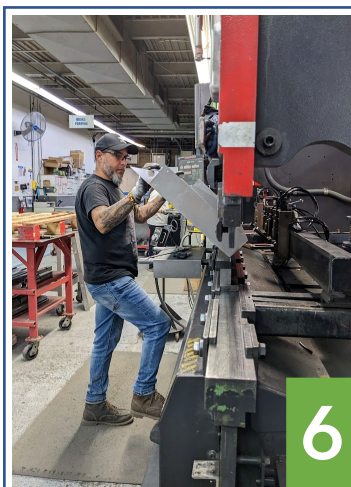


COLLABORATE





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Betsy Fouts,
Regional Sales Manager

Jim Pyne,
Product Data Management

Cover Image:
"WaterSaver in Bloom"

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,

We are off to a great start this year and springing into action with some exciting changes in the business.

The demand for our products is growing at a rapid pace and we need to continue to build up our capacity and capabilities. We are approaching this from multiple angles, including adding new people, developing new processes, and investing in new technology. You've no doubt seen some of these changes and they will continue throughout the year.

One of the most important initiatives is our focus on Lean Manufacturing. Lean is a methodology that focuses on minimizing waste while simultaneously maximizing productivity and efficiency. We have hired Rich Orofino as our Director of Continuous Improvement, and Larry O'Keefe, a consultant, to help us on this journey. They have begun working with the plumbing assembly department with some very encouraging results. We are excited to expand this program throughout the facility. I look forward to everyone's participation and support in these efforts.

As we continue to grow quickly, it is important that we maintain high levels of quality in our work. You can read about Paul Meyer, our new Director of Quality, in this issue. Paul is working on developing new metrics around quality that we will be sharing with the team on a regular basis. Paul has also developed an improved digital method to provide all team members with an easy line of communication with the Quality Team.

This month's client focus is on Eli Lilly, one of our biggest clients. Type 2 diabetes affects over 30 million Americans and Eli Lilly is a pioneer in developing treatments for this disease. Read about their story and the important work we are doing for them in this issue.

And last, thank you to everyone who gave their feedback in the COLLABORATE survey back in February. This newsletter is FOR YOU, so your feedback is critical so we can make this newsletter what you want and need it to be.

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

LEANING into LEAN

USING THE 5S METHODOLOGY



Written by: **Peter Dubno**,
EVP of Manufacturing Operations

What Is Lean? 5S Principles

Lean, often called Lean manufacturing, is a method used to identify and eliminate waste from a manufacturing process. Lean aims to remove anything from the production process that does not add value to the end-product or service the customer purchases. The Lean manufacturing principles of eliminating waste and streamlining processes originated with the manufacturing industry in Japan in the mid-twentieth century, and in the late twentieth century grew popular with American businesses.



L to R: Mary Perlow, Larry O'Keefe, and Rich Orofino

How will we do this? What is the plan?

We have hired a lean manufacturing consultant, Larry O'Keefe, to help us start our journey into LEAN. Larry has over 25 years experience helping organizations dramatically transform their operations and achieve outstanding business results.

Larry will be working with Rich Orofino, Director of Continuous Improvement, as they work their way around the factory. The remaining plan looks like this:

LEAN FOCUS AREAS & TIMING

- ✓ Electrical & Plumbing Assembly: ~March - May
- ☐ Fume Hood Assembly: ~June - August
- ☐ Cabinet Assembly: ~August - September
- ☐ Metal Fabrication: ~November - December

WHAT WILL BE THE END RESULTS ?

Improved Productivity

Work Instructions

Work Standards

Cleaner Work Environment

Safer Work Environment

Less Wasted Time



The 5S system of visual management has improved organization and efficiency in many workplaces including manufacturing environments and offices. This system consists of five pillars—Sort, Set in Order, Shine, Standardize, Sustain—that make maintaining the workplace in good condition a visual process.

“Really, in the end, the whole process just made my job so much easier. It’s been great.”

- John Kennedy, Plumbing Assembly



John pointing out the newly developed Standard Work Combination Sheet, which gives step-by-step instructions for his activity.

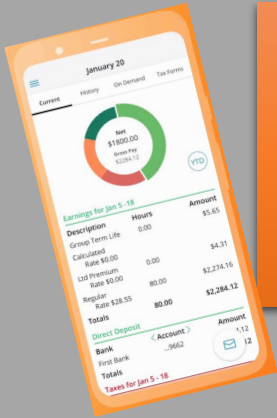


Larry observing John Kennedy assembling a plumbing pole.

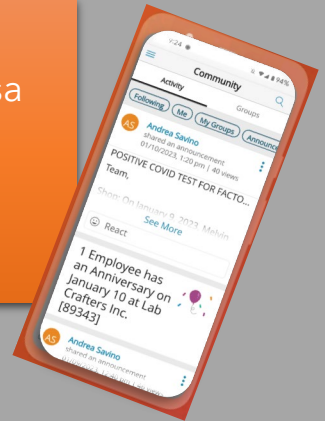
With the Plumbing & Electrical team being the first to be visited, Mary Perlowsky, Director of Manufacturing, is excited to be part of the transformation. Mary commented, “Lean implementation can transform the workplace by reducing waste, increasing productivity, and increasing quality. It fosters a culture of continuous improvement. Seeing employees participating and empowered by collaborating and contributing ideas is the most exciting part for me. It improves employee morale when they see the results and realize how important their contributions are. Eventually the company culture begins to shift, and the lean philosophy begins to take hold in all areas of the business. The results of the implementation can really be transformational and amazing at times.”

John Kennedy, one of our plumbing assemblers, was skeptical at first, but after he implemented the changes suggested by Larry and Rich, he said, “everything they have done has been great. The bins (pictured top pg.2) have been great to keep everything in arms reach. I waste less time going to look for parts or tools. They even set me up with my own tools and engineering added a slot in the poles so that we can easily get the wrench inside to tighten things. Really, in the end, the whole process just made my job so much easier. It’s been great.”

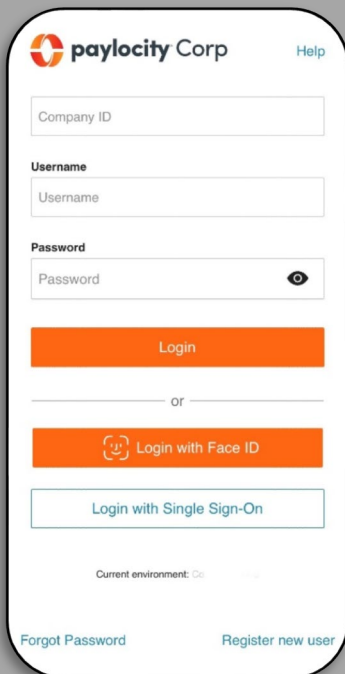
¿Estás en paylocity?



Con la aplicación Paylocity puedes:
Asegúrate de recibir avisos importantes de la empresa
Ver sus cheques de pago
Descargar W-2s
Solicitar tiempo libre
... y más.



CONFIGURACIÓN DE LA APLICACIÓN PAYLOCITY



1. Navegue a la pantalla de inicio de sesión inicial después de descargar la aplicación Paylocity desde [Google Play Store](#) o [App Store de Apple](#).
2. Ingrese el ID de empresa asignado a Paylocity. **89343**
3. Introduzca el nombre de usuario.
 - Los nombres de usuario no distinguen entre mayúsculas y minúsculas. Los nombres de usuario deben tener entre 3 y 20 caracteres de largo.
 - La aplicación recuerda el ID de empresa y el Nombre de usuario de forma predeterminada.
4. Introduzca la contraseña.
 - Las contraseñas distinguen entre mayúsculas y minúsculas.
 - Las contraseñas deben tener entre 8 y 72 caracteres de largo y deben contener tres de las cuatro reglas siguientes:
 1. Uno o más números
 2. Una o más letras mayúsculas
 3. Una o más letras minúsculas
 4. Uno o más caracteres no alfanuméricos
5. Habilite Trust this device, si corresponde.
 - Habilitar esta opción reducirá la frecuencia con la que aparecen las preguntas de desafío.
 - Se evalúan varias variables para identificar un dispositivo.
 - Las actualizaciones de hardware, sistema operativo, software y otros factores pueden hacer que se solicite información adicional a los empleados.
6. Seleccione Iniciar Login. Configure las opciones de inicio de sesión biométrico como desee:
Biometric Apple iOS Login para Apple iOS devices con funcionalidad biométrica. Android Fingerprint Login para Android devices.

Si tiene alguna pregunta, comuníquese con Recursos Humanos, Daisy Pernal (631) 388-6733

MEET OUR DIRECTOR OF QUALITY PAUL MEYER



Paul examining a first piece for quality in the Press Brake Dept.



Are you a Long Island native?

No, I grew up in Guatemala. My family and I moved to Long Island when my father's job with Oracle relocated him here.

What did you study in school and what drove you to become a Director of Quality?

When I was in high school, I wanted to be a musician. Then I went to college, started off as a music major, switched majors to graphic design, and ended up pursuing mechanical engineering at Farmingdale State College. Like everyone, in college I had a few different jobs, from driving an ice cream truck with one of my friends (that was fun) to manufacturing. But really, in my professional career I started out as a Project Manager for a few builders here on Long Island, but eventually found that systems engineering, especially as it relates to Quality systems and processes is something that suits me better -- I found that I enjoy being productive in front of a computer and it is something I weirdly enjoy (which is probably why my eyesight is REALLY bad). Every experience helped me form my character and made me appreciate even the seemingly unimportant jobs.

As a company that produces laboratory furniture, the quality of what we produce is extremely important. How do you view the importance of quality?

When you buy a product and it does not work, the first thought is "quality." Quality is inherently expected in every good and service we consume. You judge a brand based on its quality. I think that Quality is a cornerstone of a business, especially one where customers expect scientific-grade goods.

What are your goals for the Quality Dept at Lab Crafters?

My goal is to automate our current quality process, follow up, and be consistent. I am also making a big effort to promote communication within the great teams we have here at LC. I want everyone to feel heard and their problems addressed.

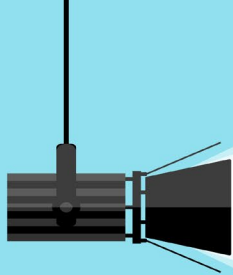
If you were not doing Quality Control, what else could you see yourself doing?

Either somewhere in aerospace or a professional touring musician in which case my life would look drastically different.

What do you do in your personal time?

I love spending time with my family and playing the guitar, bass, drums, and piano.

Personal: Paul and his wife, Angelina, live on Long Island with their 2-year-old son, Noah, and 6-month-old daughter, Hope.



DEPARTMENT SPOTLIGHT

PRESS BRAKE DEPT

Written by: **Peter Dubno**,
EVP of Manufacturing Operations



MAKING METAL BEND

What is a Press Brake?

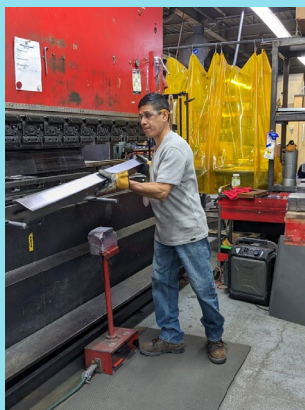
A press brake is a machine used for bending sheet metal and metal plate, most commonly sheet metal. It forms predetermined bends by clamping the workpiece between a matching top tool and bottom die.

At Lab Crafters, the press brakes are where a large percentage of our bending operations are completed. Despite having automated bending capabilities in our panel benders (Salvagnini P2 & P4), those machines have limitations as to which parts they can bend. As such, there will continue to be a significant need for press brake bending in our facility. Of our 6 day-shift employees, 5 of them can complete tool setups (mechanics) and one is an operator. We also have 2 capable operators as part time employees on 2nd shift.

Due to the high mix of products flowing through the department, frequent setups & changeovers are required. We also have a high quantity of new parts being engineered regularly. Our team of setup mechanics will review the new drawing to determine proper setup parameters, program the machine, and can usually achieve a perfect piece in one-shot without having to make multiple attempts to create that first piece. This ability makes them true master craftsmen of bending and forming metal.



L to R: Roosevelt Vargas, Craig Arco, James Reppert, Maury Martinez, Ricky Rodriguez, and Angel Reyes



Left: Angel forming I-FLEX plumbing poles.
Right: Ricky is forming a leg panel.





Roosevelth performing a tool setup.



Craig is programming the machine.



Maury is bending a small piece of metal that will be used on the edges of fume hood glass panels.

Press Brake Setup Steps:

- 1 Read the drawing for the part thoroughly and develop a bending strategy (steps in which part will be bent).
- 2 Tooling is selected. We have various styles of tooling and some custom tooling to achieve different bend styles.
- 3 Back gages are programmed (to move forward or backward as a "bank point" for the metal to be held against until the tooling comes down to grab and form the part).
- 4 Pressures are adjusted to ensure consistent bend angles are achieved (variations in material thickness/hardness can affect outcomes).



James (left) and Roosevelth (right) perform quality checks throughout their production runs to ensure square edges.

Master Skills are required!

Setting up a press brake involves a lot of knowledge, and the skill of a setup mechanic takes years to master. Once the press brake is fully setup and ready to run, a good operator will continually check their bends for squareness to ensure angles do not drift throughout the production run.

Eli Lilly has established a comprehensive goal - Lilly 30x30 - to improve access to quality health care for 30 million people living in communities with limited resources, annually by 2030.

30x30

Improving Access to Quality Health Care for 30 Million People by 2030



DID YOU KNOW?

Eli Lilly was one of the first pharmaceutical companies to produce human insulin using recombinant DNA including insulin medication.

Eli Lilly hired Flad Associates to develop a lean lab design masterplan for the Lilly Technology Center South building K104 in Indianapolis, Indiana. Lab Crafters sent bids to all the GC bidders except Harmon/F A Wilhelm. Betsy Fouts, our Regional Sales Manager, called contacts at FA Wilhelm and asked to bid. We put an I-FLEX proposal together supporting lean lab design, submitted it, and were awarded Phase 1- Order 13461. After 13461 delivered, we had the opportunity to participate in the new expansion at their Technology Center South building 104.



Lilly is making a bigger move in the Diabetes 2 market and partnering with Roche on Alzheimer research. Lilly has expansions planned for Indianapolis Main Campus, Indianapolis Tech Center North and South as well as \$2.1B manufacturing expansion in Boone County, Indiana just north of Indianapolis. Also planning expansion to BioScience campus in San Diego and manufacturing in Raleigh-Durham. We are also supporting the expansion of Eli Lilly/PreVail in the Alexandria Science Center in NYC.



Additionally, Lab Crafters is collaborating with HumanScale to create custom applications for electronic tools such as keyboard trays, mouse pads for I-Flex at the request of Lilly's EH&S team (Ergonomics, Health & Safety).



Lilly was founded in 1876 by Colonel Eli Lilly, a man committed to creating high-quality medicines that met real needs in an era of unreliable elixirs peddled by questionable characters. His charge to the generations of employees who have followed was this: "Take what you find here and make it better and better."

More than 145 years later, they remain committed to his vision through every aspect of their business and the people they serve starting with those who take their medicines, and extending to health care professionals, employees and the communities in which they live.

1876

DID YOU KNOW?

Eli Lilly was the first company to mass-produce the polio vaccine developed by Jonas Salk.



MEDICINES DEVELOPED & DELIVERED BY ELI LILLY

trulicity
(dulaglutide) injection

taltz
(ixekizumab) injection

Humalog
insulin lispro injection

Emgality
(galcanezumab-gnlm)

Humulin^R
REGULAR insulin
human injection

basaglar
(insulin glargine)
injection

Verzenio
(abemaciclib) tablets

CYRAMZA
ramucirumab injection

olumiant
(baricitinib) tablets

once weekly
mounjaro
(tirzepatide) injection 0.5 mL

LC JOB # Description

13461	K104 - Phase 1 (completed 10/22)
13685	M48 Domino Project (ships thru 12/23)
13686	M48 Domino Project (ships thru 12/23)
13687	M48 Domino Project (ships thru 12/23)
13706	K104 Phases 2 & 3 (ships 6/23 & 8/23)

QUICK FACTS:

Salesperson:	Betsy Fouts
Estimator:	Steve Happe
Draftsman:	Harry Kriegel
Sr. Project Manager:	Bina H. / Kevin W.
Lab Equipment Buyer:	Om Chavan
First Job Start:	December 2021
Active Job Completion:	December 2023
I-FLEX Benches made:	400
Fume Hoods made:	88



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SKECHERS WORK STYLES**

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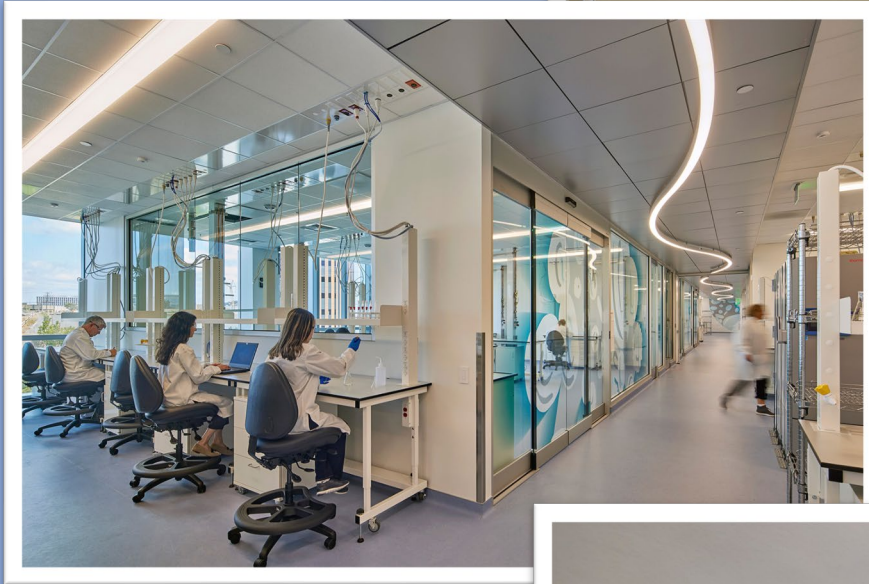


We showed you some installation photos for this job back in the Summer 2022 issue. Now you can see the space in action!



Open space conducive to collaborative biology research dominates in the labs.

With overhead utility access and our I-FLEX mobile benches, nearly limitless configurations with minimal change-over time are possible.



Click [HERE](#) to see a video of the entire space (not just the labs) designed by Flad Architects.



And where spaces are enclosed for an additional level of cleanliness or acoustic containment, glass walls are employed to maintain access to daylight and visual connection throughout the lab and to spectacular views of the research campus and natural topography.

A BIG

Thank You

TO EVERYONE WHO
PARTICIPATED IN THE
COLLABORATE SURVEY

Lab Crafters

SURVEY

COLLABORATE

And Congrats to
our three raffle
winners!



Top left: Manuel Sanchez (Grinding Dept.)
Top Right: Jim Harrow (Engineering)
Bottom: Chris Arrigo (Accounting)

PLANNING A VACATION ?



CLICK [HERE](#) TO LEARN HOW TO
REQUEST TIME OFF ON YOUR
DESKTOP COMPUTER



CLICK [HERE](#) TO LEARN HOW TO
REQUEST TIME OFF ON YOUR
MOBILE DEVICE

DID YOU KNOW?

YOU CAN FIND A
PRINTED VERSION OF THE
COLLABORATE NEWSLETTER IN
THE RONKONKOMA OFFICE

Located by each of the 3 **PAYLOCITY** punch clocks.

1. Building 1 Office
(on Chris's desk)
2. Building 1 Factory
(near Press Brake Dept)
3. Building 2 Factory
(below Plumbing Assembly)

**ARE YOU REMOTE AND WOULD
LIKE A PRINTED COPY?**

PLEASE EMAIL
kmiller@lab-crafters.com

EMPLOYEE **ANNIVERSARIES**

JANUARY - FEBRUARY - MARCH

<u>HIRE DATE</u>	<u>EMPLOYEE</u>	<u>SERVICE</u>
January 3	Maite Salazar	1 year
January 4	Jerry Donovan	2 years
January 10	Bina Hassan	1 year
January 13	Claudio Urrutia	8 years
January 14	Patrick Brown	4 years
January 15	James McDowall	2 years
January 17	Mark Phillips	1 year
January 25	James Harrow	13 years
January 28	Moises Santana	3 years
January 29	Daniel Lozowsky	2 years
February 2	Charles Brown	1 year
February 11	Henry Hansen	2 years
February 12	Matthew Strunz	5 years
February 16	Bill Meyer, Jr.	2 years
February 18	Italo Suarez	15 years
February 23	Craig Arco	5 years
February 25	Luis Farez	4 years
March 7	Kevin Waszmer	1 year
March 10	Ricardo Macias	1 year
March 14	Roosevelth Vargas	1 year
March 16	Ricardo Rodriguez	13 years
March 16	Sergio Ocasio	3 years
March 19	Peter Dubno	5 years
March 21	Desiderio Garcia	1 year
March 23	John Harrow	14 years
March 24	Gayatri Akella	1 year
March 26	Craig Laurence	8 years
March 28	Lorna Schwarz	1 year
March 31	Jose Fuentes	15 years
March 31	John Harrow, Sr.	7 years

THANK YOU


Italo Suarez

&
Jose "Tomas" Fuentes
for 15 years of Service

HEART for STEEL



Around Thanksgiving, a cat was noticed around the factory. It was seeking warmth inside the factory. The cat was very scared and made it quite challenging to be caught. Corraling a cat is not an easy task!

If she was willing to learn how to weld, we would have gladly kept her, but instead Lindsey Walker, from Inventory Control, stepped in with her kindness and love for animals. She slowly built-up trust with the cat, and eventually was able to adopt her and bring her home to be a friend to her 13-year-old cat "Ophelia". She was aptly named "Steel". Steel was taken to the veterinarian, and it was established that she was only a few months old. Now, Steel is living the good life - free from working in a factory.



If you should notice a stray animal in the building, please report it immediately to your supervisor or manager.

Thank you to Lindsey for giving Steel a safe home!



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

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

LEAN
 WASTE
 PRODUCTIVITY
 QUALITY
 BRAKE
 PRESS
 LILLY
 DIABETES
 ALZHEIMER
 POLIO
 SCANNING
 SURVEY
 VACATION
 STRAY
 STEEL
 ADOPT
 FIFTEEN
 SPRING
 AMADA
 TRUMPF

LOOK FOR THE SUMMER 2023 ISSUE
COMING LATE JULY

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