPPY BIRTHDAY JOHN.



STAFF ANNIVERSARIES



21

years

DEBORAH LI

A very special day, for a very special lady.

These days, you can tell a lot about a person, when they show you stuff, on THEIR phone.

Tina and Deborah, have THEIR phones choked with baby / children, photos and videos.

That defines BOTH of them.

Deborah, will soon be a grandmother for the second timeshe can't wait... Tina too, can't wait .

They will have a lot more stuff, to share.

Deborah has been here for 21 years...that a lot, huh ?!

No its not... she has a LONG, long way, to go yet !

She helps make this company the professional company that we are . Our only sadness, is that we can't watch her blow out some birthday candles.

One day, Deborah ... we can all do it, again.

19

years

JOSIP SALOPEK

Josip, is celebrating his 19th Era Birthday..

And who is Josip ? Josip is the guy on the front cover of our Elastomer Brochure. He is the good

looking guy, with the Dave Weir haircut, pouring some red coloured PU. Josip for the last 19 years, has done everything in the labs, elastomers, foams, testing, pulling machines apart and putting them back together, again...

He's THE "go to" guy when Dave says ' Quick, quick ', and TONY says ... " Quick, quick, quick, quick " !

He does it with aplomb.

He does it with class.

In his spare time he plays around with wood.

He has a hidden talent for teasing wood, back to life..

breadboards, boxes, furniture ... the skill and patience of a master . In playing with wood, he knows how to go with the grain, rather than against it . THAT "going with the grain " does him well , in the lab, and in life. Congratulations Josip.

Tony and I, only have two questions ... you haven't aged a day, in 19 years . How, why ?

ERA POLYMERS BABY NEWS

OH BABY



CONGRATULATIONS JOSIP & SASHA!

BABY SEX: BABY GIRL!

BABY NAME: AUDREY (MARMADUKE)

DATE: 20TH FEB 2020 @ 4.35pm

WEIGHT: 3.43 Kg

LENGTH: 49 cm

I have long leg fingers perfect in playing the guitar one day. My favourite animal is the sloth.

I enjoy sleeping in peoples arms and being sung to, my favourite song at the moment is "Why do fools fall in love" by Frankie Lyman

Life doesn't get much sweeter than this ... for JOSIP, and Sasha. They had a beautiful a beautiful baby girl... AUDREY.

Tina came into my office , ... BURSTING ,to tell me the fantastic news. AND , I'm jealous of her ,already ...look at how much hair she has !

Good one, Josip. Good one Sasha. Life is sweet ... very sweet.



CONGRATULATIONS PETER & MONICA WOODFIELD!

BABY SEX: BABY BOY!

BABY NAME: ETHAN LUCAS

DATE: 28TH MARCH 2020

WEIGHT: 3 Kg

LENGTH: 49 cm

Congratulations to you both. Wonderful news, beautiful name and what a handsome little man! Tina

Beautiful name for a beautiful baby... Congratulations to you both.

Terry has some spare picture frames, so that we can put him up, on our "baby wall"





THE RESEARCH CENTRE

INTRODUCING SOME NEW FACES IN THE RESEARCH CENTRE

DANIEL TURKOVIC



Daniel is a student at UNSW and is working in the Elastomer lab and Equipment division in between his uni studies. He will work in our equipment division assisting with the spare parts orders and lab trials, along with general maintenance and keeping the place clean and tidy.

You can email Daniel : equipment@erapol.com.au

PAULINE FAJARDIE



Pauline is a French student and starts her 6 month internship with Era Polymers Banksmeadow in the Elastomer laboratory.

SAM HOLLAND



Sam Holland is a student at UNSW and is working in the Foam lab in between her uni studies.

FRANCESC PERET SOLANS



Francesc or just Cesc is on a working holiday from Spain. He will work in our equipment division assisting with the spare parts orders and lab trials, along with general maintenance and keeping the place clean and tidy.

You can email Cesc: equipment@erapol.com.au



ERA POLYMERS - USA

The independence that we all enjoy would not have been possible without your efforts. A big thank you to the leaders who have fought for the Independence and sacrificed their lives.

Era Polymers hopes the country always prospers and grows in leaps and bounds.

We are so proud to be a part of one of the most wonderful countries in the world, working and thriving together.

www.erapolymersusa.com



ALWAYS BUY WHAT THE KIDS ARE SELLING

CHILDREN ARE OUR FUTURE

From: George Papamanuel <George@erapol.com.au>
To: Era Staff <EraStaff@erapol.com.au>
Subject: I DID THAT...

Last year sometimes, on a Saturday morning, Tina was getting her hair done in Belmont, North Carolina. I was bored playing backgammon, on my iPhone. So I went outside , next door, to the coffee shop. Outside, the shop ,were some scouts, with their parents, selling lollies / sweets ..raising money for their scout hall.

I gave them \$50.. and didn't take the sweets... I told them to keep them, and sell them to somebody else. Then I said to the three children, come inside the shop, I'd like to buy you, each a cake . Their parents look startled, so to relax them, I said;

“ Don't worry, I'm Australian, and we do that sort of stuff, in Australia “

The kids came in side, WITH ONE OF THEIR PARENTS.
The father, supervised the whole process... the children were ULTRA polite, in thanking me.

I'm glad that one of the parents, came inside, to relax, the children, and to make sure, that everything was above board.

It left me sad however, that our society has come to this... that alarm bells ring, if you want to do some children, a good turn.

Best Wishes

From: Jolene Ward (SA) <jolene@erapol.co.za>
To: George Papamanuel <George@erapol.com.au>;
Era Staff <EraStaff@erapol.com.au>
Subject: RE: I DID THAT...

As a mom that has to go with to help my little cub scout raise the funds for some of the poorest children homes.
And have to deal with a sad child when he has not raised much.
This bought a tear to my eyes.
I wish more people in the world where like this.
I can only think how much joy you bought to those 3 kids.
One action can change someone's life for ever.



Eracast RT cold castable polyurethanes are ideal for applications where UV stability is important. **Era Polymers'** cold castable systems are relatively simple to process. The two-component systems allow processing at room temperature and can be hand-mixed or dispensed through a plural component machine.

Applications include concrete moulding, shock and sound dampening pads, washers, gaskets, general moulds and electrical insulation.

Even intricate designs with complex shapes are easily achieved using the **Era Polymers** range of cold castable systems.

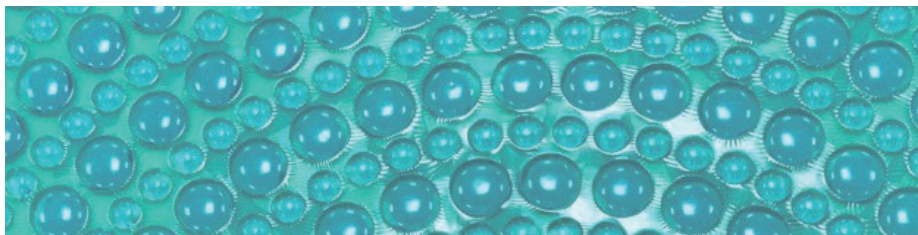
Sales
Go up and down
at Era Polymers

Service
Stays forever

Era
Polymers

ERA'S BEST INGREDIENTS = BETTER COMFORT & SOFTNESS

ERAGEL ZR & MZR



Era Polymers Eragel ZR & MZR are soft polyurethane gels suitable for a variety of applications providing comfort and reducing strain on the body!

Both Eragels are 2 component system Eragel ZR is based on TDI polyether chemistry while Eragel MZR is based on MDI polyether chemistry. Convenient mix ratios mean Both Eragels can easily be mixed by hand or machine and can be readily processed and cured at room temperature.



(The product contains a residual tackiness after cure.)

By changing the ratio of the two components, you can have soft gels ranging from 25 Shore A hardness to as soft as 9 Shore 00, depending on what you need for your particular application!

Suitable applications for Eragel ZR include:

- Anti Fatigue Mats
- Cushioning
- Gel Cushions for ladies shoes
- Gel Filled Bike Seat
- Gel Filled Mouse pads to reduce repetitive strain injury
- Impact Dampening
- Keyboard Wrist Rests
- Motorcycle Seats
- Padding Parts for Medical Devices
- Shoe Inner Soles
- Sports Shoe Soles



For more information on **Eragel** contact Era Polymers on +61 (0) 2 9666 3788 or email erapol@erapol.com.au



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TYPES OF POLYURETHANE FOAM PRODUCTS

RIGID: Block Foam Systems

Ratio	Densities	Hand Mixed	Machine Processed
100/100-200 (PI) by weight	32kg/m ³ to 150kg/m ³	✓	* High or Low Pressure Equipment

Applications

- INSULATED PANELS - PIR / PUR
- BUOYANCY
- SIGN BOARDS
- PIPE INSULATION
- THREE DIMENSIONAL SHAPES



RIGID: Spray Foam Systems

Ratio	Densities	Hand Mixed	Machine Processed
1:1 by volume	High Density 8kg/m ³ to 150kg/m ³		* High Pressure Plural Component

Applications

- BUILDING
- INSULATION SHIPPING
- CONTAINERS
- REFRIGERATED / COLD STORES
- ROOF / WALL / UNDERFLOOR
- TANK
- DUCTING

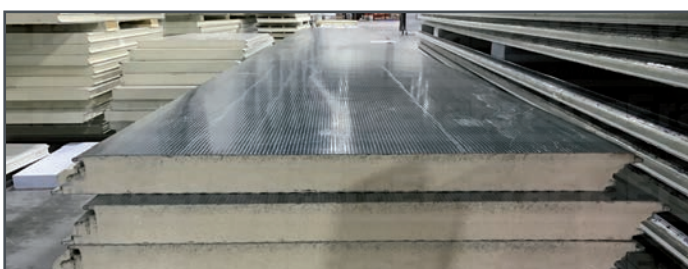


RIGID: Panel Foam Systems

Ratio	Densities	Hand Mixed	Machine Processed
Various mix ratios by weight	Free Rise Density 28kg/m ³ to 80kg/m ³		* Low / High Pressure Component Pressure Equipment

Applications

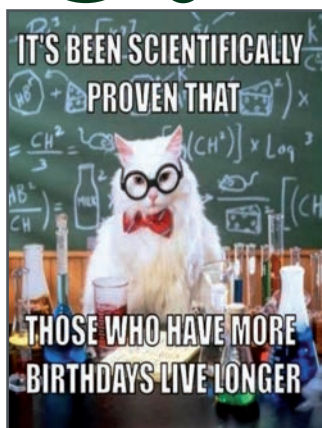
- POLYISOCYANURATE OR POLYURETHANE CONTINUOUS / DISCONTINUOUS INSULATED PANELS (SIPS) FOR THE CONSTRUCTION INDUSTRY, INSULATED TRUCK BODIES, CARAVANS



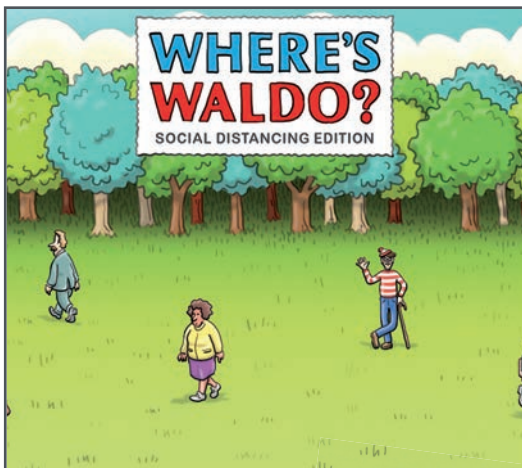


THE LIGHTER SIDE

Era



I MAKE
HORRIBLE
SCIENCE PUNS
but only
periodically



WHAT'S MOVING IN MACHINERY?

HAPPY 2ND BIRTHDAY SUMMERS EQUIPMENT!

This year Summers Equipment celebrate 2 years of operation, designing and manufacturing the next generation of industrial equipment. Committed to providing the highest level of quality, innovation and customer service made teaming up with **Era Polymers** to take their products globally an ideal choice.

Summers Equipment are the only company to offer the Dual Drive Mixer, which means you can mix any range of material successfully with no air bubbles. They also invented Zero Gravity doors for use on the mixers and hot table providing safety and ease of operations for the end user.

The **Dual Drive Planetary Mixers** allow for the 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 more information for details on the latest equipment available in Australia please contact:**



SUMMERS

EQUIPMENT

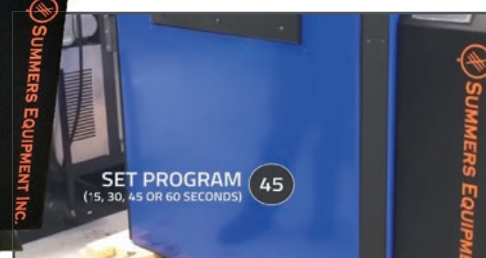
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www.erapol.com.au

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Ph: +61 (0) 2 9666 3788



THE **Herald**
ERA POLYMERS NEWS BULLETIN

Editors: Marketing Department
Victoria Zavras | Nicola French

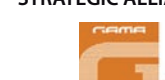
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