

**HAPPY THANKSGIVING**


Happy Thanksgiving, from our KEP family to yours! Our thoughts and good wishes are with you all, especially the many families who cannot enjoy the same holiday traditions this year. This year more than ever, we are thankful for what we have, for the people who enrich our lives, and for the great times to come.

**LEADER VIEWS**


In less than ten years, from the late nineties to 2006, Kent Elastomer Products went from a small, pilot dipping operation with little room to grow, to arguably the largest batch dipping operation in the United States. Sales in this product line have multiplied six-fold and now are a prominent portion of our business. This was made possible by realizing our limitations – and working to overcome them. First, we worked to expand our processes and size through acquisition. Then, through a dedication to continuous improvement, we worked to make our new processes more efficient.

[Read more about how we did this in our Leader Views blog >](#)

**60 STORIES FEATURE**


60 Stories #46 – Our ties to the community go beyond yearly fundraising and volunteering efforts – we're also proud to partner with programs aimed at helping to grow the skills of the next generation of employees. One of these programs is Junior Achievement Titan, which is designed to teach high school students about business, entrepreneurship and manufacturing. Using a computer simulation of a start-up company, students are challenged to make decisions for the company and see the impact each decision makes on their bottom line. There is a national competition for students who excel at their virtual companies.

In 2017, KEP's management team facilitated the training at Stow High School. We divided up seven learning modules between the management staff most related to each module. For example, the Director of Engineering presented the class on capital investments. She was able to relate her work with return on investment calculations and prioritization of assets to the virtual scenarios and share bits of information with the class about real-life projects happening at KEP. The students could see how their decisions in the simulator were linked to a real company.

Follow us on [LinkedIn](#) for more 60 Stories throughout the month!

**SERVICE YOU CAN SEE**


Not only does [Lee Ann Mace](#) help take our daily temperatures, she also bakes for everyone in the office, makes celebrations special, and is always looking for ways to help the team and make the office function more efficiently. Lee Ann is the glue that holds our team together. She is truly "LAmazing!" It is team members like Lee Ann that help KEP deliver the quality service that our customers count on!

**TEAM MEMBER SPOTLIGHT**


Kirsten Reinker is our newest supervisor in our Mogadore facility, with less than a year of supervising under her belt. Despite her lack of extensive experience, she is proving to be very thorough. She soaks up advice like a sponge and applies lessons learned immediately. Her calm demeanor helps in tough situations and she is very smart and can think on her feet. We look forward to watching her grow into this role even further.

[Read more about Kirsten in our Leader Views Blog >](#)

**ANNIVERSARIES**


As we're giving thanks this month, we can't forget about our dedicated team members who are celebrating anniversaries! We want to highlight Don Tomello, Gregory Graham, April Butcher and Carrie Ewart, who have been with us for over a decade – or two!

Thank you to all of our team members who joined our team in November – from one year ago to twenty-three – you are all very much appreciated!

- Donald Tomello - Kent - 23 years on 11/17
- Gregory Graham - Mogadore - 19 years on 11/26
- April Butcher - Mogadore - 18 years on 11/8
- Carrie Ewart - Mogadore - 11 years on 11/30
- Randy Collins - Kent - 3 years on 11/1
- Gloria Miller - Winesburg - 3 years on 11/6
- Nicholas Schafer - Winesburg - 3 years on 11/21
- Zachary Vance - Winesburg - 2 years on 11/14
- Patricia Lenarz - Winesburg - 1 year on 11/11
- Tammy Tomello - Kent - 1 year on 11/14
- Teresa Wright - Winesburg - 1 year on 11/18
- Stephen Erichsen - Kent - 1 year on 11/22
- Laura Borntrager - Winesburg - 1 year on 11/25