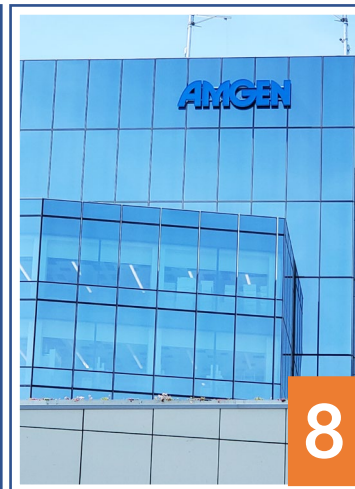
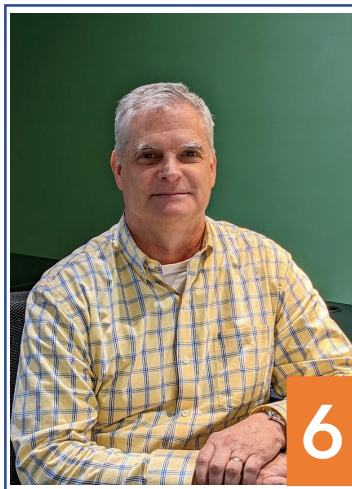


# COLLABORATE





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Fun Fact

### CEO and President

Robert DeLuca, Jr.

### Editor

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Tom Pawluk,  
CFO

Peter Dubno,  
VP of Manufacturing Operations

Coryn Skolnik,  
Senior Project Manager

Matt VanKoot,  
Machine Shop

Jim Pyne,  
Product Data Management

Cover Image:  
"Setting Up for Testing the Fume Hoods"

If you'd like to submit a image to be considered for  
a future cover, please send images to:  
[kmiller@lab-crafters.com](mailto:kmiller@lab-crafters.com)



# A MESSAGE FROM YOUR CEO

Lab Crafters Team,

I hope you're all enjoying the summer weather.

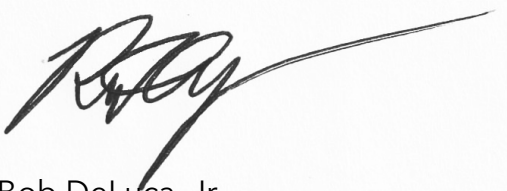
We've concluded the building project renovations and the results look fantastic. Thanks to everyone for their cooperation and understanding during these projects and enduring some of the parking challenges.

Along with our refresh of the building exterior and parking lot, we're working hard on refreshing our business processes and incorporating new technology. The new version of our Visual ERP system is now live and we're learning every day how to best utilize this powerful tool. As we continue to grow, we're adapting to new ways of doing our jobs with the goal of constantly improving. If you have any suggestions on ways to streamline processes, please share your ideas.

I am happy to welcome Tom Pawluk as our new Chief Financial Officer. Tom is an experienced executive who will no doubt make a significant impact in improving our business. There is an interview with Tom in this issue and I hope you check it out. You'll also continue to see a lot of new faces as we scale up the operation to support our growth.

We're putting the finishing touches on the large Amgen project out in San Francisco. We have a Client Focus article in this issue which will tell you more about this important customer and the project. The good news is that we have several more large projects coming up and our backlog of work is at record high levels.

I hope you enjoy this issue of COLLABORATE and let us know if you'd like to contribute to future issues.



Bob DeLuca, Jr.  
President and CEO



# BEFORE



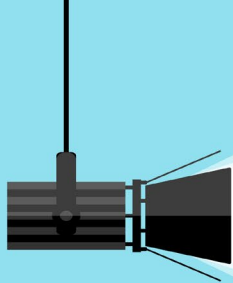


# & AFTER



What a  
transformation!





## DEPARTMENT SPOTLIGHT

# ELECTRICAL + PLUMBING ASSEMBLY



**Peter Dubno**  
VP of Manufacturing  
Operations

## WIRED FOR SUCCESS *Written by: Peter Dubno*



**Mada is testing the outlets on a ceiling service panel.**

You may have noticed a lot of new faces in the electrical and plumbing assembly department. We have recently added staff to match our customers growing demands for our products.

**Angel Ramirez** has joined Lab Crafters to lead the department. **Fredo Orellana** will be taking on a newly created hybrid role in the Layout Department where his top priority is performing quality checks on the work put out to the assembly department, while also helping Layout with their new electrical and plumbing designs. This will help improve the workflow in the department. We are also growing the 2<sup>nd</sup> shift, led by **Santiago Baez** with a heavy focus in this area. Training of new employees and cross-training of existing employees is key to success here, and good training takes time.

There is a lot of self-inspection necessary in this area, which requires skill to be performed efficiently. For example, we perform a nitrogen leak decay test on every plumbing connection we make and test all electrical circuits with a high voltage and polarity test. These are items that are very expensive to repair in the field, so building a team that can be relied on to ensure quality in advance is imperative to our success.



**Franklin is preparing a fume hood pole for wiring.**





**L to R: Rosendo Abredgo Palacios, Gloria Ayala, Franklin Orellana, Desiderio Garcia, Mada Marroquin Arita, Richie Hilbert, Sandra Portillo Franco, Timothy Haley, Yorleny Varela Mejia, Angel Ramirez and Fredo Orellana**



**Gloria solders the wiring for the integrated LED light shelving.**



**Fredo, Sandra, and Angel reviewing a new job.**



# MEET OUR NEW CHIEF FINANCIAL OFFICER **TOM PAWLUK**



## **I understand you have been in the Accounting field most of your working career. What do you love about it?**

Accounting, to me, is the language of business. You measure everything. If you're in business, you're in business to grow the business and be profitable. Without accounting, you don't have an ability to measure. To me, the concept that it comes down to is understanding whether your business is successful or not successful. If it isn't successful, you need to figure out how to make it successful. And if it is successful, how can you make it very successful. I have worked for many different companies, and each one brought me new lessons and tools. Like a good mechanic has a toolbox, we all need to develop our own toolbox of skills.

## **What do you attribute to your success?**

I think being able to see multiple sides of the equation. Being open minded as opposed to close minded, and the most important thing is being able to listen and absorb what others are saying. The other thing I believe is that whatever you choose to do, just make sure that you are constantly growing and evolving and putting more tools into that toolbox.

## **What makes you excited to be at Lab Crafters?**

I always want to be involved in an environment that is looking to grow, because growth requires transformation. Lab Crafters happened to come at a very opportune time, where my mindset was at. I see the business having tremendous growth currently and in the future. But that doesn't come without an acceptance that there's going to have to be a transformation. I think that given all my experiences I have put those skills into my toolbox, and I bring that toolbox with me to Lab Crafters.

## **What do you like to do in your personal time?**

I like to tinker with cars, and I really shouldn't say this but - I really like to drive fast. I love all kinds of cars, but I particularly fancy the BMW M sport cars. I have two M's. I have a 2004 M3 convertible that I keep in my garage. My baby is a one year only 2011 1M in a beautiful orange.

## **Any other hobbies?**

I played ice hockey my entire life. I even played in an adult men's hockey league for about 10 years from the time I was about 40 years old to around 50 years old. During that period of time, I was playing hockey twice a week and was probably in the best shape of my life. I played at most of the rinks on Long Island - even at the Nassau Coliseum.

## **If you weren't a Chief Financial Officer, what would you be?**

I'd be an auto mechanic.

**Personal:** Tom was born in Hollis, Queens and moved out to Brentwood when he was just 4 years old. He is married for 38 years to his wife, Sherri. He remained in Brentwood until 1995, and currently resides in Hauppauge. However, he still goes back to Brentwood to his old neighborhood to enjoy his favorite Sicilian pizza at Tony's on Clarke Street just off Washington Avenue. Tom has 3 adult children - two sons and a daughter and is the proud grandfather to a 22-month-old grandson and 16-month-old granddaughter.





# MORE EMAIL TIPS

We've all received them, and we have probably all written them too... 'email pet peeves' we can easily correct:


**AVOID** replying to all...unless everyone really needs to know your response.

**BE POLITE.** Emotional emails never go over well. Just wait on hitting the send button until you've calmed down. Re-read it as if you were receiving it and edit as necessary.

**ALWAYS** use a clear subject line that represents the content of your email.

**CHECK** your tone. Humor and sarcasm are not always understood in written form. Your facial expression isn't in the email.

**BE PRECISE.** If sending to multiple people - **BE CLEAR** on who you expect to respond. Shotgun emails with your fingers crossed will leave you with no response at all.



**NEVER** use an old email chain and its subject line to start a new email with a different topic.

**DID YOU KNOW?** Our generic email addresses ([sales@lab-crafters.com](mailto:sales@lab-crafters.com), [info@lab-crafters.com](mailto:info@lab-crafters.com)) are **ONLY** meant for outside customers. Those emails go to Bob DeLuca, Jr. and other VPs. If you are not sure of the right recipient, ask someone!



Above: Job 13238 installation in South San Francisco, California

## WHAT IS JOB # 13238?

## CLIENT FOCUS

# AMGEN



Amgen Inc. is an American multinational biopharmaceutical company headquartered in Thousand Oaks, California. One of the world's largest independent biotechnology companies, Amgen was established in Thousand Oaks, California, in 1980.

Amgen's medicines treat serious illnesses and typically address diseases with a limited number of treatment options. With a presence in approximately 100 countries, they are proud to have reached millions of people with their products.

Amgen is a pioneer in the science of using living cells to make biologic medicines. They helped invent the processes and tools that built the global biotech industry—turning it into a leading source of therapies for patients.

### QUICK FACTS ON JOB 13238:

Estimator:	Tom O'Loughlin
Sr. Project Manager:	Coryn Skolnik
Job Start:	March 2020
Job Completion:	September 2022 (projected)
I-FLEX Benches made:	1,130 ( <i>that's over a mile of benches!</i> )
Fume Hoods made:	53
# of Trucks Filled:	35
INNOVATION :	Used a high-tech upgrade using an infrared detector beam rather than pressure detection on the under-sash safety switch.

### AMGEN's medicines:





# EMPLOYEE ANNIVERSARIES

APRIL - MAY - JUNE

<u>HIRE DATE</u>	<u>EMPLOYEE</u>	<u>SERVICE</u>
April 15	Kaylee Orellana	3 years
April 18	Tom O'Loughlin	17 years
April 19	Renu Garg	4 years
April 22	Abel Reyes	3 years
April 28	James Pyne	25 years
May 3	John Li	1 year
May 7	George Kenny, Jr.	26 years
May 13	Manuel Sanchez	12 years
May 20	Bob DeLuca, Jr.	26 years
June 7	Alba Mendez	1 year
June 8	Andrea Savino	23 years
June 9	Michael Florio	7 years
June 17	Cristobal Martinez	20 years
June 18	James Reppert	38 years
June 19	Franklin Orellana	5 years
June 23	Oscar Molina	14 years
June 30	Scott Hegemann	2 years



## LT MICHAEL P. MURPHY NAVY SEAL MUSEUM

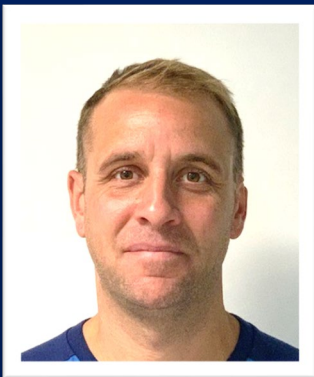
The first Navy Seal Museum on the East Coast has opened right here on Long Island - in West Sayville. The museum is named after Michael P. Murphy, a classmate and football teammate of Bob DeLuca, Jr., who died serving as a Navy Seal. It has officially opened its doors to the public as of July 20<sup>th</sup>.



Address: 50 West Avenue, West Sayville, NY 11796  
Hours: Tuesday-Sunday: 10am - 4pm (Closed Mondays)

## FUN FACT ABOUT...

### Matthew VanKoot, Machine Shop



About a year and half ago, Matt hung the American flag over the machine shop. After talking with his co-workers, he realized that everyone has a different background - and a different flag that has meaning to them. As a result, Matt started displaying flags of his co-workers' heritages (with the US flag in the center, of course) to show his pride of working with such a diverse group. When asked why he is doing this, he responded "we are all here doing our jobs with a common goal for Lab Crafters, in the same way we all come from different cultures with a common goal as Americans. I love the diversity of all these cultures." He then added "I also love the color it adds to the gray factory setting. It brightens things up." As of today, there are 15 flags, including the Ukrainian flag to show our support for Ukrainians during the Russian invasion.



Want to share a Fun Fact about yourself for a future newsletter? Just email your fun fact and a supporting photo (if you have), to: [kmiller@lab-crafters.com](mailto:kmiller@lab-crafters.com)

Find the words from the list both vertically and horizontally, forward, backwards AND diagonally.

B	R	A	F	T	E	R	E	A	A
E	O	S	U	R	R	A	E	L	C
F	T	S	N	A	H	W	O	F	C
O	H	E	P	N	S	I	L	L	O
R	B	M	W	S	M	R	M	A	U
E	L	B	B	F	L	I	S	N	N
E	I	L	Y	O	B	N	E	S	T
S	M	Y	E	R	O	G	S	T	I
I	E	N	E	M	M	I	E	O	N
C	S	A	L	A	L	S	U	O	G
E	S	I	M	T	T	P	M	L	G
R	A	Z	Z	I	P	O	X	B	M
P	I	Z	N	O	E	L	V	O	E
I	N	G	I	N	C	I	R	X	D
U	S	N	A	N	M	T	O	F	I
U	K	R	A	I	N	E	R	L	C
F	C	S	U	M	M	E	R	A	I
F	O	I	R	A	N	F	U	G	N
Y	Y	E	K	C	O	H	A	S	E

BEFORE  
AFTER  
ACCOUNTING  
TRANSFORMATION  
ASSEMBLY  
TESTING  
WIRING  
BMW  
HOCKEY  
PIZZA

POLITE  
PRECISE  
CLEAR  
AMGEN  
FLAGS  
TOOLBOX  
UKRAINE  
SUMMER  
MEDICINE  
CFO

## TRIVIA TIME:



- 1) What year did this company start?
- 2) Who is the longest tenured employee still working here in Ronkonkoma today?
- 3) What is our best-selling product?
- 4) Who is our biggest customer?
- 5) Who is our biggest supplier (goods) in dollars spent?

Answers below - upside down above our logo.

**KEEP AN EYE OUT  
FOR THE FALL  
2022 ISSUE**  
*COMING LATE OCTOBER*

Send feedback and ideas to Karen Miller at [kmiller@lab-crafters.com](mailto:kmiller@lab-crafters.com)

Trivia answers: 1) 1978 2) Chris Behr 3) I-FLEX 4) Bristol-Myers Squibb 5) Durcon