



THE
HEraId

ERA POLYMERS NEWS BULLETIN

ISSUE

#49



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LESSONS FROM LIFE # 38

▶ IN PURSUIT OF FRUGALITY

Sometimes you fleetingly meet people, and they make an indelible impression on you ... they stay in your soul, forever.

One such person was Michel Baule ... He of course, owned his eponymous company, and later on sold it to Covestro...

His name still survives in their elastomer casting machines.

So, very occasionally we'd have a 2 minute discussion at the Utech Shows...

NO, WE DID NOT discuss business, just the True Meaning of Life.

At one of these "quickies", I noticed his shirt... it was well and truly "weather beaten" ... i.e. the collar was frayed, the shirt had definitely seen better days ... so too, all of his clothes.

(Continued Pg 2)

BUT, he looked, as only the French and Italians can pull off i.e. like a million dollars.

The Aussies, and our American cousins, like to dress "down".. the Europeans, on the other hand, like to dress UP .. they may not have a couple of Euros to rub together ... BUT you wouldn't know it, by looking at them.

With Michel, you knew that he had "arrived", financially, BUT you wouldn't know it, by looking at his clothes.



So, too CHARLES AZNAVOUR ... NO, I'm not going to tell you who he is ... Google him ... He was, by the way Armenian.

I saw him interviewed on TV, ages ago... He recounted how he and his sister grew up on the streets of Paris... singing every day, for their supper, which sometimes, when they didn't hit the right notes, didn't come !

Eventually he become THE Charles Aznavour (think of "She", "How Sad Venice Can Be"yada , yada , yada)

So, he was recounting how he found it very hard, to spend money on HIMSELF...

He had NO problem buying his children houses, spoiling them, as only SOME parents, and grandparents, can, and do.

BUT he found it impossible to spend money on HIMSELF.

Every time he did, it brought back the memories, of sleeping, with his sister, on the Parisian streets ... and it made him feel ultra guilty.

AND that, is Tina and I ... we both had lower middleclass upbringing.

Our parents worked as labourers.

Growing up, we watched our parents sacrifice themselves, with double jobs, triple jobs, backbreaking work, incessant mind numbing work, to lift their families, out of that, rut.

Tina always tells the story that the day they paid off the mortgage on their house ...her father came home, with some steaks for the whole family.

It was a luxury that they couldn't afford, whilst the debt, was hanging over their heads!

My parents were just as frugal ... mum would patch over the patches of dad's shirts ... she could never bring herself to throw them out... Dad would even re-sole his own shoes.

Their subsistence upbringing, on SAMOS, defined them, for all their lives.

Do, I feel guilty when I spend money? ... all the time ... most times, it drives my wife nuts ...!

Do we spoil our children and grandchildren ... YES...

We could a lot, lot more... so occasionally /oftentimes, we hold back!

So, what about our companies, how have we approached them?

WELL, another of my father's sayings always floods into my mind.

"IF YOU ARE GOING TO DO SOMETHING, DO IT WELL, OR NOT AT ALL"

I see, many, many companies, who you could squint ... and call.

"FLEA BITTEN".

IF they are genuinely poor, my heart goes out to them... I cry with them, I feel, for them, and want to help, whichever way I can.

Then, as always, there is the other side of the coin ... their companies are poor, BUT they are personally RICH.

They want YOU, to finance their company, whilst they PERSONALLY, live in luxury.

That's not right, right?!

So, our companies are built on our parents FRUGALITY and the guiding light of ...

"IF YOU ARE GOING ..."

Both concepts are not at odds with each other... they are in sync.

So, just like Eric Schmidt (who, by the way, STEVE JOBS was going to destroy ... because he took the "iPhone secret "to Google ... and unfortunately died too soon)

We didn't take a salary for two years ...

And at the beginning, Terry and Tony had to share the company's Ute ... AND our first laboratory, was some second hand cupboards, tucked behind second hand screens ...

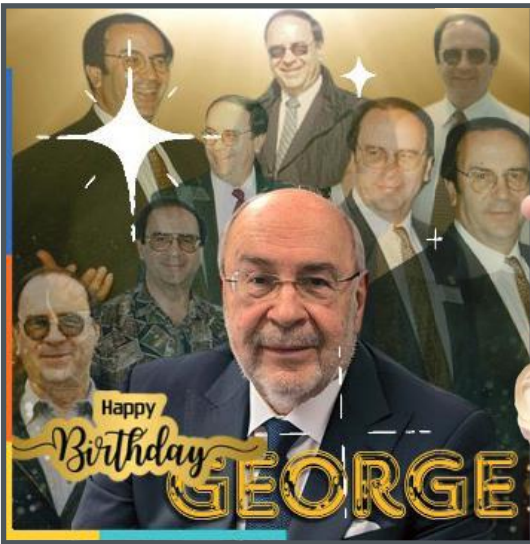
Those were the days my friends... we thought that they would never end...

BUT THEY DID.

AND we are all here, to tell the story ... and our DREAM, IS STILL ALIVE.



George Papamanuel, AUGUST 2024



We wish George the happiest of birthdays today! On this very special day, we want to remind you just how much you are loved and respected by all of us at Era Polymers and Samos Polymers worldwide.

to be bigger and better people. Your leadership and passion have touched the lives of so many, and we are all grateful to be part of this journey with you.

Your unwavering dedication and vision have not only built this incredible company but have also inspired and motivated all of us

To infinity and beyond, George, from all the staff at Era Polymers and Samos Polymers!



ANZAC DAY 2024

ANZAC Day is a time to acknowledge those who have died in service for our nations. To reflect on how that service and sacrifice has contributed to what and who we are as nations today — that is, to understand its impact and learn from it. **We will remember them. Lest We Forget**



EASTER 2024

During this Easter Season, we at Era Polymers as well as all our staff worldwide, wish to express our sincere gratitude for your continued support and loyalty.

This season reminds us of the beauty of new beginnings, hope and faith.

May this Easter bring you and your loved ones joy, peace and renewed strength to face life's challenges. Let us all continue to spread kindness and love to those around us.



Life can only be understood backwards; but it must be lived forwards.

✖

SØREN KIERKEGAARD

THE NEED FOR SPEED

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During the colder months, coatings can take longer to dry. Using a Catalyst will speed the process up. The recommended product to use? Urethane Coatings' MONOTHANE CATALYST of course. Simply add it to Monothane GLOSS to increase cure times.

Monothane GLOSS

- 45% Solids Monothane 45. 50% Solids Monothane 50
- Single Pack Polyurethane
- Transparent
- Moisture Cure
- Durable
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- GLOSS Finish
- Suitable for coating; All Timber Species, Cork, Particle Board & Concrete
- Compatible with other systems from Urethane Coatings Range

Duothane Fast A, was designed for those with limited time constraints. With Duothane Fast A, you can expect your coated surface to be dry within one hour and fully cured within a day, thanks to its rapid curing properties. Duothane will enhance and preserve the natural beauty of timber while providing a durable, high-gloss finish.

Duothane FAST A:

- Two part polyurethane system
- Transparent
- Superior Flow
- High tolerance of contaminants
- Easy to apply.
- Maintains natural character of timber.
- Hard wearing
- High gloss finish
- Regular or rapid cure times available

When it comes to protecting your timber surfaces both Monothane & Duothane are an excellent choice. For more information visit our website or give us a call.

For more information:

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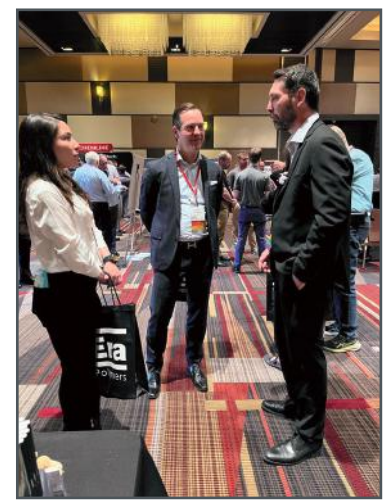
2024 Annual Meeting - Las Vegas - Era Polymers GOLD Sponsors

Era Polymers experienced an exhilarating and fruitful time at the PMA Annual Meeting for 2024. The event served as an exceptional platform for networking, showcasing innovative products, and forging strategic alliances within the polyurethanes industry. With insightful presentations, engaging discussions, and interactive exhibits, Era Polymers made significant strides in fostering collaborations and advancing our business objectives. Congratulations to Alex Papamanuel for being presented with the Gold Sponsorship award. One of our most anticipated moments was the Era Polymers corporate dinner held at The Eiffel Tower Restaurant in Las Vegas. As the evening unfolded against the backdrop of the city's glittering skyline, colleagues from Era Polymers and much valued customers came together in a spirit of camaraderie and celebration. The venue's spectacular views added a touch of

magic to the occasion, creating an unforgettable setting for fostering deeper connections and exchanging ideas.

As the night progressed, amidst the clinking of glasses and the aroma of gourmet cuisine, everyone exchanged stories, insights, and aspirations, further solidifying the sense of unity and purpose within the Era Polymers community.

Overall, the PMA Annual Meeting and the Corporate Dinner at The Eiffel Tower Restaurant served as a testament to Era Polymers' commitment to excellence, collaboration, and visionary leadership. With extraordinary views and even more extraordinary people to share them with, it was a truly unforgettable experience that reaffirmed the collective spirit and determination of everyone involved.



WHAT'S NEW AND WHO'S NEW



We are thrilled to announce that Era Polymers has successfully acquired the Polycure business, which will now be integrated into our Urethane Coatings division. This strategic move enhances our product offerings and strengthens our position in the industry. Polycure's renowned products will continue to be available under the Polycure brand, ensuring that our valued customers can still access the high-quality solutions they trust.

Manager for the Coatings part of this business. Many of you know David from his Mirotone days.

David Pu, will continue to be the Business Manager for the expanded , Coatings and Waterproofing Division. David Pu, David Gread, Adrian Silva and Simon Lavis will ensure that you continue to receive, the high level of service. This acquisition allows us to better serve our clients with a more comprehensive range of coatings and waterproofing solutions. Thank you for your continued support and partnership.

We look forward to embarking on this new chapter together.

STAY UP TO DATE!
Call our Urethane Coatings division to discuss your needs today!
Tel: +612 9666 3888

POLYURE IS BACK!
 proudly supported by Era Polymers

Let's Talk!

CONTACT US:
 David Pu: 0411 407 012
 David Gread: 0412 534 490
 Adrian Silva: 0412 818 817
 Simon Lavis: 0423 797 316

TRUSTED BRAND • HIGHEST QUALITY
 URETHANE ERA

Additionally, our Urethane Coatings range, including waterproofing membranes, will now be part of this expanded portfolio. We are committed to providing the same exceptional service and innovative products that our customers have come to expect. As part of this acquisition David Gread is joining us as the National Sales

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 Email: dgread@urethancoatings.com.au
 Website: www.urethancoatings.com.au | www.polycure.com.au

OUR TEAM
David Gread

www.urethancoatings.com.au

WORKING CLOSELY WITH THE
COATINGS TEAM

David Pu *Adrian Silva* *Simon Lavis*

COATINGS DIVISION

Era Polymers Pty Ltd

ERA Polymers

Welcome to
OUR TEAM

GRAHAME POND
 National Sales Manager for Australia and New Zealand

We are excited to announce that Grahame Pond has joined Era Polymers as the National Sales Manager for Australia and New Zealand. With an impressive track record in senior leadership roles, Grahame thrives in producing outcomes through innovative strategies and "outside-of-the-box" solutions.

enroll others in creating a vision and working collaboratively to achieve it. As a pathfinder, Grahame analyses and researches with urgency, acting decisively and clearly to drive outcomes across organizations.

We are confident that Grahame's leadership will be instrumental in driving our success and fostering a collaborative and innovative environment.

WELCOME to the Era Polymers family!

Grahame is an engaging, focused, and disciplined leader who empowers and enriches teams to deliver exceptional results. His success is underpinned by his ability to engage and

**WELCOME TO THE TEAM
 GRAHAME POND**

MILESTONES



HAPPY ERA BIRTHDAY ! SPECIAL MENTIONS (JUNE-AUGUST*)

KRISTIAN STOOKE (APPLIED POLYMERS)	27 YEARS
SAMUVEL MOHAN (SAMOS)	25 YEARS
NARAIN REDDY (SAMOS)	25 YEARS
SCOTT PERKINS (SAMOS)	19 YEARS
MARCEL TONDO (APPLIED POLYMERS)	16 YEARS
WENDY CHARLIE (ERA HQ)	15 YEARS
JAMES DUMITRIU (ERA MELBOURNE)	15 YEARS
MARK NOOME (ERA SOUTH AFRICA)	15 YEARS
SHAUN HAMILTON (SAMOS)	15 YEARS
NICOLA FRENCH (ERA HQ)	15 YEARS
CALVIN NGOBENI (ERA SOUTH AFRICA)	13 YEARS
GERHARD CRONJE (ERA SOUTH AFRICA)	12 YEARS
VICTORIA ZAVRAS (ERA HQ)	11 YEARS
DAVID PU (ERA HQ)	10 YEARS
RAHUL PATEL (SAMOS)	10 YEARS
LIANA DE FRANCESCO (SAMOS)	10 YEARS
BRENDON SUMMERELL (SAMOS)	10 YEARS
ANGELA CAI (ERA HQ)	9 YEARS
VINCENT ABELA (SAMOS)	8 YEARS
MATTHEW BET (ERA HQ)	6 YEARS
SLADE BOSTON (SAMOS)	6 YEARS
CHRISTINE LAWRENCE (ERA HQ)	5 YEARS
SHANEEL SIDHANT RAO (ERA NZ)	5 YEARS
PAUL WAITE (ERA USA)	5 YEARS
CRYSTAL WOOTEN (SAMOS EXI USA)	5 YEARS

*STAFF 5+ YEARS LISTED ABOVE

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UTECH EUROPE 2024

2024
Era Polymers
Family Values, Global Reach



Era Polymers

Excellence in Polyurethane Chemistry



23-25 April 2024
MECC - Maastricht - NL

www.erapol.com.au

See us on stand H22

Sydney • Adelaide • Auckland • Brisbane • China • Greece • Italy • Malaysia • Melbourne • Singapore • South Africa • USA

The **UTECH Europe 2024** Exhibition was held on the 24th April where **Era Polymers** exhibited at stand H22. What a resounding success!

Our team worked tirelessly to create an exhibition stand that was not only visually stunning but was also packed with valuable information and insights.

Many visitors, to Era Polymers H22, took advantage of our experts:

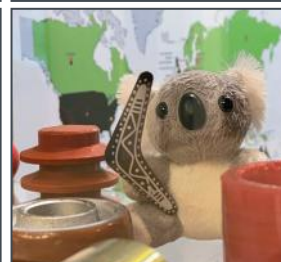
- George Papamanuel**
- Tina Papamanuel**
- Alex Papamanuel**
- Stefano Tappari**
- Markos Mavromatis**
- Jakub Lisowski**

to learn and discuss all our latest innovations, products, and the details of how we could be reached worldwide!

Want to know more? Let's Talk!
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FROM ALPHA TO OMEGA...SETTING UP AND SHOWING UP!



MASSTRICHT - ERA POLYMERS CORPORATE DINNER

THIESSEN WIJNKOOPERS - MAASTRICHT

Era Polymers hosted the UTECH Europe Corporate Dinner 2024 at Thiessen Wijnkoopers restaurant in Maastricht. It was a wonderful evening, with everyone coming together for an evening filled with laughter, fantastic meals, and lively conversation.

The atmosphere at Thiessen Wijnkoopers was perfect for fostering connections and building relationships, with its elegant setting and welcoming ambiance. As guests enjoyed the delicious meals prepared by the restaurant's talented chefs, Alex Papamanuel welcomed everyone with a wonderful speech. The air was filled with the sound of animated conversations and joyful laughter.

It was a wonderful opportunity for everyone to unwind after a busy day at the UTECH Europe 2024 exhibition and to connect with colleagues and industry peers in a relaxed setting. We are sure looking forward to many more memorable gatherings in the future, where we can come together to celebrate our shared passion for innovation and excellence once again in 2027 - watch this spot!

This year, Era Polymers celebrates 38 Years in industry and going strong!



ERA POLYMERS - THE BRAND YOU CAN TRUST 30 YEAR NATA ACCREDITATION RECORD



INTERNATIONAL NEWS



We have a magnificent agent in the Ukraine...called CHIMPROM

It is a family business.

Vadim TULUPOV , the son, runs the business . Boris the father, Yana the sister along with all their staff. So, what better news for us to hear than that Vadim TULUPOV is now an UNCLE! TWINS! A beautiful boy and girl. **CONGRATULATIONS TO THE TULUPOVS AND TO YANA**



From all of us at Era Polymers!



Louis Charton, from ECPM in Strasbourg, France, spent 6 months doing an internship in the Elastomer lab under the guidance of Era Polymers' Chief Chemist Emilie Degoue. He worked on creating an IPN to improve thermal properties of polyurethane. At the end of internship he presented his work to all the chemists.

Louis wants to do a PhD back in France next year.



YOU *choose*

TDI prepolymers are renowned for their exceptional ease of processing. Whether it's fluctuating oven and mould temperatures, variable curative ratios, varying part sizes, or achieving a desirable finish, TDI prepolymers consistently deliver excellent results, even with fluctuations in these factors. Transitioning from TDI to MDI can present a steep learning curve for customers, but with the right support, it's entirely achievable.

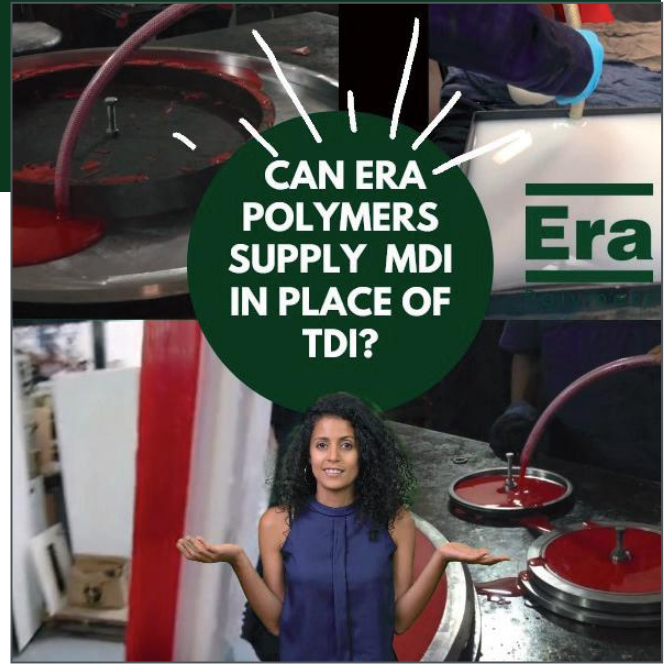
At Era, we are committed to assisting you through this transition.

We offer comprehensive support, addressing challenges, optimizing process flow, providing retraining for staff, and ensuring customers are well-prepared for the change.

One notable example involved a customer who had been using TDI (L-E90A and L-E60D) for many years to manufacture various parts ranging from 5 kg to 300 kg. They decided to switch to a Quasi MDI (Erapol EMD137) for a variety of reasons. Before our visit, the customer sent their moulds to our R&D facility. Utilising our Polytec EMC DG153, we produced their parts using EMD137/60D, identifying common issues and their solutions.

After the customer acquired new machinery and ovens, Era visited their site. We spent several days with their production team, advising on critical changes necessary to maintain high-quality, aesthetically pleasing parts with MDI. If you're considering a change in your PU chemistry, reach out to your local Technical Sales representative. We're here to help you navigate the transition smoothly.

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SALES MEETING

2024



ALEX PAMANUEL



SHANNON WILLIAMS



(L-R) Rob McLean, Dominic Pearsall, James Dumitriu, Craig Bishop, Simon Lavis, Kim Charlesworth



Dave Weir



David Pu



Tony Hatzikiriakos



Dominic Pearsall



Kim Charlesworth



James Dumitriu



Marcel Tondo



SALES MEETING

2024

TALKING, LEARNING & THEN FOOD!

Era Polymers recently held a dynamic and successful three-day Sales Meeting at the company's Banksmeadow Headquarters. The event brought together key Era Polymers, along with its divisions, Urethane Coatings, Applied Polymers and Polycure sales managers from across Australia and New Zealand, offering an excellent opportunity for collaboration, strategy discussions, and team building.

In attendance were sales managers representing Era Polymers' different sales regions, including James Dumitriu, Marcel Tondo, and Simon Lavis from Melbourne; Dominic Pearsall and Kim Charlesworth from Queensland; Rob McLean from South Australia; and Craig Bishop from New Zealand. Their presence underscored the importance of the meeting, as each region shared insights and contributed to the overall strategy for the coming year.

The meeting was officially opened by Alex Papamanuel, Era Polymers' Global Sales Director, alongside Shannon Williams, Global Works Manager for all Samos Polymers sites.

Their leadership set the tone for the discussions that followed, focusing on market trends, customer relationships, and innovative strategies to drive growth.

Adding a special touch to the event, the team celebrated George Papamanuel's birthday during the meeting. George, the founding father of Era Polymers, was honoured with heartfelt wishes, marking a memorable moment amidst the business discussions.

The three-day gathering was a resounding success, characterised by productive sessions, strong camaraderie, and a renewed sense of purpose as the team looks forward to the opportunities ahead. The collaboration and shared commitment displayed at the meeting will undoubtedly contribute to the continued success of Era Polymers in the coming years.

Thank you to all staff that contributed to this exciting event.



Justin O'Bryan



Tony Hatzikiriakos & John Diaz



Matthew Bet



Wendy Charlie



Emilie Degoue



Adrian Silva



Nicola French



Francene Papamanuel



HOW DOES YOUR

GARDEN GROW

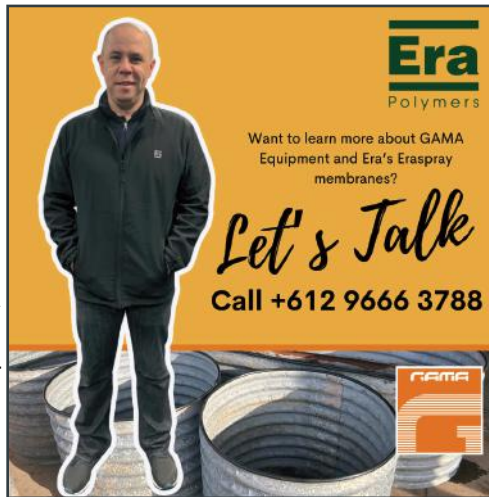
JOSIP SALOPEK, Era Polymers' Business Development Manager - Machinery & Equipment, commissioned the use of the GAMA Easy Spray machine to apply the Eraspray ESM900PW product as a food-grade membrane for Henley's Rustics - Garden Beds & Products.

The company was seeking a machine to spray a food-grade membrane into the garden beds, and they opted for the Gama through Era Polymers Pty Ltd. Based in the small agricultural town of Ungarie, with a population of 300, Josip drove six hours to assist in setting up the Easy Spray Hydraulic machine. The customer was thoroughly impressed and pleased with the results and Josip had fun the whole time doing it!

For more information about the GAMA Easy Spray Hydraulic machine as well the range of Eraspray product, call our expert **Josip** and he will be more than happy to speak with you!
Tel: +612 9666 3788



Application



4 JULY 2024

As all of us at Era Polymers USA and Samos Exi come together to celebrate this 4th of July, let us take a moment to express our heartfelt gratitude for the freedom and independence we enjoy. These precious gifts were hard-earned and remain protected by the bravery and sacrifices of many.

To our friends, family, customers, and colleagues, thank you for your friendship, support, and for being an integral part of our lives. Your presence enriches our journey, and we cherish the bonds we share. Era Polymers USA, along with Era Polymers and Samos Polymers worldwide, stands united in commemorating this significant day in history. We are reminded of the importance of upholding the principles of freedom and democracy, and we look towards the future with hope and optimism.

May this 4th of July inspire us all to renew our commitment to these values, ensuring a brighter and more prosperous tomorrow for generations to come.

Happy Independence Day!



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DYNAMIC WHEEL TESTING!

ANNOUNCEMENT FROM PAUL WAITE - ERA POLYMERS USA

www.erapolymersusa.com

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Cell: +1 814-232-2126

“Hi everyone, Paul Waite with Era Polymers here to share some exciting news with you that we’ve recently acquired our first state-of-the-art dynamometer. The dynamometer is capable of achieving speeds of 60 miles per hour while subjecting the tire to loads up to 10,000 pounds. It’s equipped with instrumentation to measure both internal and external temperature, rolling resistance, and compression modulus.

This cutting-edge technology will empower us to develop even more innovative solutions for various applications. At Era Polymers, we’re committed to delivering the highest quality formulations to our valued customers. The dynamometer reflects our dedication to continuous improvement and staying at the forefront of the wheel industry.

We look forward to working with you as we push the boundaries of reinventing the wheel.” Paul Waite.



Polycure’s Sports Floor Coatings are suited for application to all sports floors such as basketball courts, gymnasiums and multi-functional halls. For Technical support **Contact Us.**



Contact Us:
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8 pieces of wisdom that can change your life.

1. Words are powerful, use them wisely.
2. People come and go, but the right ones stay.
3. You are doing enough even if it doesn't feel like it.
4. Failure is when you don't try.
5. Random acts of kindness make everyone feel better.
6. Live for today, not for tomorrow.
7. Never look back, there is nothing there for you.
8. Overthinking kills happiness.



THE LIGHTER SIDE



<p>THE MOON HAS NO LIGHT OF ITS OWN! IT REFLECTS THE SUNLIGHT</p> <p>SCIENCE SAVES LIVES.</p>	<p>You forgot to call your mother again today.</p> <p>Jeremy got more than he bargained for with his new memory foam mattress.</p> <p>Doctor: "Don't worry the X-ray is completely harmless"</p> <p>The doctor when you're getting the X-ray:</p>	<p>MAN, THIS PIZZA IS TAKING FOREVER!</p> <p>Swimmers just before the water's surface tension is broken</p>	<p>Think you're bored?</p> <p>Sir Isaac Newton invented calculus during the plague.</p> <p>Do you have any idea of how bored you must be to invent calculus?</p> <p>DO NOT READ THE NEXT SENTENCE.</p> <p>YOU LITTLE REBEL. I LIKE YOU.</p>
<p>A human has 46 chromosomes.</p> <p>A potato has 48 chromosomes.</p> <p>Therefore you are 2 chromosomes away from being a potato.</p>	<p>just-shower-thoughts</p> <p>The "ueue" in queue is silent.</p>	<p>When you're feeling sad, remember this vertebrae C6 and how happy it is to support you every day</p>	

WHAT'S MOVING IN MACHINERY? TEL: +612 9666 3788

We have what you need

For all your machinery needs or information about our product, please call our Machinery Department:
Contact: Josip Salopek
Tel: (02) 9666 3788

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 Victoria Zavras | Nicola French

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EQUIPMENT AGENCIES		OTHER AGENCIES	