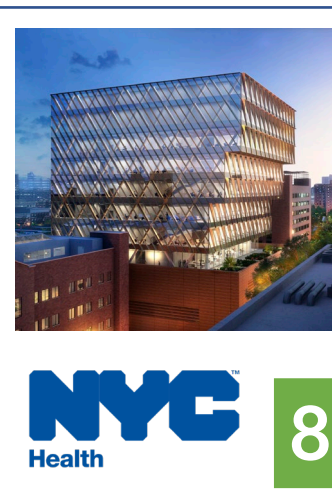


COLLABORATE





CONTENTS

- 1 CEO MESSAGE**
- 2 NEVER GIVE SAFETY A DAY OFF**
The Importance of Safety for Everyone
- 5 MEET OUR EVP, OFFICE OPERATIONS**
An Interview with Ralph Palotta
- 6 TEAM SPOTLIGHT**
Finance
- 8 CLIENT FOCUS**
NYC Department of Public Health
- 10 LEAN UPDATES**
New Power Pole Cell
- 12 OUR TEAM**
Employee Anniversaries / Fun Fact

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Jim Pyne,
Product Data Management

Cover Image:
"Collated"

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



A MESSAGE FROM YOUR CEO

Lab Crafters Team,

Fall has arrived, and we're approaching the end of 2023. As we dive into the busy holiday season, it's important to take a moment and appreciate what we're thankful for. I'm grateful for our hardworking Lab Crafters team that consistently strives to make our customers happy. This has been a banner year for Lab Crafters in many respects, and there are even bigger and better things to come.


This issue contains important information about safety. Our safety program represents a core commitment to safeguarding our employees, upholding the integrity of our operations, and ensuring top-notch products for our customers. Over the past year, we appointed James Joachim as our EHS Manager (Environmental, Health, and Safety) and he has been charged with the development and enforcement of our safety protocols. But safety is everyone's responsibility. Your vigilance helps ensure we maintain a safe and productive work environment.

If you have not met Ralph Palotta yet, you can read about our newest addition to the executive team. Ralph will be overseeing the Layout, PDM, Quality, and Supply Chain departments as our EVP of Office Operations. Please welcome Ralph and help support his important improvement initiatives.

Our department spotlight is on Finance for this issue. Led by Tom Pawluk, our Finance Team plays a pivotal role in our company, as they are the financial stewards who enable us to make sound decisions, allocate resources efficiently, and drive sustainable growth.

The Client Focus is one that is close to home. The NYC Department of Public Health is building a new laboratory facility in Harlem. We've successfully completed large New York City projects with this same construction team from Skanska in the past and we expect to continue this productive partnership on this latest project.

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



Bob DeLuca, Jr.
President and CEO

NEVER GIVE SAFETY A DAY OFF

I am proud to be able to establish safety programs such as the safety eye prescription vouchers, Respiratory fit-testing, cooperative foot protection and Noise pollution programs. I will be introducing new safety projects soon such as Job Hazard Analysis, Hot-Work Assessment, Hoist/Crane Training and establishment of a Safety Committee. While I try to help enforce our safety standards on a daily basis, I also maintain our SDS sheets and training matrix of our employees. I believe having a great safety culture will reduce accidents, eliminate loss time and help our bottom-line.

WHY SAFETY?

The sheet metal industry has a high risk that affects employee's health and safety dramatically. Training and safety management are one of the effective ways to prevent risk and improve our safety culture in the company.

TRAINING IS KEY

By holding mandatory annual classes such as pedestrian, PPE, fire safety, lock-out tag-out trainings the safety education becomes very contagious and fundamental of how we operate as a community.

BENEFITS BEYOND LAB CRAFTERS

Having a safety response team that has been trained in First Aid Treatment, CPR, AED and NARCAN® not only acts as a guard for our company, but additionally the employees also can save a life outside of work.

WE WANT YOUR HELP!

We will be establishing a Safety Committee Team in the near future; we are looking for knowledgeable employees to be the eyes and ears of our safety culture. A sign-up sheet will be going out soon.



Written by: **James Joachim**
EHS Manager

OUR VOLUNTEERS:

Back row (L to R):

Phil Uruburu
Pete Dubno
Divin Mathew
Dan Lozowsky
James Joachim

Front Row (L to R):

Bina Hassan
Miguel Escobosa, Jr.
Daisy Pernal
Chris Arrigo
Luis Avalos



Meet Our Narcan® Trainees

In August we had trained representatives from THRIVE (Recovery community and outreach center) to come and train our First Aid Responders on how to recognize and treat a person that has overdosed on opioids. The class was instructed step-by-step on how to administer naloxone (NARCAN) and how to care for someone after giving Narcan. With the opioid epidemic on the rise especially on Long Island, this training is very beneficial for the workplace environment. Each First Aid Responder was given an overdose rescue kit that includes Narcan nasal sprays, rescue breathing face shield and documentation resources. We also have a kit located inside of our AED defibrillator box.

THRIVE is open 7 days a week for training or consultation www.thriveli.org
1324 Motor Parkway, Suite 102, Hauppauge, NY, 11749 631.822.3396

**SAFETY
TRAINING
COMING
SOON**

Lock Out / Tag Out

Fire Safety

Bloodborne Pathogen

ACCOMPLISHMENTS TO DATE:



- Installed and maintaining 7 First Aid cabinets
- Powered industrial machinery training and certification
- Revised the accident/incident report form
- Parking lot safety
- Installed 3 more evacuation points
- Outlined our Security/Visitor Policy
- Fire Safety Can installation
- Hazardous Waste Removal establishment



Lab Crafters **PRESCRIPTION SAFETY GLASSES PROGRAM**

- Company pays up to \$100 on remaining balance.
- Visit local LensCrafters or Target optical stores!
- No appointment needed.
- Copy of eye glass prescription required.
- Contact Supervisor/Manager for a voucher today!

STEP 1

See your Supervisor or Manager to get your voucher

STEP 2

Find and go to your nearest LensCrafters or Target Optical location without an appointment and bring your current eye prescription.

STEP 3

Pick out your safety glasses. Give your voucher to the store associate.



NEARBY LENS CRAFTERS LOCATIONS

HOLBROOK
HUNTINGTON STA
LAKE GROVE
NEW YORK

VALLEY STREAM
BROOKLYN
GARDEN CITY
FOREST HILLS



NEARBY TARGET OPTICAL LOCATIONS

LEVITTOWN
BRONX
SAYVILLE
BROOKLYN

WESTBURY
HUNTINGTON STA
COLLEGE POINT
BAY SHORE

MEET OUR EXECUTIVE VICE PRESIDENT of OFFICE OPERATIONS **RALPH PALOTTA**



Ralph's homemade flight simulator.

How long have you been in operations and what brought you to this profession? I started my career in the aerospace industry, moved onto the technology industry, and then to the food industry before coming to Lab Crafters. What I found is that from an operations standpoint, it is all the same. There are parallels between every industry and being in these various industries has taught me so much.

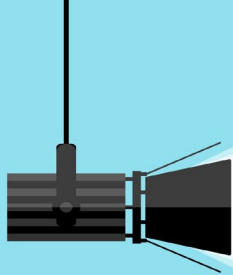
What departments are under your leadership? I will be overseeing the Layout, Quality, PDM, and Supply Chain teams. I have already started sitting down with each team and am setting up meetings between teams that have impacts on each other's work so they can talk about where the shortfalls are and what needs to change.

What is your core belief on what will contribute to the growth of Lab Crafters going forward? There is a lot of opportunity for change and improvements at Lab Crafters. Improved communication, documentation (procedures) and processes are essential to our growth. The current digitization project we are in the early stages of building will automate the right processes. I believe that every person in the company needs to be held accountable, work smarter and constantly look at opportunities to improve not only their job but make suggestions to other areas of the business as well. Accepting the "status quo" will not support the anticipated growth model of Lab Crafters.

You mention improved communication. What does that look like? Constant communication is the key to solving our day-to-day issues. When you are held accountable to do your job well, it is your responsibility to communicate regularly with those that impact your job. Whether it is an outside vendor or the person who is handing you something to work on that is not coming to you in a way that helps you do your job right. When that type of communication is missing, a small problem can quickly snowball into a big challenge and affect our promise dates.

What do you do in your personal time? I am your typical Type-A personality, I always need to be doing something. I love the outdoors and am an aviation buff. As a long-time hobby and enjoying a challenge, I designed and built my own flight simulator in my home and maybe someday will get to fly the real thing!

Personal: Ralph grew up in Queens, NY as the youngest of three boys. He graduated from Binghamton University with BS in Mechanical Engineering and has an MBA from Long Island University.



DEPARTMENT SPOTLIGHT

FINANCE

Written by: **Tom Pawluk**,
Chief Financial Officer



MEET THE FINANCE DEPARTMENT... ...WHERE EVERYBODY COUNTS



The financial health of every organization is critical to its success. At Lab Crafters, monitoring, managing and maintaining the financial health and success of the company is a primary responsibility of the finance group. The group consists of Tom Pawluk, Dan Lozowsky, Chris Arrigo, Andrea Savino & Diane Weyant.

Collectively as a team, this group is entrusted with the responsibility of being the “watchdog” of the company’s financial well-being. The work of this group of professionals goes far beyond just reporting financial results, ensuring employees get paid and ensuring bills are paid on time.

The finance group performs specific activities around planning and budgeting, financial effectiveness of current operations, and planning for the future. The work of this group is instrumental to the sustainability and growth of the company.

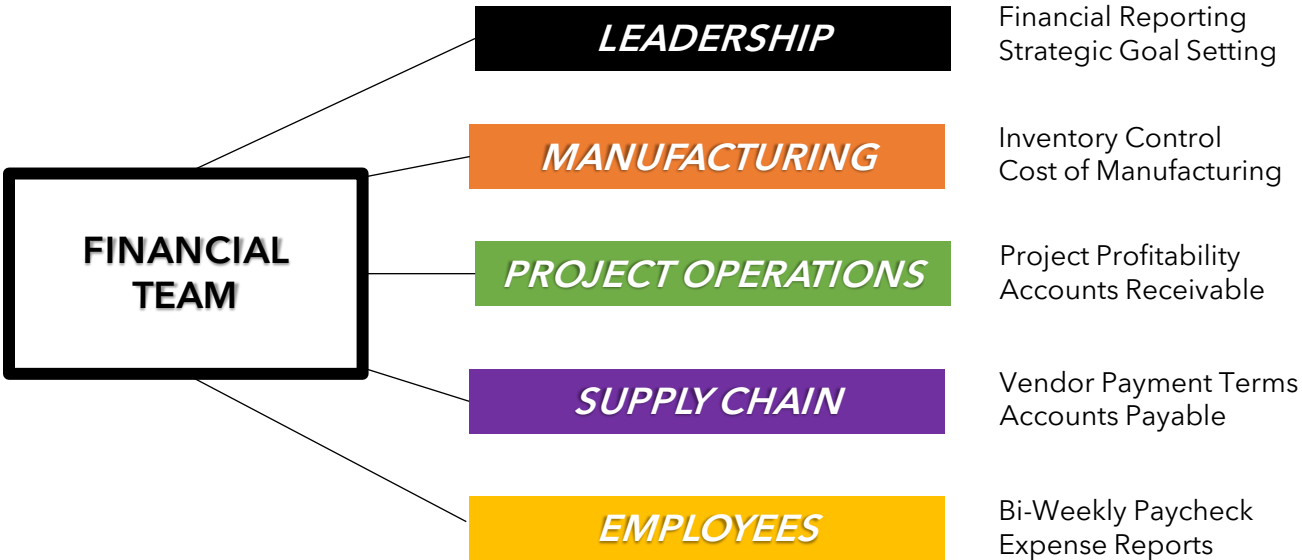
L to R: Tom Pawluk, Dan Lozowsky, Diane Weyant, and Chris Arrigo



As many of the broader Lab Crafters team are aware, the finance group collaborates with other departments such as manufacturing, project operations and supply chain. The group analyzes data and provides support for our operations groups in achieving the outside resources necessary to produce our products and deliver to our customers.



WHO WE SERVE AND HOW WE SERVE THEM



Additionally, helping our leadership team through financial and strategic goals plays a major part in Lab Crafters' success. Our finance group has evolved this process down to a science through a combination of creativity and experienced based judgment. The guidance in accomplishing this result is driven by three key aspects: data analytics, observation and determination.

The excitement of solving problems and presenting high-quality analyses drives this group to succeed. However, given the complexities of everyday work, one may believe that they stay siloed in their own areas. Our entire Finance group is committed to providing the necessary support and guidance to everyone at Lab Crafters, ensuring our financial well-being every step of the way. We are here to help and work with every department that needs it.



TOM PAWLUK
Chief Financial Officer



DAN LOZOWSKY
Controller



ANDREA SAVINO
VP, Finance



CHRIS ARRIGO
Project Accountant



DIANE WEYANT
Bookkeeper





40 West 137th Street In Harlem, Manhattan

The new 10-story, 240,000-square-foot building, designed by Skidmore, Owings & Merrill, was designed with staff wellness in mind, and will comply with New York City's new, ambitious resiliency and sustainability regulations. The \$454-million building was designed to meet LEED version 4 Silver and be a resilient structure with all critical building systems located above the current 100-year flood plain.

KEEPING NYC HEALTHY

Since the 1960s, the NYC Public Health Lab has occupied 11 floors of a 335,000 square-foot, 14-story building, across the street from Bellevue Hospital at 455 First Avenue. The Public Health Lab has expanded over the years, and the more than 200 staff members now provide a variety of clinical and environmental laboratory testing services including community testing for tuberculosis and sexual health associated diseases; antibiotic resistance testing; food borne disease investigations; outbreak response (Ebola, Legionnaires' disease, COVID-19, monkeypox); whole genome sequencing; beach water and wastewater pathogen monitoring; and biothreat agent testing.

DID YOU KNOW?

NYC Public Health Lab has responded to emerging disease outbreaks for 125 years – from diphtheria in 1892 to the current COVID and Monkeypox outbreaks.



"The New York City PHL is the greatest public health lab in the world and, throughout our city's history, the scientists who work there have heroically responded to health emergencies, infectious diseases, and are a pillar of disease prevention and surveillance," said **Health Commissioner Dr. Ashwin Vasan**. "This vital piece of public health infrastructure demands better physical infrastructure, which this state-of-the art laboratory complex will have. We're proud that PHL will be an embodiment of New York City as the public health capital of the world and will lead in innovation and training the next generation of public health laboratory scientists."



Members from the project team – NYC DOHMH, NYC EDC, SKANSKA, Skidmore, Owings & Merrill (SOM), and WSP came to visit Lab Crafters in late September to see mock-ups of the lab benches and sink elevations for review (images below).



Mayor Eric Adams

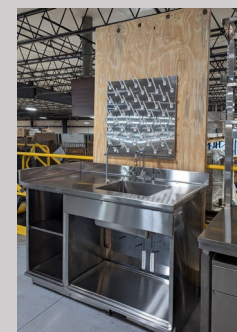
"We can't afford to wait for the next pandemic to strengthen our public health infrastructure," said Mayor Eric Adams. "The NYC Public Health Laboratory will bring a state-of-the-art facility to Harlem to serve and protect the public health of all New Yorkers. I look forward to working with the DOHMH and NYCEDC to build this nation-leading laboratory to keep New Yorkers safe and healthy for generations to come."

QUICK FACTS:

Salesperson:	Scott Hegemann
Estimator:	George Kenny, Jr.
Lead Draftsperson:	Renu Garg (+entire drafting team)
Sr. Project Manager:	Bina Hassan
Lab Equipment Buyer:	Om Chavan
First Job Start:	June 2022
Active Job Completion:	2026 (projected)
Dimension Benches:	526
Four Leg Tables:	398
Sink Units:	96
Mobile Base Cabinets:	618
Ceiling Service Panels:	210



Custom Dimension benches with crank handle height adjustments.



Custom stainless sinks and benches used for the labs that work with infectious diseases.

FROM VISION TO REALITY

A client was interested in our I-FLEX system – but they wanted it in black. They also wanted the mobile cabinets with wood fronts, but wanted to know what it would look like before they placed their order. With help from **Karen Miller** in marketing, we were able to provide a rendering (small inset image) for the customer to see.



The customer placed the order and it recently installed in San Francisco (large image to right). We have already invested in software where this will be something we can offer to our customers in the future. Read more below about the software and its capabilities.



Lab Crafters IS GOING DIGITAL!!!

What is CET Software?



CET

CET is a powerful product configuration and visualization tool that will enable Lab Crafters to:

- Create customized 2D and 3D designs. It streamlines the design process and integrates with other software for seamless data exchange, to enhance the customer experience, and improve productivity for faster time-to-market, giving a competitive advantage to the business.
- It will transform the front office by decreasing the time from estimation to production, improving the efficiency and accuracy of product configuration, enhancing customer experience, and ultimately increasing sales.

This project is being headed by **John Harrow** and **David Grasso**, with the guidance of Platinum Edge Solutions – a system integration company who works exclusively with this software. See the phases of the rollout below.

PHASES OF OUR DIGITAL TRANSFORMATION

Phase 1: Load all our products into the database so we can produce 2D and 3D drawings, and a listing of all products with basic pricing. *TARGET: Q4 2023*

Phase 2: Add fume hoods to the library and create advanced configurations of poles & raceways. Have cords connect to CSPs, and expand product offering to fill the holes. We will also be able to tie into Spec software (for proposals) and start using CET actively for Design/Build projects. *TARGET: Q2 2024*

Phase 3: Fill out product list support other product lines and add more advanced configurations to existing products. CET will become the standard for ALL projects. *TARGET: Q4 2024*

FUTURE: Develop equipment coordination with bench systems and CSPs. Allow the insertion of equipment placeholders to coordinate utility connections with our systems.



Written by: **Rich Orofino**
Director of Continuous Improvement

LEANING into LEAN UPDATES

MOVING TO ONE-PIECE FLOW



TIME SAVED

Like the 2 previous cells we developed for Plumbing Poles and LED shelves, this Power Pole cell has all necessary metal, parts, and tools within arms reach. This is done intentionally because it removes all the wasted time and motion from the assembly that doesn't "Add Value" to the product. For example; walking 20 feet to get a piece of metal can take someone 20 seconds. If you do this 30 times throughout a shift....it adds up to 10 minutes a day, (not to mention carrying heavy pieces of metal back and forth all day long.) The walking does not "Add Value" to the pole. It's simply waste! So, we identify and remove all the waste and have the metal sent directly under the table. Now it takes 2 seconds to get the metal, not 20.



ONE-PIECE FLOW

We are now making one pole at time...from beginning to end using a 2-step process.

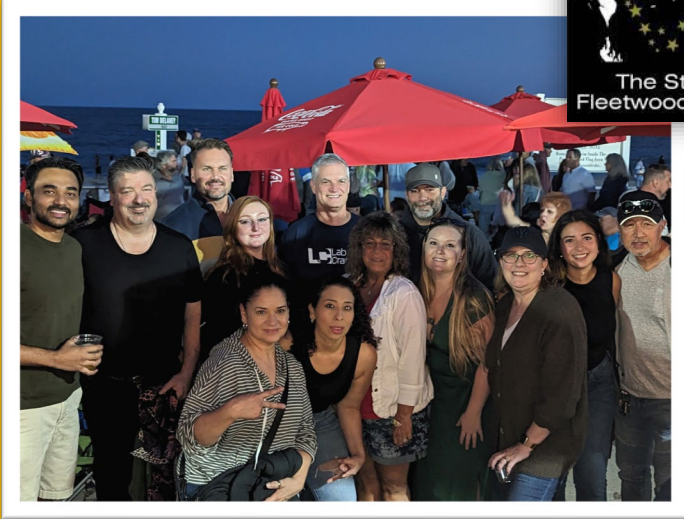
TABLE 1: Makes the electrical harness, secures it inside the pole, and connection the power cables to the outlets according to the drawing on the Work Order.

TABLE 2: Specific data cables might be included, the pole is tested, closed up and put on a pallet to be shipped.



RESULTS

**MORE OUTPUT
BETTER CONTROL
BETTER QUALITY**



Lab Crafters music fans united to support Chris Arrigo & Gold Dust Woman at Tiki Joe's @ Smith Point (left) and at the Nutty Irishman in Farmingdale (right)

DID YOU KNOW?

YOU CAN FIND A **PRINTED VERSION** OF THE COLLABORATE NEWSLETTER NEAR EVERY PUNCH CLOCK IN THE RONKONKOMA FACILITY.

IF ARE NOT IN THE RONKONKOMA FACILITY AND WOULD LIKE A PRINTED COPY SENT TO YOU, PLEASE EMAIL collaborate@lab-crafters.com



IMPORTANT REMINDERS

- Make sure your current address is updated on the Paylocity.
- Remember to request any holiday time off **early** through the Paylocity app! Decisions are based on date of request, business needs and staff requirements.

SAVE THE DATE

Turkey Day

DISTRIBUTION

FRIDAY,
NOVEMBER 17th





EMPLOYEE ANNIVERSARIES

JULY - AUGUST - SEPTEMBER

<u>HIRE DATE</u>	<u>EMPLOYEE</u>	<u>SERVICE</u>
July 1	Gregg Walker	1 year
July 2	Mada Marroquin	5 years
July 3	Gloria Ayala	5 years
July 16	Jesus Salmeron Garcia	11 years
July 18	Irene Harnage	1 year
July 19	Om Chavan	2 years
July 20	Luis Avalos	6 years
July 24	Jose Rodriquez	6 years
July 25	William Mabanta, Jr.	26 years
July 25	Edwar Aragon	1 year
July 27	George Dierlam	1 year
July 30	Stephen Happe	5 years
July 31	Erica Sifre	9 years
August 1	Ruoxu "Andrew" Jia	5 years
August 1	Michael Moore	1 year
August 9	Miquel Escobosa, Jr.	2 years
August 10	Kelvin Carranza	1 year
August 11	Wilmar Gonzalez Osorio	1 year
August 16	Fernando Gonzalez	19 years
August 19	Miguel Chacon	4 years
August 24	Jose Orellana	25 years
August 28	Joaquin Salmeron	26 years
August 29	Jesus Ceron	1 year
August 30	Jose Abreu Ortiz	1 year
August 31	Harold Kriegel	3 years
September 1	Lisa Ryan	1 year
September 6	Chris Arrigo	1 year
September 7	Edgar Lool	19 years
September 7	Rene Ballerano	2 years
September 12	Wilfredo Carias Guzman	1 year
September 18	Angel Reyes	17 years
September 22	David Rubinstein	15 years
September 24	Johnathan Williams	8 years
September 26	Doug Knoth	1 year

FUN FACT

RYAN DONNELLY, Project Coordinator

I remember when I was a kid and seeing the MetRx strongest man competition being on TV as my mom cleaned our house. I remember being fascinated with what I was seeing. This became a core memory for me. I first started working out to get healthier but fell in love with pushing myself past my limits and seeing how strong I could become. I made a promise to my mom before she passed away that she will watch her son compete in and win Strongman competitions from up above and I refuse to break that promise and let her down. In 2024, I will be competing in national competitions to work my way up to the international stage. And I do this all for her because I refuse to let her down.

FOLLOW RYAN:  @usernameforry4n

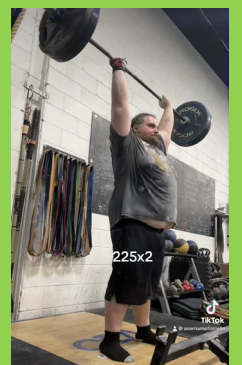
 @thatbeardedguyryan



Ryan performing a 495 x 4 wagon wheel deadlift.



Pulling a truck is a fun way to train!



225 x 2

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



2023 DAYLIGHT SAVING TIME INFO

Fall Back
November 5, 2023
at 2:00am

Set your clocks back one hour.

Check and replace
smoke detector batteries.





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

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

SAFETY
NARCAN
TRAINING
PRESCRIPTION
SIMULATOR
COMMUNICATION
FINANCE
ACCOUNTING
BUDGET
NYC
HEALTH
PANDEMIC
DISEASE
OUTBREAK
DIGITAL
LEAN
OUTPUT
WORKFLOW
WASTE
TURKEY



LOOK FOR THE WINTER 2023-24 ISSUE
COMING LATE JANUARY



Send feedback and ideas to collaborate@lab-crafters.com