



Fall 2024

# Information

## A Message from the President

### *Embracing Growth and Innovation*



Dear Creative Foam Family Members,

As we welcome fall, I am pleased to reflect on Creative Foam's solid performance over the past fiscal year. Meeting our budget targets, we experienced a significant boost from the acquisition of UFAB's business following their Chapter 7 filing. This success is a testament to the hard work and dedication of our entire team.

In the last fiscal year, we successfully completed 631 PPAPs, 20 surveillance audits, and over 75 customer audits. To put this into perspective, Creative Foam shipped over 580 million parts. Our efforts have not gone unnoticed, as we received prestigious recognitions from our customers. Stellantis honored us with the Supplier of the Year award, while GM awarded our Athens, Tennessee and Grand Blanc facilities with the Supplier Quality Excellence Award. These accolades underscore our strong foundation and position us well for continued growth.

Our Healthcare division faced challenges as one of our largest customers encountered financial difficulties, leading to a temporary halt in shipments. Additionally, we observed a trend of products being moved to overseas production in Asia. To counter this, we are committed to continuous reinvention and innovation. We are investing in process optimizations, Kaizen events and automation, including the addition of robots to enhance efficiency in repetitive tasks.

As we progress into the new fiscal year, we are already seeing positive traction in our Healthcare business. We are excited to welcome Gregg Bender as our new commercial lead under Doug Shinkle. Together with the new team, they are securing promising new business opportunities. This strategic addition to our leadership team is expected to drive significant growth and innovation within our Healthcare division.

In our industrial segment, we have hired Geoff Evans under Doug's leadership to expand our market share. We are experiencing a significant increase in quote levels and are collaborating with industry leaders such as Milwaukee Tool, ABB, and Honeywell. This focus on the industrial segment is part of our broader strategy to diversify our business and tap into new markets.

The automotive market is currently navigating challenges as OEMs strive to balance combustion, hybrid, and fully electric vehicles while managing dealership inventories. We remain optimistic that the recent FED interest rate cut will stimulate vehicle demand. Despite these challenges, Creative Foam remains well-positioned to capitalize on emerging opportunities within the automotive sector. Our teams are continuously adapting to market trends and are prepared to meet the evolving needs of our customers.

Looking ahead, we are committed to maintaining our momentum and building on our successes. Our focus on innovation, quality, and customer satisfaction will continue to drive our growth. We are also exploring new technologies and processes to enhance our capabilities and deliver even greater value to our customers.

As we embark on this new fiscal year, I want to express my gratitude to all our employees for their hard work and dedication. Your efforts have been instrumental in our success, and I am confident that together, we will achieve even greater milestones. I wish everyone a wonderful fall season and encourage you all to stay safe.

Warm regards,

*Koen Devits*

# Hello, fall and winter; goodbye, slips and falls!

Did you know that workplace slips and falls occur most often in the fall and winter? Seasonal weather changes like decreased temperatures accompanied by rain and ice are the main factors behind those incident types. To help you reduce the risk of slips and falls in every season, we have created an acronym from the word **FOAM**.



**Footwear:** Did you know that footwear has a direct impact on your health, as well as the reduction of slips and falls? Sensible shoes that provide good fit, adequate traction, and support can prevent back pain, slips and falls, plantar fasciitis, blisters, and ingrown toenails!

**Obstacles:** What's in your work area? Equipment, pallets, materials, containers, and miscellaneous clutter all create opportunities for slips and falls. Keep your area clean by removing unnecessary items and relocating cables, hoses, and boxes from walkways.

**Affect:** Walking working surfaces are consistently affected by weather, people, and machines. By keeping floors dry, you can ensure walking-working surfaces are not negatively affected by those elements. Immediately clean up spills, winterize walkways, and report leaking pipes or machinery.

**Movement:** How you move throughout the day will either increase or decrease your chances of experiencing a slip or fall. When you're walking, keep your hands to your sides and out of your pockets, look in your direction of travel (avoid walking backward), work at a safe pace (no running or rushed reaching or bending movements), and always use handrails when ascending or descending stairs.

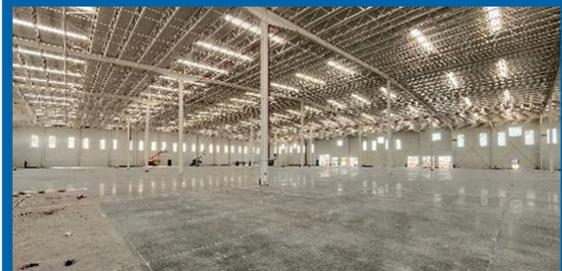
**Enjoy these upcoming seasons and stay safe by remembering our FOAM acronym.**

# APODACA

This start of FY 25 is bringing new challenges for CFM, will be the first year that CFM starts as standalone operation, not depending in other facilities to fulfill all our needs to run a manufacturing operation. Budget is showing an increase in revenue and all different departments to support this growth are in place and ready for the future. The new 98,000 sqf CFM facility will be ready in October 2024. All our TEAM is excited about the new home of CFM that will help us to meet our customer expectation as well as our targets.



**Management team at new facility site before start construction, January 24**



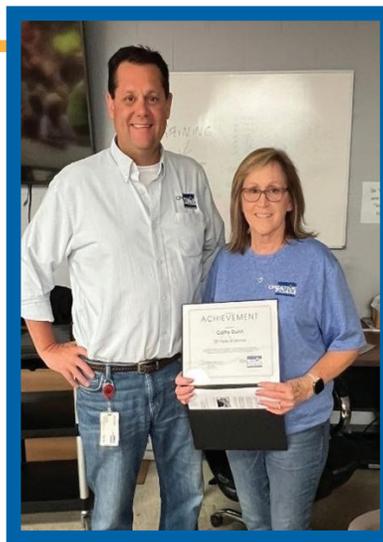
**Interior of new 98,000 sqf facility in Apodaca September 24**

Safety and Continuous Improvement activities continue at CFM, improving current processes as in FNG rolls where the Engineering team has been supporting production to make more efficient and increase margin in this process. A special TEAM (Production, Engineering, Maintenance & HR) was formed, to review and monitor Safety in all operations at CFM and that is meeting every two weeks to make sure activities are complete and all safety in general is improved.

## Congratulations to Cathy Dunn and Lisa Brown for 20 years of service with Creative Foam!

During Cathy's time with us she has been in several different roles, succeeding in each of them. Cathy has been a huge asset to the Creative Foam family, and we are very grateful for her time that she has invested with us. In Cathy's spare time, she enjoys cheering on the Vols and spending time with her husband and grandchildren. Go Vols!

Lisa has been a huge asset to the shipping and receiving department at Creative Foam in Athens. Lisa has succeeded in every role that she has participated in and is looked up to by many. Lisa recently transitioned to part time so that she can enjoy time with her family, her grandchildren in particular. Lisa is also an avid Alabama fan. Roll Tide, Lisa



ATHENS

# MOORESVILLE

Employee Appreciation Week			
<b>Monday</b> <b>First Break</b> <ul style="list-style-type: none"> <li>Donuts</li> <li>Coffee Bar</li> </ul> 	<b>Tuesday</b> <b>First Break</b> <ul style="list-style-type: none"> <li>Waffles</li> <li>Coffee Bar</li> </ul> 	<b>Wednesday</b> <b>First Break</b> <ul style="list-style-type: none"> <li>Snack Bag</li> </ul> 	<b>Thursday</b> <b>Lunch Cookout</b> <ul style="list-style-type: none"> <li>Hamburgers</li> <li>Hot Dogs</li> <li>Chips</li> <li>Drink</li> </ul> 

## JULY 2024 EMPLOYEE APPRECIATION WEEK

Creative Foam Mooresville celebrated finishing June and the FY2024 financial year with great success. The leadership team came together and planned an Employee Appreciation Week to show honor, respect and praise for all the team's hard work. Employees were treated to a week of delights and treats that ended with a cookout luncheon served by leadership team.

Monday and Tuesday began with some donuts and waffles coupled with coffee and an assortment of "Starbucks" products.

On Wednesday, employees were treated to small treat bags at break time containing fun snacks and a drink. To top off the snack bag, each bag contained a letter of appreciation for the hard work and dedication of the team every day and throughout the year.

And finally on Thursday, we topped the week off with a barbecue. Employees were joined in fellowship and served by the leadership team an assortment of hamburgers and hot dogs. We thank our plant manager, Anthony Webster, for donating his time.



Bar none, you're the best! Thank you for all that you do! We really do not know what we would do without you! You're a lifesaver and the energy and power behind our business!!



# BREMEN

Bremen held their annual summer picnic on August 14th. Everyone enjoyed BBQ pulled pork for lunch catered locally by the Culinary Mill. After lunch activities included a pinata, egg and spoon race, and the much-anticipated Dunk Tank, where everyone got to attempt sinking Production Manager, Jeff Irk, and General Manager, Josh Kennedy. Let's just say neither stayed dry for very long!



- ▶ **Financials** We finished our 2024 fiscal year strong with an impressive Q4. We had our highest sales amount of any quarter ever on record. This surpassed our previous highest sales quarter. The last two quarters of sales has exceeded the next best sales. Our best sales half was driven by several new business programs through FCA, GM, and Toyota. We have worked diligently to fill our capacity and due to it we have seen these historic sales results.
- ▶ **Facility Upgrades** We are nearing our completion of consolidating our Sand Lake plant into the Dixie plant. With this consolidation we will be upgrading the facilities at the Dixie plant. Some of these upgrades will include: repairing and resurfacing parking lot areas, adding outdoor storage areas, installing new oscillating fans on each production line, adding warehouse racking for raw material storage, roof repair and partial roof replacement, new outdoor lighting, repairing and painting the exterior and interior of the building, and renovating office and bathroom areas.
- ▶ **Continuous Improvement Projects** Along with the facility upgrades we will be investing in improving our production lines and work centers. We will be purchasing three new die presses for production lines 1, 5, and 8, which will improve our efficiencies. We will be upgrading our production line 7 secondary trim operation with new trim dies for our die press machines that will trim our parts more effectively versus our current method. We will be upgrading robots and control systems on several production lines to replace the current antiquated models.
- ▶ **Closing remarks** With all of these changes we will be saying goodbye to old equipment and hello to new equipment, but all for the better of the company to keep progressing. We are looking forward to the positive impacts these changes will make to all business aspects of Creative Foam Dayton.

**DOWAGIAC SHINES A LIGHT ON ANIMAL COMPANIONS**

We all understand the daily stresses of life, whether it's managing family responsibilities, paying bills, maintaining our health, or simply getting up for work. These demands can significantly impact our mental and physical well-being. Fortunately, many of us have discovered that the companionship of pets can help alleviate these stresses. Research indicates that interacting with animals can reduce stress levels, improve heart health, and enhance children's emotional and social skills. In fact, approximately 68% of U.S. households have a pet (The Power of Pets, 2024).

Here in Dowagiac, we want to celebrate our animal companions. They provide us with unconditional love, greet us each morning, and welcome us home every day. They are truly part of our families, and the benefits of having them in our lives are countless.

**Benefits:**

1. **Stress Reduction:** Pets provide companionship and unconditional love, which can help reduce stress and anxiety.
2. **Physical Health:** Regular activities like walking a dog can improve your physical health.



# ALLOY/FENWAY

FY2025 is off to a great start with our Fenton Operations teams pushing hard on many different projects and goals. Our focus this year are on items related to safety, employee development & training, employee engagement, equipment process capabilities & automation, reducing the cost of poor quality and improving overall inventory accuracy. We will continue to track and report the progress of our action plans through the trends of our Key Performance Indicators. Thank you to those who have been involved with these projects, we look forward to seeing the continuous improvements all have been working towards.

Some key operation highlights: Both the Alloy and Fenway teams had zero findings on both our IATF 16949 and ISO 14001 environmental recertification audits. Outstanding job! We will be relocating a press from Fenway to Alloy to help support the current die cutting operations. We will replace the relocated press with a new type of press at Fenway. This press will provide improved process capabilities improving pre die cut sheet feed operations and detail stripping after die cut. Expect for these to be in place after March 2025. We are also updating the Alloy H20 & H21 work centers to allow additional assembly operations to be completed on these machines.

Looking forward to the second half of FY25 our sales growth will require us to continue to recruit and further develop our Fenton Operations team. As the team has grown and changed, we would like to congratulate those who have been promoted and have accepted the challenge of added responsibilities. We would also like to welcome all the new members that have joined the Creative Foam Family and look forward to building a strong relationship as we move forward. Congratulations!

At Grand Blanc, our employees have been working around the clock, and worked throughout the intense summer heat. The relentless dedication from EVERY EMPLOYEE has been pivotal in our success. Because of this, we were able to pass the ISO/IATF audits with no NC's and to show our employees appreciation, we enjoyed special treats weekly by having ice cream, handing out popcorn, or hosting team luncheons. This helped to provide a morale boost and keep everyone motivated to tackle the next challenge. We are proud of our outstanding team!! (See picture below)

As we head toward year end, the team at Grand Blanc has many exciting projects afoot. We are in the midst of consolidating/reorganizing our current floor layout to maximize the most efficient use of the space. We have also taken off running with the FY2025 Hoshin Kanri Strategy Deployment and various annual goals to accomplish. This new strategy will help us to maintain directional focus and ensure continued future success within the Grand Blanc business unit.

We have also implemented improved safety measures. Of note, is wearing safety glasses on the plant floor at all times...Since it's inception, this was not a requirement at Grand Blanc. By continuing team engagement related to safety, encouraging employee-driven safety suggestions, and emphasizing the overall importance of safety, we have now surpassed the milestone of 1 year+ accident-free. Go GB TEAM!!



GRAND  
BLANC

MUKILTEO

It's Fall in Mukilteo. That means crisp, foggy mornings (OK, sometimes rainy too), Seahawks football, pumpkin spice lattes, pumpkin patches, corn mazes (yes, we have those out here), and the maple trees that line our industrial park turn a vibrant red. Despite the wide variety of peoples and places represented on our team (from all corners of the globe!), there was unanimous enjoyment at our mid-summer all-employee BBQ - a most deserved reward for the hard work put in by all hands. This last fiscal year was perhaps the most important in Mukilteo's history in terms of showing what we can do when our team is united, and we are all pulling on the same end of the rope. This year, and this last quarter, were marked by continued excellence of throughput and output. Top tier quality remains a demonstrable deliverable for us, and not just a catch phrase or buzzword. We closed our 2nd warehouse to gain efficiencies, set up new racking at this location, shifted all our inventory around, and still managed to accomplish this while finishing the year with another successful inventory audit. Although we're geographically a bit of a jaunt apart from the rest of the Creative team, we encourage all of you who have the opportunity to come and visit!

# Happy Anniversary!

The following employees celebrated a milestone anniversary between the months of May 2024 - September 2024

## FIRST YEAR

### Alloy

Marshawn Banister  
Kristian Dennis  
Minna Green  
David Hannigan  
Joshua Steve  
Evan Wilson

### Athens

Tonya Burrell  
Paula Evans  
Bill Hall  
Jon Hamm  
Robert Hargis  
Crimson Ogle  
Philip Patsfield  
Winston Raper  
James Weis

### Bremen

Mariela Garcia  
Steven Linback

### Corporate Office

Mary Hall  
Catherine Hatty

### Dayton

Zahra Abdela  
Kaltouma Ahmat  
Omelnas Ahmed  
Saedia Ali  
Krystal Cornelious  
Dikki Crane  
Mukhiddin Davrishev  
Shawn Dennis  
Tsega Gebresslassie  
Abrehet Hadigu  
Haroun Haran  
Jared Hofacker  
Fatima Hussein  
Angela Iheanacho  
Paul Innocent  
Mali Kelly  
Mohanad Makki  
Kisanet Mirach  
Georgete Ntamuturano  
Rafik Nuriiev  
Elizabetha Nyiramugisha  
Simret Okube  
Saliha Omer  
Angela Scearce  
Omar Seck  
Bakhodir Shavkatov  
Adiam Tekle  
Nebyat Tesfay  
Joseph Williams

### Dowagiac

Briana Anderson  
Courtney Callahan  
Noah Cleary  
Kent Conn  
Laura Conn  
Kelsi Demmon  
Isabella Kukla  
Aeriona Needham  
Christina Needham  
Garrett Pillivant  
Kerry Pinnell  
Jennifer Ritter  
Rafael Rodriguez  
Steven Ross  
Dakota Schoff  
Robert Wallace

### Fenway

Scott Campbell  
Anthony Dear  
Denell Jenkins  
Marcus Talley  
Jamie West Mills

### Grand Blanc

Rachael Boyer  
Kevin Burns  
Carrie Kolar  
Richard Kruyer  
Samuel Miller  
Daniel Newman

### Mexico

Almanori Cayetano  
Isaac De la Rosa  
Laura Elizondo  
Arnulfo Lopez  
Samuel Lopez  
Angeles Nuñez

### Mooreville

Miguelina Achulli Berrocal  
LaQuita Barnes  
Jessica Bell  
Annalese Bough  
Marisol Cervantes Melquiadez  
Alexandra Cline  
Robert Cook  
Mhired Demisse  
Patricia Ebert  
Jordany Exilien  
Angelica Gallegos Estrada  
Treyton Hamble  
Abigail Hernandez  
Mauro Huamani  
Sergio Mendez Guillen  
Jeremiah Mize  
Zahary Montes  
Stephanie Mullins

### Mooreville(cont.)

Aaron Parks  
Mary Jo Rader  
Jeffrey Swartz  
Michelle Wolff

### Mukilteo

Richard Franco  
Pablo Moreno  
Mark Nikityuk  
Farhad Walizada

## 5 YEARS

### Alloy

Courtney Butts

### Bremen

Joshua Millan

### Corporate Office

Brenda Bradley  
James McAlister

### Dayton

Antonio Butler  
Christopher Williams

### Dowagiac

Chase Edelberg  
Cassandra Miller  
Jonathon Peterson  
Nicole Saye  
Jeffrey Starr

### Fenway

Boyd Brooks  
DeJuan Carroll-Whidbee  
Hanna Hendricks  
Travis Perakovic  
Morgan Stephens  
Adam Winn

### Mexico

Justino Del Angel  
Pedro Ramirez

### Mooreville

Ronald Zike

### Mukilteo

Patrick Mambu  
Rufina Sinajon

## 10 YEARS

### Alloy

Douglas Stout  
Shanna Wolfe

### Corporate Office

Jason Duncan  
Kent McKesson  
Kelly Pergeau  
Michael Pichler  
Michael Randlett

### Dayton

Ana Pearson

### Dowagiac

Jonathan Corey  
Ruby Jones  
Ronald Kusmiez  
Anthony Mitchell  
Aaron Payne  
Janice Pulliam  
Richard Steward

### Fenway

Justin Grow  
Michael Roberts

### Mooreville

Anthony Brewer  
Joshua Edwards

## 15 YEARS

### Dayton

Gary Hahn

### Dowagiac

Robert Hall  
Steven Keefe  
April Zachary  
Lisa Zechman

### Mooreville

Francisco Hermosillo

## 20 YEARS

### Alloy

Jeffery Needham

### Athens

Lisa Brown  
Cathy Dunn

### Dowagiac

Jason Rotzien

## 25 YEARS

### Alloy

Jamille Chestnutt  
Joseph Conrad  
Douglas Perry  
Joseph Wright

### Fenway

Tamika Giles

## 30 YEARS

### Dowagiac

Angelique Haynes

## 35 YEARS

### Alloy

Elmer Skym

## 40 YEARS

### Alloy

Cathy Allen

### Corporate Office

Kimberly Hensley



## DR. PETER T. SWALLOW FOUNDER'S EDUCATION FUND

Creative Foam has awarded eight new scholarships to children of employees attending college or vocational training in the fall of 2024. The scholarship fund was established in honor of the founder of Creative Foam, Dr. Peter T. Swallow, for his ongoing support of continued education. To date, Creative Foam has assisted more than 100 students with over \$1 million in scholarship funds. What a legacy! Congratulations to our newest recipients!

# *Congratulations to all recipients!*

### ▶ **Jeremiah Garcia**

Jeremiah is the son of Dayton employee Yadira Velazquez. He is attending Miami University in Oxford, Ohio with a major in Mechanical Engineering. One of his proud accomplishments is completing AP Calculus while still maintaining a 4.2 GPA.

### ▶ **Marianna Hodgins**

Marianna is the daughter of Fenton employee El-Haile Blackwell and Mariel Hodgins. She is attending Cornell University in Ithaca, New York with a major in Human Biology Health and Society. In high school, she participated in varsity track and field as well as basketball. Her interests include microbiology, molecular biology, and women's health.

### ▶ **Isabella Larimer**

Isabella is the daughter of Mooresville employee Danielle Larimer and Patrick Larimer. She is attending Purdue University in West Lafayette, Indiana with a major in Biomedical Health Sciences. While wrapping up her senior year of high school, she participated in both lacrosse as well as track and field, where her group broke the school's 4x4 record. Additional accomplishments include completing a dental internship and earning her National Honor Society cords. She is excited to be starting her college journey.

### ▶ **Cass Pierce**

Cass is the daughter of Fenton employee Troy Pierce and Teri Tress. She is attending Oakland University in Rochester, Michigan with a major in Marketing. She is proud to have maintained her place on the honor roll since sixth grade. She is also an accomplished competitive artistic roller skater in which she has been a six-time national medalist. Her other extracurricular activities include working at the skating rink, working at a dog training day care center, and working on the school yearbook.

### ▶ **Hanna Sicurello**

Hanna is the daughter of Dowagiac employee Kari Pullins. She is attending the University of Kentucky in Lexington with a major in Medical Sciences. She has successfully completed AP English and AP Calculus and enjoys playing soccer.

*Continued on next page*



## ▶ Anthony Torres

Anthony is the son of Bremen employee Ender Delvalle. He is pursuing his college education with a major in Business/Marketing. During his busy high school career, Anthony was active in soccer, basketball and track including playing on a travel soccer team. He was a member of the National Technical Honor Society and recently placed first in the region for the FFA small engines competition and third in the SkillsUSA power equipment competition. He has enjoyed his busy high school years and is thankful for the valuable experience he has gained and the memories he has made.

## Duc Tran ◀

Duc is the son of Mukilteo employee Nien Tran and Thi Tho Nguyen. He is attending Everett Community College in Everett, Washington with a major in Engineering. His interests include working out at the gym, and he loves to play soccer.

*Congratulations to all recipients!*

# MATERIALS AND PURCHASING & SUPPLY CHAIN TEAM

Materials and Purchasing manages about 50% of Creative Foams total costs including but not limited to Direct Materials, Tooling and Capital.

The team plays an integral role in quoting and sourcing materials for all business opportunities. Annually we manage 2-3000 RFQ's recommending materials for use. Quality, Cost, and Delivery are the main attributes we consider when sourcing along with supplier financial stability. These are critical for our internal Operational teams and CFC in general in the production of goods at an acceptable OEE.

In addition, we support all locations with annual material testing specification testing, and technical service supporting cross functional teams and on-time flawless launches.

We currently have 13 members on the team with over 50% of our members either new to CFC or joining our team within the past 3 years. Together we have 142 years of experience at Creative Foam.

*Pictured from left to right: Autumn Livingston (Lab Supervisor 12yrs); Brenda Bradley (Lab Technician 5yrs CF; 2yrs Mat'l/Purch); Maria Pasquali (Senior Buyer/Advanced Purchasing 13yrs); Brad Peterson (Commodity Buyer 1yr); Dianna Harris (Lab Manager/Mat'l Specialist 34yrs); Rob Evans (Commodity Buyer 1yr); Joe Denver (Lab Technician 8yrs); Shawnie Dewar (Applications/Materials Analyst 24yrs); Jody Ayotte (Commodity Buyer/Logistics Specialist 25yrs); Alexis (Harden) O'Connell (Applications/Materials Analyst 2years CF; Onboarding January 2025); Troy Pierce (Commodity Buyer 2yrs); Chris Dante (VP Purchasing & Supply Chain 3yrs); Ryan Waller (Lab Technician 12yrs CF, 1yr Mat'l/Purch).*



*Stay tuned for more information about our team in upcoming Newsletters.*

Dear Team,

We are thrilled to share the latest updates on our progress in implementing the Hoshin Kanri methodology across all our production plants.

Hoshin Kanri, it is a strategic approach that aligns a company's functions and activities with its overarching goals. This inclusive method involves everyone from top-tier management to frontline workers, fostering a unified pursuit of shared objectives.

Our aim is to establish a standardized operating and production system across all Creative Foam sites. We are confident that this will enhance our efficiency, elevate product quality, and foster a continuous improvement culture.

I would like to highlight the exceptional leadership and involvement of Mark Overmyer in the training and execution of the Hoshin Kanri methodology across all plants. Equally notable is the swift adaptation and commitment to the implementation by all General Managers.

We are excited to announce Creative Foam's significant progress in our digital transformation journey. We are developing real-time dashboards to enhance communication, escalation, and execution of improvement actions. This digital initiative will provide us with immediate insights into our operations, enabling data-driven decisions and speed implementation of improvements.

***Our initiative is built on three strategic pillars:***

1. **Security of Data Transfer and Integration with Power BI**
2. **Development of Dashboards**
3. **Data Input – Standardization and Discipline**

We want to acknowledge the exceptional support and leadership from Aaron Hardin and the IS team. Their hard work and dedication have been pivotal in driving this digital transformation. We also recognize the significant contributions from Rob Spring, Jared Jones and Mark Overmyer.

Thank you all for your continued dedication and hard work. Together, we are making Creative Foam a stronger, more efficient, and more innovative company.

*Mario Gonzalez*  
COO

## Volunteer SPOT LIGHT

Creative Foam has recently launched a Volunteer Time Off (VTO) benefit, enabling employees to take paid time off to volunteer for causes and organizations they are passionate about. This initiative provides a wonderful opportunity for employees to give back to their communities. Across the company, employees have been actively participating in various volunteer activities. To celebrate their efforts, we have randomly selected a few employees to spotlight.

- ▶ **MONICA JACKSON – Grand Blanc Sr. Process Engineer.** Monica volunteered at Lois Craig Invitational – Crim Special Olympics, where she cheered on the participants, distributed waters at the finish line and assisted in the tear down after the event. "Hearing the stories from other volunteers as they recognized some adults/children that have participated in the special Olympics throughout the years. Very Heartwarming. We even have our very own local hero. A young lady is going to the Special Olympics World Games in Turin Italy to participate in Cross Country skiing," Monica reflects.
- ▶ **HEATHER FRANCIS – Corporate Estimator.** Heather volunteered at the Genesee County Animal Control where she walked the dogs around the expo so they could meet people who may be interested in adopting. "Since assisting with the outing, I have started fostering the "at risk" dogs that come into Animal Control. To date I have fostered 5 puppies under the age of 1 years old. 2 poor babies that came in with medical issues and my latest is a sweet girl that just became adoptable. It is truly a heartwarming experience to be able to help these dogs in need to find their forever families", Heather emphasizes.
- ▶ **ELLA HYATT – Athens Machine Operator.** Ella volunteered at Monroe County Health Council that represents various organizations throughout the county. The council is dedicated to creating and implementing new, innovative programs while collaborating with other agencies with their five priorities in mind: Nutrition and Fitness, Substance Abuse and Crime Prevention, Domestic Violence Advocacy, Diabetes Awareness and Support, & Access to Healthcare. Ella assisted in filing and other clerical work while she was volunteering. Ella reviewed that the most enjoyed experience about volunteering is the stories that were shared, and she cannot wait to do it again next year.

# CROSSWORD PUZZLE RAFFLE

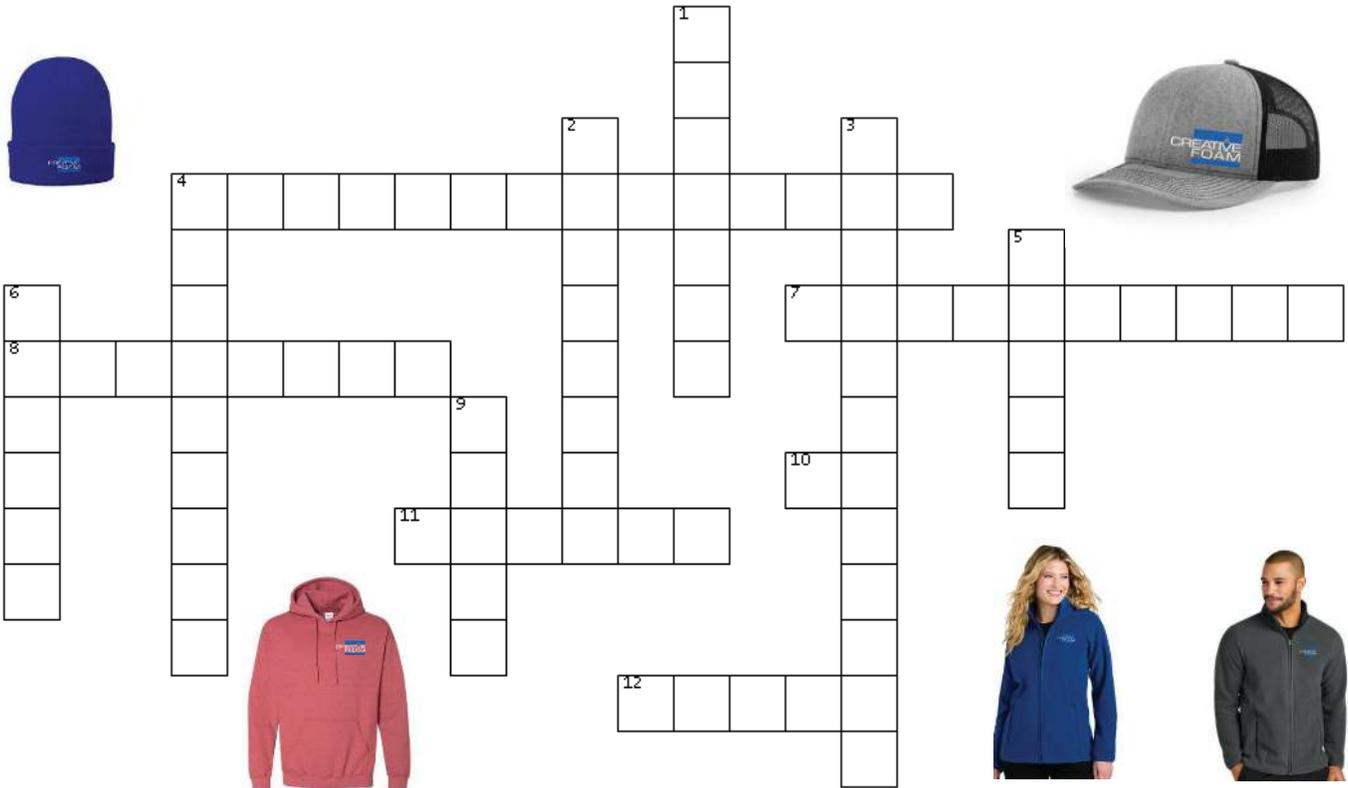
Enter for a chance to win a Creative Foam Sweater and Hat!

Complete the crossword puzzle below and submit your finished puzzle to [humanresources@creativefoam.com](mailto:humanresources@creativefoam.com) by **November 17th, 2024**. You can send your completed puzzle as a PDF or a picture. All correctly completed crosswords will be entered into a raffle for a chance to win a Creative Foam sweater and hat. You must be a Creative Foam employee to participate. Start your puzzle today and submit it for a chance to win!

Employee Name

Work Location

Phone Number



## ACROSS

4. November 1st – 15th (two words)
7. Honored us with the supplier of the year Award
8. Sensible Shoes
10. Awarded Athens, Tennessee and Grand Blanc with the Supplier of Excellence Award
11. New business programs through FCA, GM, and Toyota
12. Goodbye & hello

## DOWN

1. Our focus on innovation, \_\_\_\_\_, and customer satisfaction will continue to drive our growth
2. Look in the direction of travel
3. Your efforts have been \_\_\_\_\_ in our success
4. Keep your area clean
5. Workplace \_\_\_\_\_ & falls occur most often in the fall & winter
6. Clean up spills, winterize walkways, & report leaking pipes & machinery
9. Successfully completed 631



300 N. Alloy Drive  
Fenton, MI 48430

PRSRT STD  
U.S. POSTAGE  
**PAID**  
ALLIED MEDIA

## See Inside for:

- ▶ Letter from the President
- ▶ What's going on at some of the Creative Foam locations
- ▶ Anniversaries
- ▶ Scholarship Recipients
- ▶ Volunteer Spotlight
- ▶ Crossword Puzzle Raffle

### Explore your Benefits!

# 2025 Benefits Open Enrollment

**Taking place between  
Nov. 1<sup>st</sup> - Nov. 15<sup>th</sup> 2024**



**Log into ADP during the above Open Enrollment Dates to:**

- Review your 2025 benefit options.
- Make any needed changes and confirm your enrollments for 2025.

#### Remember!

This is your opportunity to review your benefits and elect the ones that are best for you. Remember, you cannot change your benefits outside of Open Enrollment unless you experience a qualifying life event. Don't miss out!

#### Enrolling in Benefits is Easy with ADP.

Selecting your employee benefits can feel stressful but it doesn't have to be.

Watch this **video** for tips and tricks.



#### Have Questions?

Information can be found in your 2025 Benefits Guide.

Contact your Human Resources representative with remaining questions or for assistance.

