

The HERALD

Era Polymers News Bulletin

WELCOME

LESSONS FROM LIFE NO. 1 EMOTIONAL INTELLIGENCE

Don't let anybody tell you that travelling, for business, is a lot of fun. Just ask Ron McGregor and me.

It's something that you do, because you have to do it. I enjoy meeting people, immensely. I enjoy "creating and keeping" customers, immensely. The bit that grates, is the time spent in the air, getting where you have to go, to meet people. So I trawl airport bookshops, looking for esoteric books, to whet my appetite, and drown out the dead hours, travelling to esoteric places.

A book that I devoured about 8 years ago, crystallized what sometimes you know, intuitively. I can still feel the essence of the book.

The book is called "Emotional Intelligence: Why it can matter more than IQ", by Daniel Goldman.

Emotional Intelligence (EQ), and it's subsidiary EMPATHY, the book tells us, is evident at an early age. It should be harnessed and nurtured.

For example, those of you who don't know, Tina and I are blessed with two (and one more coming in May) grandchildren - George and Tina. George is 3 1/2 and Tina just hit TWO.

Grandma and I get to babysit, a lot. It is our want.

So, about 6 months ago, Tina is 18 months old. She is standing on my lap. She grabs hold of my pudgy cheeks, with her equally pudgy hands, looks deep into my dark brown eyes, with equally dark brown eyes, and says with all the emotion that an 18 month can muster;

"Pappou (grandad) have NO hair?"

"No", I empathize back, "Pappou have NO hair."

Her eyes well up, and she says with emotion way beyond her 18 months;

"Why Pappou have no hair?"

"Pappou hair fall out in the shower!", I answer.

Totally shocked she answers back, her eyes now just about breaking out into tears;

"Pappou hair fall out in the shower! Why Pappou hair fall out in the shower?"

Ah, baby Tina, just like YIAYIA (Grandma) Tina, has EMPATHY in bucket loads

Now, when she stands in my lap, instantaneously, she sings out; "Pappou hair fall out in the shower!", and then promptly puts her head on my shoulder, in total empathy.

HEAVEN.

So children with Emotional Intelligence are the anointed ones. The future belongs to them.

The book, by the way, was passed around the office. I remember Terry reading it, (way before Thomas was born) and said, "George, now I understand, I'll make sure that my children's emotional intelligence is nurtured"

And for those of you who don't also know, Tony and Penny, produced two beautiful twin boys a couple of months ago. Tony and Penny, too, can't wait for the empathy to flow between them and Ilias and Nicholas.

People have empathy. Would it surprise you to know, that companies, TOO, have Emotional Intelligence. When you find one, stick to them. The future belongs to both of you, TOGETHER.

And where was Georgie, when baby Tina was empathizing?

Well just a few minutes before Tina grabbed my pudgy cheeks, George too, was standing in my lap, and we are playing "African animals" - I get to call the animal, George gets to imitate the animal, and I get to imitate the animal's sounds. So I call out "chimpanzee". Georgie, quick as a flash, put his

Continue....

PU CHINA 2006



September 2006 was our fourth PU exhibition in **China**. It is the largest international polyurethane exhibition in China and we made sure that we had plenty of experts available on our stand. Over the 3 days of the show, we were visited by potential and existing customers and it was good to see some of our Australian based customers there as well.

We are very lucky that some customers allowed us to show off their cast products, and at PU China we were able to do this with great pleasure. We made sure that they were kept under lock and key because the quality and precision in which they were made definitely showed and were of interest to many onlookers.

We received so many enquiries predominantly from China, but we are able to

respond in many native tongues as we employ people from over 30 nationalities.

Over the many years that we have participated in PU China, the business has increased and combined with the relocation of many PU manufacturers to China, it has changed the way we look at the China market and how we meet the demand for our products. We are extremely pleased to announce that our presence will be felt more so with the alliance of a logistics company based in Shanghai. We have already begun supplying the market locally from our Shanghai warehouse.

We look forward to seeing you in China at the next PU exhibition in 2008, but for those of you who can't wait why don't you come and see us at **UTECH North America** in **September 2007**.



Continue (from Welcome notes).....

hands under his armpits and scratches them, and Pappou sings out "Ooo, eeee, ooo ah a"

Then Pappou sings out, "Giraffe". Quick as a flash, Georgie stretches his neck, looking for juicy leaves at the top of trees.

"Come on Pappou, make a giraffe sound"

"I don't know what sound giraffes make George!"

In a microsecond, the answer comes back, as he wraps his arms around my neck;

"Giraffe, Giraffe... giraffe, giraffe.....Pappou" (slightly exasperated)

HEAVEN, again.

Ah, E.Q., there should be a lot more of it, and the world would be a better place.

So, don't let Ron McGregor tell you that he hates baby sitting... he doesn't! I don't.

Best wishes,
George Papamanuel

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more on us @ www.erapol.com.au

Issue 8

Era Polymers Provides Flexible Solutions to Containment Problems



Polyurethane and polyurea elastomeric urethane membranes are exceptionally tough and flexible to compensate for the movement and cracking of substrates - particularly concrete. These versatile linings may be spray-applied to metal and concrete containment structures or used for geotextile applications, creating a UV-stable and chemical resistant membrane. They are 100% solids and VOC-compliant.

Problems: Conventional Systems

Impact & Abrasion. Conventional systems become more rigid over time and cannot withstand abuse from high impact or abrasion.

Cracks. Conventional rigid systems do not flex, but instead crack if the substrate settles, expands, or develops a stress crack. This premature failure causes leakage which can lead to costly call-back repairs, additional maintenance and possible structural problems.



Solutions: Elastomeric Systems

Toughness. Elastomeric systems have inherent flexibility which resists damage from high impact and abrasion. This ensures the integrity of the lining system.

Elongation. Outstanding elongation of elastomeric systems allows them to bridge hairline cracks, even at low temperatures. This prevents seepage, groundwater contamination and possible structural damage.

Handi-Foam - The Easy Way to Insulate Spa Baths

Ideal for insulating spa baths, the **Handi-Foam® 2 Component Disposable Spray Kits** offer easy application. Each kit has everything you need to start spraying immediately.

Quick and simple to use with minimum mess even for the inexperienced user!

The design of the kits means it is easily transportable so the spa can even be sprayed on site if required.

Being a chemically cured foam, it does not rely on moisture in the air to cure, and is tack free within a minute. Unlike most spray foams, **Handi-Foam®** is closed cell, offering not only excellent insulation but a vapor barrier, discouraging the development of mould and mildew.

For more information regarding Fomo Products please contact your local representative.



ERACURE 110

Eracure 110 is a new liquid curative that is free of mercury catalyst, MOCA and flammable solvents. It can be processed at ambient or elevated temperatures. It was formulated for use in applications where excellent abrasion and wear characteristics are required. It has also been designed such that catalyst may be added to the curative to decrease mould time.

It currently sells in

1 kg lots = \$31.35 / kg

4 kg lots = \$26.13 / kg

20 kg lots = \$23.51 / kg

Call your local salesman for more technical information.

ERACAST 75D

XPE 02-331 will now be known as Eracast 75D. This is a cold cast polyurethane elastomers system which was formulated as a general purpose moulding material and features a rapid demould time of 15-20 minutes at ambient temperatures. The two components can be mixed using conventional urethane dispensing equipment or hand casting techniques. It is also available in blue and green.

Eraclean D will now be known as ERA GUN FLUSH. This is a unique solvent designed for soaking spray guns, mixing heads and other equipment to facilitate removal of cured polyurethanes and polyureas.

Silastic Stock on Sale

SIL CAT 1 – 45G – **50c** each

SIL CAT 1 – 413 G - **\$7.00** EACH

SIL CAT 4 – 45 G - **\$4.50** EACH

SIL CAT F – 45 G – **85c** EACH

SIL 3110 – 453 G - **\$20** EACH

Pigment Stock on Sale

200G LOTS - \$4 EACH FOR

BLUE 540

GREEN 450

ORANGE 200

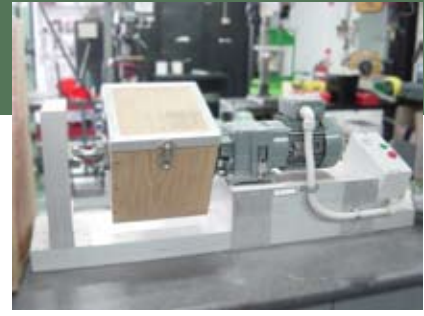
ORANGE 230

ORANGE 240

RED 125

RED 160

YELLOW 320



TUMBLING FRIABILITY TESTER

The laboratory has had a new instrument added to increase the expansion of the foam technical centre. The Tumbling Friability Tester determines the mass loss of performed foam as a result of the combination of abrasion and impact produced by the laboratory tumbling mechanism.

Why use a Tumbling Friability Tester? Rigid foams blown by water are traditionally known to suffer with friability problems. In certain applications friability can cause dimensional stability problems and a delamination of the foam from the substrate in which it is foamed against. The Tumbling Friability Tester is a useful tool in the development of foams.

WHAT'S COOKING?

Erapol CRE products are two component systems available in a hardness variation from 75A – 90A. Erapol CRE products are high performance, strong acid resistant elastomers. Tests conducted using corrosive materials indicate the CRE products outperform conventional polyurethane elastomers. These polyurethane products display good physical properties but make their mark in the resistance to environmental conditions where acid may be encountered. We recommend you contact the technical department at Era Polymers to assist you with your requirements / applications.

Typical uses for **Erapol CRE** include rolls, seals, linings and other applications where acidic, environmental conditions are encountered.

MACHINE HALL



The Reactor A-20 Proportioner:

- Replaces the FF-1600 proportioner from Gusmer
- Creates an easy to use, low cost proportioner for foam contractors coming into the industry.
- Meant as an entry level unit to complement the full Reactor product offering

Please contact us for more information

INSULATION REQUIREMENTS



The 'GREEN' foam roll out of new products continues for Era Polymers with the launch of the latest generation foams 'ECOFOAM'. Ecofoam covers all foams based on hydrocarbons and hydrofluorocarbons (HFC's). 'GREENLINK' is the name for water blown foams. Ecofoam and Greenlink foam will meet regulatory standards for their non-ozone depleting potential.

'Ecofoam' comprises of a product range with extremely good insulation properties in appliance and block foam applications.

Era Polymers can custom design foams for insulation requirements based on HFC's and water.

Benefits of Ecofoam:

- Good flow characteristics
- Non-flammable polyol
- Industry standard thermal insulation results
- Dimensionally stable foam over a temperature range of -15°C to 95°C
- No friability

Having Trouble Opening Your Drums???

Era now supply **bung spanners** for an easier way to open your drums.



SAMOS DIO AERIAL SHOT



Loyalty is a man thing....

Friendship Between Women:

A woman didn't come home one night. The next day she told her husband that she had slept over at a friend's house. The man called his wife's 10 best friends. None of them knew about it.

Friendship Between Men:

A man didn't come home one night. The next day he told his wife that he had slept over at a friend's house. The woman called her husband's 10 best friends. Eight of them confirmed that he had slept over, and two claimed that he was still there.

STEVE JOHNSTON - SENIOR CHEMIST, ELASTOMERS



Nothing pleases bosses more than having employees that are in debt and married. There is something comforting about having an employee who has committed to owing money to the banks, and committed himself to somebody. So on the 21st December, I get an email from Steve that says " **Elise said Yes!** "Beaudy!" says me. Then in January Steve and Elise bought an apartment in **Parramatta**. "Double beauty", says me. Now the paintbrushes are out, the E93A breadboards are ready, and the commitment has begun. **Nice**.

The problem now is that Steve, when he piled on the pounds, used to take to his bike, and ride in from Glebe.

Parramatta is a darn sight further. So we all expect that the **Shimano** gears are going to get a bit rusty.

I made the mistake, by the way, when Steve joined us in February 2001, of calling him American. Bad call George. Steve is Canadian! Just to make sure I asked him to say " When Elise and I go ooot ". Yep, Steve's Canadian, alright. The "ooot" definitely gives it away.

And with all that, Steve's also a damn "alrooot" chemist too !

PEDRO ALTUNA – SENIOR KETTLE OPERATOR



Pedro has a funny habit of **disappearing** at odd times throughout the year, to go overseas to far away places. Everybody, years ago, was too embarrassed to ask where he was going. One year he came back with the biggest cheesy grin that Mark would die for. He had won the WORLD Championship in a funny card game called **Mus**. Never heard of it? Neither had I ? So I asked Pedro how long the Spanish had played this game. Stony silence. "The game is played by **Basques**, and **I am Basque**, NOT SPANISH!"

Oops !

Pedro has been with us since 1998. Pedro has **two girls** and **a boy**. Both the girls are engaged to be married. One I think is getting married a few weeks before Niki. The son and heir is being just that.

Pedro's many talents include looking after our three dogs at Samos Ena. **Patch** is getting on in years, so Niki, purposely bought the two ugliest German Shepherds that she could find -**Aphrodite** and **Thyra**. They are so ugly, Niki figures that no thief or villain will come anywhere near our place, after dark!

The problem is that most of the guys are scared of them, **EXCEPT** Pedro. So Pedro gets to open the **PAL**.

CHRISTIE-LEE MADGE - ACCOUNTS RECEIVABLE.



When I write these stories, Louise and Niki, give me the basic background to the employee and I fill in the blanks. Stuff like when they started. So I am surprised to see that Christie-Lee has been with us since only **August 2004**. She is one of those employees that you are sure has been here forever. She's that good. She fits in exceptionally well. She does her job exceptionally well. She can even drive a **manual** car.

To my knowledge she only has one vice that she shares with Nick... By the afternoon, when the daily pressure is on, she and Nick, are downstairs ,outside, in the front yard, with the **Benson** and **Hedges**.

The problem now ,is that Nick has promised me and Toula, that he is giving up the B and H's. Certainly he has filled his drawers with Wrigleys. And you know when the pressure is really on with Nick, when he pulls out a stick of Juicy Fruit, puts it between his two fingers, puts it to his mouth, and tries violently to extract some nicotine from the soft rubber.

It's going to be awfully lonely downstairs Christie-Lee. How about borrowing some of Nick's gum?

Christie has an apple in her eye, **Lochie**.

Good one Christie.

MARK SMITH - SENIOR KETTLE OPERATOR



Mark has been with us for 5 years. He cooks stuff to **perfection**, and he has one of those smiles that look as if it is going to break out into a cheesy grin, but somehow it never does.

His brother Len also works for us in the warehouse. Len has one of those beards that Santa Claus would be proud to own. We figured that it was only a matter of time before he covered it with E93A, so we moved him to the peace and tranquility of the warehouse.

Breezing though **Samos Ena** is always a delight for me, even if it is just to have a quick chat with Mark.

We talk about the women in our lives. His is **Kim**, mine is "the Real Boss". He has three children, we stopped at two. He has three grandchildren; we have two and a half.

Somehow the chats are nice. I tell him about the meaning of life, the stresses and strains of running the business, and he tells me not to stress.... too much. Nice guy. Nice talks.

ERA BABIES

Nicola French (Waterworth) had a baby boy – **Jack** on the 1st November 2006

Tony H had twin boys – born on 30th December 2006 (**Nicholas** and **Ilias**)

3rd Papamanuel due in May

Mary-Anne had her 3rd girl - **Renee**



Jack French



Nicholas & Ilias



Wedding Bells!!



Nicole Papamanuel (to Shannon Williams), **Louise Connor** (to Michael Logan) and **Steve Johnston** (to Elise Frank) have all become engaged.

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Equipment for Foams &
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Grinding Wheels for
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Mould Making Silicone
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1 Component Blocked
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High & Low Pressure
Equipment for Foams



Casting Equipment