

Senneca Q3, 2022

Welcome to the Q3 Team Talk newsletter. We hope the newsletter keeps you updated on our latest news, celebrations and provides valuable information about our company and our people.



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What's the Score? A Message from our CEO, Clark Hale

"You play to win the game!" ranted Herman Edwards, a college and pro football coach (<https://www.youtube.com/watch?v=b5-iJUuPWis>). Whether a sporting contest, a trivia game, or in business, we play to win. And the only way you know if you're winning is to know the score. Even young children playing their first "participation-only" soccer or baseball game want to know the score.

What's the score for Senneca: All business units, Glass, MCE, and Commercial and Industrial (C&I) reported increased revenue in the third quarter over the previous year, and both MCE and C&I reported increased profits. This quarter also marked four consecutive quarters of profit generation for our Mankato facility.

Like any team, these achievements only happen if every person and department performs. Monitoring your key performance indicators (KPIs), analyzing opportunities for improvement, and taking action to capture those opportunities is how we improve the score.

Congratulations, your continued focus on safety, quality, customer service, and productivity delivered another improved quarter of performance. Keep on top of your KPI's and we'll keep playing to win the game in all business units!

Anniversaries of Note

In Q3, we would like to recognize Alfred, Todd, Aaron, Richard and Karen for their work anniversaries. Congratulations and thank you for your dedication and hard work!



Milestone Anniversaries



30 Years

- Richard Andrews (Kalamazoo)
- Karen Neesley (Kalamazoo)

25 Years

- Frederick Danner (Mankato)
- Tina Hobson (Cincinnati)
- David McGuire (Cincinnati)

20 Years

- Kevin Pitz (Cuyahoga)
- Mike Flickinger (Kalamazoo)

10 Years

- Ronald Smith (Cuyahoga)

5 Years

- Audrie Brown (Kalamazoo)
- Richard Bacon (Redmond)
- Angela North (Redmond)
- Grant Best (Salt Lake City)
- Alex Levine (Salt Lake City)
- Renee Bourque (Cincinnati)
- Julio Albino, Jr. (Florida)
- Marie Piefer (Remond)
- Audie Orme (Cincinnati HQ)
- Collin Conner (Salt Lake City)

Note: Anniversaries shown fall within 5 year increments.

Happy Birthday to everyone
that celebrated birthdays
in July, August & September!



You Are....

Two straightforward words have never been so impactful or possessed as much potential as “You Are.” In the case of Senneca, you are a valued member of our business, of our team, of our family....simply put, you are an essential piece of the greater puzzle. Without you being you, the system does not function the way it should.

In fact, we all have an important role in our company. A business is like an ecosystem with every team/member playing an equally important part. If any team in the system is not performing as designed, the entire business/system suffers. Often in meetings when folks ask for opinions or ideas, you will hear an idea predicated by the words, “I am just...(a customer service rep, assembly worker, intern, etc.)” as a way of devaluing their idea.

Please stop and consider the value you bring to the table. Great ideas come from everywhere. You bring your unique perspective, experience, and knowledge to our great team. We need your input to continue to succeed. Your ideas/opinions are just as valid as other team members. While every idea and suggestion may not make the top of the priority list or the final cut, do not assume that it was not a good one or valid. Keep participating and help us improve!

As a reminder, you can submit suggestions on www.senneca.com, locally to your manager, or via a suggestion box at your location.

You are appreciated!
You are more than your title!
You are critical for our success!
WE ARE SENNECA AND TOGETHER WE WIN!

Senneca promotes the values:

1. **One Team - Senneca:** With our different locations and brands, it is critical that everyone works together as one company with the same goals.
2. **Doorway to Success:** In order to make a difference in the marketplace, you need to stand out and wow your customers. We want this not only for external, but also our internal customers.
3. **I Am They:** Things are never perfect and there is always room for improvement. We empower our employees to continually improve our processes to achieve key results and resolve problems.
4. **Speak Up and Listen:** We want to hear ideas and understand the issues from employees at all levels. We also want all employees to be better listeners, so that we know how we are impacting others and can make a positive difference.
5. **Feel the Learn:** Each of us is not only the trainee, but the trainer. Our employees have so much knowledge and we need to actively share and seek the knowledge of others.

- Rick Paterni, VP of Product and Marketing

Employee Spotlight

Gary Domichel, Director of Sales, MCE

How long have you been with the company? 14 years.

What's next on your bucket list? Spending time with my six-month-old granddaughter, Sloan, and making memories with her at our cabin in Idaho. Sloan currently lives 800 miles away in Sacramento, California.

Current series you're binge watching? Deadliest Catch

When not at work, you are? Tinkering on my property, enjoying time at the cabin and of course, visiting Sloan.

If you weren't doing your current job, what would you be doing? I am happy doing what I am doing today; however, if I wasn't working at Subzero, I would probably start another business.

Best advice you've been given? The best advice I ever received was from my father. He was a businessman, self-employed, who had 3-4 businesses going all the time. He told me that you need to change things up every 10 years. "If you don't change in time, time will change you. You have to stay ahead of the curve." He told me to never depend on "this" for the rest of your life. "You have to change in time."

Proudest moment? My daughter had a baby, Sloan.

One food you can't resist? Double bacon cheeseburger and fries from the Habit, who is know for chargrilling their burgers.

People would be surprised if they knew... I might have a rough exterior (I am reminded about that all the time), but I am actually soft on the inside. I really do care for people. In business, I have my game face on and can appear somewhat rigid. There's a reason for that - I am responsible for my team and the numbers we need to achieve.

If you won the lottery, what is the first thing you would do? I would share the money with my family, ensure my granddaughter was set for life, and donate my proceeds to different organizations. If I won the lottery, I would never stop working. That kind of money ruins people.

If you could learn to do anything, what would it be? Fly a plane.

What do you love most about Senneca? I love that Senneca truly allows people to be what they can be and provides them with opportunities. I really love that - there is always an opportunity, you just have to reach for it.

How Gary found his way to Senneca: With Gary's background in mechanical, welding and fabrication, the founders soughtout Gary's knowledge and expertise to help them design and build prototypes for their containment center idea back in 2008. Gary was so successful that the business was built and ran for years from his detached garage. Gary went on to run the installation business for Subzero and grew the team to 75 people.



Senneca Success Stories

The Traffic Door Customer Service Team Puts Up Record Breaking Stats!

The traffic door customer service team put up record breaking statistics. The team had 3-5 times their normal workload. On average, the team supports approximately 275 customers per day. On July 27th, they supported 777! Wow.....that's right....777 customers!!! That is +207%. But that's not all, on a good day, they send 800 emails. On this day, the team sent 1,217 emails!



The Traffic Door Customer Service team is raising the bar at Senneca Holdings. Grit, hustle, teamwork and selflessness runs in their veins. What a great team....congratulations to all for your hard work and dedication!

- Submitted by Dan Shannon

Company Activities:

As a way of saying thank you to the plant for their hard work during the Hercules transition, Grillmasters Hal Shapiro and Rick Paterni, showed off their cooking skills at the Cincinnati Plant.



TEAM TALK

Edition 15 | Q3, 2022

Senneca Selfies

Minneapolis Fire Station 1, Minneapolis, MN
Shown: Patricia Trail



Mankato Traffic Door, Mankato, MN
Shown: Greg Patterson, Kevin Landgraff, Courtney Sowder, Ann Marie Johnson



Mankato Public Safety Building, Mankato, MN
Shown: Gloria Olson



Minneapolis Fire Station 1, Minneapolis, MN
Shown: Ann Marie Johnson



Senneca Product Spotlight - Chase RMD-1 Recycled Door

by Justin Morris, Product Manager

Protecting the environment opens doors for a brighter future for us all. That's why Chase is introducing a brand new door, made from recycled plastics. The new RMD-1 Recycled Door is a single-acting door that features panels constructed from 100% recycled HDPE material.

The door can be equipped with a variety of customer-specified hardware options, including a lever lockset and continuous hinge.

Senneca Holdings continuously aims to stay on the leading edge of innovation and this brand new offering represents these efforts, while also taking us in a new direction that reflects our need to be environmentally conscious. Our customers have begun to look for ways to be sustainable, and we are happy to join them on that path.

The new RMD-1 Recycled Door combines reliability, durability and sustainability in a single door panel. We are excited for this opportunity to provide a new, environmentally friendly product to our customers and can't wait to see it in action. Keep an eye out for an official product launch announcement in the near future!




Single Panel Door Sizes	Double Panel Door Sizes
36" x 84"	72" x 84"
36" x 96"	72" x 96"
48" x 84"	96" x 84"
48" x 96"	96" x 96"

COLOR OPTIONS AVAILABLE

Actual samples should always be requested if color accuracy or matching is key.

Black is standard. Consult factory for additional color options.



Tour of Senneca Plants

Brought to you by the:
Diversity, Equity & Inclusion Committee



We Make: Traffic Doors, PVC Strip Doors, PVC Extruders and Corrosion Resistant Doors



For more information, go to Cornerstone and search “Brands and Products 101 Training.”

Living and Working in Redmond, OR

Redmond, OR



Senneca represents the Redmond community.

Area Demographics:

85.2% White
10.6% Hispanic or Latino
2% Two or More races
1.2% Other
.7% Asian
.3% African American

Female: 51%

Senneca in Redmond:

75.42% White
15.25% Hispanic or Latino
4.24% Two or More races
2.54% African American
1.69% Asian
.85% Other

Female: 26%

* 110 Employees

Redmond Tour Guide:

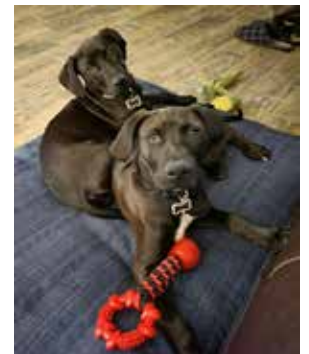
Tour Guide: Trini Stadelman

Job in Redmond: Plant Human Resources Manager

Time with Senneca: 1 year, 9 months

Fun Facts About Your Tour Guide:

- I am a true native Central Oregonian - born and raised in Central Oregon.
- I have played music since I was 8 years old - Clarinet, Flute, Alto & Tenor Sax and started learning Guitar.
- I love to travel and have visited 26 out of 50 states.
- I love to camp, hunt, fish and go to rodeos with family & friends.
- I have three dogs named after the Dukes of Hazzard stars - Daisy, Duke and Jesse.



TEAMTALK

Edition 15 | Q3, 2022

Redmond's Production Team



DEI Redmond Employee Spotlight

Mike Pearsall - 25 years

What do you do at the company? I run the foam room and know almost all departments. I teach new people that come in and have a positive attitude.

What are some of your hobbies? Fishing in lakes. I like to fish in the surrounding lakes, and I want to fish in the ocean when I retire.

If you weren't doing your current job, what would you be doing? I have been here for so long, this is what I am good at. Otherwise, I'd like to work for the Forest Service.

What is your proudest moment? Raising my family with the help of the company. I've been married 18 years and have two boys.

People would be surprised if they knew... I bull ride and snow board and I'm way nicer in person than I look.

If you could learn to do anything, what would it be? I would love to be able to learn the piano.

What do you love most about Senneca? Everyone at Senneca is nice and it's good work. It's allowed me to grow and sustain myself and my family.



Brittany Velasquez - 8 months

What do you do at the company? I manufacture strip doors.

What are some of your hobbies? I love to read and play tennis.

If you weren't doing your current job, what would you be doing? I'm majoring in school to be a Dental Assistant and then grow to a Dental Hygienist role.

What is your proudest moment? Meeting my son and graduating from high school.

People would be surprised if they knew... In January, I'm going to school for Cosmetology and to be a Dental Assistant.

If you could learn to do anything, what would it be? Learn how to run my own Dental Office.

What do you love most about Senneca? The people are always positive, great benefits, wonderful leadership. They are flexible with scheduling and a lot of my family currently work here; mom, dad, sister and cousin.



Redmond All Hands July Luau

The Redmond team enjoys fun, food and hoola hooping at their July All Hands meeting.



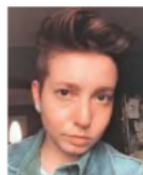
Tour of Redmond is brought to you by your Diversity, Equity & Inclusion Committee



The DE&I Team brings the tours to highlight Senneca's direct laborers. Inclusivity, Equity & Inclusion are how we keep our doors open! Our hope is that we capture Senneca's culture within each tour! One Team Senneca!



Shonda Jones
Talent Acquisition Manager
Cincinnati, OH



Sarah Dunning
Sales Specialist
Kalamazoo, MI



Elizabeth Sanchez
Rule Writer
Brownsville, TX



Robert Muir
Customer Ambassador
Kalamazoo, MI



Norma Spence
Quality Manager
Cuyahoga Falls, OH



Troy McGuffey
Group Lead for Port, Assemble and Pack
Portage, MI

Have ideas or comments? We would love to hear from you! Contact us at: deandi@senneca.com.

Happy 90th Anniversary Chase Doors!

Chase Doors is celebrating its 90th anniversary company-wide. Our employees and customers took time to acknowledge the ongoing success of the Chase Doors brand. Since inception in 1932 by Chase Blum, Chase Industries, Inc., has offered 90 years of quality service across countless industries.



Chase Doors began operations as an insulated walk-in cooler and specialty refrigeration equipment manufacturer. And ninety years later, Chase Doors is recognized as the world's oldest, largest, and most progressive manufacturer of double-acting impact traffic doors and specialty doors.

As we reflect on our success as a brand, it is important to understand how we got here—the hard work, loyalty, and support of our employees. Without the commitment of our team, we would not be celebrating this milestone within Senneca Holdings. As a thank you to our employees' dedication, we celebrated in our offices and plants nationwide during our 90th anniversary week celebration from September 26th - 30th.

Internally, we offered promotional item giveaways at our locations, interactive and on-demand trivia, and special activities at our plants and headquarters.



Congratulations to the Top 4 Winners of the September Senneca Holdings Trivia Challenge!

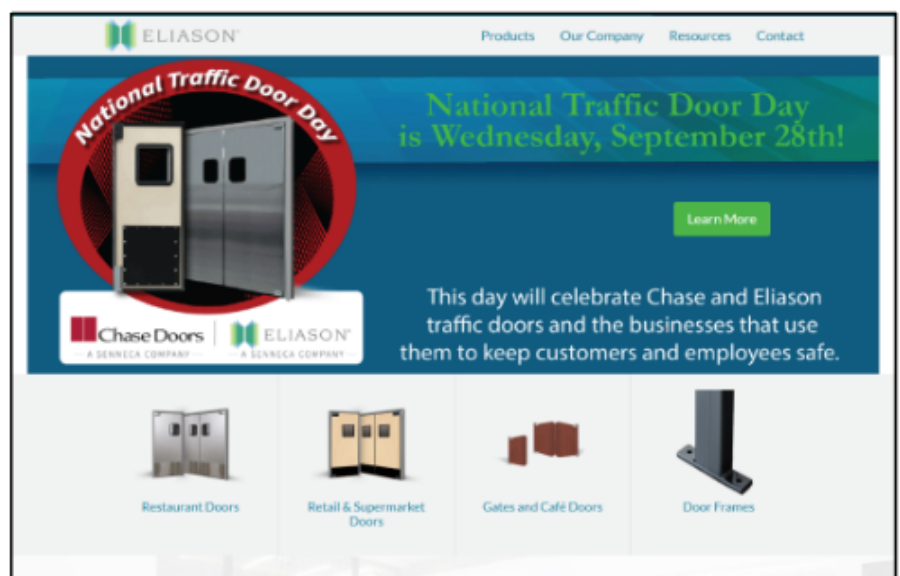
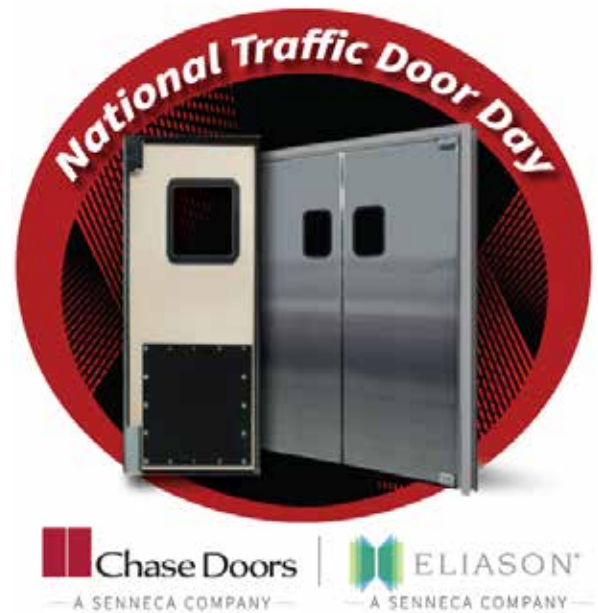
- Blanca Ortiz Gonzalez – 1932 points
- Maribel Pesina - 1779 points
- Yolanda Saravia Ceron – 1527 points
- Rosa Mendoza – 1526 point



National Traffic Door Day is September 28!

The National Archives officially designated September 28th as National Traffic Door Day. The purpose of this day is to celebrate Chase and Eliason traffic doors and the businesses that use them to keep their customers and employees safe. We encouraged everyone to celebrate by taking a selfie in front of a traffic door at their favorite restaurant, retail store, etc...and post it to social media platforms using #NationalTrafficDoorDay or sending a selfie to marketing@senneca.com for a chance to win an Apple iPad or Apple watch.

Also, on National Traffic Door Day, all of our plants and offices celebrated with a luncheon and desserts to celebrate the special day. Thank you to all the employees that made this celebration possible and for all those who participated in the special celebration week activities.



National Traffic Door Day Contest Winners!

To celebrate National Traffic Door Day, we asked people to submit a selfie of themselves with a traffic door via social media or by sending an email to our Marketing mailbox. Thank you to all who sent in and posted photos! Internal and external winners were selected at random.

Congratulations to our internal winner and the recipient of an Apple watch, Nick Bianco, with Leeding Architectural! And Bob Sheldrick, our external winner, is the recipient of an iPad!

Our other honorable mention photos are below.



Shown left to right: Nick Bianco and Bob Sheldrick



Shown in photos from left to right are: Anthony Jeanette, Blanca Aguilar, Luc Fiore, Scott Anderson, Sandy Wethington, Drew Tiermann, Mayte Salgado, Albert Bateman, Bob Ingersoll, Stanley Przybocki, Dan Link, Tina Mason, Brittany Bates, Dan Shannon, Erik Harvey and George Vaultot

Senneca Teammate Tenure Recognition

With Chase Doors celebrating their 90th anniversary, we wanted to recognize the 90 people who have been with the company the longest. We thank you for your hard work and dedication!



The total tenure of these 90 people add up to **1,945 years!**

Name	Work Location	Tenure
Alfred Vrhel	Kalamazoo	43
Curtis J. Sisler	Mankato	41
Geri E. Brazeal	Redmond	40
Maria Dahlinger	Kalamazoo	38
Todd Hambleton	Kalamazoo	37
Ronald R. Woodall	Cincinnati	34
Arlene M. Macht	Cincinnati	34
Michael S. Conley	Cincinnati	33
Barry Sebralla	Cincinnati	33
Timothy Merkle	Kalamazoo	32
Dale C. Larson	Mankato	32
Aaron A. Torgrimson	Redmond	31
Richard Andrews	Kalamazoo	30
Karen Neesley	Kalamazoo	30
Marc Bach	Kalamazoo	29
Richard M. Paterni	Cincinnati HQ	28
Scott A. Allman	Cuyahoga	27
Joel A. Tello	Redmond	27
Jason T. Horn	Kalamazoo	26
David E. McGuire	Cincinnati	25
Frederic S. Danner	Mankato	25
Tina Hobson	Cincinnati	25
Michael J. Pearsall	Redmond	24
Ronald Zimmerman	Kalamazoo	24
Marvin L. Mitchell	Cincinnati	24
Michael A. Gaines	Cincinnati	24
Melinda Settle	Cincinnati HQ	24
Christopher Jacobs	Cincinnati HQ	24
Tina M. Mason	Cincinnati	24
Ryan Frankhouser	Cincinnati HQ	23

Name	Work Location	Tenure
Brian Hunt	Kalamazoo	22
Brian J. Harrison	Mankato	22
Raul Perez	Cincinnati	21
Brandon Johns	Kalamazoo	21
Cassandra Root	Cincinnati	21
Julian Cornwall	Cincinnati	21
Kevin A. Landgraaf	Mankato	21
Alexa Walter	Irving Facility	21
Gary L. Stanley	Redmond	20
Mike Flickinger	Kalamazoo	20
Miles E. Tripp	Redmond	20
Mary O. Smith	Cincinnati HQ	20
Karina A. Vigilante	Irving Facility	20
Winston Scarlett	Cincinnati	19
Christina Mattingly	Salt Lake City	19
Sharon A. Fulmer	Cincinnati HQ	19
Brian Jervis	Cincinnati HQ	19
Gene C. Wagner	Mankato	18
Steven M. Zellmer	Mankato	18
Joshua A. Aguilar	Redmond	18
John Tange	Kalamazoo	18
Brian J. Morgan	Cincinnati	18
Lorry E. Keegan	Redmond	18
Brian S. Petersen	Mankato	17
Matthew Kornegay	Kalamazoo	17
Luis A. Najera	Redmond	17
Kyle Smith	Kalamazoo	17
Albert H. Bateman	Redmond	17
James Lascala	Kalamazoo	17
Amy Harris	Kalamazoo	17

Name	Work Location	Tenure
Josh Fromholt	Cincinnati HQ	17
Charles Bullock	North Carolina	16
Billy Prince Jr	North Carolina	16
Roy Ready	North Carolina	16
William Simpson	North Carolina	16
Raymond Toomer	North Carolina	16
Anthony Williams	North Carolina	16
Eric J. Atanasoff	North Carolina	16
Brandon Bradley	North Carolina	16
Yadir Espinoza	North Carolina	16
Daryl Mays	North Carolina	16
Edward Newkirk	North Carolina	16
Terry Patrick	North Carolina	16
Charles Ross	North Carolina	16
Joel Stanford	North Carolina	16
Michael Wilson	North Carolina	16
Robert James	Kalamazoo	16
Ramon Ortega	Redmond	16
David Perez	North Carolina	16
Edward Rodriguez	North Carolina	16
Esty Davis III	North Carolina	16
Juan Gomez	North Carolina	16
Roger Benton	North Carolina	16
Jarad Hoss	North Carolina	16
Jason DiLeo	Cincinnati	16
Timothy Emborsky	North Carolina	16
Jeremy Gibbs	North Carolina	16
Hampton Hayes	North Carolina	16
Margaret Hudson	North Carolina	16
Ann M. Sprandel	Cincinnati	16

Save Big. Every Day.

Senneca Holdings BenefitHub Employee Perk Program

- Travel
- Auto
- Electronics
- Apparel
- Education
- Entertainment
- Restaurants
- Health & Wellness
- Beauty & Spa
- Sports & Outdoors

Visit:

www.sennecaholdings.benefithub.com

Use Referral Code: DA7PDW to Complete Registration



The DE&I Team heard you, here's the door to your next career opportunity!

Visit:

www.senneca.com and click on About Us and Careers.

www.senneca.csod.com and click on Home and Internal Career Site.

Find the Good!

At Senneca Holdings, we want all employees to be intentional with finding the good in peers, colleagues, direct reports, managers and the like.

In life the negative is obvious but let's continue our journey to "find" the good in our Team and recognize it.

Recognition is rewarding!

Complete a recognition card today and email it to employeerecognition@senneca.com.



SENNECA HOLDINGS EMPLOYEE RECOGNITION

I want to recognize _____
for demonstrating One Team Senneca!

☐ Doorway to Success ☐ I Am They
☐ Speak Up and Listen ☐ Feel the Learn

In the following manner:

By doing this, you have positively impacted the following Key Result(s):

☐ Safety ☐ Profitable Revenue
☐ Customer Centric ☐ On-Time Shipping

Given By: _____ Date: _____
ENC-42 10/6/22

Are You or Someone You Know Depressed or In Distress?

If you or a loved one is struggling or thinking about suicide, there are crisis resources that can offer help and emotional support. We can all help to prevent suicide. Please reach out to the National Suicide Prevention Lifeline at 1.800.273.8255 or click <https://suicidepreventionlifeline.org/>

Thank You for Reading!

We hope you enjoyed the Q3 edition of the Team Talk newsletter. Keep an eye out for the Q4 edition.

DEI Redmond Employee Spotlight

Brittany Velasquez
Redmond, OR Plant