

“The Beginning of a New Era!”

On April 12th 2011
Era Polymers
Celebrate Our 25th Anniversary

So how, and why, did we start?

It was born out of necessity (I was out of a job). It was born, out of a BIG, push and shove, from Tina... (Initially, I was too scared / nervous to give it a go). It finally was born out of a...OK, WHY NOT... Let's give it a go.... It took Tina two intensive weeks to convince me. The last night, she got through my thick fog. By 12.30 am, I agreed. I lay awake until 4.30 am, planning our future. Around 4 am I needed a name for the company... Dad had taught me, Greek Mythology. He taught me about Zeus' wife "HERA") pronounced "Era" in Greek. **PERFECT, a NEW Era in Polyurethanes. Perfect, a NEW Era in our lives.** She was even born on SAMOS, Greece. Which is where I was born and where Tina's family came from. How PERFECT was that!

Between 12.30 and 4.30 am, I

worked out who I was going to write to, to supplement what we were going to make. I trawled through my mind, who could TOLL manufacture for us. What products we could make. The products we couldn't. A thousand and one things to work out, and then I slept, peacefully, soundly.

The first day, was a blur... I wrote to Conap (yes, grandchildren, it was the **ERA** before computers, emails and even faxes) to see if we could be, their agents in Australia - they agreed. I wrote to Futura (Rod Jarboe) he, eventually agreed... I wrote to the British Rubber Manufacturers Association. They passed me onto Briggs and Townsend (who became Macpherson Polymers, who became Hyperlast)... And then M.D., Ken Toole agreed...

We bought a shelf company called Atilec and re christened it – **Era Polymers.**

We borrowed as much money as we could, from my parents, Tina's parents, and my sister, Maria.

That still wasn't enough, so we brought in, André and Vic Mocsari as partners (they were gracious enough, to be our partners, for the first two years of Era's existence).



We were off and running.

We had a dream.

Along the way, we have employed quite a few damned good people. Along the way, we have been blessed with quite a few damned good customers.

And, especially along the way, I personally, have made quite a few damned good friends.

It's these friendships which I treasure the most.

The dream is still alive, twenty five years on.



*Thank you
for being a part of it.*

Great News: Era Polymers now have a permanent base in New Zealand

Era Polymers are pleased to announce they have acquired, **Pacific Urethanes, New Zealand.**

Pacific Urethanes are based in the Auckland suburb of Takanini.

They are, just like us, in the Polyurethane business, and as such, our businesses complement each other. The combination of our two companies will greatly enhance our ability to better service our New Zealand customer base, both from a technology, and logistics

point of view. Sales, Manufacturing, Customer and Technical Service will, of course, continue from Takanini.

We welcome the Pacific Urethanes Team to our Era Family.

For those of you who don't know, we now operate out of 4 sites in Sydney:

- | | | | |
|----|---------------------------|---|--|
| 1. | Era Polymers Ena | - | Head Office, Administration, and R & D Centre |
| 2. | Era Polymers Dio | - | Sales and Marketing |
| 3. | Samos Polymers Ena | - | Prepolymer manufacture |
| 4. | Samos Polymers Dio | - | Polyol Blends, Curatives and Flammable Manufacture |



“It all Started like this”

Twenty five years ago, we had a dream. Tina had convinced me to start THIS business. I knew what to call it..... **Era Polymers**, in honour of my father's memory. I knew how to make polyurethanes. I think I knew how to sell polyurethanes. Tina and I, knew zip about the mechanics of invoicing, collecting money etc. (I'm glad to say that Tina is now 25 years later, a 10 Dan Black Belt).

We didn't have a lot of money. It was, in the days BEFORE, Computers (Yes, grandchildren, there was such a time). So I went out, to the local Newspaper shop and bought a small, red, exercise book, and created our sales ledger. What did I know about Sales Ledgers.? Nuttin! I drew up what I thought we

needed. Our first trading month was April. **Our first sale was on April 24th 1986. Have a look below...**

I am very proud to say, that our first FOUR customers—Readings Elastomers, Elastomers Queensland, Engineering Rubbers, and ACPL are still customers, 25 years later. What else do you notice? **We sold a Grand Total of \$14,400 for the month. Prices were A\$8.00 / kg... GEE, prices haven't moved much in 25 years, have they.**

In May, by the way we sold \$59,518... I thought... YES, we're going to make it. **In June, we slid back to \$18,100..... Tina spent the month, talking me out of my depression.**

As my children will tell you, one of my favourite movies is “**Field of Dreams**”. In the movie, there is a line that goes like;

“Build It, & They Will Come ”...

I am very humbled, and proud to say, that we continue to build, and by God's Grace, and a lot of work, from a very professional group of employees - we are blessed, with a plethora, of good customers.



Era Polymers 1st Location

Era's First Sales Ledger Invoices. My have we grown!

Date	CUSTOMER	CUSTOMER ORDER NO	INVOICE NO	Product	QUANTITY Kgs	TOTAL \$	CHQ REC DATE
24/4/86	READINGS ELASTOMERS	503052	(00)	E90A	1x 200	1600	24/4/86
24/4/86	ELASTOMERS Q/LAND	D31	(0)	E90A	1x 200	1600	26/5/86
24/4/86	ENGINEERING RUBBERS	Total	(0)	E90A	4x 200	6400	26/5/86
	"	"	"	ET90A	2x 200	3200	"
30/4/86	A.C.P.S.	41159	(0)	E90A	1x 200	1600	11/5/86
TOTAL					1800	\$14,400	

Lessons From Life #2 Fathers

As you know on April 12th, Era Polymers reaches another milestone - our 25th Birthday; a perfect time to write about, after my wife, the most important person in my life; my Dad, Alexander George Papamanuel who was born on February 10th 1913, in the village of Mitilini, on an Island in Greece, called Samos.

He was the 5th child of a family of 7 children.

He was the most intelligent person that I have ever met, yet he only finished 3rd class primary school.

He was born at the beginning of the Great War. He and his family suffered the indignity, and extreme poverty, of “katohi” (The Great Depression). He married in 1939, and then went off to fight the Italians and Germans. Mum, Elpiniki (Hope and Victory), had Eleftheria (Freedom) in 1941, Maria in 1944, and me in 1950.



George 1954

Despite fighting in the Second World War and the Greek Civil War in the late 40's, Dad was a pacifist. He used to tell me the story, that when all the young men of Mitilini, Samos, joined the war, they needed a telegraphist, in their platoon. The condition was, that you had to have finished Primary School (6th Class). NOBODY in the village had finished Primary School. Yet dad put his hand up.

“Why, dad?”

“How could I point a gun, at another human being?! If I became the telegraphist, I wouldn't have to use a gun.

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Lessons From Life #2 Fathers

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Mind you, after the Germans came down to Albania, and beat the Greek Army, they marched us back to Athens. On the march, I decided to fire my gun at a tree. And would you believe, I missed the tree! It was the only time in the war, that I used my rifle."

That was Dad.

The Civil War, in the late 40s, however, ate away at his soul. He couldn't come to grips with the fact that the war was between Greeks. Village versus village, Brother against brother. **It gave him a lifelong hatred of Communism, and indeed Socialism.**

So, by the time I came along in 1950. He wanted to get away, to a Promised Land. He and his brother, Uncle Michael, were subsistence farmers, in a land that had been destroyed by Wars and famine. So, by '52, he applied to come to Australia. **We arrived into Sydney in September 1954.**

The Wars, the Depression, the Hardship, toughened dad. It broke many people. With dad, it only gave him the resolve and the will to get himself and his family on their feet.

So mum, Eleftheria (Ella), Maria and I, spent months in Scheyville, on the outskirts of Sydney. Mum and Ella would pick fruit and dig potatoes. Dad lived in a one room apartment, in Woolloomooloo.

Dad, every couple of months would walk down to Central Station and catch a train to come and see us. He never found the right train. So he would end up in Newcastle or Wollongong, cry himself to sleep, from frustration on the train and catch the train back to Sydney, the next day.

We didn't see him for months.

He eventually made enough money, to bring us to Sydney. We lived in a garage. Slept on the floor, until mum and dad, made enough money to buy, 50 Neild Avenue.

We were poor. We were happy. The five of us would sit on my single bed, in the evenings, and dad would tell us stories. For a 6 year old boy, life was good. I had my father back.



**Dad, Mum, Ella, George & Maria
1956**

Dad realised that he was running out of time, so he pushed himself...

He would have up to three jobs. He pushed Mum. He pushed the family. We took in boarders to make some extra money. He was 48 years old. He felt that time was running out, to get the family on their feet. Ella was taken out of school, when she was 13, to work alongside Mum, at the Lustre Hosiery factory. Maria made it to 4th year High School, and got a job at the Department of Repatriation. **I was the baby. So I got to finish High School. I got to go to University. I was the lucky one.**

But **something went wrong with my relationship with Dad. I didn't realise in my teens what he was doing. He was pushing himself. He was pushing the family; he was pushing ME,** to do something that he hadn't been able to do. He was a driven person. His mind was strong. Mine, was still weak. So I began to resent him. I began to rebel.

So from the age of 16, probably until 28, was not a good time for the both of us. We would fight. I would resent him. If I said something stupid, he would show me how stupid it was. If I became lazy, he would unlazy me, by giving me chores to do.

If I associated with "ksivrakotes" (In his words - loose women), he would shout at me and when that didn't work... He would cry.

It was hard for both of us.

I would test my mind against his. He became the STANDARD that I had to beat. I taught myself to argue with impeccable logic, to be able to beat him. I forced my mind to be stronger, to resist him. And I would still lose.

And at no time, did I stop to think what he was doing... **He was trying to breathe**

into me a will to succeed. A drive that he had, that he wanted to pass onto his son. To make MY mind stronger...

To be able to fight, when you were being picked on. To stand up for what you believed in. Indeed, to even have STRONG beliefs.

And then, Tina came along.

She watched our incessant fighting. She saw the anger in me. Anger at my father. And she ever so gently, and quietly, calmed the savage beast, within me.

One day, I kissed my father on his cheek, and said "I love you dad". I had never kissed him, before. I had never told him that I loved him.

He asked me "Yiati" ("Why")..... "Yiati, thelo" (Because I want to)

From that time onwards, I would kiss him on the cheek, every time we met, and every time we would say good bye.

And I would always say... "I love you dad".

And in his broken English, he would say "Me too".

In my middle 30s, I would pick him up from Randwick, every Saturday, and take him home, so that he could tease his perfection, out of our garden.

In the car, I would rest my hand on his, and **tell him my dream, OUR dream,** - **Era Polymers.**

It helped, that I had / have a limited Greek vocabulary. I had to crystallise my thoughts into simple, PEASANT Greek. He would nod his approval.

We were, at long last, at peace with each other.

And ever so gently..... I finally became, my father's son.

He got to see the first few years of Era. He never got to see Samos. The two companies exist because of him, and Tina.

Dad passed away on the 17th August 1993.

And I still miss him, terribly.



Dad, with his grandchildren Niki & Alex



Tony Hatzikiriakos
Era's Longest Serving Employee
International Sales Manager

I still have fond memories of my first week of employment with **Era Polymers** **19 years ago on the 6th of March 1992.**

My title back then was Laboratory Technician and this was my first job straight out of University.

Upon receiving my brand new white laboratory coat, lab glasses and first set of business cards, I was now a new Industrial Chemist in the workforce. **The company back then was George and Tina, Terry, Belinda, Debbie and Gary. George was away on a business trip to the USA for**

those next two weeks, Terry had to show me the ropes of what I had to do as far as chemical and physical testing was concerned in this new role. **I kept meticulously tidy notes and recorded everything** (the type of thing that you did at university say in your first year) **making sure I made no mistakes.**

When George returned from his trip he wanted to know all about my first few weeks in the lab, I had to impress the boss so I showed him all I had done – I think he was impressed, so Tony was happy. **I was addressing my boss as Mr. Papamanuel in those very early years and by the second time he politely mentioned "Tony - the name is George I'm not old enough to be called Mr. Papamanuel!**

Oops Tony's first blunder, I got over it quickly, and the rest is history.

So where am I now?

Moving on **from the position of laboratory technician** at the end of 1992, the next 6 or so years I continued my career as **internal technical sales** followed by a more interesting **domestic sales role. This meant that I was on an airplane travelling within Australia**

visiting customers, solving technical problems etc (something I had never done before) and YES I still remember my first interstate business trip to QLD in January of 1993 (ON MY OWN) to solve a technical problem. **Nowadays I find myself in a challenging International Sales role travelling to various parts of the globe and enjoying meeting new people, exploring new business opportunities and yes occasionally selling a container or two of polyurethane.**

Era Polymers has certainly gone from strength to strength over these years and I am certainly proud to be part of its growth, thanking **Era** for the opportunities it has provided me.

A personal thank you also to all of our customers that I have been with and will continually be involved with as they have also been a part of our growth and where **Era Polymers** is today. We will continually ensure we provide you with our very best intentions, excellence and service in Polyurethane Chemistry.

Where have the years gone? The 6th of March 1992 feels like it was only yesterday!

MACHINE NEWS

The Next Generation Polyurethane Mixheads....

The EPTM Pour Gun

The Graco EPTM Pour Gun is engineered to be reliable, light, versatile and is now available from Era Polymers.

This gun is low cost with features and technology that reduce the cost of ownership in the long run. The pouring gun is ideal for entry level foam pouring machines.

Low Initial Investment

- Performs like a hydraulic mixing head, without the power pack reducing initial investment.



Flexible

- Offers both manual and automated application modes.

- Suitable for open pour applications and closed-mould injection. Ideal for filling cooler boxes, small water heaters, floatation buoys or similar.
- Processes both rigid and flexible polyurethanes.
- Provides flow rates of 1 to 50 lb/min (0.45 to 22.7kg/min).
- Manual and automated capabilities.

Easy Maintenance

- Mechanically self-cleaning eliminating the need for costly solvent flushing.
- Includes rebuild kit for Do-It-Yourself mixhead rebuilds for quick, easy maintenance in-house.

Great Performance

- Maintains accurate mix ratio.
- Responsive trigger delivers repeatable and accurate shots.

Lightweight

- Weighs 6.4 to 7.4lb (2.9 to 3.4kg)

Want to know more, contact our Machine Specialist, Hugh Fraser on +61 (0) 2 9666 3788 or hugh@erapol.com.au



Eracoat RAPID MDI GLOSS

Era Polymers launch **Eracoat RAPID MDI Gloss** at the Flooring & Finishes Show in Sydney on the 2nd – 4th February in conjunction with our distributor Embelton.

If you didn't make it to the show, **Eracoat RAPID MDI Gloss** is a single component MDI floor coating with a tough transparent gloss finish with excellent abrasion and chemical resistance. It has the added advantage of being fast drying with a recoat time of two hours, so you can apply one coat of sealer and two coats of gloss in just one day!

For more information contact our Flooring Specialist, Craig Kennedy, on 0412 183 375 or craig.kennedy@erapol.com.au.

Era Polymers help with a 10,000kg Pipe Rolling Solution supplied by Richmond Wheel & Castor



Richmond Wheel & Castor, "WHEEL MAKERS FOR INDUSTRY", are an established manufacturer of wheels, castors, skate kits, rollers, pipelining and mining products. When it comes to manufacture and supply, they are at the forefront of design!

Era Polymers supply **Richmond Wheel & Castor** with high quality polyurethane systems to assist in the manufacture of many of their products including pipe rolling solutions.

Late in 2010, **Richmond Wheel & Castor** supplied a Pipeline Project in Western Australia with 100 complete pipe roller systems and pipe supports.

Following the successful completion of this part of the job, they were asked to design and manufacture an additional 20 pipe rollers to accommodate the load and pipe diameter of the 34" pipe section. These pipe rollers needed to carry an enormous load. The polypropylene coating used on this pipeline needed to be protected, which meant that a low contact pressure between pipe and rollers needed to be the key design feature.

Richmond Wheel & Castor selected a soft grade from the **Era Polymers** Erapol EHP range to reduce the contact pressure.

Within the **Erapol EHP** product range are ideal products for this application as it has outstanding abrasion, impact and chemical resistance, teamed with a high load bearing capacity. Other uses for the **Erapol EHP** range include; sheeting, forklift truck tyres, rolls, gears, die pads wheels etc.

To keep the costs of the project down for the customer **Richmond Wheel & Castor** designed and manufactured two tools out of specially moulded polyurethane from **Era Polymers, Erapol ETL** range.

The result was 20 pipe rollers each weighing 400kg with 100kg of **Era Polymers polyurethane** ensuring protection for the pipeline coating and a decreased rolling pressure.

NEWS FROM THE LAB

Shimadzu High Performance Liquid Chromatograph with UV-Vis Detector

Era Polymers R&D Centre have added another HPLC to their analytical laboratory to improve the accuracy and efficiency of analytical testing. This new high-speed HPLC will enhance the laboratory's productivity by obtaining reliable analytical data at high resolution using only small volume injection requiring low retention times.

This new HPLC is also fitted with new reversed-phase column, **achieving ten times higher speed compared to conventional HPLC systems.**



High Performance bench-top XRF Spectrometer

Era Polymers

has now been equipped with a brand new high performance XRF Analyser. It is capable of full data traceability for state-of-the-art analysis, rapid identification, fingerprinting or regulatory compliance. Used in industries such as petroleum, cement production, mining, mineral identification, and polymers.



This equipment has the ability to detect elements (in parts per million) ranging from Fluorine to Uranium right across the periodic table. **This will help us identify types of curative, catalysts, ROHS compliance, quality control, quantification of additives and the identification of toxic heavy metals.**

What will George do; if & when he chooses to RETIRE?

As we get older we sometimes begin to doubt our ability to "make a difference" in the world. It is at these times that our hopes are boosted by the remarkable achievements of other "seniors" who have found the courage to take on challenges that would make many of us wither.

George Schlumberg is such a person:



QUOTED FROM GEORGE:

I'm often asked, 'What do you do now that you're retired?'

Well...I'm fortunate to have a chemical engineering background and one of the things I enjoy most is converting beer, wine, whiskey and port into urine.

It's rewarding, uplifting, satisfying and fulfilling. I do it every day and I really love it."

George should be an inspiration to us all.

PUTECH India 2011

The Indian Polyurethane Association (IPuA) presented its 3rd Polyurethane Exhibition & Conference in India - **PU TECH India 2011** from the 9th - 11th March at the India Expo Centre, near New Delhi.

It was a busy and successful show, attended by **George Papamanuel, Tony Hatzikiriakos & Louise Connor** together with our Indian agent

Spectrum Technologies.



Meet the Era Team



Elpiniki Williams
Daughter and Heiress

our HR Manager, and our pay mistress... And LOUISE can't wait for her to come back to work. FULL TIME.

Neither can I.

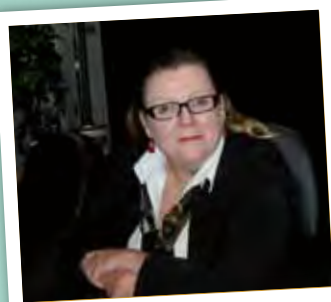
OH, I nearly forgot, by the time you read this, somewhere on this page, will be news about our **SIXTH grandchild**, i.e. Elpiniki and Shannon's... **THIRD**. Nice one kids. You're finished, right?!

The way the system works, is when it's time to put together another Newsletter, the ladies tell me, who I HAVEN'T written about. In this months list I saw NIKI, aka Nicole, aka her REAL name, ELPINIKI. Gee, I could write a book about Niki. Where do I start?

As much as Alex is a clone of his mother, **Niki, is my clone. She has more of my DNA, than anybody else on this planet. So what does that mean? She has a TEMPER.** She is kind and thoughtful. She has a TEMPER. She doesn't suffer fools and laziness. She has a TEMPER. She works, when the mood takes her, at a blistering pace. **She is my daughter, and I love her. And we fight, and I still love her.**

In her spare time, she is creating a family. TWO gorgeous sons, Adam, named after his Grandmother, Tina, (Adamantina) and George, named after yours truly. Adam has the calm demeanour, of his grandmother. George has the temper, of his mother.

And oh, by the way, she is



Gina Gorman
Purchasing Manager

The PU business globally is a tough business. TOO, many competitors, means TOO low prices, for our customers. That's good for them, not so good for us. **Gina's job is therefore to buy better.** She does it admirably. **She's good, very good!**

So how do I know? WELL, **when I get calls, from our accounts manager's BOSS, telling me how tough Gina is..... Then I know, she's doing her job, well.**

Our last Purchasing Manager, had a different approach, he used to go fishing with our suppliers... Bad for the fish, bad for us, but good for the suppliers!

While Era turns 25, we have some more Birthdays to Celebrate!

Long serving staff so far this year celebrate:

15yrs

- Kay King
- Marica Gubenko
- Chris Georgiopoulos

10yrs

- Steve Johnston
- Deborah Li
- Josip Salopek
- Mark Smith

Baby News



A GIRL for Nicole & Shannon Williams

Joanna Elpiniki Williams

Born: 8th February 2011
Weight: 3.295kg
Length: 47cm

Adam & George are very pleased they think she is a new toy!

Era Polymers Literature DOWNLOADS

Visit www.erapol.com.au to view or download our latest Brochures, Flyers & Bulletins! Make sure you have the latest copy of our **ELASTOMER Brochure Version 4.6**

If you have any interesting stories you would like to feature in a future issue of The Herald, please submit your articles to [The Newsletter Team newsletter@erapol.com.au](mailto:newsletter@erapol.com.au)



Who's new to the Era Team?

- | | |
|-------------------------------|----------------------------------|
| Administration: | Romy Cavallaro |
| Chemists: | Emilie Degoue
Parvis Adelpour |
| Business Development Manager: | Nicolas Dolmaire |

For more information on any of the products featured in this Newsletter please contact Era Polymers on +61 2 9666 3788 where one of our representatives will be able to assist you. Alternatively email erapol@erapol.com.au

Strategic Alliances

