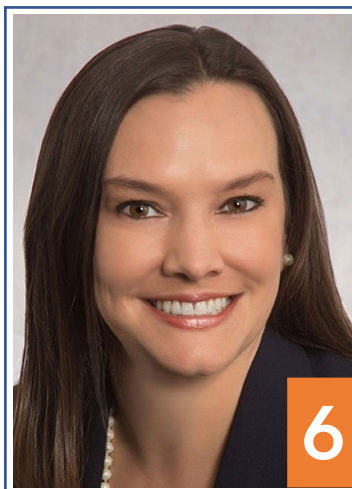


COLLABORATE





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...is everyone's responsibility

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Robert DeLuca, Jr.

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EVP of Manufacturing Operations

Lisa Ryan,
EVP of Project Operations

John Harrow,
EVP of Office Operations

Coryn Skolnick,
Senior Project Manager

Jim Pyne,
Product Data Management

Cover Image:
"In the Painting Booth"

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



A MESSAGE FROM YOUR CEO

Lab Crafters Team,

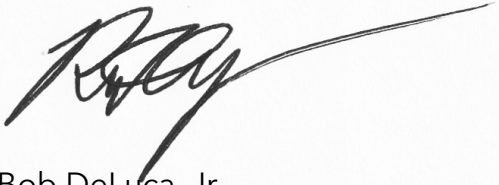
Autumn is upon us, the leaves are changing color, and at Lab Crafters we are continuing to enjoy unprecedented demand as the life science industry continues to expand.

We have just finished installing the final floors on two Nan Fung Life Sciences Real Estate projects in the Boston area. We have a Client Focus article in this issue which will tell you more about Nan Fung and the projects we are working on with them. Nan Fung is, and will continue to be, one of our most important clients.

The amount of growth we have seen over the past year has tested both our office and manufacturing operations. It has required us to do things differently, find innovative solutions, and pivot to paths to enable more efficient productivity. Our Manufacturing and Project Operations teams have been processing work at levels never seen before but there is still much more growth needed. As a result, we are evaluating ways to increase our capacity across the entire operation.

We've hired Lisa Ryan as our new EVP of Project Operations to help expand and develop our Front Office capabilities. Lisa is an experienced executive who will be working out of our new North Carolina office and will be overseeing our estimating, drafting, and project management teams. Check out the interview with her in this issue.

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



Bob DeLuca, Jr.
President and CEO

LOOK WHAT WE DID FOR



Based out of Philadelphia, PA, Spark Therapeutics is a developer of gene therapy treatments, which treat debilitating genetic diseases.



Our first job with Spark Therapeutics was completed in Q4 of 2020, pictured on this page.



Their Mission: Challenge the inevitability of genetic disease by discovering, developing and delivering treatments in ways unimaginable - until now.



CYBERSECURITY

...IS **EVERYONE'S** RESPONSIBILITY

NEVER
respond to requests
for personal
information via
email. Businesses
will never ask for
personal
information this
way!

Do **NOT**
enter
personal
information
in a pop-up
screen.

DO NOT CLICK on
any links listed in an
e-mail message. Go
to the website
through a web
browser through the
main page.

ALWAYS MARK
phishing emails as
spam. Outlook and
Gmail will use this
to help identify
future messages as
spam for you.

Look at your work
emails "From" box
to see if it is the real
address, many
hackers change a
few letters or use an
email that is very
odd looking.



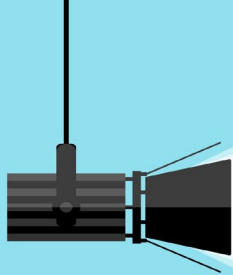
John Harrow <JHarrow@lab-craflers.com>
To Karen Miller

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DEPARTMENT SPOTLIGHT

POWDER-COATING LINE



Peter Dubno
EVP of Manufacturing
Operations

LET US SPRAY

Written by: Peter Dubno



Left to Right: Jose "Julio" Gomez, Jose "Tomas" Fuentes, Wayne Camassa, Otto Lopez, Miguel Chacon, Douglas Cardona, Michael Robinson, Matthew Strunz, Wilbar Gonzalez Osorio (kneeling)

Located centrally in our factory, the powder-coating line is one of our most important work centers. Over 90% of the products that leave our docks pass through this area getting coated with .002"-.004" thick of SEFA grade powders. Installed in 2015, the line fits a lot into a small footprint. There are two things that set our powder line apart from most conventional lines; the automated spray guns and the powder reclaim.

The powder reclaim vacuums down any unused powder, filters it, and circulates it back to the guns, yielding a 95% efficiency with regards to powder usage. We often get compliments from technicians and visitors that see our paint line and cannot believe it is over 7 years old due to the good condition it is kept in.

This is a compliment to **Jose "Tomas" Fuentes** and his team. Running the powder line is like running your own little factory. **Wayne Camassa** is instrumental in scheduling the line and helping to coordinate the manpower needed. Like a mini factory, the paint line takes a minimum of 5 people to operate not including the coordinator. Two load/unload, one dryer/masker, one or two sprayers depending on product.

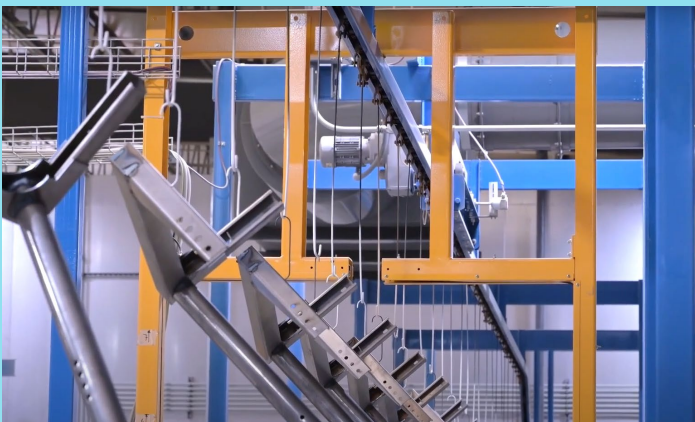




STEP 1: Prior to spray, the first operation is a 3-stage wash. The wash uses no hazardous chemicals and washes the dirt/grease/oil from the parts and prepares the surface for the powder. The powder is given a slight negative electrical charge in the gun and the parts receive a slight positive electrical charge through the conveyor line. This helps the powder to cling to the part prior to the bake oven.

STEP 2: Coming out of the wash, any areas with hardware will need the threads masked so that the paint does not interfere with the screw threads. This is done by inserting rubber masking plugs or covers that can handle the heat of the ovens.

STEP 3: We also try to dry off any excess water in trap areas with an air gun. Water is the enemy of good powder coat. Once the masking is done, the parts travel through the downstairs oven at about 210 degrees F.



STEP 4: Exiting dry off, the parts head through a yellow frame which houses sensors that measure the parts in real time. That reading is sent to the automated guns in the booth, so the auto guns know how to move and whether to turn on or off to get as close to the part as possible without crashing.

STEP 5: Powder is applied in the booth, which has up to 6 auto spray guns, 2 manual spray guns, and can employ an additional 3 stationary guns.



STEP 6: Exiting the spray booth, the parts head to the bake oven where they spend about 20 minutes at approximately 365 F.



Check out a video [here](#).

MEET OUR NEW EXECUTIVE VICE PRESIDENT OF PROJECT OPERATIONS **LISA RYAN**



You are a woman with a degree in Engineering and you worked most of your life in a male-dominated field. How did that come about?

I grew up in upstate New York on a family farm which my grandfather ran. It was a 15th generation farm. My father was the first person to branch off from the farming and opened an excavation company that he and my mother ran.

It was mostly dirt work and that is how I ended up eventually picking civil engineering. Since my mother was in construction as well, it explains my thoughts about working in a male dominated field...it never dawned on me, like that was anything different. It was normal to me.

What prompted your move from New York to North Carolina?

I met my husband, Greg, who is also from upstate New York while in high school. He was working in Manhattan in finance while I was working for Turner Construction in New York. After 9/11, his company moved their operations down to North Carolina and I was able to transfer down with Turner as well. We have been there ever since.

Your role here is an especially important one as it is the one leading the team that is the most interactive with our clients. What are your beliefs about how to treat a client?

It is all about the customer experience which goes together with branding. You want to create an experience that people are going to always remember.

If a client that we worked with has a great experience...they get their product on time, had excellent communication with the LCI team, and we help them create value to their project...they will remember us and keep that in the back of their mind.

Eventually down the road, no matter if they are with the same company or a different one, and they have casework on a project, they are going to remember that experience from Lab Crafters. They will remember that experience and come back to us. It is all about getting repeat business.

It is not just about the external customers. It is about the next person in line within Lab Crafters. When we pass the baton from department to department, understanding that who we pass the baton to is also your customer. We can try and improve that relationship as well.

Do you have a core belief which you operate?

I have always felt that I am only as good as the people who support me.

What makes you excited to be at Lab Crafters?

Having come from a publicly held company, I love the smaller family vibe of Lab Crafters. Also, the opportunity for this company to grow and it is exciting to be a part of the team that is turning that into a reality.

What do you do in your personal time?

Most of my time is spent with my kids and their sports. My son, Patrick, is a third-degree Black Belt and competes on a national level. My daughter, Paige, is currently in a coastal volleyball league and competes regionally.

Hiking with my family and international travel. I have had great opportunities throughout my career to travel internationally, and it is something I like to do now personally as well. Every Sunday is family day, we have family dinner, and we have a movie night at home. Even with my traveling, I always try to keep that day for my family.

WHAT ARE JOBS 13514 & 13522?

CLIENT FOCUS



**LIFE SCIENCES
REAL ESTATE**
A Member of NAN FUNG GROUP

Nan Fung Life Sciences Real Estate ("NFLSRE") is an innovative, premier real estate investment and operating company established in 2019 focused on acquiring, developing and managing life sciences related properties in innovation-driven markets across the United States and United Kingdom.

Based in Boston MA, NFLSRE is led by a world class management team with over 75 years of combined life sciences real estate development and operations experience.

NFLSRE is a subsidiary of Nan Fung Group, a Hong Kong based global conglomerate with core businesses in property development and investment. With net assets around \$13 billion, the Group's track record spans over 165 projects comprising over 66 million square feet. The Group also holds a well-diversified financial investment portfolio and has made significant investments in the life science sector globally.

1 WINTHROP SQUARE, BOSTON



51 SLEEPER STREET, BOSTON



QUICK FACTS:

Estimator:	George Kenny, Jr.
Draftsman:	Vito Sanfilippo
Sr. Project Manager:	Coryn Skolnick
Job Start:	March 2022
Job Completion:	November 2022 (projected)
I-FLEX Benches made:	223
Fume Hoods made:	6
# of Trucks Filled:	28

These two projects are the beginning of our relationship with Nan Fung. We expect over a million square feet of lab space work with Nan Fung by the end of 2023.

OUR BRAND:



We have come a long way since 1978. From the original Metal Crafters name to what we are today, the premiere lab solutions provider for the life sciences industry. Our new Lab Crafters logo was introduced in January 2021, and now we have a new logo for our trusted AIR SENTRY brand, and newly created logos for our I-FLEX and Dimension furniture systems.



AIR SENTRY

I-FLEX

DIMENSION

EMPLOYEE ANNIVERSARIES

JULY - AUGUST - SEPTEMBER

<u>HIRE DATE</u>	<u>EMPLOYEE</u>	<u>SERVICE</u>
July 2	Mada Marroquin	4 years
July 3	Gloria Ayala	4 years
July 16	Jesus Salmeron Garcia	10 years
July 19	Om Chavan	1 year
July 20	Luis Avalos	5 years
July 24	Jose Rodriquez	5 years
July 25	William Mabanta, Jr.	25 years
July 30	Stephen Happe	4 years
July 31	Erica Sifre	8 years
August 1	Ruoxu Jia	4 years
August 5	Henry Nunez	3 years
August 9	Miquel Escobosa, Jr.	1 year
August 10	Pedro Solorzano	1 year
August 16	Fernando Gonzalez	18 years
August 19	Miguel Chacon	3 years
August 24	Jose Orellana	24 years
August 27	Douglas Cardona	18 years
August 28	Joaquin Salmeron	25 years
August 31	Harold Kriegel	2 years
September 7	Edgar Lool	18 years
September 7	Rene Ballerano	1 year
September 9	Ruth Llivicura	1 year
September 18	Angel Reyes	16 years
September 22	David Rubinstein	14 years

DON'T FORGET!



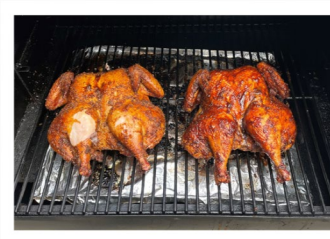
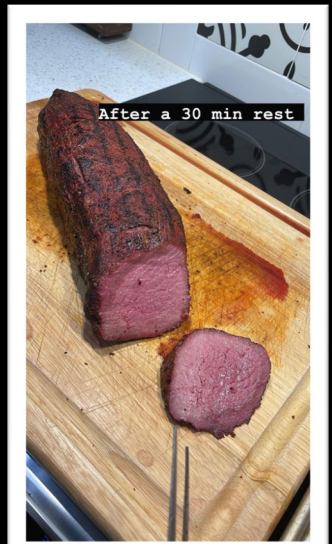
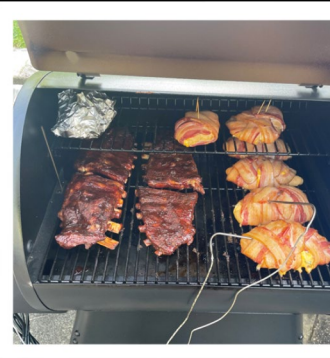
CLOCKS GO BACK 1 HOUR NOVEMBER 6th

FUN FACT ABOUT...

Kevin Waszmer, Sr. Project Manager



A professed "foodie", Kevin has been an avid smoker for the past year...smoking meats that is! After watching his cousin smoke meats, he wanted to try it himself. He lucked out and was able to get a smoker that was on a scratch & dent sale. "My love for food is the reason I started smoking meats. My favorite types of meats to smoke are chicken and pork. I always love to try new things. It is a great hobby for foodies!"



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

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

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

PHISHING
SPARK
PAINT
NAN FUNG
SPRAY
OVEN
RECLAIM
DRYER
CLOCKS
BOSTON

FARM
ENGINEERING
CONSTRUCTION
FAMILY
CUSTOMER
CAPACITY
BRAND
INSTALLATION
SMOKER
CHICKEN

TRIVIA TIME:



- 1) What is the oldest machine still being used in the factory?
- 2) What year did we install our powder-coating system?
- 3) Who is the closest lab furniture customer we've had to our building?
- 4) Which employee was hired the same month & year that Bob DeLuca, Jr. joined Lab Crafters?
- 5) Where did Metal Crafters first operate as a business?

Answers below - upside down above our logo.

**KEEP AN EYE OUT
FOR THE WINTER
2023 ISSUE**
COMING LATE January

Send feedback and ideas to Karen Miller at kmiller@lab-crafters.com

Trivia answers: 1) Niagara 6-foot Shear 2) 2015 3) Nature's Bounty 4) George Kenny, Jr. 5) Robert DeLuca, Sr.'s backyard barn.